

**2020 FCC EEO Public File Report for Grande Communications
Waco, TX - #12300**

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: 30

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	11/25/2019 5/11/2020 5/11/2020 7/13/2020	2 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, ZipRecruiter, Grande Recruitment Commercials	4 Employee Referral 0 Internal 4 Internet 0 Job Fair 0 Newspaper 3 Other 1 Rehire 1 Staffing Agency	13
2	Dispatcher	3	7/29/2019 1/6/2020 3/30/2020	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 3 Staffing Agency	My Grande Careers, Texas Workforce Commission, Indeed, Express Personnel, Jack of All Trades, Grande Recruitment Commercials	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 9 Staffing Agency	9
3	Warehouse Coordinator	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	1 Employee Referral 1 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	4

4	Territory Manager	1	8/19/2019	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, Grande Recruitment Commercials	2 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	4
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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	925 Columbus Avenue Waco, TX 76701	N
Indeed			http://www.indeed.com		N
ZipRecruiter			http://www.ziprecruiter.com		N
Express Employment		254-776-3300	https://www.expresspros.com/wacotx	6321 Sanger Ave Waco, TX 76710	N
Grande Recruitment Commercials	Jessica Lackmeyer	512-878-4000	jessica.lackmeyer@mygrande.com	401 Carlson Circle, San Marcos, TX 78666	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
Jack of All Trades	Tanya Walls	254-754-7997	http://www.joatwaco.com/	2701 Franklin Waco, Texas 76710	N

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Recruitment/Outreach Initiatives

Date	Event	Description/Participation	Participants
8/2/2019	Robinson National Night Out & Movie in the Park	Grande sponsored the movie and had a booth at the NNO	Emily Buck
8/31/2019	Baylor Football Tailgating	Booth at event	Julie Morris, Shannon Bennett
9/7/2019	Baylor Football Tailgating	Booth at event	Julie Morris, Eddie Generals
9/21/2019	Robinson Music Festival	Booth at event	Shannon Bennett
9/28/2019	Baylor Football Tailgating	Booth at event	Emily Buck, Jason Gunn
9/28/2019	AHA Waco Heart Walk	Booth at event	Richard Sanchez
10/5/2019	Walk to End Alzheimer's Waco	Booth at event supporting the Alzheimer's Association	Richard Sanchez
10/3/2019 -10/13/2019	HOT Fair & Rodeo	Booth at Sponsor Expo each night of the fair.	Lane Westerfield, Leann Duett,, Shannon Bennett, Eddie Generals, Bryan Stem, Jason Gunn, Richard Sanchez
10/12/2019	Baylor Football Tailgating	Booth at event	Julie Morris, Bryan Stem
10/19/2019	Waco MS Walk (Multiple Sclerosis)	Booth at event	Richard Sanchez
10/26/2019	Susan G Komen More Than Pink Walk	Booth at event	Leann Duett
10/31/2019	GHCOC Spooktacular	Booth at Event	Eddie Generals
10/31/2019	Baylor Football Tailgating	Booth at Event	Julie Morris, Lane Westerfield
11/16/2019	Baylor Football Tailgating	Booth at Event	Emily Buck, Doug Dixon
11/23/2019	14 th Annual Central Texas Turkey Trot	Booth at Event	Leann Duett
11/23/2019	Baylor Football Tailgating	Booth at Event	Julie Morris, Kevin Ordener
2/08/2020 -2/09/2020	Home Products Expo	Booth at Event	Lane Westerfield, Shannon Bennett, Eddie Generals, Bryan Stem, Jason Gunn