

**2020 FCC EEO Public File Report for Grande Communications
Austin, TX - #12299**

This Report Covers July 15, 2019 – July 14, 2020

Total # of Full-Time Vacancies Filled During Period: 25

Total # People Interviewed for Full-Time Vacancies During Period: 116

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	Field Operations Supervisor	1	9/3/2019	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, LinkedIn, Grande Recruitment Commercials	2 Employee Referral 4 Internal 3 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	10
2	Construction Coordinator	2	4/6/2020 4/6/2020	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, Grande Recruitment Commercials	3 Employee Referral 1 Internal 3 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	8
3	Construction Supervisor	1	3/9/2020	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, Grande Recruitment Commercials	1 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	3

4	Broadband Communications Technician	12	7/29/2019 7/30/2019 8/19/2019 9/30/2019 10/21/2019 12/9/2019 1/8/2020 5/25/2020 5/25/2020 5/25/2020 6/17/2020	1 Employee Referral 2 Internal 7 Internet 0 Job Fair 0 Newspaper 1 Other 1 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, ZipRecruiter, Glassdoor, Grande Recruitment Commercials	4 Employee Referral 0 Internal 37 Internet 0 Job Fair 0 Newspaper 5 Other 1 Rehire 1 Staffing Agency	48
5	Warehouse Coordinator Lead	1	5/25/2020	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, Grande Recruitment Commercials	1 Employee Referral 1 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	4
6	Permit Coordinator	1	4/22/2020	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, Google, Live Careers, Grande Recruitment Commercials	1 Employee Referral 1 Internal 1 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	4
7	Retail Customer Care Representative	1	10/21/2019	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, LinkedIn, ZipRecruiter, Grande Recruitment Commercials	1 Employee Referral 0 Internal 7 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	9

8	Warehouse Coordinator	1	5/26/2020	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, Indeed, Grande Recruitment Commercials	1 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	2
9	Enterprise Account Manager	3	9/9/2019 2/3/2020 4/28/2020	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 1 Other 1 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, Grande Recruitment Commercials	4 Employee Referral 0 Internal 11 Internet 0 Job Fair 1 Newspaper 1 Other 0 Rehire 0 Staffing Agency	17
10	Regional Sales Manager Business Solutions	1	2/10/2020	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, Grande Recruitment Commercials	2 Employee Referral 2 Internal 4 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	8
11	OSP Designer	1	7/17/2019	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, ZipRecruiter, Grande Recruitment Commercials	1 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 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
Texas Workforce Commission			http://www.twc.state.tx.us/jobs/job.html	101 E. 15 th Street Austin, Texas 78778	N
Indeed			http://www.indeed.com		N
LinkedIn			http://www.linkedin.com		N
Grande Recruitment Commercials	Jessica Lackmeyer	512-878-4000	Jessica.lackmeyer@mygrande.com	401 Carlson Circle San Marcos, TX 78666	N
Glassdoor			http://www.glassdoor.com		N
Google Jobs			http://google.com		N
LiveCareers			http://livecareers.com		N
Grande Newsletter – October 2019 and February 2020	Patrick Phillips	512-878-4000	Patrick.Phillips@mygrande.com	401 Carlson Circle San Marcos, TX 78666	N

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Recruitment/Outreach Initiatives

Date	Event	Description/Participation	Participants
8/31/2019 9/7/2019 9/21/2019 10/19/2019 11/9/2019 11/29/2019	UT Tailgate	Sponsored Grande Tailgate for all home games	Stephanie Dentinger
9/7/2019	ATX BaconFest	Sponsor	Zemelvia McKissack, Eduardo Soto, Bruce Muckerson, Oma Miller-Davis, Reginal Martin
10/20/2019	Hyde Park Fire Station Festival	Sponsor	Stephanie Cano-Qualls
10/24/2019	Bat Fest	Trade Sponsor	Russell McVay
10/27/2019	Pemberton Heights Picnic	Sponsor	Stephanie Cano-Qualls
11/3/2019	Run for the Water	Trade Sponsor	Carlos Delgado, Jaime Gonzalez, Daniel Pina
12/13/2019	Armadillo Christmas Bazar	Trade Sponsor	Tickets were given to all Austin employees
3/5/2020	Amplify Austin Day	Trade Sponsor	Virtual Event
4/13/2020	Drive Through Food Pantry for River City Youth Foundation	Sponsor	Stephanie Cano-Qualls