

**2021 FCC EEO Public File Report for Grande Communications  
Odessa, TX - #12297**

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

**Total # of Full-Time Vacancies Filled During Period: 5**

**Total # People Interviewed for Full-Time Vacancies During Period: 44**

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	2	10/19/2020 10/26/2020	0 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, Grande Recruitment Commercials	5 Employee Referral 3 Internal 0 Internet 0 Job Fair 0 Newspaper 2 Other 0 Rehire 0 Staffing Agency	10
2	Warehouse Coordinator	1	3/15/2021	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, Grande Recruitment Commercials	2 Employee Referral 0 Internal 7 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	9

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

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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	<a href="mailto:lisa.parrish@mygrande.com">lisa.parrish@mygrande.com</a> <a href="mailto:brandy.mullett@mygrande.com">brandy.mullett@mygrande.com</a>	N
Work In Texas			<a href="http://www.workintexas.com">www.workintexas.com</a>	N
Indeed	Shaina Koren	203-516-3943	<a href="http://www.indeed.com">www.indeed.com</a> <a href="mailto:skoren@indeed.com">skoren@indeed.com</a>	N
ZipRecruiter			<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N
Social Media (Facebook, Instagram, Twitter)	Beth Stewart		<a href="mailto:beth.stewart@rcn.net">beth.stewart@rcn.net</a>	N
Grande Recruitment Commercials	Jessica Lackmeyer	512-878-4000	<a href="mailto:jessica.lackmeyer@mygrande.com">jessica.lackmeyer@mygrande.com</a>	N

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**Recruitment/Outreach Initiatives**

<b>Date</b>	<b>Event</b>	<b>Description/Participation</b>	<b>Participants</b>
7/17/2020 – 7/18/2020	Oil Patch Kids Tournament	Media Sponsor	Lori Salisbury
8/21/2020	Odessa Chamber Golf Tournament	Team Sponsor/Participate	Eric Burkhart, Tommy Pate & Brian Perea
8/22/2020	CASA of Permian Basin Clay Shoot	Silver Sponsorship/Participate	Lori Salisbury
9/26/2020	Paint the Park Celebration for West Texas Gifts of Hope	Sponsor Park Flags/ Participate	Maria Mota, Vanessa Chavarria, and Paul Nuñez
12/1/2020-12/31/2020	Winterfest Downtown Odessa Scavenger Hunt and Décor Contest	Sponsor	Virtual
6/10/2021	Workforce Solutions Permian Basin Job Fair	Virtual Job Fair/Participate	Lisa Parrish/ Brandy Mullett