

WaveDivision Holdings

Public File Report – Unit ID 11965, Kirkland, WA Sept 1, 2010-Aug 31, 2011

Position	Date Initially Posted	Number of Positions Filled	Recruiting Sources Used/Number of Interviews Referred *	Recruiting Source Referring Hires/Number of Hires from Recruiting Source-Date of Hire
Marketing Coordinator (Product/ Pricing Marketing Mgr)	4/13/2010	1	Career Builder: 1 Monster: 0 Craigslis: 0 Campus Point: 0 Wave Broadband: 0	Career Builder: 1- 9/20/10
TSR-NOC	07/15/2010	3	Career Builder: 2 Wave Broadband: 1 Craigslis: 0	Career Builder: 2- 9/14/10 3/14/11 Wave Broadband: 1- 10/23/10
Technical Support – Phone Ops Rep	07/26/2010	5	Wave Broadband: 2 Career Builder: 0 WorkSource: 0 Office Team: 1 Referral: 2	Wave Broadband: 2- 9/20/10 (two) Office Team: 1- 11/22/10 Referral: 2- 5/19/11 6/1/11
Technical Support Representative	09/01/2010 (continuous)	37	Wave Broadband: 17 Craigslis: 7 Career Builder: 3 Garfield Community Center: 0 Yesler Community Center: 0 Chinese Info & Services Center: 0 Filipino Community of Seattle: 0 Referral: 22 Office Team: 4 Bellevue Community College (job fair): 0	Wave Broadband: 11- 9/14/10 (three) 10/12/10 11/8/10 11/16/10 2/8/11 5/11/11 8/8/11 (three) Craigslis: 3- 9/14/10 11/16/10 (two) Career Builder: 1 – 11/17/10 Referral: 18- 9/14/10 (four) 10/12/10 12/13/10 2/8/11 3/17/11 (three) 5/11/11 (three)

				6/15/11 (three) 6/17/11 8/8/11 Office Team: 4 – 9/1/10 (two) 1/3/11 2/14/11
Customer Service Representative	09/01/2010 (continuous)	28	Wave Broadband: 7 Craigslit: 30 Career Builder: 9 Garfield Community Center: 0 Yesler Community Center: 0 Chinese Info & Services Center: 0 Filipino Community of Seattle: 0 Referral: 20 Office Team: 2 Bellevue Community College (job fair): 0	Wave Broadband: 2- 4/20/11 3/28/11 Craigslit: 9- 9/7/10-(x2) 10/27/10- (x2) 3/2/11 (x2) 4/20/11 (x3) Career Builder: 2- 10/27/10 Referral: 13- 10/27/10 (x2) 3/2/11 (x2) 4/20/11 (x3) 6/13/11 (x4) 8/8/11 (x3) Office Team: 2- 9/13/10 9/30/10
Small Business Account Rep	11/01/2010	1	Referral: 1	Referral: 1- 11/1/10
SVP, Engineering	12/02/2010	1	Wave Broadband: 8 Career Builder: 2 Monster: 0 www.cable360.com: 0 Internal: 1	Wave Broadband: 0 Career Builder: 0 Internal: 1- 3/1/11
Technical Support – Dispatch Rep	12/08/2010	4	Wave Broadband: 4 Career Builder: 5 Craigslit: 0 WorkSource: 1 Internal: 7	Wave Broadband: 3- 5/23/11 6/29/11 8/1/11 Career Builder: 1- 5/16/11 WorkSource: 0 Internal: Not Tracked due to Transfer (not new hire in time period)
Payroll	12/09/2010	2	Career Builder: 0	Wave Broadband: 1-

