

**2022 FCC EEO Public File Report for Grande Communications
Houston, TX #00045**

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

Total # of Full-Time Vacancies Filled During Period: 9

Total # People Interviewed for Full-Time Vacancies During Period: 28

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	Manager of Implementation	1	5/09/2022	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, Work In Texas, Astound Recruitment Commercials	2 Employee Referral 0 Internal 9 Internet 0 Job Fair 0 Newspaper 2 Other 0 Rehire 0 Staffing Agency	13
2	Construction Locator	1	2/07/2022	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Glassdoor, Astound Recruitment Commercials	0 Employee Referral 0 Internal 4 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	5
3	Fiber Splicer Outside	1	10/25/2021	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Work In Texas, Astound Recruitment Commercials	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	1

4	Fiber Design Engineer	1	4/29/2022	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, Work In Texas, Astound Recruitment Commercials	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	2
5	Broadband Technician	4	12/20/2021 2/22/2022 2/22/2022 2/22/2022	0 Employee Referral 0 Internal 4 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, LinkedIn, Work In Texas, ZipRecruiter, Astound Recruitment Commercials	1 Employee Referral 0 Internal 4 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	5
6	Senior Broadband Network Engineer	1	2/28/2022	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, LinkedIn, Work In Texas, Astound Recruitment Commercials	1 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	2

**2022 FCC EEO Public File Report for Grande Communications
Houston, TX #10099**

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
Work In Texas			www.workintexas.com	N
Indeed			www.indeed.com	N
ZipRecruiter			www.ziprecruiter.com	N
LinkedIn			www.linkedin.com	N
Glassdoor			www.glassdoor.com	N
Appcast			www.buyerads.com	N
Circa: AfricanAmericanHires.com	Tiffany Borski	(800)984-3775	Tiffany.borski@circaworks.com	N
Circa: ALLGBTJobs.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 Broadbent	512-878-4000	jessica.broadbent@astound.com	N

**2022 FCC EEO Public File Report for Grande Communications
Houston, TX #10099**

Recruitment/Outreach Initiatives

Date	Event	Description/Participation	Participants
November 29 – 30, 2021	HOA Community Drive-By Events	Sponsor	Angela Dunlap, Matt Thaxton, Francisco Miranda, Nancy Decharinte
March 23, 2022	Riverstone (HOA) Community Crawfish Boil	Sponsor/Participant	Francisco Miranda
July 2 - 4, 2022	July 4 th Weekend Jubilee (HOA)	Sponsor/Participant	Matt Thaxton, Franciso Miranda
January 27 – March 16, 2022	Management Essentials Training	Internal Training Workshop/Participant	Greg Carker and Sigurd Ness