

## EEO Public File Report

### Employment Unit ID 12132, San Mateo CA 2009- 2010

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

Date Posted: 11/20/09

Job Title: Broadband Technical II

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

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

Total number of persons interviewed:5

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

Total number of interviewees referred by Craig's List: 4

Total number of interviewees referred by Career Builder: 0

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Date Posted: 11/20/09

Job Title: Broadband Technical II

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

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

Total number of persons interviewed: 7

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

Total number of interviewees referred by Craig's List: 3

Total number of interviewees referred by Career Builder: 2

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Date Posted: 11/20/09

Job Title: Broadband Technical II

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

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

Total number of persons interviewed: 7

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

Total number of interviewees referred by Craig's List: 3

Total number of interviewees referred by Career Builder: 2

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Date Posted: 2/15/10

Job Title: Broadband Technical II

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

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

Total number of persons interviewed: 2

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

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 0  
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Date Posted: 9/01/09

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

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

Total number of persons interviewed: 5

Total number of interviewees referred by www.wavebroadband.com: 2

Total number of interviewees referred by Craig's List: 0

Total number of interviewees referred by Career Builder: 3

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Date Posted: 9/01/09

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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): 2

Total number of interviewees referred by Career Builder: 1

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Date Posted: 9/01/09

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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): 2

Total number of interviewees referred by Career Builder: 1

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Date Posted: 12/15/09

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

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

Total number of persons interviewed: 6

Total number of interviewees referred by www.wavebroadband.com: 2

Total number of interviewees referred by Craig's List : 2

Total number of interviewees referred by Career Builder: 2

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Date Posted: 1/15/10

Job Title: Direct Sales Representative/ Technician

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

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

Total number of persons interviewed: 4

Total number of interviewees referred by www.wavebroadband.com: 2

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 1

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Date Posted: 1/15/10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

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

Total number of persons interviewed: 6

Total number of interviewees referred by www.wavebroadband.com: 2

Total number of interviewees referred by Craig's List: 2

Total number of interviewees referred by Career Builder: 2

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Date Posted: 2/20/10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

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

Total number of persons interviewed: 5

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

Total number of interviewees referred by Craig's List: 3

Total number of interviewees referred by Career Builder: 0

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Date Posted: 3/25/10

Job Title: Direct Sales Representative/ Technician

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

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

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

Total number of persons interviewed: 6

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 1

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Date Posted: 3/25/10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

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

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

Total number of persons interviewed: 6

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 1

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Date Posted: 4/25/10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

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

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

Total number of persons interviewed: 8

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 3

Total number of interviewees referred by Career Builder: 1

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Date Posted: 4/25/10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

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

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

Total number of persons interviewed: 8

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 3

Total number of interviewees referred by Career Builder: 1

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Date Posted: 4/25/10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

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

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

Total number of persons interviewed: 8

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 3

Total number of interviewees referred by Career Builder: 1

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Date Posted: 6/01/10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

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

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

Total number of persons interviewed: 3

Total number of interviewees referred by www.wavebroadband.com: 2

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 0

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Date Posted: 7/01/10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace  
Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

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

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

Total number of persons interviewed: 1

Total number of interviewees referred by www.wavebroadband.com: 0

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 0

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Date Posted: 3/15/10

Job Title: Marketing Coordinator

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

Contact Information: 401 Kirkland Parkplace

Kirkland, WA 98033  
425-576-8200  
Tom Fitzgerald

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

Contact Information: [www.craigslist.com](http://www.craigslist.com)

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

Contact Information: [www.careerbuilder.com](http://www.careerbuilder.com)

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

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

Recruitment referral source: [www.careerbuilder.com](http://www.careerbuilder.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 Craig's List: 0

Total number of interviewees referred by Career Builder: 4

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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):** Astound 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, Astound 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):**

This employment unit 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 Astound Broadband. This employment unit participated in four of these events: Burlingame Arts Festival on June 7<sup>th</sup> and 8<sup>th</sup> of 2010 in the City of Burlingame, Festa Italiana July 25<sup>th</sup> 2010 in the City of San Mateo, Walnut Creek Arts & Wine on August 5<sup>th</sup> & 6<sup>th</sup> of 2010 in the City of Walnut Creek, and The Family Fest in Walnut Creek Heathers Park on August 28<sup>th</sup> and 29<sup>th</sup> of 2010, in conjunction with the company's Concord, CA employment unit. Unit personnel involved were Astound Broadband's Concord and San Mateo sales group.