

**2022 FCC EEO Public File Report for Grande Communications  
Odessa, TX - #12297**

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

**Total # of Full-Time Vacancies Filled During Period: 10**

**Total # People Interviewed for Full-Time Vacancies During Period: 53**

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	6	10/18/2021 3/14/2022 3/16/2022 5/23/2022 7/05/2022 7/11/2022	3 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 2 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, WorkInTexas, Astound Recruitment Commercials	5 Employee Referral 0 Internal 15 Internet 0 Job Fair 0 Newspaper 2 Other 0 Rehire 2 Staffing Agency	24
2	Broadband Technician Supervisor	1	5/23/2022	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, Astound Recruitment Commercials	0 Employee Referral 1 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	2
3	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, LinkedIn, WorkInTexas, ZipRecruiter, Astound Recruitment Commercials	4 Employee Referral 0 Internal 9 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	14

4	Warehouse Coordinator	2	10/21/2021 2/01/2022	1 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, WorkInTexas, Astound Recruitment Commercials	1 Employee Referral 0 Internal 11 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	13
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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
Indeed			<a href="http://www.indeed.com">www.indeed.com</a>	N
AppCast			<a href="http://www.buyerads.com">www.buyerads.com</a>	N
LinkedIn			<a href="http://www.linkedin.com">www.linkedin.com</a>	N
ZipRecruiter			<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N
Work In Texas			<a href="http://www.workintexas.com">www.workintexas.com</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: AllLGBTJobs.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>
July 16 - 17, 2021	Oil Patch Kids Invitational	Sponsor/Participant	Tommy Pate, Eric Burkhart, Mike Rizzo and Brian Perea
September 3 – 12, 2021	Permian Basin County Fair	Sponsor	N/A
September 28, 2021	PB Apartment Assoc Toni Blake Amazing Tour	Sponsor	Tausha Day
October 30, 2021	West Texas Gifts of Hope Cancer Sucks Fest	Sponsor	Brian Perea, Gloria Lopez and Eric Burkhart
February 23, 2022	Workforce Solutions Permian Basin Virtual Job Fair	Participant	Brandy Brown
April 21, 2022	Taste of the Permian Basin	Sponsor	Tommy Pate, Ruben Guerra and Brian Perea