

## EEO Public File Report

**Employment Unit ID 12002; Contra Costa County- Concord, CA Sept 1, 2011- Aug 31, 2012**

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### Full-time job vacancies filled and recruitment information:

Date Posted: 08/15/2011

Job Title: Direct Sales Representative

Hire Source: Craigslist

Hire Date: 09/06/2011

Hire Source: Craigslist

Hire Date: 09/19/2011

Hire Source: Wave Website

Hire Date: 10/25/2011

Hire Source: Career Builder

Hire Date: 11/08/2011

Hire Source: Wave Website

Hire Date: 11/08/2011

Hire Source: Career Builder

Hire Date: 01/03/2012

Hire Source: Wave Website

Hire Date: 03/05/2012

Hire Source: Wave Website

Hire Date: 03/06/2012

Hire Source: Wave Website

Hire Date: 05/07/2012

Hire Source: Career Builder

Hire Date: 05/21/2012

Recruitment source(s): Wave Website [www.wavebroadband.com](http://www.wavebroadband.com)

Contact Information: 401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Career Builder [www.careerbuilder.com](http://www.careerbuilder.com)

Contact Information: 200 N. LaSalle St., Suite 1100  
Chicago, IL 60601  
1-800-891-8880  
Rep: Aaron Radtke  
#602-325-6035

Recruitment source(s): Craigslist [www.craigslist.com](http://www.craigslist.com)

Contact Information: 1381 9<sup>th</sup> Ave  
San Francisco, CA 94122  
415-566-6394  
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): San Francisco Chronicle [www.SFchronicle.com/jobs](http://www.SFchronicle.com/jobs)  
Contact Information: 901 Mission St  
San Francisco, CA 94103  
415-777-7573  
Rep: Tiffany Suen

Recruitment source(s): San Francisco State University  
Contact Information: Career Center Services  
1600 Holloway Avenue Room 206  
San Francisco, CA 94132  
415-338-1764  
Rep: Jack Chau  
#415-405-3662

Recruitment source(s): UC Berkeley  
Contact Information: Career Center  
2440 Bancroft Way  
Berkeley, CA 94720  
510-642-0464  
Rep: Nancy McFarland

Recruitment source(s): University of San Francisco  
Contact Information: USF Career Services  
2130 Fulton Street, UC 403  
San Francisco, CA 94117  
415-422-6216  
Rep: Julia Hing

Total number of persons interviewed: 33

Total number of interviewees referred by Wave Website: 13

Total number of interviewees referred by Career Builder: 13

Total number of interviewees referred by Craigslist: 7

Total number of interviewees referred by San Francisco Chronicle: 0

Total number of interviewees referred by San Francisco State University: 0

Total number of interviewees referred by UC Berkeley: 0

Total number of interviewees referred by University of San Francisco: 0

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Date Posted: 11/01/2011

Job Title: Enterprise Account Executive

Hire Source: Wave Website

Hire Date: 01/09/2012

Recruitment source(s): Wave Website [www.wavebroadband.com](http://www.wavebroadband.com)

Contact Information:  
401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Career Builder [www.careerbuilder.com](http://www.careerbuilder.com)

Contact Information:  
200 N. LaSalle St., Suite 1100  
Chicago, IL 60601  
1-800-891-8880  
Rep: Aaron Radtke  
#602-325-6035

Recruitment source(s): LinkedIn [www.linkedin.com](http://www.linkedin.com)

Contact Information:  
2029 Stierlin Ct  
Mountain View, CA 94043  
650-687-3600  
Rep: Brandon Wright  
#650-810-2826

Recruitment source(s): The Ladders [www.theladders.com](http://www.theladders.com)

Contact Information:  
137 Varick St  
8<sup>th</sup> Fl  
New York, NY 10013  
646-453-1800  
Rep: Jay Kim  
#646-454-2375

Total number of persons interviewed: 5

Total number of interviewees referred by Wave Website: 2

Total number of interviewees referred by Career Builder: 3

Total number of interviewees referred by LinkedIn: 0

Total number of interviewees referred by The Ladders: 0

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Date Posted: 02/01/2012

Job Title: Sales Supervisor

Hire Source: Career Builder

Hire Date: 02/28/2012

Recruitment source(s): Wave Website [www.wavebroadband.com](http://www.wavebroadband.com)

