

EEO Public File Report

**Employment Unit ID 2392; Clallam County- Port Angeles, WA;
Jefferson County-Port Townsend, WA Sept 1, 2012- Aug 31, 2013**

Full-time job vacancies filled and recruitment information:

Date Posted: 08/01/2012

Job Title: Broadband Technician I

Hire Source: Wave Broadband

Hire date: 01/07/2013

Hire Source: Wave Broadband

Hire date: 04/01/2013

Hire Source: Port Townsend Leader

Hire date: 05/06/2013

Hire Source: Port Townsend Leader

Hire date: 08/05/2013

Hire Source: Wave Broadband

Hire date: 08/12/2013

Recruitment source(s): Wave Broadband www.wavebroadband.com

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

Recruitment source(s): CableJobs www.cable360.net

Contact Information:
4 Choke Cherry Road
2nd Floor
Rockville, MD 20850
360-354-2000
Rep: Amy Abbey

Recruitment source(s): CABL.Com

Contact Information:
Cable Addicts Broadband Lounge www.cabl.com
DBMV Solutions
3501 Route 42 Ste. 130 #117
Turnersville, NJ USA 08012-1734
Phone: 856-782-8900
Rep: Email admin@cabl.com

Recruitment source(s): Central Area Youth Association

Contact Information:
119 23rd Ave
Seattle, WA 98112

Phone: 206-322-6644
Fax: 206-720-4428
Rep: JJ Wilkerson

Recruitment source(s): Chinese Info & Service Center
Contact Information: 611 South Lane St
Seattle, WA 98104
Phone: 206-624-5633
Fax: 206-624-5634
Rep: Mr. MG Chor Phen

Recruitment source(s): Choice Career Fairs www.choicecareerfairs.com
Contact Information: 2922 Lake East Dr
Las Vegas, NV 89117
Phone: 702-252-3900
Rep: Bill Lasatra

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

Recruitment source(s): El Centro de la Raza
Contact Information: 2524 16th Avenue South
Seattle, WA 98144
Phone: 206-957-4634
Fax: 206-329-0786
Rep: Bobbie Stephens

Recruitment source(s): Garfield Community Center
Contact Information: 2323 East Cherry St
Seattle, WA 98122
Phone: 206-684-4788
Fax: 206-684-4380
Rep: Dewey Potter

Recruitment source(s): ITT Tech Career Fair – 10/25/2012
Contact Information: Career Services
1615 75th St SW, Suite 220
Everett, WA 98203
Phone: 800-272-3791
Rep: Stephany Faires

Recruitment source(s): LinkedIn www.linkedin.com
Contact Information: 2029 Stierlin Ct

Mountain View, CA 94043
Phone: 650-687-3600
Rep: Nicholas Hartley

Recruitment source(s): Peninsula College
Contact Information: Career Development Center
1502 East Lauridsen Blvd.
Port Angeles, WA 98362
Phone: 360-417-6376
Rep: Jan Isett

Recruitment source(s): Port Townsend Leader
Contact Information: 226 Adams Street
Port Townsend, WA 98368
Phone: 360-385-2900
Rep: Sara Radka

Recruitment source(s): Tukwila Community Center
Contact Information: 12424 42nd Avenue South
Tukwila, WA 98168
Phone: 206-768-2822
Fax: 206-768-0524
Rep: Rick Still

Recruitment source(s): WorkSource
Contact Information: 288 W 1st Street, Suite A
Port Angeles, WA 98362
Phone: 360-457-2103
Rep: Dorothy Bristow

Recruitment source(s): Yesler Community Center
Contact Information: 917 E Yesler Way
Seattle, WA 98122
Phone: (206)-386-1245
Fax: (206)-684-7787
Rep: Zeb

Total number of persons interviewed: 20

Total number of interviewees referred by Wave Broadband: 15

Total number of interviewees referred by CableJobs: 0

Total number of interviewees referred by CABL.com: 0

Total number of interviewees referred by Central Area Youth Association: 0

Total number of interviewees referred by Chinese Info & Service Center: 0

Total number of interviewees referred by Choice Career Fairs: 0

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by El Centro de la Raza: 0

Total number of interviewees referred by Garfield Community Center: 0

Total number of interviewees referred by ITT Tech Career Fair: 0

Total number of interviewees referred by LinkedIn: 0

Total number of interviewees referred by Peninsula College: 0

Total number of interviewees referred by Port Townsend Leader: 5

Total number of interviewees referred by Tukwila Community Center: 0

Total number of interviewees referred by WorkSource: 0

Total number of interviewees referred by Yesler Community Center: 0

Date Posted: 08/23/2012

Job Title Small Business Account Representative

Hire Source: Wave Broadband

Hire date: 10/22/2012

Recruitment source(s): Wave Broadband www.wavebroadband.com

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

Recruitment source(s): Chinese Info & Service Center

Contact Information:
611 South Lane St
Seattle, WA 98104
Phone: 206-624-5633
Fax: 206-624-5634
Rep: Mr. MG Chor Phen

Recruitment source(s): Craigslist www.craigslist.com

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

Recruitment source(s): Garfield Community Center
Contact Information: 2323 East Cherry St
Seattle, WA 98122
Phone: 206-684-4788
Fax: 206-684-4380
Rep: Dewey Potter

Recruitment source(s): Port Townsend Leader
Contact Information: 226 Adams Street
Port Townsend, WA 98368
Phone: 360-385-2900
Rep: Sara Radka

