

**2021 FCC EEO Public File Report for Grande Communications
San Marcos, TX - #11755**

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

Total # of Full-Time Vacancies Filled During Period: 53

Total # People Interviewed for Full-Time Vacancies During Period: 246

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	Customer Experience Advocate	46	9/28/2020	16 Employee Referral	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, San Marcos Daily Record, Billboard, Social Media(Facebook, Twitter, Instagram), Careerbuilder, Glassdoor, ZipRcruiter, Grande Newsletter and Recruitment Commercials	55 Employee Referral	207
			9/28/2020	1 Internal		1 Internal	
			9/28/2020	25 Internet		136 Internet	
			9/28/2020	0 Job Fair		0 Job Fair	
			9/28/2020	0 Newspaper		0 Newspaper	
			9/28/2020	2 Other		11 Other	
			9/28/2020	1 Rehire		0 Rehire	
			9/28/2020	1 Staffing Agency		4 Staffing Agency	
			9/28/2020				
			9/28/2020				
			9/28/2020				
			1/11/2021				
			1/11/2021				
			1/11/2021				
			1/11/2021				
			1/11/2021				
			1/11/2021				
			1/11/2021				
			1/11/2021				
			2/8/2021				
2/8/2021							
2/8/2021							
2/8/2021							

			2/8/2021 2/8/2021 2/8/2021 2/8/2021 4/12/2021 4/12/2021 4/12/2021 4/12/2021 4/12/2021 4/12/2021 4/12/2021 4/12/2021 4/12/2021 4/26/2021 6/14/2021 6/14/2021 6/14/2021 6/14/2021 6/14/2021					
2	Field Account Manager	1	9/8/2021	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, LinkedIn, Grande Recruitment Commercials	0 Employee Referral 1 Internal 3 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	5	
3	Implementation Project Manager II	1	3/22/2021	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, Grande Recruitment Commercials	4 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	6	
4	CapEX Analyst	1	4/26/2021	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, Grande Recruitment Commercials	0 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other	2	

				0 Rehire 0 Staffing Agency		0 Rehire 0 Staffing Agency	
5	Service Order Manager	1	4/6/2021	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	4 Employee Referral 0 Internal 8 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	13
6	Application Developer	1	5/24/2021	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 1 Staffing Agency	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, LinkedIn, Glassdoor, Grande Recruitment Commercials	0 Employee Referral 1 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 1 Staffing Agency	4
7	Major Account Mgr, Wholesale	1	3/1/2021	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, Glassdoor Glassdoor, Grande Recruitment Commercials	1 Employee Referral 0 Internal 5 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	6
8	Sales Engineer	1	7/27/2020	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, LinkedIn, Glassdoor, Grande Recruitment Commercials	0 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	3

**2021 FCC EEO Public File Report for Grande Communications
San Marcos, TX - #11755**

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
San Marcos Daily Record	Pam Gravis	512-392-2450	Pgravis@sanmarcosrecord.com	N
WorkIn Texas			www.workintexas.com	N
Indeed	Shaina Koren	203-516-3943	skoren@indeed.com	N
ZipRecruiter			www.ziprecruiter.com	N
CareerBuilder			www.careerbuilder.com	N
Social Media (Facebook, Instagram, Twitter)	Beth Stewart		beth.stewart@rcn.net	N
Glassdoor			www.glassdoor.com	N
LinkedIn			www.linkedin.com	N
BillBoard	Leela Gunnarson	512-699-0031		N
Google Jobs			www.google.com	N
LiveCareers			www.livecareers.com	N
Grande Newsletter – December 2020	Patrick Phillips	512-878-4000	Patrick.Phillips@mygrande.com	N
Grande Recruitment Commercials (Television Ads – Various Channels)	Jessica Lackmeyer	512-878-4000	jessica.lackmeyer@mygrande.com	N

2021 FCC EEO Public File Report for Grande Communications
San Marcos, TX - #11755
July 15, 2020 - July 14, 2021

Recruitment/Outreach Initiatives

Date	Event	Description/Participation	Participants
10/24/2020	18th Annual Pet Fest	Monetary Sponsor	Virtual
11/01/2020	Turkey's Tackling Hunger	Monetary /Trade Sponsor	Virtual
1/4/2021	Rodriguez Elementary Perfect Attendance Awards	Monetary Sponsor	Virtual
4/24/2021	SMPOA Dash 4 Donuts	Monetary Sponsor	Virtual
6/3/2021	San Marcos Performing Arts Association Summer in the Park	Monetary Sponsor	Stephanie Cano-Qualls
6/10/2021	San Marcos Performing Arts Association Summer in the Park	Monetary Sponsor	Stephanie Cano-Qualls
6/17/2021	San Marcos Performing Arts Association Summer in the Park	Monetary Sponsor	Stephanie Cano-Qualls
6/22/2021	Movies in Your Park	Monetary Sponsor	Stephanie Cano-Qualls
6/24/2021	San Marcos Performing Arts Association Summer in the Park	Monetary Sponsor	Stephanie Cano-Qualls
6/29/2021	HireX Virtual Career Fair	Participate	Lisa Parrish/Brandy Mullett
7/1/2021	San Marcos Performing Arts Association Summer in the Park	Monetary Sponsor	Stephanie Cano-Qualls
7/6/2021	Movies in Your Park	Monetary Sponsor	Stephanie Cano-Qualls
7/8/2021	San Marcos Performing Arts Association Summer in the Park	Monetary Sponsor	Stephanie Cano-Qualls