

**2021 FCC EEO Public File Report for Grande Communications
Temple, TX - #12847**

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

Total # of Full-Time Vacancies Filled During Period: 6

Total # People Interviewed for Full-Time Vacancies During Period: 18

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	Territory Manager	4	8/31/2020 9/14/2020 12/14/2020 7/6/2021	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 1 Other 2 Rehire 0 Staffing Agency	RCN/Grande/Wave Career Website, WorkIn Texas, Indeed, LinkedIn, ZipRecruiter, Social Media (Facebook, Twitter, Instagram), Grande Recruitment Commercials	1 Employee Referral 0 Internal 4 Internet 0 Job Fair 0 Newspaper 2 Other 1 Rehire 0 Staffing Agency	8
2	Construction Locator	1	6/7/2021	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, ZipRecruiter, Grande Recruitment Commercials	0 Employee Referral 1 Internal 4 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	6

3	Retail Customer Care Representative	1	4/28/2021	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, Grande Recruitment Commercials	0 Employee Referral 0 Internal 4 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	4
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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	www.indeed.com skoren@indeed.com	N
ZipRecruiter			www.ziprecruiter.com	N
LinkedIn			www.linkedin.com	N
Social Media(Facebook, Twitter, Instagram)	Beth Stewart		beth.stewart@rcn.net	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
9/9/2020	St. Mary's Catholic School Fundraiser	Sponsor for Virtual Event	Lori Salisbury
12/5/2020	Belton Christmas on the Chisholm Trail	Sponsor/Booth	Leann Duett
12/30/2020 - 1/3/2021	Ram Texas Circuit Rodeo Finals	Sponsor	Lori Salisbury
7/24/2021	Temple Chamber Baylor Scott & White Community Expo	Sponsor/Booth	Leann Duett
7/3/2021	Belton Chamber Festival on Nolan Creek	Sponsor/Booth	Freddy Morales