Recruitment source(s): Sequim Gazette
Contact Information: 147 West Washington
Sequim, WA 98382
Phone: 360-683-3311
Rep: Julie Speelman

Recruitment source(s): Tukwila Community Center
Contact Information: 12424 42nd Avenue South
Tukwila, WA 98168
Phone: 206-768-2822
Fax: 206-768-0524
Rep: Rick Still

Recruitment source(s): WorkSource
Contact Information: 288 W 1st Street, Suite A
Port Angeles, WA 98362
Phone: 360-457-2103
Rep: Dorothy Bristow

Recruitment source(s): Yesler Community Center
Contact Information: 917 E Yesler Way
Seattle, WA 98122
Phone: (206)-386-1245
Fax: (206)-684-7787
Rep: Zeb

Total number of persons interviewed: 4

Total number of interviewees referred by Wave Broadband: 2

Total number of interviewees referred by Chinese Info & Service Center: 0

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Garfield Community Center: 0

Total number of interviewees referred by Port Townsend Leader: 1

Total number of interviewees referred by Sequim Gazette: 0

Total number of interviewees referred by Tukwila Community Center: 0

Total number of interviewees referred by WorkSource: 1

Total number of interviewees referred by Yesler Community Center: 0

Date Posted: 09/12/2012

Job Title: Direct Sales Representative

Hire Source: Craigslist

Hire date: 10/01/2012

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

Recruitment source(s): Chinese Info & Service Center
Contact Information: 611 South Lane St
Seattle, WA 98104
Phone: 206-624-5633
Fax: 206-624-5634
Rep: Mr. MG Chor Phen

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

Recruitment source(s): Garfield Community Center
Contact Information: 2323 East Cherry St

Seattle, WA 98122
Phone: 206-684-4788
Fax: 206-684-4380
Rep: Dewey Potter

Recruitment source(s): Tukwila Community Center
Contact Information: 12424 42nd Avenue South
Tukwila, WA 98168
Phone: 206-768-2822
Fax: 206-768-0524
Rep: Rick Still

Recruitment source(s): Yesler Community Center
Contact Information: 917 E Yesler Way
Seattle, WA 98122
Phone: (206)-386-1245
Fax: (206)-684-7787
Rep: Zeb

Total number of persons interviewed: 4

Total number of interviewees referred by Wave Broadband: 0

Total number of interviewees referred by Chinese Info & Service Center: 0

Total number of interviewees referred by Craigslist: 4

Total number of interviewees referred by Garfield Community Center: 0

Total number of interviewees referred by Tukwila Community Center: 0

Total number of interviewees referred by Yesler Community Center: 0

Date Posted: 11/05/2012

Job Title: Retail Sales Representative
Hire Source: WorkSource
Hire date: 11/28/2012

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

Recruitment source(s): WorkSource

Contact Information: 288 W 1st Street, Suite A
Port Angeles, WA 98362
Phone: 360-457-2103
Rep: Dorothy Bristow

Total number of persons interviewed: 6

Total number of interviewees referred by Wave Broadband: 1

Total number of interviewees referred by WorkSource: 5

Date Posted: 11/28/2012
Job Title: System Technician I
Hire Source: Wave Broadband
Hire date: 04/29/2013

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

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

Recruitment source(s): Peninsula College
Contact Information: Career Development Center
1502 East Lauridsen Blvd.
Port Angeles, WA 98362
Phone: 360-417-6376
Rep: Jan Isett

Recruitment source(s): Port Townsend Leader
Contact Information: 226 Adams Street
Port Townsend, WA 98368
Phone: 360-385-2900
Rep: Sara Radka

Total number of persons interviewed: 1

Total number of interviewees referred by Wave Broadband: 1

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Peninsula College: 0

Total number of interviewees referred by Port Townsend Leader: 0

Date Posted: 01/29/2013

Job Title: Retail Sales Representative

Hire Source: Wave Broadband

Hire date: 04/01/2013

Hire Source: Wave Broadband

Hire date: 05/13/2013

Recruitment source(s): Wave Broadband www.wavebroadband.com

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

Recruitment source(s): WorkSource

Contact Information:
288 W 1st Street, Suite A
Port Angeles, WA 98362
Phone: 360-457-2103
Rep: Dorothy Bristow

Total number of persons interviewed: 7

Total number of interviewees referred by Wave Broadband: 7

Total number of interviewees referred by WorkSource: 0

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):

Wave 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, Wave 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.

In addition, the company is in the process of implementing a significantly more detailed and robust career path planning process before the end of 2013 in all departments. The new process consists of all employees and their managers working together to identify, monitor and provide regular feedback on key development priorities and goals that lead to increased skill sets which in turn enhance eligibility for promotion to positions of greater responsibility.

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):

Wave Broadband participates in community events, home shows and county fairs to promote our company's products, and at the same time disseminates information on employment opportunities and careers at Wave. The Port Angeles-Clallam and Port Townsend- Jefferson County employment units participated in 5 of these events in the spring and summer of 2013: Clallam County Fair and Rodeo, Port Angeles 4th of July Parade and Firework Show, Lavender Festival, and the Irrigation Festival and the Jefferson County Fair. Unit personnel involved were the Office Manager, Plant Manager, Sales Manager, Direct Sales Representatives and Retail Sales and Service Representatives.