2017 FCC EEO Public File Report for Grande Communications
Waco, TX #12300

This Report Covers July 15, 2016 – July 14, 2017

Total # of Full-Time Vacancies Filled During Period: 11
Total # People Interviewed for Full-Time Vacancies During Period: 37
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 Communications Technicians	4	7/25/2016 10/10/2016 9/6/2016 12/12/2016	3 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Waco Tribune, Beyond (Nexxt) ZipRecruiter, Indeed, CareerBuilder, Grande Recruitment Commercials	9 Employee Referral 0 Internal 5 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	15
2	Dispatcher	6	8/17/2016 10/3/2016 10/21/2016 3/20/2017 3/21/2017 6/22/2017	0 Employee Referral 0 Internal 6 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Waco Tribune, Indeed, Monster, ZipRecruiter, Grande Recruitment Commercials, Goodwill Spring Job Fair	3 Employee Referral 0 Internal 14 Internet 0 Job Fair 0 Newspaper 2 Other 0 Rehire 0 Staffing Agency	19
3	Territory Manager	1	1/23/2017	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Waco Tribune, Indeed, Grande Recruitment Commercials	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 2 Other 0 Rehire 0 Staffing Agency	3

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Recruitment/Source List

Name of Recruitment Source	Contact person	Contact Phone	Contact E-mail	Address	Entitled to Notifications
My Grande Careers	Lisa Parrish	512-878-4000	lisa.parrish@mygrande.com	401 Carlson Circle San Marcos, TX 78666	N
Waco Tribune Herald	Grace Allen	254-757-5873	gallen@wacotrib.com	900 Franklin Avenue, Waco, TX 76701	N
Texas Workforce Commission			http://www.twc.state.tx.us/jobs/job.html	925 Columbus Avenue, Waco, TX 76701	N
Indeed			http://www.indeed.com		N
Goodwill Spring Job Fair	Tiffany Fry	254-753-7337	https://sites.google.com/site/hotgoodwilljob/	700 S. New Road, Waco, Texas 76711	N
Grande Recruitment Commercials	Jessica Lackmeyer	512-878-4000	jessica.lackmeyer@mygrande.com	401 Carlson Circle, San Marcos, TX 78666	N
ZipRecruiter	Jasmine Lee		http://www.ziprecruiter.com		N
Nexxt (formerly Beyond)	Lisa Jones	319-819-7912	http://www.nexxt.com		N
CareerBuilder			http://www.careerbuilder.com		N
Monster			http://www.monster.com		N

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Recruitment/Outreach Initiatives

Date	Event	Description/Participation	Participants
7/28/16	Hewitt National Night Out	Booth at event supporting national night out activities	Lane Westerfield, Leann Duett, Bryan Stem
09/17/16	MDA (Muscular Dystrophy) Chili Cook Off	Grande had a booth at event	Leann Duett
10/01/16	Waco MS Walk (Multiple Sclerosis)	Grande team participated in walk and had a booth.	Lori Beam, Kim Dawn, Leann Duett, Emily Buck
10/06/16-10/15/16	HOT Fair & Rodeo	Booth at Sponsor Expo each night of the fair.	Lane Westerfield, Leann Duett, Kathy Pledger, Shannon Putnam, Eddie Generals, Farrah Kwasnica, Bryan Stem
11/19/16	Central Texas Turkey Trot (Altrusa Intl)	Grande team participated in run	Matt Rohre & Family
4/07/17	Brazos Nights Concert Series	Four part event hosted by City of Waco. Grande is sponsor. Booth at event.	Lane Westerfield, Leann Duett
5/3/17	Goodwill Spring Job Fair Employer Recruitment	Job Fair	Lisa Parrish
5/05/17	Brazos Nights Concert Series	Four part event hosted by City of Waco. Grande is sponsor. Booth at event.	Lane Westerfield, Leann Duett
5/20/17	Pints in the Park	Event hosted by City of Waco. Grande is a sponsor. Booth at event.	Leann Duett
6/09/17	Brazos Nights Concert Series	Four part event hosted by City of Waco. Grande is sponsor. Booth at event.	Lane Westerfield, Leann Duett
7/4/17	Brazos Nights Concert Series	Four part event hosted by City of Waco. Grande is sponsor. Booth at event.	Lane Westerfield, Leann Duett