Specialist *Referral was a rehire as temporary full-time: no other recruiting involved at that time			Wave Broadband: 4 Referral: 1	1/3/11 Referral: 1- 7/29/11
Accountant	12/09/2010	1	Career Builder: 4 Wave Broadband: 1 Monster: 0 Internal: 1	Career Builder: 1- 5/2/11 Wave Broadband: 0 Internal: 0
VP, Business Sales	01/01/2011	1	Career Builder: 1 Wave Broadband: 0 The Ladders: 0	Career Builder: 1- 3/7/11
IT Director	01/15/2011	1	Career Builder: 6 NWJobs: 1 Wave Broadband: 2 Internal: 1	Career Builder: 0 NWJobs: 0 Wave Broadband: 0 Internal: 1- 3/14/11
HR Admin	1/17/2011	1	Career Builder: 0 Campus Point: 3 Apple 1: 2 Internal: 1	Campus Point: 1- 5/23/11 Apple 1: 0 Internal: 0
VP Billing Support Systems	01/25/2011	1	Career Builder: 1 Wave Broadband: 2	Career Builder: 0 Wave Broadband: 1- 4/18/11
Legal Assistant/ Paralegal	02/03/2011	1	Career Builder: 7 Campus Point: 3 Wave Broadband: 0	Career Builder: 0 Campus Point: 1- 7/22/11
Web Content Specialist	04/01/2011	1	Wave Broadband: 1 Career Builder: 11 Campus Point: 1 The Creative Group: 3	Wave Broadband: 1- 8/16/11 Career Builder: 0 Campus Point: 0 The Creative Group: 0

Recruitment Source Contact Information:

Wave Broadband www.wavebroadband.com	WaveDivision Holdings 410 Kirkland Parkplace Suite 500 Kirkland, WA 98033 (425)-576-8200
Craigslist www.craigslist.com	See website

Career Builder Rep: Eric Gold www.careerbuilder.com	200 N. LaSalle St., Suite 1100 Chicago, IL 60601 1-800-891-8880 (602)-325-6300
Monster Rep: Stacy Leonard www.monster.com	5 Clock Tower Place Maynard, MA 0175 1-866-811-2458
Apple 1 (employment agency) www.appleone.com	Apple 1 Employment Services 2201 6th Ave Seattle, WA (206)-441-3837
The Ladders Rep: Jay Kim www.theladders.com	See website
WorkSource WA Employment Security Department http://www.esd.wa.gov/	PO BOX 9046 Olympia, WA 98507-9046 Fax (360)-902-9239
Bellevue Community College http://bellevuecollege.edu/	Center for Career Connections, B231 3000 Landerholm Circle SE Bellevue, WA 98007-6484 (425)-564-1000
Campus Point Rep: Kurt Hannahs www.campuspoint.com	2101 4 th Ave, Suite 2200 Seattle, WA 98121 (206)-783-9200
NWJobs www.nwjobs.com	The Seattle Times (see website)
Office Team/Robert Half (employment agency)	Robert Half Management Resources 601 Union Street Suite 4300 Seattle, WA 98101 (206)-749-9004
Garfield Community Center	2323 East Cherry St Seattle, WA 98122 Phone: (206)-684-4788 Fax: (206)-684-4380
The Creative Group www.creativegroup.com	601 Union Street Suite 4300 Seattle, WA 98101 1-888-846-1668
Filipino Community Center	5740 Martin Luther King Jr. Way Seattle, WA 98118 Phone: (206)-722-9372 Fax: (206)-722-1060

Chinese Info & Service Center	611 South Lane St Seattle, WA 98104 Phone: (206)-624-5633 Fax: (206)-624-5634
Yesler Community Center	917 E Yesler Way Seattle, WA 98122 Phone: (206)-386-1245 Fax: (206)-684-7787

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.

Participation in two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions, 47 C.F.R. § 76.75(b)(2)(i):

This employment unit participates in job fairs and distributes job postings at local technical colleges and community centers to disseminate information on employment opportunities and careers at Wave Broadband. In the spring of 2011 Wave's HR/Executive Admin and SVP, Human Resources participated in an event at Bellevue College in Bellevue, WA and in the summer of 2011, a Wave office manager and sales manager held an in house job fair at a regional office to recruit for local DSR where they also promoted current TSR and CSR openings in our Kirkland call center.