

**Grande Communications Networks, LLC, dba. Astound Broadband**  
**EEO Public File Report**  
**Employment Unit ID # 12297**  
**Ector County, Texas**  
**FCC Year July 15, 2023 through July 14, 2024**

**Total # of Full-Time Vacancies Filled During Period: 4**

**Total # People Interviewed for Full-Time Vacancies During Period: 13**

<b>Requisition Number</b>	<b>Posting Title</b>	<b>Source</b>	<b># Of Interviews</b>	<b># of Hires</b>
ACCOU007845	Account Executive	3rd Party Agency	1	1
		Employee Referral	1	0
		LinkedIn	0	0
		Indeed	0	0
BROAD007569	Broadband Technician I	ZipRecruiter	0	0
		Facebook	0	0
		Indeed	3	1
BROAD007839	Broadband Service Technician	College Website	0	0
		WorkInTexas	0	0
		Indeed	1	1
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	1	0
BROAD007908	Broadband Technician I	Employee Referral	0	0
		Former Employee	1	1
		LinkedIn	1	0
		Indeed	4	0
		Astound Broadband Website - Careers Page	0	0
<b>Totals:</b>			<b>13</b>	<b>4</b>

**Grande Communications Networks, LLC, dba. Astound Broadband**  
**FCC Annual Report**  
**Employment Unit ID # 12297**  
**Ector County, Texas**  
**Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)**  
**July 15, 2023 - July 14, 2024**

Source	Contact and Email	Address	Telephone	Entitled to Notifications
Indeed	Kyle Murphy kylemurphy@indeed.com	7501 N. Capital of Texas Hwy Austin, TX 78731	512.485.1899	No
LinkedIn	Larry Gould lgould@linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	312.650.7673	No
Astound Broadband Careers Web Page	Adilene Scarborough adilene.scarborough @astound.com	3700 Monte Villa Pkwy Bothell, WA 98021	428.287.7698	No
Employee Referral Program	Adilene Scarborough adilene.scarborough @astound.com	3700 Monte Villa Pkwy Bothell, WA 98021	428.287.7698	No
WorkIn Texas	996 WF SOL International District Workforce wit.dallas@twc.texas.gov	5757 Alpha Road, Suite 800 Dallas, Texas 75240	972.388.5600	No
Buyer	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Zip Recruiter	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Monster	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talent	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Adzuna	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talroo	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Circa Mitratesh*	Tyler Kaplan tyler.kaplan@mitratesh.com	1000 N Water St Suite 1200, Milwaukee, WI 53202	800-984-3775	No

\*All Astound vacancies are distributed by our external partner, Circa, on the following diverse job boards: AfricanAmericanHires.com, AllLGBTJobs.com, AsianHires.com, VeteranJobs.net, DisabilityJobs.net, LatinoJobs.org, OverFiftyJobs.com, NativeJobs.org, WeHireWomen.com, and DiversityJobs.com. Circa also posts all vacancies on all of their In-Network state diversity job boards, and distributes all job opportunities to local organizations that support a diverse set of community members.

**Grande Communications Networks, LLC. dba Astound Broadband**  
**Employment Unit ID UNIT# 12297**  
**Ector County, Texas**  
**FCC General Recruitment Report - 76.1702(b)(3)**  
**July 15, 2023 through July 14, 2024**

