

**2021 FCC EEO Public File Report for Grande Communications
Midland, TX - #12295**

This Report Covers July 15, 2020 – July 14, 2021

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

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	Broadband Communications Technician	4	8/10/2020 8/10/2020 4/26/2021 5/17/2021	2 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, LinkedIn, ZipRecruiter, Social Media (Facebook, Instagram, Twitter), Grande Recruitment Commercials	8 Employee Referral 0 Internal 12 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	21
2	Territory Manager	1	10/19/2020	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, LinkedIn, ZipRecruiter, Social Media (Facebook, Instagram, Twitter), Grande Recruitment Commercials	6 Employee Referral 0 Internal 15 Internet 0 Job Fair 0 Newspaper 2 Other 0 Rehire 0 Staffing Agency	23

2	Enterprise Account Executive	1	3/3/2021	1	Employee Referral	RCN/Grande/Wave	2	Employee Referral	2
				0	Internal	Career Website,	0	Internal	
				0	Internet	WorkIn Texas,	0	Internet	
				0	Job Fair	Indeed, LinkedIn,	0	Job Fair	
				0	Newspaper	ZipRecruiter,	0	Newspaper	
				0	Other	Grande Recruitment	0	Other	
				0	Rehire	Commercials	0	Rehire	
				0	Staffing Agency		0	Staffing Agency	

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Recruitment/Source List

Name of Recruitment Source	Contact Person(s)	Contact Phone	Contact E-mail	Entitled to Notifications
RCN/Grande/Wave Career Website	Lisa Parrish Brandy Mullett	512-878-4000	lisa.parrish@mygrande.com brandy.mullett@mygrande.com	N
Work In Texas			workintexas.com	N
Indeed	Shaina Koren	203-516-3943	www.indeed.com skoren@indeed.com	N
ZipRecruiter			ziprecruiter.com	N
LinkedIn			www.linkedin.com	N
Social Media (Facebook, Instagram, Twitter)	Beth Stewart		beth.stewart@rcn.net	N
CareerBuilder			www.careerbuilder.com	N
Grande Recruitment Commercials (Television Ads – Various Channels)	Jessica Lackmeyer	512-878-4000	jessica.lackmeyer@mygrande.com	N

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Recruitment/Outreach Initiatives**

Date	Event	Description/Participation	Participants
7/24/2020	Sharing Hands A Respite Experience Shooters that SHARE	Koozie Sponsor	Lori Salisbury
11/23/2020 – 12/18/2020	Holiday Campaign for SAFE PLACE	Sponsor/Participate	Lori Salisbury and Toya Hunt
2/12/2021	Chocolate Decadence Benefiting Aphasia Center of West Texas	Virtual Event / Silk Pie Sponsor/Participate	Lori Salisbury, Kelley Carson, Tommy Pate, Mike Rizzo and Missey Chavez
5/7/2021	Aphasia Awareness Concert Queen Nation	Media Sponsor/Participate	Tommy Pate, Brian Perea and Ruben Guerra
7/3/2021	Midland Chamber Star Spangle Salute	Parking Sponsor/Participate	Gloria Lopez, Vicki Byler, Marty Sanchez and Alexandra Bermea