

## EEO Public File Report

Employment Unit ID 12113, Portland, OR – Dec. 2007- Aug. 2008

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

Date Posted: 1/29/08

Job Title: Dispatcher

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

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

Total number of persons interviewed: 3

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

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Date Posted: 1-5-08

Job Title: TSR

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

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

Total number of persons interviewed: 4

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

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Date Posted: 02/08/08

Job Title: Direct Sales

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

Recruitment source(s): Statesman Journal

Contact Information: 280 Church St NE  
Salem, OR 97301  
503-399-6611  
Attn: Classified dept

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

Total number of persons interviewed: 4

Total number of interviewees referred by [www.wavebroadband.com](http://www.wavebroadband.com) : 0

Total number of interviewees referred by Statesman Journal: 4

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Date Posted: 02/08/08

Job Title: Direct Sales

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

Recruitment source(s): Statesman Journal

Contact Information: 280 Church St NE  
Salem, OR 97301  
503-399-6611  
Attn: Classified dept

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

Total number of persons interviewed: 4

Total number of interviewees referred by [www.wavebroadband.com](http://www.wavebroadband.com) : 0

Total number of interviewees referred by Statesman Journal: 4

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Date Posted: 02/08/08

Job Title: Direct Sales

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

Recruitment source(s): Statesman Journal

Contact Information: 280 Church St NE  
Salem, OR 97301  
503-399-6611  
Attn: Classified dept

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

Total number of persons interviewed: 4

Total number of interviewees referred by [www.wavebroadband.com](http://www.wavebroadband.com) : 0

Total number of interviewees referred by Statesman Journal: 4

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Date Posted: 01/18/08

Job Title: Broadband Tech 1

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

Recruitment source(s): Statesman Journal

Contact Information: 280 Church St NE  
Salem, OR 97301  
503-399-6611

Attn: Classified dept

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

Total number of persons interviewed: 11

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

Total number of interviewees referred by Statesman Journal: 10

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Date Posted: 01/18/08

Job Title: Broadband Tech 1

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

Recruitment source(s): Statesman Journal

Contact Information: 280 Church St NE  
Salem, OR 97301  
503-399-6611  
Attn: Classified dept

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

Total number of persons interviewed: 11

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

Total number of interviewees referred by Statesman Journal: 10

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Date Posted: 04/28/08

Job Title: CSR

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

Recruitment source(s): Career Builder

Contact Information: 200 N LaSalle Street, Suite 1100  
Chicago, IL 60601  
1-888-855-5594  
Attn: Sarah

Recruitment referral source: www.wavebroadband.com

Total number of persons interviewed: 15

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

Total number of interviewees referred by Career Builder: 11

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Date Posted: 04/28/08

Job Title: CSR

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

Recruitment source(s): Career Builder

Contact Information: 200 N LaSalle Street, Suite 1100  
Chicago, IL 60601  
1-888-855-5594  
Attn: Sarah

Recruitment referral source: www.wavebroadband.com

Total number of persons interviewed: 15

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

Total number of interviewees referred by Career Builder: 11

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Date Posted: 04/28/08

Job Title: CSR

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

Recruitment source(s): Career Builder

Contact Information: 200 N LaSalle Street, Suite 1100  
Chicago, IL 60601  
1-888-855-5594  
Attn: Sarah

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

Total number of persons interviewed: 15

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

Total number of interviewees referred by Career Builder: 11

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Date Posted: 12/18/07

Job Title: Technical Operations Manager

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

Recruitment source(s): Job Seekers / Career Builder

Contact Information: 200 N LaSalle Street, Suite 1100  
Chicago, IL 60601  
1-888-855-5594  
Attn: Sarah

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

Total number of persons interviewed: 6

Total number of interviewees referred by [www.wavebroadband.com](http://www.wavebroadband.com) : 3

Total number of interviewees referred by Job Seekers/Career Builder: 3

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Date Posted: 01/18/08

Job Title: Broadband Tech 1

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

Recruitment source(s): Statesman Journal  
Contact Information: 280 Church St NE  
Salem, OR 97301  
503-399-6611  
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Recruitment referral source: [www.wavebroadband.com](http://www.wavebroadband.com)

Total number of persons interviewed: 11

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

Total number of interviewees referred by Statesman Journal: 10

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Date Posted: 01/18/08

Job Title: Broadband Tech 1

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

Recruitment source(s): Statesman Journal

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Total number of interviewees referred by Statesman Journal: 10

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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 community events to promote our company's products, and at the same time disseminates information on employment opportunities and careers at Wave. The Portland employment unit participated in four of these events on June 14<sup>th</sup>, August 3<sup>rd</sup>, August 14<sup>th</sup> – 17<sup>th</sup>, and September 12<sup>th</sup> – 14<sup>th</sup>. Unit personnel involved included the Director, Portland Region, Customer Service Director and the Direct Sales Manager.

**Participation in job banks designed to promote outreach generally, 47 C.F.R. § 76.75(b)(2)(vi):** This employment unit posted positions with Chemeketa College, which is integrated with the State of Oregon employment security.