

EUID has been updated successfully. ✕

The record has now been updated ✕

Amend

 Print



# EEO Form 396-C

File No.: CBL0010490

Filing Status: **Ready for Review**

## EUID00045

Reference  
Copy  
OMB Control  
No. 3060-1033

### General Information

**FCC Registration Number (FRN)**  
0003749678

**Filing Year**  
2023

**Employment Unit ID (EUID)**  
EUID00045

### Section I - Identifying Information

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

**Operator Legal Name**  
ETS CABLEVISION, INC.

**Operator Address 1**  
11011 RICHMOND AVE

**Operator City**  
HOUSTON

**Operator state**  
TX

**Operator Zip Code**  
77042

**State of Employment Office**  
TX

**County of Employment Office**  
Harris

**Application Purpose**  
New Program Report

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

**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**  
016623

**Communities**  
TX2225, TX2227, TX2619, TX2620, TX2360,  
TX2207

## 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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FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

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**Job Description**  
Sales Workers

**Exhibit Employee Job Descriptions**  
Sales.Job.Description.pdf

## PART II - Inquiries Concerning EEO Program and Practices

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**SIS Question 3**  
2023 SIS Response - Unit #00045 - Houston - Final.Version.pdf

**SIS Question 2**  
2023 SIS Response - Unit #00045 - Houston - Final.Version.pdf

**SIS Question 6**  
2023 SIS Response - Unit #00045 - Houston - Final.Version.pdf

## PART III - EEO Public File Report

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**EEO Public File Report for Previous Year**  
2023 FCC Public File - Houston - Final.Version.pdf

## Exhibits

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**Exhibit Employee Job Descriptions**

Sales.Job.Description.pdf

**EEO Public File Report for Previous Year**

2023 FCC Public File - Houston - Final.Version.pdf

**SIS Question 2**

2023 SIS Response - Unit #00045 - Houston - Final.Version.pdf

**SIS Question 3**

2023 SIS Response - Unit #00045 - Houston - Final.Version.pdf

**SIS Question 6**

2023 SIS Response - Unit #00045 - Houston - Final.Version.pdf

**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  
Houston, TX #00045**

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

**Total # of Full-Time Vacancies Filled During Period: 0**

**Total # People Interviewed for Full-Time Vacancies During Period: 0**

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

**Full-Time Positions Filled**

Employment Unit ID #00045 did not hire for positions during the 7/15/2022 – 7/14/2023 cycle.

**2023 FCC EEO Public File Report for EnTouch Communications  
Houston, TX #00045  
Recruitment/Source List**

Employment Unit ID #00045 did not hire for positions during the 7/15/2022 – 7/14/2023 cycle.

**2023 FCC EEO Public File Report for Grande Communications  
Houston, TX #00045  
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
10/8/2022	Cinco Ranch Casino Night	Sponsorship	Community Relations
Fall 2022	Modeling Inclusive Leadership	Leadership Skills Training	All Management/Leaders
11/21/2023	"Finding The Right Fit - Do's and Do Not's of Hiring"	EEO Training to Management Level	All Management/Leaders
12/3/2022	Cinco Ranch Holiday Family Fest	Booth	Community Relations
01/01/2023 – 01/31/2023	Discussing Goals & Providing Feedback	Leadership Skills Training	All Management/Leaders
4/1/2023	Cinco Ranch Easter Eggstravaganza	Sponsorship	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
6/21/2023	Texas Virtual Career Fair	Hosting of Job Fair	Human Resources