

**2022 FCC EEO Public File Report for Grande Communications
San Marcos, TX - #11755**

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

Total # of Full-Time Vacancies Filled During Period: 61

Total # People Interviewed for Full-Time Vacancies During Period: 362

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	Capital Projects Supervisor	1	7/19/2021	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, WorkInTexas, Indeed, SimplyHired, Astound Recruitment Commercials	2 Employee Referral 1 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	5
2	Commercial Universal Agent	1	1/3/2022	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Astound Recruitment Commercials	0 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	2
3	Customer Experience Advocate	47	09/13/2021 09/13/2021 09/13/2021 09/13/2021 09/13/2021 09/13/2021 09/13/2021 09/13/2021 11/15/2021 11/15/2021	3 Employee Referral 0 Internal 31 Internet 0 Job Fair 1 Newspaper 6 Other 1 Rehire 5 Staffing Agency	Astound Careers Website, WorkInTexas, ZipRecruiter, Facebook, Twitter, LinkedIn, Hawkins Personnel Group, AppCast, Circa, Indeed,	18 Employee Referral 1 Internal 229 Internet 0 Job Fair 3 Newspaper 25 Other 2 Rehire 6 Staffing Agency	284

4	Digital Marketing Specialist	1	5/31/2022	0 0 1 0 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	1 0 7 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	8
5	Human Resources Assistant	1	08/16/2021	0 0 0 0 0 0 0 1	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	Astound Careers Website, Indeed, Hawkins Personnel Group, Astound Recruitment Commercials	0 2 4 0 0 0 1 1	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	8
6	Human Resources Manager	1	2/17/2022	0 0 1 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	Astound Careers Website, ZipRecruiter, LinkedIn, EmployZone, Indeed, Astound Recruitment Commercials	0 0 1 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	1
7	Implementation Project Manager	1	7/5/2022	0 0 1 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	Astound Careers Website, AppCast, Circa, WorkInTexas, Indeed, Astound Recruitment Commercials	2 1 13 0 0 2 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	18
8	Retail Customer Care Representative	3	3/28/2022 5/16/2022 9/13/2022	3 0 0 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	6 2 8 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	16

9	Systems Engineer	1	11/15/2021	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Astound Recruitment Commercials	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 2 Rehire 0 Staffing Agency	3
10	Technical Trainer	1	8/31/2021	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, WorkInTexas, Indeed, LinkedIn, Astound Recruitment Commercials	2 Employee Referral 2 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	4
11	Vice President of Business Solutions	1	8/30/2021	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Google Jobs Astound Recruitment Commercials	3 Employee Referral 2 Internal 6 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	12
12	Vice President of Human Resources	1	2/28/2022	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, ZipRecruiter, EmployZone, Austin SHRM, SHRM National, Monster, Nexxt, Salary.com, Indeed, Astound Recruitment Commercials	0 Employee Referral 2 Internal 9 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	11

13	Voice Implementation Project Manager	1	4/18/2022	1	Employee Referral	Astound Careers Website, Indeed, AppCast, Circa, Astound Recruitment Commercials	2	Employee Referral	2
				0	Internal		0	Internal	
				0	Internet		0	Internet	
				0	Job Fair		0	Job Fair	
				0	Newspaper		0	Newspaper	
				0	Other		0	Other	
				0	Rehire		0	Rehire	
				0	Staffing Agency		0	Staffing Agency	

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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
Austin SHRM			www.austinhumanresource.org	N
SHRM Jobs			www.jobs.shrm.org/jobs	N
Indeed			www.indeed.com	N
Hawkins Personnel Group	Crystal Patterson	210-393-0550	crystal@hawkinspersonnel.com	
AppCast			www.buyerads.com	N
Facebook/Twitter	Rebecca Hornack	412-418-6477	rebecca.hornack@astound.com	N
Glassdoor			www.glassdoor.com	N
Handshake			www.joinhandshake.com	N
LinkedIn			www.linkedin.com	N
Nexxt			www.nexxt.com	N
Salary.com			www.salary.com	N
Monster			www.monster.com	N
EmployZone			www.employzone.com	N
ZipRecruiter			www.ziprecruiter.com	N
CareerHunter			www.careerhunter.io	N
Simply Hired			www.simplyhired.com	N
Google Jobs			www.google.com/jobs	N
Astound Recruitment Commercials	Jessica Lackmeyer	512-878-4000	jessica.lackmeyer@mygrande.com	N
Grande Recruitment Commercials (Television Ads - Various Channels)	Jessica Lackmeyer	512-878-4000	jessica.lackmeyer@mygrande.com	N
Circa: AfricanAmericanHires.com	Tiffany Borski	800-984-3775	Tiffany.borski@circaworks.com	N
Circa: AllBGTJobs.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

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Recruitment/Outreach Initiatives

Date	Event	Description/Participation	Participants
June 3, 2021 June 10, 2021 June 17, 2021 June 24, 2021 July 1, 2021 July 8, 2021 July 15, 2021 July 22, 2021 July 29, 2021 August 5, 2021 August 12, 2021	SMPAA Summer in the Park	Sponsor	Stephanie Cano-Qualls
June 22, 2021 July 6, 2021 July 20, 2021 August 3, 2021	Movies in Your Park	Sponsor	Stephanie Cano-Qualls
October 16, 2021	PetFest	Sponsor	Stephanie Cano-Qualls
November 16, 2021	Turkey's Tackling Hunger	Sponsor	Stephanie Cano-Qualls
December 2 - 4, 2021 December 9 - 11, 2021	Sights & Sounds of San Marcos	Sponsor	Teresa Lauderdale
March 5, 2022	37th Annual Great Texas River Clean Up	Sponsor	Stephanie Cano-Qualls, Aironn Sloan, Javier San Miguel, Melissa McColgan, and Makala McDade
March 25, 2022	Party In Your Park	Sponsor	Stephanie Cano-Qualls
April 16, 2022	Heritage Association of San Marcos 1st Annual Easter Egg Hunt	Sponsor	Stephanie Cano-Qualls
April 24, 2022	Dash 4 Donuts	Sponsor	Stephanie Cano-Qualls
May 2, 2022	City of Austin Career Expo	Hiring Event	Lisa Parrish
May 20, 2022	Party In Your Park- Children's Park	Sponsor	Stephanie Cano-Qualls
June 29, 2022	Workforce Wednesday Virtual Career Expo	Hiring Event	Brandy Brown

June 2, 2022 June 9, 2022 June 16, 2022 June 23, 2022 June 30, 2022 July 7, 2022 July 14, 2022 July 21, 2022 July 29, 2022 August, 4, 2022 August 11, 2022	SMPAA Summer in the Park Concert Series	Sponsor	Stephanie Cano-Qualls
June 21, 2022 June 28, 2022 July 5, 2022 July 12, 2022 July 19, 2022 July 26, 2022 August 2, 2022 August 9, 2022	Movies In Your Park	Sponsor	Stephanie Cano-Qualls