

**2021 FCC EEO Public File Report for Grande Communications
Austin, TX - #12299**

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: 40

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 | 5 | 8/3/2020 9/2/2020 10/29/2020 11/30/2020 11/30/2020 | 2 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, LinkedIn, Glassdoor, Google, ZipRecruiter, Grande Recruitment Commercials | 2 Employee Referral 0 Internal 8 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency | 10 |
| 2 | Business Development Manager | 1 | 1/4/2021 | 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 0 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency | 1 |
| 3 | Carrier Sales Manager | 1 | 12/7/2020 | 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, Grande Recruitment Commercials | 2 Employee Referral 0 Internal 5 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency | 7 |

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|---|--|---|-----------|--|--|--|----|
| 4 | Retail Customer Service | 1 | 4/5/2021 | 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, ZipRecruiter, LinkedIn, Grande Recruitment Commercials | 0 Employee Referral 0 Internal 9 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency | 10 |
| 5 | Territory Manager | 1 | 8/3/2020 | 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, Glassdoor, Grande Recruitment Commercials | 0 Employee Referral 0 Internal 7 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency | 7 |
| 6 | Senior Enterprise Account Executive | 1 | 4/1/2021 | 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, Zip Recruiter, Grande Recruitment Commercials | 2 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency | 4 |
| 7 | Broadband Service Technician | 1 | 7/21/2020 | 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, ZipRecruiter Grande Recruitment Commercials | 0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency | 1 |

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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 |
| WorkIn Texas | | | www.workintexas.com | N |
| Indeed | Shaina Koren | 203-516-3943 | skoren@indeed.com | N |
| ZipRecruiter | | | www.ziprecruiter.com | N |
| Glassdoor | | | www.glassdoor.com | N |
| LinkedIn | | | www.linkedin.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 |
|-----------------------|---------------------------------------|----------------------------------|-----------------------------|
| 10/30/2020-11/08/2020 | Global Run For The Water Virtual Race | Media Sponsor | Stephanie Cano-Qualls |
| 3/5/2021 | Amplify Austin | Media Sponsor | Stephanie Cano-Qualls |
| 6/29/2021 | HireX Virtual Job Fair | Virtual Job Fair/Participate | Lisa Parrish/Brandy Mullett |