

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. - 20100924ABG

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 WAVEDIVISION VII, LLC

MSO Name:
 WAVE BROADBAND

B. Employment Unit's Mailing Address
 401 KIRKLAND PARKPLACE
 SUITE 500

City KIRKLAND	State WA	Zip Code 98033-
------------------	-------------	--------------------

FCC Registration Number:
 0016778524

Emp. Unit ID # 12133

Application Purpose

New Program Report

Amendment to Program Report

Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
 MARION, OR

D. Category of Respondent (check applicable box)

Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V

Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 9/1/10-9/14/10

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type

Review the list of communities served on the previous year's submission and attach as Exhibit A any [Exhibit 1] additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation. [Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.
 [Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Title CHIEF OPERATING OFFICER
Date 9/24/2010	Name of Respondent STEVE FRIEDMAN
Telephone No. (include area code) 4258961882	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

FORM FCC 396-C - SUPPLEMENTAL INVESTIGATION SHEET

Part I Employee Job Descriptions

Give brief job descriptions for employees in the job categories specified below. The number specified in the box indicates the number of different job descriptions that are to be submitted for each category. Job descriptions should include the position title and a brief description of the major duties and responsibilities of the individual(s) in the position.

- | | | |
|------------------------------|-----|--------------|
| 1. Officials and Managers | [] | [Exhibit 4] |
| 2. Professionals | [] | [Exhibit 5] |
| 3. Technicians | [] | [Exhibit 6] |
| 4. Sales Workers | 3 | [Exhibit 7] |
| 5. Office and Clerical | [] | [Exhibit 8] |
| 6. Craft Workers (skilled) | [] | [Exhibit 9] |
| 7. Operatives (semi-skilled) | [] | [Exhibit 10] |
| 8. Laborers (unskilled) | [] | [Exhibit 11] |
| 9. Service Workers | [] | [Exhibit 12] |

Part II Inquiries Concerning EEO Program and Practices

Submit responses to the inquiries indicated by a "check" Responses should be brief, but must provide sufficient information to describe the employment unit's activity and efforts in the area of inquiry.

1. Describe the employment unit's efforts to comply with the outreach provisions of 47 C.F.R. Section 76.75(b). [Exhibit 13]
2. Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business. [Exhibit 14]
3. Name the minority organizations, organizations for women, media, educational institutions, and other recruitment sources used to attract minority and female applicants whenever job vacancies become available. [Exhibit 15]
4. Explain the employment unit's efforts to promote in a nondiscriminatory manner to positions of greater responsibility. [Exhibit 16]
5. Describe the employment unit's efforts to encourage entrepreneurs to conduct business in a nondiscriminatory manner with all parts of its operation and provide an analysis of the results of those efforts. [Exhibit 17]
6. Report the findings of the employment unit's analysis of its efforts to recruit, hire and promote in a nondiscriminatory manner and explain any difficulties encountered in implementing its EEO program. [Exhibit 18]
7. Describe the responsibility of each level of the employment unit's management with respect to application and enforcement of its EEO policy and explain the procedure for review and control of managerial and supervisory performance. [Exhibit 19]
8. Describe the manner in which the employment unit conducts its continuing review of job structure and employment practices. [Exhibit 20]
9. Other Inquiries: [Exhibit 21]

Part III EEO Public File Report

Attach a copy of the EEO public file report from the previous year. Cable entities are required to place annually such information as is required by 47 C.F.R. Section 76.1702 in their public files. [Exhibit 22]

EMP UNIT ID: 12133	MSO NAME: WAVE BROADBAND
	OPR NAME: WAVEDIVISION VII, LLC

Approved by OMB
3060-1033

Exhibits

Exhibit 7
Description: SALES WORKERS JOB DESCRIPTIONS

Attachment 7

Description
CSR Job Description
Direct Sales Job Description
Sales Order Job Description

Exhibit 16

Description: EMPLOYMENT UNITS EFFORTS TO PROMOTE IN A NONDISCRIMINATORY MANNER TO POSITIONS

WAVEDIVISION HOLDINGS DISTRIBUTES NEARLY ALL JOB POSTINGS INTERNALLY AND EVALUATES INTERNAL EMPLOYEE APPLICANTS FOR JOBS FIRST FOR A SUCCESSFUL JOB SKILL MATCH TO ENCOURAGE PROMOTION. EVALUATIONS ARE CONDUCTING USING THE SAME NON-DISCRIMINATORY GUIDELINES AS STANDARD HIRING PRACTICE. EMPLOYEES ARE PROVIDED WITH TRAINING OPPORTUNITIES TO INCREASE SKILL SET THROUGH A COMPANY SPONSORED EDUCATION REIMBURSEMENT PROGRAM, COMPANY PAID NCTI AND SCTE COURSES, AND CAREER GUIDANCE FROM THE LEADERSHIP TEAM.

