

**2022 FCC EEO Public File Report for Grande Communications
Dallas, TX - #12298**

This Report Covers July 15, 2021 – July 14, 2022

Total # of Full-Time Vacancies Filled During Period: 18

Total # People Interviewed for Full-Time Vacancies During Period: 112

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	Direct Sales Representative	1	1/31/2022	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, WorkInTexas, Indeed, LinkedIn, Astound Recruitment Commercials	1 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	2
2	Director of Sales - GEMS	1	6/20/2022	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 1 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, Astound Recruitment Commercials	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 1 Staffing Agency	1
3	Enterprise Account Executive	2	6/6/2022 6/6/2022	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 2 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, Astound Recruitment Commercials	0 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 3 Staffing Agency	5

4	Broadband Technician	3	1/17/2022 1/17/2022 2/15/2022	0 Employee Referral 0 Internal 3 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, WorkInTexas, Indeed, Appcast, Circa, Craigslist, Astound Recruitment Commercials	1 Employee Referral 0 Internal 24 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	26
5	Process Manager	1	5/31/2022	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, Astound Recruitment Commercials	1 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	3
6	Project Coordinator	2	2/14/2022 4/4/2022	2 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, WorkInTexas Indeed, Appcast, Circa, Astound Recruitment Commercials	2 Employee Referral 0 Internal 3 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	6
7	Recruiter	1	2/7/2022	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Astound Recruitment Commercials	1 Employee Referral 0 Internal 1 Internet 1 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	3
8	Regional Manager Business Solutions	1	6/6/2022	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 1 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, Astound Recruitment Commercials	0 Employee Referral 1 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 1 Staffing Agency	2

9	Senior Director of Human Resources	1	11/01/2021	1 0 0 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	Astound Careers Website, Indeed, Astound Recruitment Commercials	3 3 2 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	8
10	Senior Solutions Engineer	1	5/31/2022	0 0 1 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, Astound Recruitment Commercials	2 0 5 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	7
11	Warehouse Coordinator	3	7/17/2021 10/19/2021 3/14/2022	1 0 2 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	Astound Careers Website, WorkInTexas Indeed, Appcast, Circa, Astound Recruitment Commercials	2 0 41 0 0 1 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	44
12	Network Support Technician	1	7/05/2022	0 0 1 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, Astound Recruitment Commercials	0 1 4 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	5

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Recruitment/Source List

Name of Recruitment Source	Contact Person(s)	Contact Phone	Contact E-mail	Entitled to Notifications
Astound Careers Website	Brandy Brown	512-878-5460	brandy.brown@astound.com	N
WorkIn Texas			www.workintexas.com	N
Indeed			www.indeed.com	N
AppCast			www.buyerads.com	N
Craigslist			www.Craigslist.com	N
LinkedIn			www.linkedin.com	N
ZipRecruiter			www.ziprecruiter.com	N
Circa: AfricanAmericanHires.com	Tiffany Borski	(800)984-3775	Tiffany.borski@circaworks.com	N
Circa: AllLGBTJobs.com	Tiffany Borski	(800)984-3775	Tiffany.borski@circaworks.com	N
Circa: AsianHires.com	Tiffany Borski	(800)984-3775	Tiffany.borski@circaworks.com	N
Circa: VeteranJobs.net	Tiffany Borski	(800)984-3775	Tiffany.borski@circaworks.com	N
Circa: DisabilityJobs.net	Tiffany Borski	(800)984-3775	Tiffany.borski@circaworks.com	N
Circa: LatinoJobs.org	Tiffany Borski	(800)984-3775	Tiffany.borski@circaworks.com	N
Circa: OverFiftyJobs.com	Tiffany Borski	(800)984-3775	Tiffany.borski@circaworks.com	N
Circa: NativeJobs.org	Tiffany Borski	(800)984-3775	Tiffany.borski@circaworks.com	N
Circa: WeHireWomen.com	Tiffany Borski	(800)984-3775	Tiffany.borski@circaworks.com	N
Circa: DiversityJobs.com	Tiffany Borski	(800)984-3775	Tiffany.borski@circaworks.com	N
Astound Recruitment Commercials	Jessica Lackmeyer	502-070-4000	jessica.lackmeyer@mygrande.com	N

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Recruitment/Outreach Initiatives

Date	Event	Description/Participation	Participants
August 7, 2021	Little Elm ISD Back to School Bash	Booth	Stephanie Clark
August - Sept	Frisco Rotary Famers Market	Sponsor	n/a
September 18, 2021	Cross Timbers Duck Derby hosted by Rythms @ the Riverwalk	Sponsor	n/a
September 18, 2021	Robson Ranch Business Expo	Booth	Heather Jaso
September 18, 2021	Little Elm Food Bank Rock the Doc 5K	Sponsor	n/a
September 20, 2021	The Colony Chamber Golf classic	Booth and sponsor	Will Russell, Collin Garcia, Stacy Stanley, Steve Wilder, Miguel Cruz
October 8th for Gala Oct 28th & 29th luncheon	Heritage Ranch Fashion Show Luncheon Breast Cancer awareness event	Sponsor	n/a
October 12, 2021	Frisco Chamber Golf Classic	Booth and sponsor	Will Russell, Collin Garcia, Stacy Stanley, Steve Wilder, Miguel Cruz
November 19th thru January 3rd	Frisco Christmas on the Square	Sponsor	n/a
January 26, 2022	North Texas Workforce Solutions Hiring Event	Hiring Event	Brandy Brown
Feb 6, 2022	Frisco Chamber awards gala	Table sponsor	Will Russell, Mario Pribadi, Collin Garcia and Steve Wilder
March 26, 2022	North Texas Soup-N-Bowl 2022	Sponsor	Collin Garcia
April – July 2022	Frisco Rotary Famers Market	Sponsor	Will Russell
4/4/2022	Flower Mound Chamber annual golf classic	Booth and sponsor	Will Russell, Stacy Stanley, Steve Wilder and Angelina Barrera
April 26, 2022	Villages Of Woodlake Little Elm HOA Resident Meeting	Booth and sponsor	Heather Jaso and Starr Oseguera
May 2nd	Big Brothers Big Sisters 54th Annual Bright Realty Golf Classic	Booth and team	Will Russell, Stacy Stanley, Steve Wilder, Miguel Cruz and Angelina Barrera

5/7/2022	Little Elm ISD Education Foundation Boots & Bling Derby Style	Sponsor/Participant	Nicole Mitchell
May 16th thru 27th	Games at Heritage Ranch	Sponsor	n/a
July 4th	Freedom Fest Castle Hills	Sponsor	n/a