Contact Information:  
401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Career Builder [www.careerbuilder.com](http://www.careerbuilder.com)

Contact Information:  
200 N. LaSalle St., Suite 1100  
Chicago, IL 60601  
1-800-891-8880  
Rep: Aaron Radtke  
#602-325-6035

Total number of persons interviewed: 3

Total number of interviewees referred by Wave Website: 1

Total number of interviewees referred by Career Builder: 2

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Date Posted: 02/01/2012

Job Title: Small Business Account Representative

Hire Source: Monster

Hire Date: 03/26/2012

Recruitment source(s): Wave Website [www.wavebroadband.com](http://www.wavebroadband.com)

Contact Information:  
401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Career Builder [www.careerbuilder.com](http://www.careerbuilder.com)

Contact Information:  
200 N. LaSalle St., Suite 1100  
Chicago, IL 60601  
1-800-891-8880  
Rep: Aaron Radtke

#602-325-6035

Recruitment source(s): Heald College Career Fair 03/21/2012 [www.heald.edu](http://www.heald.edu)  
Contact Information: Career Services Department, Heald College  
5130 Commercial Circle  
Concord, CA 94520  
925-288-5877  
Rep: Ryan Schieber

Recruitment source(s): Monster [www.monster.com](http://www.monster.com)  
Contact Information: 622 Third Avenue  
39<sup>th</sup> Floor  
New York, NY 10017  
1-212-351-7000  
Rep: Stacy Leonard  
#480-567-3580

Recruitment source(s): The Ladders [www.theladders.com](http://www.theladders.com)  
Contact Information: 137 Varick St  
8<sup>th</sup> Fl  
New York, NY 10013  
646-453-1800  
Rep: Jay Kim  
#646-454-2375

Total number of persons interviewed: 3

Total number of interviewees referred by Wave Website: 1

Total number of interviewees referred by Career Builder: 1

Total number of interviewees referred by Heald College Career Fair: 0

Total number of interviewees referred by Monster: 1

Total number of interviewees referred The Ladders: 0

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Date Posted: 02/15/2012

Job Title: System Engineer

Hire Source: Career Builder

Hire Date: 04/30/2012

Recruitment source(s): Wave Website [www.wavebroadband.com](http://www.wavebroadband.com)  
Contact Information: 401 Kirkland Parkplace, Suite 500

Kirkland, WA 98033  
425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): CableJobs [www.cable360.net](http://www.cable360.net)  
Contact Information: 4 Choke Cherry Road  
2<sup>nd</sup> Floor  
Rockville, MD 20850  
360-354-2000  
Rep: Amy Abbey

Recruitment source(s): Career Builder [www.careerbuilder.com](http://www.careerbuilder.com)  
Contact Information: 200 N. LaSalle St., Suite 1100  
Chicago, IL 60601  
1-800-891-8880  
Rep: Aaron Radtke  
#602-325-6035

Recruitment source(s): Craigslist [www.craigslist.com](http://www.craigslist.com)  
Contact Information: 1381 9<sup>th</sup> Ave  
San Francisco, CA 94122  
415-566-6394  
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): Heald College Career Fair 03/21/2012 [www.heald.edu](http://www.heald.edu)  
Contact Information: Career Services Department, Heald College  
5130 Commercial Circle  
Concord, CA 94520  
925-288-5877  
Rep: Ryan Schieber

Recruitment source(s): ITT Technical Institute Career Fair 04/26/2012  
Contact Information: 1140 Galaxy Way, 400  
Concord, CA 94520  
925-674-8206  
Rep: Dorothy Zimmerman

Total number of persons interviewed: 3

Total number of interviewees referred by Wave Website: 1

Total number of interviewees referred by CableJobs: 0

Total number of interviewees referred by Career Builder: 2

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Heald College Career Fair: 0

Total number of interviewees referred by ITT Technical Institute Career Fair: 0

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Date Posted: 03/30/2012

Job Title: Broadband Technician II

Hire Source: Wave Website

Hire Date: 05/29/2012

Recruitment source(s): Wave Website [www.wavebroadband.com](http://www.wavebroadband.com)

Contact Information: 401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): ITT Technical Institute Career Fair 04/26/2012

Contact Information: 1140 Galaxy Way, 400  
Concord, CA 94520  
925-674-8206  
Rep: Dorothy Zimmerman

