

**2021 FCC EEO Public File Report for Grande Communications
Waco, TX - #12300**

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

Total # of Full-Time Vacancies Filled During Period: 11

Total # People Interviewed for Full-Time Vacancies During Period: 39

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	7/6/2020 7/20/2020 9/3/2020 11/16/2020	1 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, ZipRecruiter, LinkedIn, Grande Recruitment Commercials	2 Employee Referral 0 Internal 19 Internet 0 Job Fair 0 Newspaper 2 Other 0 Rehire 0 Staffing Agency	23
2	Dispatcher	4	9/16/2020 11/23/2020 3/1/2021 6/28/2021	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 4 Staffing Agency	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, LinkedIn, Express Personnel, Jack of All Trades, Grande Recruitment Commercials	0 Employee Referral 0 Internal 6 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 4 Staffing Agency	10

4	Territory Manager	3	10/12/2020 10/12/2020 1/4/2021	0 Employee Referral 0 Internal 3 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, ZipRecruiter, LinkedIn, Grande Recruitment Commercials	0 Employee Referral 0 Internal 6 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	6
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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			www.workintexas.com	N
Indeed	Shaina Koren	203-516-3943	skoren@indeed.com	N
LinkedIn			www.linkedin.com	N
ZipRecruiter			www.ziprecruiter.com	N
Express Employment		254-776-3300	www.expresspros.com/wacotx	N
Jack of All Trades	Tanya Walls	254-754-7997	www.joatwaco.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
8/18/2020 – 5/26/2021	Midway ISD Education Foundation	Community Sponsor	Emily Buck
9/18/2020	Greater Hewitt Chamber of Commerce Golf Classic	Sponsor/Participate	Emily Buck
10/2/2020	McLennan Community College Golf Classic	Sponsor/Participate	Emily Buck
10/3/2020	Waco Walk to End Alzheimer's	Purple Sponsor/Participate	Kevin Parker/Virtual Walk
10/17/2020	Hewitt Chamber Nacho Daddy	Media Sponsor	Emily Buck
10/29/2020	Hewitt Chamber Curbside Halloween Bash	Media Sponsor	Drive Through Event
10/31/2020	MS Walk Waco	Silver Sponsor	Virtual Event
5/1/2021	Hewitt Chamber Nacho Daddy	Media Sponsor/Booth	Lane Westerfield
5/28/2021	Canitas Golf Tournament	Sponsor	Emily Buck
6/18/2021	Heart of Texas Hiring Fair	Participate	Lisa Parish/Brandy Mullett