Grande Communications Networks, LLC, dba. Astound Broadband EEO Public File Report Employment Unit ID # 11755 Hays County, Texas FCC Year July 15, 2023 through July 14, 2024

Total # of Full-Time Vacancies Filled During Period: 42
Total # People Interviewed for Full-Time Vacancies During Period: 299

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
CARRI007532	Carrier Sales Engineer	3rd Party Agency	1	1
		Employee Referral	3	0
		LinkedIn	1	0
		Professional Job Board	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		ZipRecruiter	0	0
		WorkInTexas	0	0
		Indeed	3	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	0	
FINAN007733	Financial Analyst	3rd Party Agency	1	0
		LinkedIn	2	
		Glassdoor	1	0
		ZipRecruiter	0	0
		Indeed	5	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
IMPLE007836	Implementation Project Manager I or II		1	
		LinkedIn	0	0
		Veteran's job boards	0	0
		Indeed	1	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
SENIO007506	Senior Systems Administrator	3rd Party Agency	1	0
		Careerbuilder	0	
		Employee Referral	0	0
		LinkedIn	1	0
		Glassdoor	0	
		Craigslist	0	
		ZipRecruiter	0	
		WorkInTexas	0	
		Indeed	1	0
		Dice	0	
		Astound Broadband Website - Careers Page	2	1
		Jobcase	0	
		Talent.com	0	0
SENIO007834	Senior Broadband Network Engineer	3rd Party Agency	0	
		LinkedIn	0	0
		Professional Job Board	1	0
		ZipRecruiter	0	
au ama a a ma a a t		Indeed	1	1
CUSTO007392*	Customer Care Advocate (Remote)	ZipRecruiter	3	3
*Bulk hiring class. This is the parent				
requisition, consolidating all hires and		Indood		4
interviews for the following list of requisitions:		Indeed Actound Broadband Website Careers Base	4	4 1
CUSTO007126		Astound Broadband Website - Careers Page	_	_
CUSTO007393		Astound Broadband Website - Careers Page	1	
CUSTO007394		Jobfair	1	1
CUSTO007395		Professional Job Board	0	
CUSTO007396		Professional/Business Referral	0	0
CUSTO007509		State Job Board	0	0
CUSTO007510		TV Advertising	0	0
CUSTO007511		Word of Mouth	0	0
CUSTO007512		Billboard	0	
CUSTO007543	Customer Cour Advisor (D. 1.)	Appcast	0	
CUSTO007515*	Customer Care Advocate (Remote)	3rd Party Agency	0	0
*Bulk hiring class. This is the parent				
requisition, consolidating all hires and		Dillbaand	_	_
interviews for the following list of requisitions:		Billboard	0	
CUSTO007544		Careerbuilder	0	
CUSTO007586		College Career Fair	0	-
CUSTO007587		Employee Referral	3	
CUSTO007588		Jobfair	0	
	The state of the s	LinkedIn	0	

