

EUID has been updated successfully. ✕

The record has now been updated ✕

Amend

 Print



# EEO Form 396-C

File No.: CBL0010516

Filing Status: **Ready for Review**

## 12300

Reference  
Copy  
OMB Control  
No. 3060-1033

### General Information

**FCC Registration Number (FRN)**  
0006178198

**Filing Year**  
2023

**Employment Unit ID (EUID)**  
12300

### Section I - Identifying Information

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

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

**Operator Address 1**  
7200 IMPERIAL AVE

**Operator City**  
WACO

**Operator state**  
TX

**Operator Zip Code**  
76712

**State of Employment Office**  
TX

**County of Employment Office**  
McLennan

**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**  
021679

**Communities**  
TX2244, TX2606, TX2607, TX2522, TX1048,  
TX2295, TX2294, TX2296

**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  
Waco, TX - #12300**

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

**Total # of Full-Time Vacancies Filled During Period: 8**

**Total # People Interviewed for Full-Time Vacancies During Period: 18**

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	Broadband Dispatcher I	2	8/1/2022 9/6/2022	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 1 Staffing Agency	Astound Careers Website, Indeed, Appcast, Sedona Staffing Services, Express Professionals Circa, WorkinTexas, Astound Recruitment Commercials	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 1 Staffing Agency	3
2	Broadband Technician I	5	8/29/2022 8/29/2022 8/30/2022 6/5/2023 6/19/2023	0 Employee Referral 0 Internal 5 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 10 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	11
3	Territory Manager	1	5/22/2023	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 4 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	4

**2023 FCC EEO Public File Report for Grande Communications  
Waco, TX - #12300**

**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
Indeed			www.indeed.com	N
Appcast	Matthew Nugent	781-635-9398	www.buyerads.com	N
Express Employment Staffing	Mike Elliott	254-776-3300	www.expresspros.com/wacotx	N
Sedona Staffing Services	Kathryn Crouch	254-666-3042	www.sedonastaffing.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 Grande Communications  
Waco, TX - #12300**

**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
8/12/2022	Robinson ISD Vendor Fair	Booth	Community Relations & Volunteers
8/1/2022 - 8/31/2022	Baylor Football Tailgating	Booth	Community Relations & Volunteers
9/19/2022	Hewitt Chamber Golf Tournament	Event Sponsor	Community Relations
9/1/2022 - 9/30/2022	Baylor Football Tailgating	Booth	Community Relations & Volunteers
10/7/2022	MCC Golf Tournament	Event Sponsor	Community Relations & Volunteers
10/16/2023 - 10/16/2022	Extraco Center HOT fair and expo	Event Sponsor/Booth	Community Relations & Volunteers
10/28/2022	GHCOG Spooktacular	Event Sponsor/Booth	Community Relations & Volunteers
10/29/2022	Walk to End Alzheimer's	Event Sponsor	Community Relations
10/1/2022 - 10/31/2022	Baylor Football Tailgating	Booth	Community Relations & Volunteers
Fall 2022	Modeling Inclusive Leadership	Leadership Skills Training	
11/3/2022 - 11/6/2022	Deck the Halls - Junior League of Waco	Event Sponsor	Community Relations & Volunteers
11/19/2022	Annual Central Texas Turkey Trot	Event Sponsor	Community Relations & Volunteers
11/21/2022	"Finding The Right Fit - Do's and Do Not's of Hiring"	EEO Training to Management Level	All Management/Leaders
01/01/2023 – 01/31/2023	Discussing Goals & Providing Feedback	Leadership Skills Training	All Management/Leaders
2/12/2023 - 2/13/2023	HOT Builders Assoc Home Expo at Extraco center	Event Sponsor/Booth	Community Relations & Volunteers
3/18/2023	Nacho Daddy Car Show & Concert	Event Sponsor/Booth	Community Relations & Volunteers
4/18/2023	MISD Multi Cultural Fair	Event Sponsor/Booth	Community Relations & 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
5/12/2023	YES! Expo	Event Sponsor	Community Relations & Volunteers
5/15/2023 - 5/19/2023	Providence Village National Nursing Home Week	Event Sponsor	Community Relations & Volunteers
6/21/2023	Texas Virtual Career Fair	Hosting of Job Fair	Human Resources