Attachment 16**Exhibit 19**

Description: DESCRIBE THE RESPONSIBILITY OF EACH LEVEL OF THE EMPLOYMENT UNIT'S MANAGEMENT

WAVE REQUIRES ITS HIRING MANAGERS TO FOLLOW ESTABLISHED COMPANY PROCEDURES AND THE FCC'S EEO REQUIREMENTS TO AVOID DISCRIMINATION IN HIRING ON THE BASIS OF RACE, COLOR, RELIGION, NATIONAL ORIGIN, GENDER, AGE, MARITAL STATUS, VETERAN STATUS, SEXUAL ORIENTATION, THE PRESENCE OF A NON-JOB RELATED HANDICAP OR DISABILITY, OR ANY OTHER LEGALLY PROTECTED STATUS. WAVE ENFORCES COMPLIANCE WITH THESE REQUIREMENTS THROUGH REVIEW OF THE PROCESS AND FINAL CANDIDATE BY THE REGIONAL DIRECTOR, VICE PRESIDENT, HUMAN RESOURCES, AND THE CHIEF OPERATIONS OFFICER.

JOB POSTINGS ARE FIRST REVIEWED AND APPROVED BY THE VICE PRESIDENT, HUMAN RESOURCES, AND THE CHIEF OPERATIONS OFFICER. INTERVIEW CANDIDATES ARE SELECTED FOR INTERVIEWS BASED ON QUALIFICATIONS AND SKILL REQUIREMENTS IDENTIFIED IN THE JOB POSTING. IN ADDITION, WAVE SELECTS INTERVIEW CANDIDATES BASED ON THE CANDIDATES PREVIOUS WORK HISTORY, INDUSTRY AND JOB-RELATED EXPERIENCE, NETWORK OR CO-WORKER RECOMMENDATIONS, AND JOB-RELATED ABILITIES. REGIONAL MANAGERS ENSURE COMPLIANCE BY INTERVIEWING FINAL CANDIDATES AND REVIEWING THE ENTIRE APPLICANT FLOW LOG PRIOR TO SENDING IT TO THE VICE PRESIDENT, HUMAN RESOURCES, FOR FINAL APPROVAL AND JOB OFFER.

Attachment 19**Exhibit 20**

Description: DESCRIBE THE MANNER IN WHICH THE EMPLOYMENT UNIT CONDUCTS ITS CONTINUING REVIE

WAVES VICE PRESIDENT, HUMAN RESOURCES, AND EXECUTIVE VICE PRESIDENT, BUSINESS AND LEGAL AFFAIRS, REGULARLY MONITOR WAVES EMPLOYMENT PRACTICES. IN ADDITION, MANAGEMENT AT ALL LEVELS REVIEWS WAVES JOB STRUCTURE TO ENSURE APPLICABILITY WITH CURRENT TRENDS IN THE INDUSTRY. AS SKILL SET REQUIREMENTS CHANGE OR PRODUCT LINES ARE ADDED, WAVE EVALUATES ITS JOB STRUCTURE TO ENSURE THAT EXISTING PRACTICES MEET THE NEEDS OF OUR CUSTOMERS AND EMPLOYEES. IF NECESSARY, WAVE UPDATES JOB DESCRIPTIONS TO INCLUDE THESE CHANGES IN JOB STRUCTURE. PROMOTIONS, RAISES, REVIEWS AND OTHER EMPLOYEE PERFORMANCE FEEDBACK ARE REVIEWED BY WAVES VICE PRESIDENT, HUMAN RESOURCES, AND CHIEF OPERATIONS OFFICER TO ENSURE EMPLOYEES RECEIVE EQUAL AND CONSISTENT TREATMENT FROM THE COMPANY.

EMPLOYMENT PRACTICES ARE EVALUATED CONTINUALLY WITH THE REVIEW AND APPROVAL OF EVERY NEW HIRE AND ASSOCIATED CANDIDATE SEARCH (APPLICANT FLOW LOG) BY THE REGIONAL MANAGER, VICE

PRESIDENT, HUMAN RESOURCES, AND CHIEF OPERATIONS OFFICER. IN ADDITION, WAVE INCORPORATES RECOMMENDATIONS FROM OUTSIDE COUNSEL INTO ITS EMPLOYMENT PRACTICES ON A REGULAR BASIS.

Attachment 20

Exhibit 22

Description: PUBLIC FILE REPORT MARION COUNTY, OR

Attachment 22

Description
Public File Report Marion, OR