		Professional Job Board	0	0
		Professional/Business Referral	0	0
		State Job Board	0	0
		TV Advertising	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		ZipRecruiter	1	0
		Social Media (Twitter, Facebook, Instagram)	0	0
		WorkInTexas	0	0
		Facebook	0	0
		Indeed	38	4
		Monster	0	0
		Appcast	4	1
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
		Jobcase	0	0
		Lensa	0	0
		Snag	0	0
CUSTO007589*	Customer Care Advocate (Remote)	3rd Party Agency	1	0
*Bulk hiring class. This is the parent	()	5 · 5 · 5 · 5 · 5 · 5 · 5 · 5 · 5 · 5 ·		-
requisition consolidating all hires and				
requisition, consolidating all hires and		Billhoard	^	
interviews for the following list of requisitions:		Billboard	0	0
CUSTO007590		Careerbuilder	0	0
CUSTO007637		Employee Referral	4	2
CUSTO007638		Former Employee	0	0
CUSTO007639		LinkedIn	0	0
CUSTO007640		State Job Board	1	0
CUSTO007641		TV Advertising	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		ZipRecruiter	0	0
		Social Media (Twitter, Facebook, Instagram)	0	0
		WorkInTexas	2	0
		Facebook	1	0
		Indeed	15	3
		Monster	0	0
		Appcast	21	2
		Astound Broadband Website - Careers Page	2	0
		Astound Broadband Internal Posting	1	0
		Jobcase		
			0	0
		CollegeRecruiter	0 0	0
CUSTO007642*	Customer Care Advocate (Remote)	CollegeRecruiter		
	Customer Care Advocate (Remote)		0	0
*Bulk hiring class. This is the parent	Customer Care Advocate (Remote)	CollegeRecruiter	0	0
*Bulk hiring class. This is the parent requisition, consolidating all hires and	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency	0	0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder	0 0	0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4	0 0 0 0	0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website	0 0 0 0 0	0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4	0 0 0 0	0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website	0 0 0 0 0	0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee	0 0 0 0 0 0 2	0 0 0 0 0 0 1
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn	0 0 0 0 0 0 2 1 1	0 0 0 0 0 0 1 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board	0 0 0 0 0 0 2 1 1 1 2	0 0 0 0 0 0 1 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board	0 0 0 0 0 0 2 1 1 1 2	0 0 0 0 0 0 1 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards	0 0 0 0 0 2 1 1 1 2 0	0 0 0 0 0 1 0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth	0 0 0 0 0 2 1 1 1 2 0 0	0 0 0 0 0 1 1 0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards	0 0 0 0 0 2 1 1 1 2 0	0 0 0 0 0 1 0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth	0 0 0 0 0 2 1 1 1 2 0 0	0 0 0 0 0 1 1 0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth Glassdoor ZipRecruiter	0 0 0 0 0 0 2 1 1 2 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth Glassdoor ZipRecruiter Social Media (Twitter, Facebook, Instagram)	0 0 0 0 0 0 2 1 1 1 2 0 0 0 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth Glassdoor ZipRecruiter Social Media (Twitter, Facebook, Instagram) WorkInTexas	0 0 0 0 0 2 1 1 1 2 0 0 0 1 0 0 3	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth Glassdoor ZipRecruiter Social Media (Twitter, Facebook, Instagram) WorkInTexas Facebook	0 0 0 0 0 2 1 1 1 2 0 0 0 1 0 0 3	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth Glassdoor ZipRecruiter Social Media (Twitter, Facebook, Instagram) WorkInTexas Facebook Indeed	0 0 0 0 0 2 1 1 1 2 0 0 0 1 0 0 3 0 0 3	0 0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth Glassdoor ZipRecruiter Social Media (Twitter, Facebook, Instagram) WorkInTexas Facebook Indeed Monster	0 0 0 0 0 2 1 1 1 2 0 0 0 1 0 0 3 0 0 3 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth Glassdoor ZipRecruiter Social Media (Twitter, Facebook, Instagram) WorkInTexas Facebook Indeed Monster Appcast Astound Broadband Website - Careers Page	0 0 0 0 0 2 1 