

**2020 FCC EEO Public File Report for Grande Communications
San Antonio, TX - #12296**

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

Total # of Full-Time Vacancies Filled During Period: 9

Total # People Interviewed for Full-Time Vacancies During Period: 46

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	BCT 1	4	11/18/2019 8/12/2019 11/20/2019 12/3/2019	1 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 2 Other 0 Rehire 0 Staffing Agency	My Grande Careers, Texas Workforce Commission, ZipRecruiter, Indeed, Grande Recruitment Commercials	3 Employee Referral 0 Internal 10 Internet 0 Job Fair 0 Newspaper 3 Other 0 Rehire 0 Staffing Agency	16
2	Territory Manager	2	9/19/2019 1/6/2020	1 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 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	2
3	Warehouse Coordinator	1	4/13/2020	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, LinkedIn, Indeed, Grande Recruitment Commercials	4 Employee Referral 1 Internal 4 Internet 0 Job Fair 0 Newspaper 1 Other 1 Rehire 0 Staffing Agency	11

4	Enterprise Account Executive	1	4/28/2020	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, LinkedIn, Glassdoor, Indeed, Grande Recruitment Commercials	1 Employee Referral 0 Internal 9 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	10
5	Senior Enterprise Account Executive	1	5/4/2020	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, Glassdoor, LinkedIn, Indeed, Grande Recruitment Commercials	3 Employee Referral 0 Internal 4 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	7

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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	Eve Williams	210-582-1641	http://www.twc.state.tx.us/jobs/job.html	4615 Walzem Rd. Suited 100 San Antonio, TX 78218	N
Indeed			www.indeed.com		N
ZipRecruiter			www.ziprecruiter.com		N
Glassdoor			www.glassdoor.com		
Grande Recruitment Commercials (Television Ads - Various Channels)	Jessica Lackmeyer	512-878-4000	jessica.lackmeyer@mygrande.com	401 Carlson Circle San Marcos, TX 78666	N
LinkedIn			http://www.linkedin.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
7/24/2019	Boys & Girls Club Summer Spelling Bee	Sponsor	Stephanie Cano-Qualls
8/1/2019	Light the Night	Trade Sponsor	Jessica Broadbent
8/26/ 2019	BexarFest	Trade Sponsor	Stephanie Cano-Qualls
9/26/2019	Culinaria Food & Wine Festival	Trade Sponsor	Stephanie Cano-Qualls, Andrew Gonzalez, Jose Palacios
10/1/2019	National Night Out- Terrell Heights	Sponsor	Stephanie Cano-Qualls, Ray Garza
10/1/2019	National Night Out- Kirby	Sponsor	Humberto Ayala, Uvaldo Leven
10/1/2019	National Night Out- Dellview	Sponsor	Robert Cervantes, Kris Baca
10/18/2019	Terrell Heights Neighborhood Association Movie Night	Sponsor	Stephanie Cano-Qualls
10/19/2019	San Antonio Beer Festival	Trade Sponsor	Pete Pena, Art Sanchez, Bennie Reyes, Mark Sandoval, Andrew Gonzalez
10/19/2019	Down Syndrome Association of South Texas Buddy Walk	Trade Sponsor	Stephanie Cano-Qualls
10/26/ 2019	Hallowine Run	Trade Sponsor	
11/11/ 2019	Morgan's Wonderland Snowball 5K	Trade Sponsor	
11/23/2019	Alamo Heights Chamber of Commerce Holiday Parade	Sponsor	Stephanie Cano-Qualls, Gabe Morales, Jose Palacios, Bennie Duplessis, Art Sanchez
12/8/2019	San Antonio Rock 'n' Roll Marathon	Trade Sponsor	Stephanie Cano-Qualls, Cyndi Jetton, Carlos Delgado, Damilare Ganiyu, David Torres
2/19/2020	BexarFest	Sponsor	Stephanie Cano-Qualls, William Ramos
2/29/2020	Operation Comfort 10th Annual Selma Schertz Salute to Service Members 5K Run, Walk, Roll!	Sponsor	Stephanie Cano-Qualls
5/30/2020	Dellview Neighborhood Association High School Senior Parade	Sponsor	Stephanie Cano-Qualls
6/27/2020	Virtual First Annual Be The Light Fun Run/Walk in Support of David's Legacy	Sponsor	Stephanie Cano-Qualls