

**2021 FCC EEO Public File Report for Grande Communications  
San Antonio, TX - #12296**

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: 57**

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	OSP Designer	1	02/15/2021	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, ZipRecruiter, Indeed, Grande Recruitment Commercials	3 Employee Referral 4 Internal 33 Internet 0 Job Fair 0 Newspaper 4 Other 0 Rehire 0 Staffing Agency	44
2	Retail Customer Care Representative	1	04/12/2021	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	3 Employee Referral 1 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	6
3	Broadband Communications Technician	1	8/24/2020	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, LinkedIn, Indeed, Glassdoor, Grande Recruitment Commercials	1 Employee Referral 0 Internal 4 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	5

4	Territory Manager	2	11/16/2020 4/5/2021	2 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, LinkedIn, Glassdoor, Indeed, Social Media (Twitter, FaceBook, Instagram), 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**

<b>Name of Recruitment Source</b>	<b>Contact person(s)</b>	<b>Contact Phone</b>	<b>Contact E-mail</b>	<b>Entitled to Notifications</b>
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
WorkIn Texas			<a href="http://www.workintexas.com">www.workintexas.com</a>	N
Indeed	Shaina Koren	203-516-3943	<a href="mailto:skoren@indeed.com">skoren@indeed.com</a>	N
ZipRecruiter			<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N
LinkedIn			<a href="http://www.linkedin.com">www.linkedin.com</a>	N
Social Media (Twitter, FaceBook, Instagram)	Beth Stewart		<a href="mailto:beth.stewart@rcn.net">beth.stewart@rcn.net</a>	N
Glassdoor			<a href="http://www.glassdoor.com">www.glassdoor.com</a>	N
Grande Recruitment Commercials (Television Ads - Various Channels)	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>
7/23/2020	15th Annual Boys & Girls Club Summer Spelling Bee	Monetary Sponsor	Stephanie Cano-Qualls
11/10/2020	Bexar County 2020 Virtual Second Chance Career Event	Participate	Lisa Parrish/Virtual Event
2/27/2021	Operation Comfort Salute to Service Members 5K	Monetary Sponsor	Virtual
6/21/2021	16th Annual Boys & Girls Club Summer Spelling Bee	Monetary Sponsor	Virtual