

EEO Public File Report

Employment Unit ID 12113; Portland, OR Sept 1, 2012 – Aug 31, 2013

Full-time job vacancies filled and recruitment information:

Date Posted: 06/14/2012

Job Title: Broadband Technician II

Hire Source: Wave Broadband

Hire Date: 09/07/2012

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

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

Recruitment source(s): Monster www.monster.com
Contact Information: 622 Third Avenue
39th Floor
New York, NY 10017
Phone: 212-351-7000
Rep: Stacy Leonard
Phone: 480-567-3580

Recruitment source(s): WorkSource Oregon
Contact Information: 120 E Lincoln St. Room 115B
Woodburn, OR 97071
Phone: 503-316-3250
Rep: Olga Reutov

Total number of persons interviewed: 10

Total number of interviewees referred by Wave Broadband: 9

Total number of interviewees referred by Career Builder: 1

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Monster: 0

Total number of interviewees referred by WorkSource Oregon: 0

Date Posted: 08/15/2012

Job Title: Small Business Account Representative

Hire Source: Wave Broadband

Hire Date: 09/05/2012

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

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

Recruitment source(s): Monster www.monster.com
Contact Information: 622 Third Avenue
39th Floor
New York, NY 10017
Phone: 212-351-7000
Rep: Stacy Leonard
Phone: 480-567-3580

Recruitment source(s): WorkSource Oregon
Contact Information: 120 E Lincoln St. Room 115B
Woodburn, OR 97071
Phone: 503-316-3250
Rep: Olga Reutov

Total number of persons interviewed: 1

Total number of interviewees referred by Wave Broadband: 1

Total number of interviewees referred by Career Builder: 0

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Monster: 0

Total number of interviewees referred by WorkSource Oregon: 0

Date Posted: 09/10/2012

Job Title: Direct Sales Representative

Hire Source: WorkSource Oregon

Hire Date: 09/18/2012

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

Recruitment source(s): Monster www.monster.com
Contact Information: 622 Third Avenue
39th Floor
New York, NY 10017
Phone: 212-351-7000
Rep: Stacy Leonard
Phone: 480-567-3580

Recruitment source(s): WorkSource Oregon
Contact Information: 120 E Lincoln St. Room 115B
Woodburn, OR 97071
Phone: 503-316-3250
Rep: Olga Reutov

Total number of persons interviewed: 11

Total number of interviewees referred by Wave Broadband: 3

Total number of interviewees referred by Craigslist: 4

Total number of interviewees referred by Monster: 2

Total number of interviewees referred by WorkSource Oregon: 2

Date Posted: 09/13/2012

Job Title: Broadband Technician II

Hire Source: WorkSource Oregon

Hire Date: 01/17/2013

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

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

Recruitment source(s): Monster www.monster.com
Contact Information: 622 Third Avenue
39th Floor
New York, NY 10017
Phone: 212-351-7000
Rep: Stacy Leonard
Phone: 480-567-3580

Recruitment source(s): WorkSource Oregon
Contact Information: 120 E Lincoln St. Room 115B
Woodburn, OR 97071
Phone: 503-316-3250
Rep: Olga Reutov

Total number of persons interviewed: 6

Total number of interviewees referred by Wave Broadband: 2

Total number of interviewees referred by Career Builder: 3

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Monster: 0

Total number of interviewees referred by WorkSource Oregon: 1

Date Posted: 01/18/2013

Job Title: Broadband Technician I & II

Hire Source: Wave Broadband

Hire Date: 02/01/2013

Hire Source: Wave Broadband

Hire Date: 02/28/2013

Hire Source: Wave Broadband

Hire Date: 02/28/2013

Hire Source: Wave Broadband

Hire Date: 02/28/2013

Hire Source: Wave Broadband

Hire Date: 02/28/2013

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): Career Builder www.careerbuilder.com

Contact Information: 200 N. LaSalle St., Floor #4
Chicago, IL 60601
Phone: 800-891-8880
Rep: Matt Sproston

