

EEO Public File Report

Employment Unit ID 2567; Kitsap County- Port Orchard, WA Sept 1, 2012- Aug 31, 2013

Full-time job vacancies filled and recruitment information:

Date Posted: 10/02/2012

Job Title: Broadband Technician I, II

Hire Source: Wave Broadband

Hire Date: 10/29/2012

Hire Source: Wave Broadband

Hire Date: 12/10/2012

Hire Source: Wave Broadband

Hire Date: 01/14/2013

Hire Source: Wave Broadband

Hire Date: 02/04/2013

Hire Source: Wave Broadband

Hire Date: 02/05/2013

Hire Source: Wave Broadband

Hire Date: 04/08/2013

Hire Source: WorkSource

Hire Date: 10/29/2012

Hire Source: WorkSource

Hire Date: 12/10/2012

Hire Source: WorkSource

Hire Date: 01/14/2013

Hire Source: WorkSource

Hire Date: 02/04/2013

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): 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): 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: 1300 Sylvan Way
Bremerton, WA 98312
Phone: 360- 337-4810
Rep: Jim McKenna

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: 22

Total number of interviewees referred by Wave Broadband: 14

Total number of interviewees referred by CableJobs: 0

Total number of interviewees referred by CABL: 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 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 Tukwila Community Center: 0

Total number of interviewees referred by WorkSource: 8

Total number of interviewees referred by Yesler Community Center: 0

Date Posted: 10/08/2012

Job Title: Direct Sales Representative

Hire Source: Wave Broadband

Hire Date: 03/5/2013

Hire Source: Wave Broadband

Hire Date: 03/5/2013

Hire Source: Wave Broadband

Hire Date: 03/5/2013

Hire Source: Wave Broadband

Hire Date: 03/5/2013

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): 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): 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): 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: 5

Total number of interviewees referred by Wave Broadband: 5

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 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 Tukwila Community Center: 0

Total number of interviewees referred by Yesler Community Center: 0

Date Posted: 07/12/2012

Job Title: Technical Operations Manager
Hire Source: Career Builder
Hire Date: 02/20/2013

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): 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): Career Builder www.careerbuilder.com
Contact Information: 200 N. LaSalle St., Floor #4
Chicago, IL 60601
Phone: 1-800-891-8880
Rep: Matt Sproston

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): LinkedIn www.linkedin.com
Contact Information: 2029 Stierlin Ct
Mountain View, CA 94043
Phone: 650-687-3600
Rep: Nicholas Hartley

Recruitment source(s): WorkSource
Contact Information: 1300 Sylvan Way
Bremerton, WA 98312

Phone: 360- 337-4810
Rep: Jim McKenna

Total number of persons interviewed: 16

Total number of interviewees referred by Wave Broadband: 2

Total number of interviewees referred by CABL.com: 0

Total number of interviewees referred by Career Builder: 11

Total number of interviewees referred by Craigslist: 1

Total number of interviewees referred by LinkedIn: 2

Total number of interviewees referred by WorkSource: 0

Date Posted: 01/16/2013

Job Title: Broadband Technician II, III

Hire Source: Wave Broadband

Hire Date: 02/25/2013

Hire Source: Wave Broadband

Hire Date: 02/26/2013

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): 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): Career Builder www.careerbuilder.com
Contact Information: 200 N. LaSalle St., Floor #4
Chicago, IL 60601
Phone: 1-800-891-8880
Rep: Matt Sproston

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): LinkedIn www.linkedin.com
Contact Information: 2029 Stierlin Ct
Mountain View, CA 94043
Phone: 650-687-3600
Rep: Nicholas Hartley

Recruitment source(s): WorkSource
Contact Information: 1300 Sylvan Way
Bremerton, WA 98312
Phone: 360-337-4810
Rep: Jim McKenna

Total number of persons interviewed: 21

Total number of interviewees referred by Wave Broadband: 6

Total number of interviewees referred by CableJobs: 0

Total number of interviewees referred by CABL.Com: 0

Total number of interviewees referred by Career Builder: 6

Total number of interviewees referred by Craigslist: 1

Total number of interviewees referred by LinkedIn: 0

Total number of interviewees referred by WorkSource: 8

Date Posted: 01/18/2013

Job Title: Direct Sales Representative

Hire Source: Wave Broadband

Hire Date: 07/15/2013

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): 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): 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): 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: 1300 Sylvan Way
Bremerton, WA 98312
Phone: 360- 337-4810
Rep: Jim McKenna

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: 1

Total number of interviewees referred by Wave Broadband: 1

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 El Centro de la Raza: 0

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 WorkSource: 0

Total number of interviewees referred by Yesler Community Center: 0

Date Posted: 04/03/2013

Job Title: System Technician II

Hire Source: Wave Broadband

Hire Date: 07/08/2013

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

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): Career Builder www.careerbuilder.com
Contact Information: 200 N. LaSalle St., Floor #4
Chicago, IL 60601
Phone: 1-800-891-8880
Rep: Matt Sproston

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): WorkSource
Contact Information: 1300 Sylvan Way
Bremerton, WA 98312
Phone: 360-337-4810
Rep: Jim McKenna

Total number of persons interviewed: 3

Total number of interviewees referred by Wave Broadband: 1

Total number of interviewees referred by CABL.com: 0

Total number of interviewees referred by Career Builder: 2

Total number of interviewees referred by Craigslist: 0

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 fairs to promote our company's products, and at the same time disseminates information on employment opportunities and careers at Wave. The Port Orchard employment unit participated in eight of these events in the spring and summer of 2013: Kitsap County Fair and Rodeo, Home Builders Association of Kitsap County Home Show, Lakebay KeyFest, Allyn Days, Silverdale Whaling Days, Military Appreciation Day, and the Port Orchard Fathoms O' Fun Fair and Fireworks Show. Unit personnel involved were the Regional Office Manager, Vice President, Seattle Region, Regional Sales Manager, Direct Sales Representatives, Retail Sales and Service Representatives and Technical Operations Manager.