<b>Outreach Efforts</b>	<b>Participants</b>	<b>Date</b>	<b>Description</b>
Astound Virtual Career Fair	Astound Talent Acquisition team	6/19/2024	Hosted a National Career Fair, including Travis County, for all positions at Astound
Astound Summer Internship Program	Astound Recruiters, DEI Team and students from higher education institutions across the U.S.	05/01/2024 - 08/01/2024	Astound Intern program focused on providing college students intern opportunities in the MVPD industry.
Oil Patch Kids Golf Invitational	Astound team: Brian Pera, Warehouse Rep, and Tommy Pate, Field Operations Supervisor	7/14/2023-7/15/2023	Charity Event / Media sponsor airtime trade
Midland Summer Movies in the Park	Community	7/14/2023	Community event. Astound was the title sponsor / branding
Midland County Fair	Community	8/24/2023-8/27/2023	Amphitheater airtime trade sponsor / branding / marketing
Permain Basin Ector County Fair and Expo	Community	9/1/2023 - 9/10/2023	Petting Zoo airtime trade Sponsor / branding / marketing (Odessa, TX)
Paint the Park	Astound Headend Paul Nunez	9/23/2023	Community event- fun run/walk
3rd Annual West TX Women's Symposium	Astound Sales Rep Tausha Day	10/11-10/12/23	Silver sponsor Chamber event (Midland, TX)
Chocolate Decadence	Astound team: Tommy Pate, Field Operations Supervisor, and Jessie Para, BST Installer	1/26/2024	Charity event / Media sponsor airtime trade
Midland YMCA Shamrock Shuffle Run	Astound Headend Paul Nunez	3/16/2024	Lucky Sponsor Community event (Midland, TX)
Social Media Winners - VIP Suite to Odessa Jackalopes	Astound Field Director Kelley Carson	3/23/2024	Host social media contest winners in suite (Odessa, TX)
2024 SHARE Walk	Community	4/20/2024	Ring Master sponsor airtime trade / Branding
Aphasia Awareness Concert	Astound team: Tommy Pate, Field Operations Supervisor, Eloy Benavides, BNT, and Kelley Carson, Field Director	4/27/2024	Headline sponsor airtime trade
Midland Summer Movies in the Park	Community	6/7/2024	Title sponsor / branding
Midland Summer Movies in the Park	Community	6/28/2024	Title sponsor / branding
Midland Star-Spangled Salute	Kelley Carson, Astound Field Director	7/4/2024	Cool Zone sponsor
1.1 Meeting Managerial Responsibilities	Astound Market Leadership Employees	9/6/2023	Leadership developent
Benefits of Diversity for Everyone	Astound Employees	3/29/2024 - 7/1/2024	Diversity training
Bystander Intervention	Astound Employees	6/26/2024 - 7/10/2024	Diversity training
Harassment Prevention, People Managers	Astound Employees	10/01/2023 - 07/31/2024	Required harassment prevention training
Microlearning-Implicit Bias	Astound Employees	09/012023 - 05/30/2024	Diversity training
2024 Women's ERG Launch - Women's History Month	Astound Employees	4/25/2024	Cultural conversations with employee base

EUID has been updated successfully. ✕

Amend

Print



# EEO Form 396-C

File No.: CBL0016809

Filing Status: **Ready for Review**

## 12297

Reference  
Copy  
OMB Control  
No. 3060-1033

### General Information

**FCC Registration Number (FRN)**

0006178198

**Filing Year**

2024

**Employment Unit ID (EUID)**

12297

### Section I - Identifying Information

**Has the identifying information associated with this EUID changed?**

No

**Operator Legal Name**

GRANDE COMMUNICATIONS NETWORKS, INC.

**Operator Address 1**

2401 E IH 20

**Operator City**

ODESSA

**Operator state**

TX

**Operator Zip Code**

79766

**State of Employment Office**

TX

**County of Employment Office**

Ector

**Application Purpose**

New Program Report

**Supplemental Investigation Sheet (SIS) Required**

false

**Category of Respondent**

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

**Reporting Period Start Date**

2023-07-15

**Reporting Period End Date**

2024-07-14

Section II - Community Information

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**PSID**

020197

**Communities**

TX2613, TX2287, TX2292

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)**

2024.Public.File - Odessa.pdf

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)**

2024.Public.File - Odessa.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**

**Certifying Official Title**

Sarah Moczygemba

Vice President of HR

**Certifying Official Phone**

737-344-8617

**Certifying Official Email**

sarah.moczygemba@astound.com

**Certifying Date Signed**

2024-09-26