

## EEO Public File Report

**Employment Unit ID 12134, Sacramento CA -2008-2009**

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

Date Posted: 7-2-08

Job Title: BROADBAND TECHNICIAN I

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): 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](http://www.sacbee.com)

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 9

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 5

Total number of interviewees referred by The Sacramento Bee: 4

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Date Posted: 8-20-09

Job Title: Customer Service Representative

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): The Placer Herald

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

Recruitment referral source: The Placer Herald

Total number of persons interviewed: 6

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 4

Total number of interviewees referred by The Placer Herald: 2

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Date Posted: 8-20-08

Job Title: BROADBAND TECHNICIAN I

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): 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](http://www.sacbee.com)

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 7

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 5

Total number of interviewees referred by The Sacramento Bee: 2

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Date Posted: 8-25-08

Job Title: Customer Service Representative

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): The Press Tribune

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

Recruitment referral source: The Press Tribune

Total number of persons interviewed: 9

Total number of interviewees referred by [hmrgr@wavebroadband.com](mailto:hmrgr@wavebroadband.com): 6

Total number of interviewees referred by The Press Tribune: 3

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Date Posted : 9-5-08

Job Title : Broadband Technician I

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): 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](http://www.sacbee.com)

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 8

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 5

Total number of interviewees referred by The Sacramento Bee: 3

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Date Posted: 2-1-09

Job Title: Customer Service Representative

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): The Sacramento Business Journal

Contact Information: 140 X St  
Sacramento, CA 95818  
General Info 916-447-7661  
[sacramento.bizjournals.com](http://sacramento.bizjournals.com)

Recruitment referral source: The Sacramento Business Journal

Total number of persons interviewed: 5

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 5

Total number of interviewees referred by The Sacramento Business Journal: 0

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Date Posted: 3-1-09

Job Title: Broadband Technician I

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): The Placer Herald

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

Recruitment referral source: The Placer Herald [www.placerherald.com](http://www.placerherald.com)

Total number of persons interviewed: 8

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 3

Total number of interviewees referred by the Placer Herald: 5

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Date Posted: 4-1-09

Job Title: Broadband Technician I

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): 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](http://www.sacbee.com)

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 9

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 4

Total number of interviewees referred by The Sacramento Bee: 5

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Date Posted: 4-1-09

Job Title: BROADBAND TECHNICIAN I

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): 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](http://www.sacbee.com)

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 8

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 5

Total number of interviewees referred by The Sacramento Bee: 3

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Date Posted: 6-1-09

Job Title: BROADBAND TECHNICIAN III

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): 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](http://www.sacbee.com)

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 9

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 5

Total number of interviewees referred by The Sacramento Bee: 4

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Date Posted: 6-24-09

Job Title: Account Executive

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): 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](http://www.sacbee.com)

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 6

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com) 3

Total number of interviewees referred by The Sacramento Bee: 3

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Date Posted: 7-24-09

Job Title: Broadband Technician II

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): 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](http://www.sacbee.com)

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 6

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com) 4

Total number of interviewees referred by The Sacramento Bee: 2



## **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 2009. 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 2009 and the Woodland Fair August 2009. Unit personnel involved included the HR Administrator and the Sales and Marketing Director.