

**2022 FCC EEO Public File Report for Grande Communications  
Midland, TX - #12295**

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

**Total # of Full-Time Vacancies Filled During Period: 5**

**Total # People Interviewed for Full-Time Vacancies During Period: 37**

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	9/29/2021 10/04/2021 11/15/2021 5/09/2022	2 Employee Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, LinkedIn, WorkInTexas, Astound Recruitment Commercials, Circa	5 Employee Referral 0 Internal 13 Internet 0 Job Fair 0 Newspaper 3 Other 0 Rehire 2 Staffing Agency	23
2	Territory Manager	1	11/22/2021	1 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, WorkInTexas, ZipRecruiter, LinkedIn, Astound Recruitment Commercials,	4 Employee Referral 0 Internal 9 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	14

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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@mygrande.com">brandy.brown@mygrande.com</a>	N
Work In Texas			<a href="http://www.workintexas.com">www.workintexas.com</a>	N
Indeed			<a href="http://www.indeed.com">www.indeed.com</a>	N
ZipRecruiter			<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N
LinkedIn			<a href="http://www.linkedin.com">www.linkedin.com</a>	N
AppCast			<a href="http://www.buyerads.com">www.buyerads.com</a>	N
Astound Recruitment Commercials	Jessica Broadbent	512-878-4000	<a href="mailto:jessica.broadbent@mygrande.com">jessica.broadbent@mygrande.com</a>	N
Circa: AfricanAmericanHires.com 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 26 - 29, 2021	Midland County Fair	Sponsor	n/a
October 26 - 27 2021	Midland Chamber WTX Women Professional	Sponsor	Kristin Muehlbrad
October 30, 2021	West Texas Gifts of Hope Cancer Sucks Fest	Sponsor	Brian Perea, Gloria Lopez and Eric Burkhart
January 28, 2022	Aphasia Center Chocolate Decadence	Sponsor	Tommy Pate, Paul Nunez. Ruben Guerra and Vicki Byler
February 23, 2022	Workforce Solutions Permian Basin Virtual Job Fair	Participant	Brandy Brown
March 18, 2022	Midland YMCA Shamrock Shuffle run	Sponsor	Paul Nunez, Maria Mota and Vanessa Chavarria
March 26, 2022	Spectrum of Solutions Big Boys' Toys	Sponsor	Tommy Pate, Paul Nunez, Ruben Guerra and Brian Perea
April 21, 2022	Taste of the Permian Basin	Sponsor	Tommy Pate, Ruben Guerra and Brian Perea
April 23, 2022	SHARE Autism Walk	Sponsor	Tommy Pate
May 6, 2022	Aphasia Center We Will Rock You Concert	Sponsor	Tommy Pate, Ruben Guerra, Bill Washburn and Paul Nunez
July 4, 2022	Midland Star-Spangled Salute	Sponsor	n/a