

**2020 FCC EEO Public File Report for Grande Communications
Odessa, TX - #12297**

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

Total # of Full-Time Vacancies Filled During Period: 6

Total # People Interviewed for Full-Time Vacancies During Period: 15

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 Technician	4	1/21/2020 2/20/2020 3/17/2020 5/5/2020	0 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 1 Other 1 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, Grande Recruitment Commercials	1 Employee Referral 0 Internal 4 Internet 0 Job Fair 0 Newspaper 1 Other 1 Rehire 0 Staffing Agency	7
2	Warehouse Coordinator	1	3/6/2020	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

3	Territory Manager	1	10/07/2019	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	0 Employee Referral 0 Internal 4 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	5
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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	Beatrice Uribe	432-367-3332	http://www.twc.state.tx.us/jobs/job.html	3600 Garfield Midland, TX 79701	N
Indeed			http://www.indeed.com		N
ZipRecruiter			www.ziprecruiter.com		N
Grande Recruitment Commercials	Jessica Lackmeyer	512-878-4000	jessica.lackmeyer@mygrande.com	401 Carlson Circle San Marcos, TX 78666	N
Grande Recruitment Banner				3001 W. Cuthbert Midland, Texas 79701	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
7/9/2019	Homestead @ Parks Bell HOA Pool Party	Sponsor/Table	Eric Burkhart and Monnie Mendoza
7/19/2019 – 7/20/2019	Oil Patch Kids Invitational	Sponsor/Participate	Mike Rizzo, Tommy Pate, Eric Burkhart and Brian Perea
7/20/2019	Downtown Odessa Tacos & Tequila	Table/Sponsor	Dennis Chavez, Elia Payan and Monnie Mendoza
9/14/2019 - 9/15 2019	CAF AIRSHO 2019	Sponsor/Participate	Kelley Carson, Missey Chavez, Jeff and Vicky Byler
9/6/2019	West Texas Food Bank check presentation	Check presented by Grande Cares	Missey Chavez, Kelley Carson and Paul Nunez
10/26/2019	Running Fur Rescue	Sponsor/Participate	Paul Nunez, Maria Mota and Vanessa
10/10/2019	Taste of Permian Basin (PBRA)	Sponsor/Participate	Kelley Carson, Tommy Pate, Vicki Byler Maria Mota, Missey Chavez
11/4/2019 – 11/7/2019	Executive Oil Conference & Exhibition	Sponsor/Booth	Larry Dickmander and Kevin Bass
12/18/2019	Christmas in Action check presentation	Check presented by Grande Cares	Paul Nunez and Missey Chavez
1/18/2020	Permian Basin Apartment Association Installation Awards Banquet	Sponsor/Participate	Tausha Day and Matt Santana
2/7/2020	Aphasia Chocolate Decadence	Sponsor/Table	Tommy Pate, Kelley Carson, Vicki Byler. Gloria Lopez and Missey Chavez
3/6/2020	Grande to host W. Texas Food Bank at the Odessa Jackalopes hockey picnic	Sponsor/Participate	Paul Nunez