

**2022 FCC EEO Public File Report for Grande Communications
Temple, TX - #12847**

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: 16

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	Construction Coordinator	1	4/25/2022	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 1 Other 0 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, Astound Recruitment Commercials	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 2 Other 0 Rehire 0 Staffing Agency	2
2	Retail Customer Care Representative	1	1/03/2022	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 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 1 Rehire 0 Staffing Agency	2
3	Territory Manager	1	11/22/2021	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 8 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 0 Staffing Agency	8

4	Warehouse Technician	2	7/19/2021 7/05/2022	0 Employee Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, Astound Recruitment Commercials	0 Employee Referral 0 Internal 3 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency	4
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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	512-878-4000	brandy.brown@astound.com	N
Work In Texas			www.workintexas.com	N
Indeed			www.indeed.com	N
Appcast			www.appcast.com	N
Astound Recruitment Commercials	Jessica Broadbent	512-878-4000	jessica.broadbent@astound.com	N
Circa: AfricanAmericanHires.com Circa: AllLGBTJobs.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

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Recruitment/Outreach Initiatives

Date	Event	Description/Participation	Participants
August 7 - 8, 2021	Bell County Comic Con	Booth	Leann Duett and James Shepherd
September 28, 2021	Bell County Senior Expo	Booth	Leann Duett
November 18, 2021	Holiday Business Expo	Booth	Freddy Morales, Cherrie Corn and Leann Duett
December 5, 2021	Christmas on the Chisholm Trail	Booth	Leann Duett
February 2, 2022	Astound Customer Appreciation Coffee Event	Sponsor	James Shepherd, Freddy Morales, Nelson Franke, Lane Westerfield and Lori Salisbury
February 25- 27, 2022	TABA Home & Garden Show	Booth	Leann Duett, James Shepherd, Nelson Franke and Freddy Morales
April 9, 2022	Flavor Fest Belton	Booth	Leann Duett
April 29 – 30, 2022	Temple Lil Bit O Bloom Festival	Booth/Sponsor	James Shepherd, Leann Duett, Freddy Morales and Lori Salisbury
June 23, 2022	Temple Chamber & BSW Business Showcase	Booth	Leann Duett and Lori Salisbury
June 25, 2022	Pool Party at Ariza	Booth/Sponsor	Leann Duett
July 1 – 4, 2022	Belton 4 th of July Celebration & Rodeo	Booth/Sponsor	Freddy Morales, Cherrie Corn and Lori Salisbury