

EUID has been updated successfully. ✕

The record has now been updated ✕

Amend

 Print



# EEO Form 396-C

File No.: CBL0010474

Filing Status: **Ready for Review**

## 12299

Reference  
Copy  
OMB Control  
No. 3060-1033

### General Information

**FCC Registration Number (FRN)**  
0006178198

**Filing Year**  
2023

**Employment Unit ID (EUID)**  
12299

### Section I - Identifying Information

**Has the identifying information associated with this EUID changed?**  
No

**Operator Legal Name**  
GRANDE COMMUNICATIONS NETWORKS, INC.

**Operator Address 1**  
1100 E HOWARD LN BLDG 6

**Operator City**  
AUSTIN

**Operator state**  
TX

**Operator Zip Code**  
78753

**State of Employment Office**  
TX

**County of Employment Office**  
Travis

**Application Purpose**  
New Program Report

**Supplemental Investigation Sheet (SIS) Required**  
false

**Category of Respondent**

**Reporting Period Start Date**  
2022-07-15

Six (6) or more full-time employees during the selected reporting period

**Reporting Period End Date**  
2023-07-14

**Section II - Community Information**

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**PSID**  
021678

**Communities**  
TX2334, TX2319, TX2281, TX2310, TX2312, TX2612, TX2611

**Section III - EEO Policy and Program Requirements**

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**Complied with outreach provisions**  
Yes

**Disseminated widely EEO Program**  
Yes

**Contacted multiple sources of applicants**  
Yes

**Offered promotions in nondiscriminatory manner**  
Yes

**Sought out entrepreneurs in a nondiscriminatory manner**  
Yes

**Analyzed the results of efforts to recruit hire promote and use services**  
Yes

**Defined responsibility of management**  
Yes

**Conducted continuing program to exclude prejudice**  
Yes

**Conducted continuing review of job structure**  
Yes

**Section IV - Additional Information**

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**Exhibit 3 (Optional)**  
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FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

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**PART II - Inquiries Concerning EEO Program and Practices**

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**PART III - EEO Public File Report**

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**Exhibits**

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**Exhibit 3 (Optional)**  
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**Certifications**

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I certify that to the best of my knowledge, information and belief, all statements contained in this filing are true and correct. WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE

OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

### Certifier Information

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**Certifying Official Name and Signature**

Sarah Moczygemba

**Certifying Official Title**

Vice President of HR

**Certifying Official Phone**

737-344-8617

**Certifying Official Email**

sarah.moczygemba@astound.com

**Certifying Date Signed**

2023-09-29

**2023 FCC EEO Public File Report for Grande Communications  
Austin, TX - #12299**

This Report Covers July 15, 2022 – July 14, 2023

**Total # of Full-Time Vacancies Filled During Period: 9**

**Total # People Interviewed for Full-Time Vacancies During Period: 29**

Please see attached recruitment source list for recruitment source contact information.

**Full-Time Positions Filled**

#	Position Title	# Hired	Dates of Hire	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill Vacancy	Number of Interviews Referred by Each Recruitment Source	Total Number Interviewed
1	Associate Strategic Account Manager	1	9/6/2022	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Broadband Careers Page, Astound Broadband Recruitment Commercials, AppCast, Circa, Indeed, WorkInTexas	1 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	3
2	Broadband Technician III	1	8/29/2022	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Broadband Careers Page, Astound Broadband Recruitment Commercials, AppCast, Circa, Indeed, WorkInTexas	0 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	2
3	Business Development Manager	1	9/19/2022	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Broadband Careers Page, Astound Broadband Recruitment Commercials, AppCast, Circa, Indeed, WorkInTexas	0 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	2



**2023 FCC EEO Public File Report for Grande Communications  
Austin, TX - #12299**

**Recruitment/Source List**

<b>Name of Recruitment Source</b>	<b>Contact Person(s)</b>	<b>Contact Phone</b>	<b>Contact E-mail</b>	<b>Entitled to Notifications</b>
Astound Careers Website	Seth Wiedmer	512-470-0443	seth.wiedmer@astound.com	N
Work In Texas			www.workintexas.com	N
Indeed			www.indeed.com	N
PeopleSolved	Thalia Marquez	972-734-5990	Thalia.marquez@peoplesolved.com	N
AppCast	Matthew Nugent	781-635-9398	www.buyerads.com	N
Astound Recruitment Commercials	Jessica Broadbent	210-632-3065	jessica.broadbent@astound.com	N
Circa: AfricanAmericanHires.com	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N
Circa: ALLBGTJobs.com	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N
Circa: AsianHires.com	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N
Circa: VeteranJobs.net	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N
Circa: DisabilityJobs.net	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N
Circa: LatinoJobs.org	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N
Circa: OverFiftyJobs.com	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N
Circa: NativeJobs.org	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N
Circa: WeHireWomen.com	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N
Circa: DiversityJobs.com	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N
Circa: Work In Texas	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N
Circa: Various Diversity Platforms	Joe Irizarry	800-984-3775	joe.irizarry@circaworks.com	N

**2023 FCC EEO Public File Report for Astound Communications  
Austin, TX - #12299**

**Recruitment/Outreach Initiatives**

<b>Date</b>	<b>Event</b>	<b>Description/Participation</b>	<b>Participants</b>
07/15/2022 – 07/14/2023	Developmental Skills Training	Customer Service, Technical Skills, Safety, Sales, etc.	All Employees
Fall 2022	Modeling Inclusive Leadership	Leadership Skills Training	All Management/Leaders
10/23/2022	Hyde Park Fire Station Festival	Monetary Sponsor	Community Relations
10/23/2022	Pemberton Heights Picnic	Monetary Sponsor	Community Relations
10/29/2022	Shipe Park Halloween Movie Night	Monetary Sponsor	Community Relations
11/21/2022	“Finding The Right Fit – Do’s and Do Not’s of Hiring”	EEO Training to Management Level	All Managers/Leaders
12/17/2022	Armadillo Christmas Bazaar	Trade Sponsor	Community Relations
1/01/2023 – 1/31/2023	Discussing Goals & Providing Feedback	Leadership Skills Training	All Management/Leaders
3/4/2023	Live Music in West Austin Park	Monetary Sponsor	Community Relations
Spring 2023	Cultivating a Growth Mindset	Leadership Skills Training	All Management/Leaders
Spring 2023	Strengthening Employee Engagement Utilizing Diverse Thought – Employee Engagement and Critical Thinking	Leadership Skills Training	All Management/Leaders
6/17/2023	Shipe Park Pool Opening	Monetary Sponsor	Community Relations
6/21/2023	Texas Virtual Career Fair	Hosting of Job Fair	Human Resources