

**Grande Communications Networks, LLC, dba. Astound Broadband**  
**EEO Public File Report**  
**Employment Unit ID # 12847**  
**Bell County, Texas**  
**FCC Year July 15, 2023 through July 14, 2024**

**Total # of Full-Time Vacancies Filled During Period: 5**  
**Total # People Interviewed for Full-Time Vacancies During Period: 12**

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD007431	Broadband Service Technician	WorkInTexas	1	0
		Indeed	0	0
		Astound Broadband Website - Careers Page	1	1
BROAD007432	Broadband Service Technician	Billboard	0	0
		ZipRecruiter	0	0
		Indeed	2	1
		Astound Broadband Internal Posting	0	0
DIREC007653	Direct Sales Representative	Employee Referral	0	0
		LinkedIn	1	1
		Indeed	1	0
		Appcast	0	0
		Snag	0	0
DIREC007864	Direct Sales Representative	Indeed	2	1
		Astound Broadband Website - Careers Page	1	0
DIREC007832	Direct Sales Representative	Indeed	2	1
		Appcast	0	0
		Astound Broadband Website - Careers Page	1	0
<b>Totals:</b>			<b>12</b>	<b>5</b>

**Grande Communications Networks, LLC, dba. Astound Broadband**  
**FCC Annual Report**  
**Employment Unit ID # 12847**  
**Bell 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 Mitrarech*	Tyler Kaplan tyler.kaplan@mitrarech.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, AiLLGBTJobs.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 Communication Networks, LLC. dba Astound Broadband**  
**Employment Unit ID UNIT# 12847**  
**Bell 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>
Lorena High School Career Fair	Lorena High School students and Astound Human Resources team	4/24/2024	Career Fair for Local Seniors
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.
Astound Virtual Career Fair	Astound Talent Acquisition team	6/19/2024	Hosted a National Career Fair, including Travis County, for all positions at Astound
Bell County Senior Expo	Astound Direct Sales Representative Leann Duett and Lori Salisbury, Community Relations	9/27/2023	Community event/ booth / marketing ad (Belton, TX)
Walk to End Alzheimer Bell County	Astound Community Relations, Lori Salisbury	10/7/2024	Airtime trade / community fun run (Belton, TX)
Amy's Attic 8th annual Fall Festival in Belton	Astound Direct Sales Representative Leann Duett	10/15/2023	Community event/ booth
Holiday Around Town BAH Expo	Astound Direct Sales Representative Leann Duett & Enterprise Representative Cherri Corn	11/9/2023	Community & chamber event/ booth (Belton & Temple, TX)
TABA home & Garden Show	Astound Direct Sales Team: Leann Duett, Cleon Tollerson and Jairo Moctezuma-Munoz	2/23/2024 - 2/25/2024	Community event/ booth (Belton, TX)
Salado Wildflower Festival	Astound Direct Sales Team: Leann Duett, Cleon Tollerson and Jairo Moctezuma-Munoz	3/23/2024 - 3/24/2024	Event sponsor / community event/ booth (Salado, TX)
Central Texas Airfest	Astound Direct Sales Team: Leann Duett, Laura Molina-McCarty and Jairo Moctezuma-Munoz	5/17/2024 - 5/19/2024	Airtrade sponsor for community event/ booth (Temple, TX)
Temple Chamber & BSW business Showcase	Astound Direct Sales Representative Leann Duett	6/27/2024	Community event/ booth
Belton 4th of July Celebration & Rodeo	Astound Direct Sales Team: Laura Molina-McCarty and Jairo Moctezuma-Munoz	7/1/2024 - 7/4/2024	Airtime trade Parade & Rodeo sponsor/community event/ booth
Benefits of Diversity for Everyone	Astound Employees	3/29/2024 - 4/17/2024	Diversity training
Bystander Intervention	Astound Employees	6/26/2024 - 7/12/2024	Diversity training
Harassment Prevention, People Managers	Astound Employees	10/23/2023 - 11/09/2023	Required harassment prevention training
Microlearning-Implicit Bias	Astound Employees	09/01/2023 - 04/30/2024	Diversity training

EUID has been updated successfully. ✕

Amend

Print



# EEO Form 396-C

File No.: CBL0016821

Filing Status: **Ready for Review**

## 12847

Reference  
Copy  
OMB Control  
No. 3060-1033

### General Information

**FCC Registration Number (FRN)**

0006178198

**Filing Year**

2024

**Employment Unit ID (EUID)**

12847

### Section I - Identifying Information

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

No

**Operator Legal Name**

GRANDE COMMUNICATIONS NETWORKS, INC.

**Operator Address 1**

7595 US HWY 190

**Operator City**

TEMPLE

**Operator state**

TX

**Operator Zip Code**

76513

**State of Employment Office**

TX

**County of Employment Office**

Bell

**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**

013858

**Communities**

TX1046, TX1961, TX1045, TX1047, TX1050, TX1049

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 - Temple.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 - Temple.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**

2024-09-26