

## EEO Public File Report

### Employment Unit 6117, La Conner WA 2009-2010

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

Date Posted: 12-04-09

Job Title: Broadband Technician I

Recruitment source(s) Channel Town Press

Contact Information: Cindy Vest  
PO Box 1465  
313 Morris St #4B  
La Conner, WA 98267  
360-466-3315

Recruitment source(s) Skagit Valley Herald

Contact Information: Skagit Valley Herald  
1000 E College Way  
Mount Vernon, WA 98273  
[classified@skagitvalleyherald.com](mailto:classified@skagitvalleyherald.com)  
Attn: classified advertising dept.  
360-424-4567

Recruitment source (s) WorkSource Skagit/Washington

Contact Information: Employment Security  
PO Box 160  
Mount Vernon, WA 98273  
Maria Pitts WorkSource Skagit  
360-424-4567

Recruitment source (s) Stanwood-Camano News

Contact Information: Stanwood Camano News  
PO Box 999  
9005 271<sup>st</sup> NW  
Stanwood, WA 98292  
Attn: Classified Dept  
FAX 360-629-4211

Recruitment source(s) [www.wavebroadband.com](http://www.wavebroadband.com)  
Contact Information: 401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
Attn: Human Resources

Total number of persons interviewed: 3

Total number of interviewees referred Skagit Valley Herald 1

Total number of interviewees referred [www.wavebraodband.com](http://www.wavebraodband.com) 2

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Date Posted 11-14-09

Job Title: Direct Sales Representative

Recruitment source (s) Channel Town Press

Contact Information: Cindy Vest  
PO Box 1465  
313 Morris St #4B  
La Conner, WA 98257  
360-466-3315

Recruitment source(s) Skagit Valley Herald  
1000 E College Way  
Mount Vernon, WA 98273  
[classified@skagitvalleyherald.com](mailto:classified@skagitvalleyherald.com)  
Attn: classified advertising dept.  
360-424-4567

Recruitment source(s) WorkSource Skagit/Washington

Contact Information: Employment Security  
PO Box 160  
Mount Vernon, WA 98273  
Maria Pitts WorkSource Skagit  
360-424-4657

Recruitment source(s) Stanwood-Camano News

Contact Information: Stanwood-Camano News

PO Box 999  
9005 271<sup>st</sup> NW  
Stanwood, WA 98292  
Attn: Classified Dept  
Fax 360-629-4211

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

Contact Information:      401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

Total number persons interviewed: 3

Total number of interviewees referred by Skagit Valley Herald 3

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Date Posted: 01-04-10

Job Title:      Direct Sales Representative

Recruitment source(s)      WorkSourceSkagit/Washington

Contact Information:      Employment Security  
PO Box 160  
Mount Vernon, WA 98273  
Maria Pitts WorkSource Skagit  
360-424-4567

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

Contact Information:      401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
Attn: Human Resources

Total number persons interviewed: 10

Total number of interviewees referred by WorkSource Skagit/Washington 18

Total number of interviewees referred by [www.wavebroadband.com](http://www.wavebroadband.com) 2

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Date Posted: 01-04-10

Job Title: Direct Sales Representative

Recruitment source(s) WorkSource Skagit/Washington

Contact Information: Employment Security  
PO Box 160  
Mount Vernon, WA 98273  
Maria Pitts, WorkSource Skagit  
360-424-4567

Recruitment source(s) Stanwood-Camano News

Contact Information: Stanwood Camano News  
PO Box 999  
9005 271<sup>st</sup> St NW  
Stanwood, WA. 98292  
Attn: Classified Dept  
FAX 360-629-4211

Recruitment source(s) [www.careerbuilder.com](http://www.careerbuilder.com)  
  
401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

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

Contact Information: 401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

Total number of persons interviewed: 6

Total number of interviewees referred [www.careerbuilder.com](http://www.careerbuilder.com) 4

Total number of interviewees referred [WorkSource](http://WorkSource) Skagit/Washington 5

Total number of interviewees referred [www.wavebroadband.com](http://www.wavebroadband.com) 2

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**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 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 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 Wave. The La Conner employment unit participated in five of these events in the spring and summer of 2009 and 2010: Skagit County Fair, Work Source Job Fair, Smelt Derby in La Conner, Stanwood Fireworks Show and the Stanwood/Camano Soap Box Derby. Unit personnel involved were the Office Manager, Plant Manager, Direct Sales Manager, Vice President, Seattle Region, and Retail Sales Representatives.