

**2022 FCC EEO Public File Report for Grande Communications
San Antonio, TX - #12296**

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

Total # of Full-Time Vacancies Filled During Period: 12

Total # People Interviewed for Full-Time Vacancies During Period: 36

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 Technician	4	10/05/2021 11/16/2021 2/28/2022 6/27/2022	0 Employee Referral 0 Internal 3 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, LinkedIn, Work In Texas, Astound Recruitment Commercials	2 Employee Referral 0 Internal 8 Internet 0 Job Fair 0 Newspaper 3 Other 1 Rehire 0 Staffing Agency	14
2	Enterprise Account Executive	1	11/29/2021	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, LinkedIn, Astound Recruitment Commercials	2 Employee Referral 0 Internal 5 Internet 0 Job Fair 0 Newspaper 2 Other 0 Rehire 0 Staffing Agency	9
3	Outside Plant Designer	2	6/06/2022 1/24/2022	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, Astound Recruitment Commercials	1 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	3

4	Senior Business Account Executive	1	7/05/2022	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, LinkedIn, Astound Recruitment Commercials	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	1
5	Permit Coordinator	1	05/31/2022	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, Glassdoor, Astound Recruitment Commercials	3 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	4
6	Retail Customer Care Representative	2	8/16/2021 4/18/2022	1 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 3 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	4
7	Broadband Service Technician	1	11/08/2021	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 0 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
Astound Careers Website	Brandy Brown	512-878-4000	brandy.brown@astound.com	N
Appcast			www.buyerads.com	N
Work In Texas			www.workintexas.com	N
Indeed			www.indeed.com	N
LinkedIn			www.linkedin.com	N
Glassdoor			www.glassdoor.com	N
Astound Recruitment Commercials	Jessica Broadbent	512-878-4000	jessica.broadbent@astound.com	N
Circa: AfricanAmericanHires.com Circa: AllLBGTJobs.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

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Recruitment/Outreach Initiatives

Date	Event	Description/Participation	Participants
June 21, 2021	Boys & Girls Club Summer Spelling Bee	Sponsor	Stephanie Cano-Qualls
July 24, 2021	San Antonio Independent Living Services- \$300	Sponsor	Bernice Moreno
November 19, 2021	Alamo Heights Chamber of Commerce Holiday Parade	Sponsor	Stephanie Cano-Qualls, Jose Palacios, Luis Gonzales
January 13, 2022	DreamWeek	Sponsor	Stephanie Cano-Qualls
March 21 - April 8, 2022	Fiesta Medal Giveaway & Food Drive	Sponsor	Stephanie Cano-Qualls
April 1, 2022	Alamo Heights Night	Sponsor	Bernice Moreno
April 12, 2022	BexarFest	Sponsor	Stephanie Cano-Qualls
July 4, 2022	Kirby 4 th of July	Sponsor	Stephanie Cano-Qualls