

EUID has been updated successfully. ✕

The record has now been updated ✕

Amend

 Print



EEO Form 396-C

File No.: CBL0010514

Filing Status: **Ready for Review**

11755

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)
0006178198

Filing Year
2023

Employment Unit ID (EUID)
11755

Section I - Identifying Information

Has the identifying information associated with this EUID changed?
No

Operator Legal Name
GRANDE COMMUNICATIONS NETWORKS, INC.

Operator Address 1
401 CARLSON CIRCLE

Operator City
SAN MARCOS

Operator state
TX

Operator Zip Code
78666

State of Employment Office
TX

County of Employment Office
Hays

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

PSID
021449

Communities
TX2306, TX2308, TX2282

Section III - EEO Policy and Program Requirements

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

Exhibit 3 (Optional)
2023 FCC Public File - San Marcos - Final.Version.pdf

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

PART II - Inquiries Concerning EEO Program and Practices

PART III - EEO Public File Report

Exhibits

Exhibit 3 (Optional)
2023 FCC Public File - San Marcos - Final.Version.pdf

Certifications

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

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
San Marcos, TX - #11755**

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

Total # of Full-Time Vacancies Filled During Period: 51

Total # People Interviewed for Full-Time Vacancies During Period: 350

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	Customer Experience Advocate	47	7/18/2022 7/18/2022 7/18/2022 7/18/2022 7/18/2022 7/18/2022 7/18/2022 7/18/2022 7/18/2022 7/18/2022 7/18/2022 9/12/2022 9/12/2022 9/12/2022 9/12/2022 9/12/2022 9/12/2022 9/12/2022 11/7/2022 11/7/2022	12 Employee Referral 0 Internal 30 Internet 0 Job Fair 0 Newspaper 4 Other 0 Rehire 1 Staffing Agency	Astound Careers Website, WorkInTexas, Indeed, Astound Recruitment Commercials, Appcast, Circa, Social Media platforms – Facebook, LinkedIn, Greater SM Partnership Job Fair, Employee Referral, Texas Virtual Career Fair	47 Employee Referral 0 Internal 262 Internet 1 Job Fair 6 Newspaper 13 Other 2 Rehire 7 Staffing Agency	338

2	Implementation Project Manager II	1	11/7/2022 11/7/2022 11/7/2022 11/7/2022 1/17/2023 1/17/2023 1/17/2023 1/17/2023 1/17/2023 1/17/2023 2/27/2023 2/27/2023 2/27/2023 2/27/2023 2/27/2023 2/27/2023 2/27/2023 3/27/2023 3/27/2023 3/27/2023 3/27/2023	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, Circa, Indeed, LinkedIn, WorkInTexas	1 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	2
3	Recruiter	1	9/12/2022	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	1 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	2

3	Retail Customer Care Representative I	1	11/21/2022	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	Astound Broadband Careers Page, Circa, Indeed, WorkInTexas	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	1
4	Retail Customer Care Representative II	1	3/13/2023	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, Circa, Indeed, WorkInTexas	0 Employee Referral 0 Internal 6 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	0 Employee Referral 0 Internal 6 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	7

**2023 FCC EEO Public File Report for Grande Communications
San Marcos, TX - #11755**

Recruitment/Source List

Name of Recruitment Source	Contact Person(s)	Contact Phone	Contact E-mail	Entitled to Notifications
Astound Careers Website	Seth Wiedmer	512-470-0443	seth.wiedmer@astound.com	N
Indeed			www.indeed.com	N
AppCast	Matthew Nugent	781-635-9398	www.buyerads.com	N
Social Media Platform - Facebook	Rebecca Hornack	412-418-6477	rebecca.hornack@astound.com	N
Social Media Platform - LinkedIn			www.linkedin.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: 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 Grande Communications
San Marcos, TX - #11755**

Recruitment/Outreach Initiatives

Date	Event	Description/Participation	Participants
07/15/2022 – 07/14/2023	Developmental Skills Training	Customer Service, Technical Skills, Safety, Sales, etc.	All Employees
7/12/2022 7/19/2022 7/26/2022	Movies in Your Park	Monetary Sponsor	Community Relations
7/7/2022 7/14/2022 7/21/2022 7/28/2022 8/4/2022	Summer in the Park Concert Series	Monetary Sponsor	Community Relations
8/19/2022	Party in Your Park- Dunbar Park	Monetary Sponsor	Community Relations
9/23/2022	Party in Your Park- Kenneth Copeland Memorial Park	Monetary Sponsor	Community Relations
10/28/2022	Farmer Fred's Harvest Fall Carnival	Monetary Sponsor	Community Relations
Fall 2022	Modeling Inclusive Leadership	Leadership Skills Training	All Management/Leaders
11/1/2022	Turkey's Tackling Hunger	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 Management/Leaders
12/2/2022	Sights & Sounds of San Marcos	Monetary Sponsor	Community Relations
01/01/2023 – 01/31/2023	Discussing Goals & Providing Feedback	Leadership Skills Training	All Management/Leaders
Spring 2023	San Marcos High School Baseball Booster Club Sponsorship	Monetary Sponsor	Community Relations
3/4/2023	38 th Annual Great Texas River Clean Up	Monetary Sponsor	Community Relations and Employee Volunteers
4/8/2023	Heritage Association of San Marcos 2 nd Annual Easter Egg Hunt & Festival	Monetary Sponsor	Community Relations
4/22/2023	Dash 4 Donuts	Monetary Sponsor	Community Relations
4/30/2023	National Adopt a Shelter Pet Day	Monetary Sponsor	Community Relations and Employee Volunteers
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
6/1/2023 6/8/2023 6/15/2023 6/22/2023 6/29/2023	Summer in the Park Concert Series	Monetary Sponsor	Community Relations
6/1/2023	Greater San Marcos Partnership Career Fair 2023	Participation in Job Fair	Human Resources
6/21/2023	Texas Virtual Career Fair	Hosting of Job Fair	Human Resources