

**2022 FCC EEO Public File Report for Grande Communications  
Austin, TX - #12299**

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: 45**

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 Communications Technician	2	6/27/2022 7/05/2022	0 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, WorkInTexas, Glassdoor, EmployZone, SimplyHired, LinkedIn, CareerHunter, ZipRecruiter, Astound Recruitment Commercials	1 Employee Referral 0 Internal 15 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 1 Staffing Agency	17
2	Broadband Service Technician	1	6/21/2022	1 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, EmployZone, Astound Recruitment Commercials	2 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	2

3	Carrier Sales Manager	1	11/08/2021	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	1 0 5 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	6
4	Permit Coordinator	1	3/01/2022	1 0 0 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	Astound Careers Website, Indeed, Appcast, Glassdoor, Jobble, JobSearcher, NextJobUSA, Astound Recruitment Commercials	1 0 2 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	3
5	Sales Support Specialist	1	3/29/2022	1 0 0 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	Astound Careers Website, Indeed, LinkedIn, WorkInTexas, Appcast, Astound Recruitment Commercials	1 0 1 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	2
6	Senior Counsel	1	1/10/2022	0 0 0 0 0 0 0 0 1	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	Astound Careers Website, Indeed, Major, Lindsey, & Africa, Astound Recruitment Commercials	0 0 0 0 0 0 0 0 8	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	8
7	Strategic Account Executive	1	5/23/2022	1 0 0 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, SimplyHired, WorkInTexas, Astound Recruitment Commercials	1 0 1 0 0 0 0 0	Employee Referral Internal Internet Job Fair Newspaper Other Rehire Staffing Agency	2

8	Warehouse Supervisor	1	5/9/2022	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, WorkInTexas, Astound Recruitment Commercials	1 Employee Referral 1 Internal 3 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	5
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**Recruitment/Source List**

<b>Name of Recruitment Source</b>	<b>Contact Person(s)</b>	<b>Contact Phone</b>	<b>Contact E-mail</b>	<b>Entitled to Notifications</b>
Astound Careers Website	Brandy Brown	512-878-4000	<a href="mailto:brandy.brown@astound.com">brandy.brown@astound.com</a>	N
WorkIn Texas			<a href="http://www.workintexas.com">www.workintexas.com</a>	N
Indeed			<a href="http://www.indeed.com">www.indeed.com</a>	N
AppCast			<a href="http://www.buyerads.com">www.buyerads.com</a>	N
Glassdoor			<a href="http://www.glassdoor.com">www.glassdoor.com</a>	N
LinkedIn			<a href="http://www.linkedin.com">www.linkedin.com</a>	N
NextJobsUSA			<a href="http://www.nextjobusa.com">www.nextjobusa.com</a>	N
Jobble			<a href="http://www.jobble.com">www.jobble.com</a>	N
EmployZone			<a href="http://www.employzone.com">www.employzone.com</a>	N
ZipRecruiter			<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N
Job Searcher			<a href="http://www.jobsearcher.com">www.jobsearcher.com</a>	N
SimplyHired			<a href="http://www.simplyhired.com">www.simplyhired.com</a>	N
Major, Lindsey, & Africa			<a href="http://www.mlaglobal.com">www.mlaglobal.com</a>	N
CareerHunter			<a href="http://www.careerhunter.io">www.careerhunter.io</a>	N
Astound Recruitment Commercials	Jessica Broadbent	512-878-4000	<a href="mailto:jessica.broadbent@astound.com">jessica.broadbent@astound.com</a>	N
Circa: AfricanAmericanHires.com	Tiffany Borski	800-984-3775	<a href="mailto:Tiffany.borski@circaworks.com">Tiffany.borski@circaworks.com</a>	N
Circa: ALLBGTJobs.com	Tiffany Borski	800-984-3775	<a href="mailto:Tiffany.borski@circaworks.com">Tiffany.borski@circaworks.com</a>	N
Circa: AsianHires.com	Tiffany Borski	800-984-3775	<a href="mailto:Tiffany.borski@circaworks.com">Tiffany.borski@circaworks.com</a>	N
Circa: VeteranJobs.net	Tiffany Borski	800-984-3775	<a href="mailto:Tiffany.borski@circaworks.com">Tiffany.borski@circaworks.com</a>	N
Circa: DisabilityJobs.net	Tiffany Borski	800-984-3775	<a href="mailto:Tiffany.borski@circaworks.com">Tiffany.borski@circaworks.com</a>	N
Circa: LatinoJobs.org	Tiffany Borski	800-984-3775	<a href="mailto:Tiffany.borski@circaworks.com">Tiffany.borski@circaworks.com</a>	N
Circa: OverFiftyJobs.com	Tiffany Borski	800-984-3775	<a href="mailto:Tiffany.borski@circaworks.com">Tiffany.borski@circaworks.com</a>	N
Circa: NativeJobs.org	Tiffany Borski	800-984-3775	<a href="mailto:Tiffany.borski@circaworks.com">Tiffany.borski@circaworks.com</a>	N
Circa: WeHireWomen.com	Tiffany Borski	800-984-3775	<a href="mailto:Tiffany.borski@circaworks.com">Tiffany.borski@circaworks.com</a>	N
Circa: DiversityJobs.com	Tiffany Borski	800-984-3775	<a href="mailto:Tiffany.borski@circaworks.com">Tiffany.borski@circaworks.com</a>	N

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**Recruitment/Outreach Initiatives**

<b>Date</b>	<b>Event</b>	<b>Description/Participation</b>	<b>Participants</b>
August 1 - 31, 2021	UT Football Tailgate	Sponsor/Participant	Stephanie Dentinger
December 18, 2021	River City Youth Foundation 24th Annual Merry Memories Toy Giveaway	Sponsor	Stephanie Cano-Qualls
December 22, 2021	River City Youth Foundation Posada	Sponsor	Stephanie Cano-Qualls
January 1 – December 3, 2022	Teravista Community Association Event Sponsor	Sponsor	Joseph Markosfeld
March 2, 2022	Amplify Austin	Media Sponsor	Stephanie Cano-Qualls, Dawn Blydenburgh, Katie Comer, Laura Lane and Russell McVay
March 5, 2022	Shipe Park It's My Park Day	Sponsor	Stephanie Cano-Qualls
May 2, 2022	City of Austin Career Expo	Hiring Event	Lisa Parrish
June 11, 2022	Shipe Park Pool Opening Party & Movie Night	Sponsor	Stephanie Cano-Qualls
June 18, 2022	Soul Food Truck Fest	Media Sponsor	Mark Jacobson, Joseph Markosfeld, and Zemelvia McKissack
June 29, 2022	Workforce Wednesday Virtual Career Expo	Hiring Event	Brandy Brown