

**2022 FCC EEO Public File Report for Grande Communications  
Waco, TX - #12300**

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

**Total # of Full-Time Vacancies Filled During Period: 7**

**Total # People Interviewed for Full-Time Vacancies During Period: 27**

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	10/25/2021 11/15/2021 11/29/2021 12/06/2021 2/14/2022 4/15/2022	4 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 1 Other 1 Rehire 0 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, WorkinTexas, Astound Recruitment Commercials	8 Employee Referral 0 Internal 6 Internet 0 Job Fair 0 Newspaper 1 Other 1 Rehire 0 Staffing Agency	16
2	Broadband Dispatcher	1	5/23/2022	0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 1 Staffing Agency	Astound Careers Website, Indeed, Appcast, Circa, Sedona Staffing Services, Express Professionals, Astound Recruitment Commercials	1 Employee Referral 0 Internal 3 Internet 0 Job Fair 0 Newspaper 0 Other 0 Rehire 1 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
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
Appcast			<a href="http://www.buyerads.com">www.buyerads.com</a>	N
Express Employment	Mike Elliott	254-776-3300	<a href="http://www.expresspros.com/wacotx">www.expresspros.com/wacotx</a>	N
Sedona Staffing Services	Kathryn Crouch	254-666-3042	<a href="http://www.sedonastaffing.com">www.sedonastaffing.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>
August 16, 2021	Robinson ISD Vendor Fair	Booth	Jim Keever, Jeffrey Outlaw
August 1 – 31, 2021	Baylor Football Tailgating	Booth	Julie Morris, Shannon Bennett
September 1 – 30, 2021	Baylor Football Tailgating	Booth	Julie Morris
October 1, 2021	MCC Golf Tournament	Sponsor	N/A
October 2, 2021	American Heart Assoc Waco Heart Walk	Sponsor	N/A
October 2, 2021	Walk to End Alzheimer's 2021	Sponsor	N/A
October 1 – 17, 2021	Extraco Center HOT fair and expo	Booth/Sponsor	Eddie General, Shannon Bennett, Jay Collier, Jim Keever, Jeffrey Outlaw
October 19, 2021	MS Walk Waco 2021	Sponsor	N/A
October 24, 2021	Susan G Komen Waco More than Pink Walk	Sponsor	N/A
October 1 – 31, 2021	Baylor Football Tailgating	Booth	Julie Morris
October 28, 2021	GHCOG Spooktacular	Booth/Sponsor	Eddie Generals, Shannon Bennett
Nov 1 – 3, 2021	Deck the Halls - Junior League of Waco	Sponsor	N/A
November 25, 2021	15th Annual Central Texas Turkey Trot	Sponsor	N/A
February 12 – 13 2022	HOT Builders Assoc Home Expo at Extraco center	Booth	Eddie Generals, Shannon Bennett, Jay Collier, Jim Keever
March 19, 2022	Texas Food Truck Showdown - Greater Waco Chamber	Sponsor	N/A
April 8 – 10, 2022	Central Texas Comic Con at Extraco Center	Booth	Eddie Generals, Shannon Bennett, Jay Collier, Jim Keever
April 26, 2022	14th Annual YES Expo	Sponsor	N/A
April 30, 2022	Nacho Daddy Car Show & Concert	Booth/Sponsor	Eddie Generals, Shannon Bennett
May 7, 2022	Mother's Day Run	Booth/Sponsor	Eddie Generals, Shannon Bennett