1 2 0 0 0 1 0 0 0 3 0 0 2 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth Glassdoor ZipRecruiter Social Media (Twitter, Facebook, Instagram) WorkInTexas Facebook Indeed Monster Appcast Astound Broadband Website - Careers Page Astound Broadband Internal Posting Jobcase CollegeRecruiter	0 0 0 0 0 2 1 1 1 2 0 0 0 1 1 0 0 0 3 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions: CUSTO007774		CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth Glassdoor ZipRecruiter Social Media (Twitter, Facebook, Instagram) WorkInTexas Facebook Indeed Monster Appcast Astound Broadband Website - Careers Page Astound Broadband Internal Posting Jobcase CollegeRecruiter Talent.com	0 0 0 0 0 2 1 1 1 2 0 0 0 1 0 0 0 3 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions:	Customer Care Advocate (Remote) Customer Care Specialist (Remote)	CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth Glassdoor ZipRecruiter Social Media (Twitter, Facebook, Instagram) WorkInTexas Facebook Indeed Monster Appcast Astound Broadband Website - Careers Page Astound Broadband Internal Posting Jobcase CollegeRecruiter	0 0 0 0 0 2 1 1 1 2 0 0 0 1 1 0 0 0 3 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions: CUSTO007774 CUSTO007830 *Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions: CUSTO007893 CUSTO007894		CollegeRecruiter 3rd Party Agency Careerbuilder Channel 4 College Website Employee Referral Former Employee LinkedIn Professional Job Board State Job Board Veteran's job boards Word of Mouth Glassdoor ZipRecruiter Social Media (Twitter, Facebook, Instagram) WorkInTexas Facebook Indeed Monster Appcast Astound Broadband Website - Careers Page Astound Broadband Internal Posting Jobcase CollegeRecruiter Talent.com 3rd Party Agency Billboard Careerbuilder College Career Fair	0 0 0 0 0 0 2 1 1 1 2 0 0 0 1 1 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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CUSTO008138 College Career Fair 0 0 CUSTO008139 College Website 0 0 Employee Referral 1 0 0 Former Employee 0 0 0 Jobfair 0 0 0 LinkedIn 1 0 0 Professional/Business Referral 0 0 State Job Board 0 0					
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Sale 2-b Board					
TV Advertising					
Word of Mouth 1 0 0 0 0 0 0 0 0 0				-	
Customer Care Specialist (Remote) Customer Care Specialist (Re				0	
Professional Diversity Network			Word of Mouth	1	0
Professional Diversity Network			Glassdoor	0	0
Typecrutier				0	
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Racebook 0 0 0 0 0 0 0 0 0					
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Interviews for the following list of requisitions: CUSTO008097 CUSTO008060 CUSTO008060 Customer Care Specialist (Remote) State Date Board (Former Employee Career Fair College Career Fair College Career Fair College Website			, , ,	•	-
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College Website					
Employee Referal 2	CUS10008060		College Career Fair		
Former Employee					
Johfeir				2	0
LinkedIn			Former Employee	1	1
Professional Job Board			Jobfair	1	0
Professional Job Board			LinkedIn	1	
Professional/Business Referral 0					
State Job Board 0					
Word of Mouth 1					
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CUSTO008139 College Website Employee Referral Former Employee Jobfair LinkedIn Professional/Business Referral 0 0 0 State Job Board Word of Mouth Glassdoor ZipRecruiter WorkInTexas 2 1 Facebook Indeed Monster Monster Monster Astound Broadband Website - Careers Page Astound Broadband Internal Posting Jobcase Jobs2Careers 0	CUSTO008138		College Career Fair	0	0
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LinkedIn Professional/Business Referral Drofessional/Business					
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Jobs2Careers 0 0					
Diversity website 0 0					
	I	I	Diversity website	U	U