Recruitment source(s): Craigslist

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

Recruitment source(s): Monster www.monster.com

Contact Information: 622 Third Avenue
39th Floor
New York, NY 10017
Phone: 212-351-7000
Rep: Stacy Leonard
Phone: 480-567-3580

Recruitment source(s): WorkSource Oregon

Contact Information: 120 E Lincoln St. Room 115B

Woodburn, OR 97071
Phone: 503-316-3250
Rep: Olga Reutov

Total number of persons interviewed: 17

Total number of interviewees referred by Wave Broadband: 16

Total number of interviewees referred by Career Builder: 1

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Monster: 0

Total number of interviewees referred by WorkSource Oregon: 0

Date Posted: 04/02/2013

Job Title: Enterprise Account Executive

Hire Source: Wave Broadband

Hire Date: 08/15/2013

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): Voight & Associates
Contact Information: 22981 Sonriente Trail
Trabuco Canyon, CA 92679
Phone: 925-672-0270
Rep: Kim Lally

Recruitment source(s): GeekWire www.geekwire.com
Contact Information: 1416 NE 46th St, Suite 105
PMB 246
Seattle, WA 98107
Phone: 206-579-0581
Rep: Sarah Camp

Recruitment source(s): Corporate Vision
Contact Information: 600 Burney Creek Place
San Ramon, CA 94582
Phone: 925-457-0724
Rep: Dianne Carroll

Total number of persons interviewed: 2

Total number of interviewees referred by Wave Broadband: 0

Total number of interviewees referred by Voight & Associates: 2

Total number of interviewees referred by GeekWire: 0

Total number of interviewees referred by Corporate Vision: 0

Date Posted: 05/28/2013

Job Title: Direct Sales Representative

Hire Source: WorkSource Oregon

Hire Date: 06/03/2013

Hire Source: WorkSource Oregon

Hire Date: 06/03/2013

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): Career Builder www.careerbuilder.com

Contact Information: 200 N. LaSalle St., Floor #4
Chicago, IL 60601
Phone: 800-891-8880
Rep: Matt Sproston

Recruitment source(s): WorkSource Oregon

Contact Information: 120 E Lincoln St. Room 115B
Woodburn, OR 97071
Phone: 503-316-3250
Rep: Olga Reutov

Total number of persons interviewed: 6

Total number of interviewees referred by Wave Broadband: 1

Total number of interviewees referred by Career Builder: 3

Total number of interviewees referred by WorkSource Oregon: 2

Date Posted: 06/24/2013

Job Title: Broadband Technician II

Hire Source: Wave Broadband

Hire Date: 06/27/2013

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 Oregon
Contact Information: 120 E Lincoln St. Room 115B
Woodburn, OR 97071
Phone: 503-316-3250
Rep: Olga Reutov

Total number of persons interviewed: 5

Total number of interviewees referred by Wave Broadband: 5

Total number of interviewees referred by WorkSource Oregon: 0

Date Posted: 06/14/2013

Job Title: Direct Sales Representative
Hire Source: WorkSource Oregon
Hire Date: 07/30/2013
Hire Source: WorkSource Oregon
Hire Date: 08/15/2013

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): WorkSource Oregon
Contact Information: 120 E Lincoln St. Room 115B
Woodburn, OR 97071
Phone: 503-316-3250
Rep: Olga Reutov

Total number of persons interviewed: 4

Total number of interviewees referred by Wave Broadband: 2

Total number of interviewees referred by WorkSource Oregon: 2

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 to promote our company's products, and at the same time disseminates information on employment opportunities and careers at Wave. In August, 2013 Wave Participated in the Fiesta Mexicana at Legion Park in Woodburn. In September, 2013 Wave participated in two events - the Harvest Festival at the Sublimity Fairgrounds and the Oktoberfest in Sandy. Wave's Sales Manager and several Direct Sales Representatives were involved in this effort.