

EEO Public File Report

Employment Unit ID 12134, Sacramento CA -2007-2008

Full-time job vacancies filled and recruitment information:

Date Posted: 12-1-07

Job Title: BROADBAND TECHNICIAN II

Recruitment source(s): Wave website www.wavebroadband.com

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

Recruitment source(s): The Sacramento Bee

Contact Information: 2100 Q Street, PO Box 15779
Sacramento, CA 95816
General Info 916-321-1000, Classified 1-800-876-8700
www.sacbee.com

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 7

Total number of interviewees referred by hrmgr@wavebroadband.com: 3

Total number of interviewees referred by The Sacramento Bee: 4

Date Posted: 1-2-08

Job Title: BROADBAND TECHNICIAN II

Recruitment source(s): Wave website www.wavebroadband.com

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

Recruitment source(s): The Placer Herald

Contact Information: 5055 Pacific Street
Rocklin, CA 95677
General Info 916-624-9713
email: placerherald@goldcountrymedia.com
Classified 916-786-6500

Recruitment referral source: The Placer Herald

Total number of persons interviewed: 4

Total number of interviewees referred by hrmgr@wavebroadband.com: 2

Total number of interviewees referred by The Placer Herald: 2

Date Posted: 1-25-08

Job Title: BROADBAND TECHNICIAN I

Recruitment source(s): Wave website www.wavebroadband.com

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

Recruitment source(s): The Sacramento Bee

Contact Information: 2100 Q Street, PO Box 15779
Sacramento, CA 95816
General Info 916-321-1000, Classified 1-800-876-8700
www.sacbee.com

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 8

Total number of interviewees referred by hrmgr@wavebroadband.com: 3

Total number of interviewees referred by The Sacramento Bee: 5

Date Posted: 2-1-08

Job Title: Direct Sales Representative

Recruitment source(s): Wave website www.wavebroadband.com

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

Recruitment source(s): The Press Tribune

Contact Information: 188 Cirby Way
Roseville, CA 95678
General Info 916-786-8746, Classified: Director Lu Wagner
Email luw@goldcountrymedia.com

Recruitment referral source: The Press Tribune

Total number of persons interviewed: 8

Total number of interviewees referred by hrmgr@wavebroadband.com: 3

Total number of interviewees referred by The Press Tribune: 5

Date Posted : 3-20-08

Job Title : Customer Service Representative

Recruitment source(s): Wave website www.wavebroadband.com

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

Recruitment source(s): The Sacramento Bee

Contact Information: 2100 Q Street, PO Box 15779
Sacramento, CA 95816
General Info 916-321-1000, Classified 1-800-876-8700
www.sacbee.com

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 6

Total number of interviewees referred by hrmgr@wavebroadband.com: 3

Total number of interviewees referred by The Sacramento Bee: 3

Date Posted: 3-20-08

Job Title: BROADBAND TECHNICIAN II

Recruitment source(s): Wave website www.wavebroadband.com

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

Recruitment source(s): The Sacramento Business Journal

Contact Information: 140 X St
Sacramento, CA 95818
General Info 916-447-7661
sacramento.bizjournals.com

Recruitment referral source: The Sacramento Business Journal

Total number of persons interviewed: 7

Total number of interviewees referred by hrmgr@wavebroadband.com: 4

Total number of interviewees referred by The Sacramento Business Journal: 3

Date Posted: 3-20-08

Job Title: Direct Sales Representative

Recruitment source(s): Wave website www.wavebroadband.com

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

Attn: Human Resources

Recruitment source(s): The Placer Herald

Contact Information: 5055 Pacific Street
Rocklin, CA 95677
General Info 916-624-9713
email: placerherald@goldcountrymedia.com
Classified 916-786-6500

Recruitment referral source: The Placer Herald www.placerherald.com

Total number of persons interviewed: 8

Total number of interviewees referred by hrmgr@wavebroadband.com: 3

Total number of interviewees referred by the Placer Herald: 5

Date Posted: 3-25-08

Job Title: BROADBAND TECHNICIAN II

Recruitment source(s): Wave website www.wavebroadband.com

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

Recruitment source(s): The Sacramento Bee

Contact Information: 2100 Q Street, PO Box 15779
Sacramento, CA 95816
General Info 916-321-1000, Classified 1-800-876-8700
www.sacbee.com

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 8

Total number of interviewees referred by hrmgr@wavebroadband.com: 3

Total number of interviewees referred by The Sacramento Bee: 5

Date Posted: 4-2-08

Job Title: BROADBAND TECHNICIAN I

Recruitment source(s): Wave website www.wavebroadband.com

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

Recruitment source(s): The Sacramento Bee

Contact Information: 2100 Q Street, PO Box 15779
Sacramento, CA 95816
General Info 916-321-1000, Classified 1-800-876-8700
www.sacbee.com

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 8

Total number of interviewees referred by hrmgr@wavebroadband.com: 4

Total number of interviewees referred by The Sacramento Bee: 4

Date Posted: 5-25-08

Job Title: BROADBAND TECHNICIAN I

Recruitment source(s): Wave website www.wavebroadband.com

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

Recruitment source(s): The Sacramento Bee

Contact Information: 2100 Q Street, PO Box 15779
Sacramento, CA 95816
General Info 916-321-1000, Classified 1-800-876-8700

www.sacbee.com

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 9

Total number of interviewees referred by hrmgr@wavebroadband.com: 4

Total number of interviewees referred by The Sacramento Bee: 5

Date Posted: 6-1-08

Job Title: BROADBAND TECHNICIAN I

Recruitment source(s): Wave website www.wavebroadband.com

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

Recruitment source(s): The Sacramento Bee

Contact Information: 2100 Q Street, PO Box 15779
Sacramento, CA 95816
General Info 916-321-1000, Classified 1-800-876-8700
www.sacbee.com

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 6

Total number of interviewees referred by hrmgr@wavebroadband.com 3

Total number of interviewees referred by The Sacramento Bee: 3

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 participated in local job fairs with the Sacramento Job Journal and the Placer County Business Advantage Network job fair in August 2008. Unit personnel involved included the HR Administrator and the Regional Technical Manager.

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):

This employment unit participates in community events to promote our company's products, and at the same time disseminates information on employment opportunities and careers at Wave Broadband. Two of these events were the Rocklin Jubilee in June 2008 and the Woodland Fair August 2008. Unit personnel involved included the HR Administrator and the Sales and Marketing Director.