	WorkInTexas	1	1
	Company Vehicle Advertisement	0	0
Totals:		299	42

Grande Communications Networks, LLC, dba. Astound Broadband FCC Annual Report Employment Unit ID # 11755 Hays 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
Astound Website - Careers Page	Tracy Brutcher	650 College Road East, Suite 3100	609-681-2189	No
_	tracy.brutcher@astound.com	Princeton, NJ 08540		
Astound Employee Referral Program	Brandy Brown	401 Carlson Circle	512-667-8790 No	
	brandy.brown@astound.com	San Marcos, TX		
Astound Internal Job Posting - Internal Candidates	Tracy Brutcher	650 College Road East, Suite 3100	609-681-2189 No	
	tracy.brutcher@astound.com	Princeton, NJ 08540		
Astound-Job openings flier-Payment Center	Brandy Brown	401 Carlson Circle	512-667-8790 No	
	brandy.brown@astound.com	San Marcos, TX		
Indeed.com	Kyle Murphy	7501 N. Capital of Texas Hwy	512-485-1899	No
	Kylemurphy@indeed.com	Austin, TX 78731		
LinkedIn/Facebook/Twitter/Instagram	Rebecca Hornak	online	571-369-1524	No
	rebecca.hornak@astound.com	Falls Church, VA 22046		
WorkIn Texas	996 WF SOL International District Workforce	5757 Alpha Road, Suite 800	972.388.5600	No
	wit.dallas@twc.texas.gov	Dallas, Texas 75240		
Social Media Outreach; Facebook, Twitter,	Julie Thomas	1 Hacker Way	650-308-7300	No
	julie.thomas@astound.com	Menlo Park, CA 94025		
	Rebecca Hornak			
	rebecca.hornak@astound.com			
	www.facebook.com			
Company Vehicle Advertisement	Vanessa Perry	650 College Rd E Suite 3100	609.452.2543	No
	vanessa.perry@astound.com	Princeton, NJ 08540		
Buyer	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Zip Recruiter	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Appcast	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Monster	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Talent	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Adzuna	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com	_		
Talroo	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Circa Mitratech*	Tyler Kaplan	1000 N Water St Suite 1200, Milwaukee, WI 53202	800-984-3775	No
	tyler.kaplan@mitratech.com	·	1	

*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# 11755 Hays County, Texas FCC General Recruitment Report - 76.1702(b)(3) July 15, 2023 through July 14, 2024

Outreach Efforts	Participants	Date	Description
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 Recruiters, DEI Team and students		
	from higher education institutions across the		Astound Intern program focused on providing college students intern opportunities
Astound Summer Internship Program	U.S.	05/01/2024 - 08/01/2024	in the MVPD industry.
SMPAA Summer in the Park Concert Series	Astound Community Relations	7/20/2023	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	7/27/2023	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	8/3/2023	Community Event- Astound was a sponsor
PAL's Pet Fest	Astound Community Relations	10/29/2023	Community Event- Astound was a sponsor
Turkey's Tackling Hunger	Astound Community Relations	11/1/2023	Community Event- Astound was a sponsor
	Teresa Lauderdale, Astound Implementation		
Sights & Sounds of San Marcos	Project Manager II	11/30/2023	Fesitval- Astound was sponsor
Dia de los Muertos 5K	Astound Community Relations	10/28/2023	Community Fun Run- Astound was Airtime trade sponsor
SMHS Rattler Baseball Booster Club Sponsorship	School community	1/81/2024	School Event- Astound was sponsor
	Astound employees: Stephanie Cano-Qualls,		
	Dillon Wright, Sulma Herrera, Seth Wiedmer,		
Great Texas River Clean Up	Lennie Wilder	3/2/2024	Volunteer Event- Astound was sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	6/6/2024	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	6/13/2024	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	6/20/2024	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	6/27/2024	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	7/4/2024	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	7/11/2024	Community Event- Astound was a sponsor
1.1 Meeting Managerial Responsibilities	Astound Employees	08/01/2023 - 03/30/2024	Leadership develompent
Benefits of Diversity for Everyone	Astound Employees	03/01/2024 - 07/31/2024	Diversity training
Bystander Intervention	Astound Employees	6/26/2024 - 7/8/2024	Diversity training
Harassment Prevention, People Managers	Astound Employees	08/01/2023 - 06/30/2024	Required harassment prevention training
Microlearning-Implicit Bias	Astound Employees	09/012023 - 07/30/2024	Diversity training
2024 Women's ERG Launch - Women's History Mon	t Astound Employees	03/01/2024 - 07/31/2024	Cultrual conversations with employee base

Amend





EEO Form 396-C

File No.: CBL0016815

Filing Status: Ready for Review

11755

Reference Copy OMB Control No. 3060-1033

General Information

FCC Registration Number (FRN)

0006178198

Employment Unit ID (EUID)

11755

Filing Year

2024

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

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

PSID Communities

021449

TX2306, TX2308, TX2282

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Disseminated widely EEO Program

Yes

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)

2024.Public.File - San.Marcos.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)

2024.Public.File - San.Marcos.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

Certifying Official Email

737-344-8617

Certifying Date Signed

2024-09-26