Total number of persons interviewed: 3

Total number of interviewees referred by Wave Website: 3

Total number of interviewees referred by ITT Technical Institute Career Fair: 0

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Date Posted: 04/15/2012

Job Title: Event Support Specialist

Hire Source: Wave Website

Hire Date: 06/07/2012

Recruitment source(s): Wave Website [www.wavebroadband.com](http://www.wavebroadband.com)

Contact Information: 401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Craigslist [www.craigslist.com](http://www.craigslist.com)

Contact Information: 1381 9<sup>th</sup> Ave  
San Francisco, CA 94122

415-566-6394  
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): ITT Technical Institute Career Fair 04/26/2012  
Contact Information: 1140 Galaxy Way, 400  
Concord, CA 94520  
925-674-8206  
Rep: Dorothy Zimmerman

Total number of persons interviewed: 2

Total number of interviewees referred by Wave Website: 2

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by ITT Technical Institute Career Fair: 0

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Date Posted: 03/30/2012

Job Title: Broadband Technician II  
Hire Source: Wave Website  
Hire Date: 06/25/2012  
Hire Source: Wave Website  
Hire Date: 06/26/2012  
Hire Source: Wave Website  
Hire Date: 06/27/2012  
Hire Source: Wave Website  
Hire Date: 07/02/2012

Recruitment source(s): Wave Website [www.wavebroadband.com](http://www.wavebroadband.com)  
Contact Information: 401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Craigslist [www.craigslist.com](http://www.craigslist.com)  
Contact Information: 1381 9<sup>th</sup> Ave  
San Francisco, CA 94122  
415-566-6394  
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): ITT Technical Institute Career Fair 04/26/2012  
Contact Information: 1140 Galaxy Way, 400  
Concord, CA 94520  
925-674-8206  
Rep: Dorothy Zimmerman



Total number of persons interviewed: 6

Total number of interviewees referred by Wave Website: 5

Total number of interviewees referred by Craigslist: 1

Total number of interviewees referred by ITT Technical Institute Career Fair: 0

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Date Posted: 04/01/2012

Job Title: Accounts Payable/Accounts Receivable Clerk

Hire Source: Career Builder

Hire Date: 07/12/2012

Recruitment source(s): Wave Website [www.wavebroadband.com](http://www.wavebroadband.com)

Contact Information: 401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Career Builder

Contact Information: 200 N. LaSalle St., Suite 1100  
Chicago, IL 60601  
1-800-891-8880  
Rep: Aaron Radtke  
#602-325-6035

Recruitment source(s): ITT Technical Institute Career Fair 04/26/2012

Contact Information: 1140 Galaxy Way, 400  
Concord, CA 94520  
925-674-8206  
Rep: Dorothy Zimmerman

Total number of persons interviewed: 4

Total number of interviewees referred by Wave Website: 2

Total number of interviewees referred by Career Builder: 2

Total number of interviewees referred by ITT Technical Institute Career Fair: 0

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**47 C.F.R. § 76.75(b)(2) Outreach Initiatives:**

**Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions, 47 C.F.R. § 76.75(b)(2)(viii):** Astound Broadband has established training programs to qualify unit personnel for higher level positions, and supports the efforts of employees to further their education in areas which will benefit their work with the company, or which are required for advancement to higher level positions. For example, Astound Broadband supports and encourages continuing education through National Cable Television Institute (NCTI) courses and the Society of Cable Telecommunications Engineers (SCTE) Certification Programs. The company pays for unit employees to participate in all courses by these two industry professional organizations. These courses provide the skills and knowledge required for advancement in many of this unit's job classifications.

**Participation in other activities reasonably calculated to further the goal of disseminating information as to MVPD employment opportunities to candidates who might otherwise be unaware of such opportunities, 47 C.F.R. § 76.75(b)(2)(xvi):** This employment unit participates in street fairs and other community events to promote our company's products, and at the same time disseminates information on employment opportunities and careers at Astound Broadband. This employment unit participated in four of these events: San Mateo National Career Fairs in March 2012, Concord Heald College job fair in March 2012, Concord ITT Technical Institute job fair in April 2012, and San Francisco Heald College job fair in July 2012 in conjunction with the company's San Mateo, CA employment unit. Unit personnel involved were Astound Broadband's Concord and San Mateo sales group.