

## EEO Public File Report

Employment Unit 6117, La Conner WA Sept 1, 2010 – Aug 31, 2011

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

Date Posted: 3/15/2011

Job Title: Broadband Technician I  
Hire Source: WorkSource Skagit/Washington  
Hire date: 4/25/2011

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): Wave website [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: 5

Total number of interviewees referred WorkSource Skagit/Washington: 4

Total number of interviewees referred [www.wavebraodband.com](http://www.wavebraodband.com): 1

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Date Posted: 5/15/2011

Job Title: Direct Sales Representative  
Hire Source: Career Builder-Personified  
Hire Date: 6/13/2011

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  
Contact Information: 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): Career Builder-Personified  
Contact Information: 200 N LaSalle St Suite 1100  
Chicago, IL 60601  
602-325-6300  
Eric Gold

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): Wave website [www.wavebroadband.com](http://www.wavebroadband.com)  
Contact Information: 401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

Recruitment source(s): Bellevue Community College  
Contact Information: Center for Career Connections, B231  
3000 Landerhold Circle SE  
Bellevue, WA 98007-6784  
425-564-1000

Total number persons interviewed: 5

Total number of interviewees referred by WorkSource Skagit/Washington: 3

Total number of interviewees referred by Career Builder-Personified: 2

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#### **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 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 2011: 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, Direct Sales Representatives and Retail Sales Representatives.