

EEO Public File Report

Employment Unit ID 12002; Contra Costa County- Concord, CA Sept 1, 2012- Aug 31, 2013

Full-time job vacancies filled and recruitment information:

Date Posted: 09/15/2012

Job Title: Direct Sales Representative

Hire Source: Craigslist

Hire Date: 10/09/2012

Hire Source: Wave Website

Hire Date: 10/09/2012

Hire Source: Wave Website

Hire Date: 04/02/2013

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

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

Recruitment source(s): Career Builder www.careerbuilder.com

Contact Information: 200 N. LaSalle St., Floor #4
Chicago, IL 60601
Phone: 1-800-891-8880
Rep: Matt Sproston

Recruitment source(s): Craigslist www.craigslist.com

Contact Information: 1381 9th Ave
San Francisco, CA 94122
415-566-6394
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): Heald College, Career Night 09/27/2012

Contact Information: 5130 Commercial Circle
Concord, CA 94520
925-288-5800
Rep: Career office

Recruitment source(s): Heald College, Career Night 04/24/2013

Contact Information: 875 Howard Street #100
San Francisco, CA 94103
415-808-3000

Rep: Career office

Recruitment source(s): Indeed www.indeed.com
Contact Information: 177 Broad Street
6th Floor
Stamford, Connecticut 06901
Phone: 650-528-2062
Rep: Eric Singer

Recruitment source(s): Phase II Career, Diversity Job Fair 03/13/2013
Contact Information: San Mateo Event Center
2495 Delaware St.
San Mateo, CA 94403
650-573-5618
Rep: Ron Visconti

Recruitment source(s): Phase II Career, Employment Connections 06/12/2013
Contact Information: San Mateo Event County Event Center
1346 Saratoga Drive.
San Mateo, CA 94403
650-573-5618
Rep: Ron Visconti

Recruitment source(s): Skyline College, Job Fair 11/24/2012
Contact Information: 3300 College Drive
San Bruno, CA 94066
650-738-4100
Rep: Career office

Total number of persons interviewed: 25

Total number of interviewees referred by Wave Website: 13

Total number of interviewees referred by Career Builder: 0

Total number of interviewees referred by Craigslist: 5

Total number of interviewees referred by Heald College Career Night 9/27/12: 5

Total number of interviewees referred by Heald College Career Night 4/24/13: 0

Total number of interviewees referred by Indeed: 0

Total number of interviewees referred by Phase II Career Diversity Job Fair 3/13/13: 1

Total number of interviewees referred by Phase II Career, Employment Connections: 1

Total number of interviewees referred by Skyline College, Job Fair 11/24/12: 0

Date Posted: 03/26/2013

Job Title: Enterprise Account Executive

Hire Source: Corporate Vision

Hire Date: 04/09/2013

Hire Source: Voigt & Associates

Hire Date: 08/12/2013

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

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

Recruitment source(s): Career Builder www.careerbuilder.com

Contact Information: 200 N. LaSalle St., Floor #4
Chicago, IL 60601
Phone: 1-800-891-8880
Rep: Matt Sproston

Recruitment source(s): Corporate Vision
Contact Information: 600 Burney Creek Place
San Ramon, CA 94582
Phone: 925-457-0724
Rep: Dianne Carroll

Recruitment source(s): Voigt & Associates
Contact Information: 22981 Sonriente Trail
Trabuco Canyon, CA 92679
Phone: 949-766-1100
Rep: Kim Lally

Total number of persons interviewed: 8

Total number of interviewees referred by Wave Website: 2

Total number of interviewees referred by Career Builder: 0

Total number of interviewees referred by Corporate Vision: 4

Total number of interviewees referred by Voigt & Associates: 2

Date Posted: 04/15/2013

Job Title: System Engineer

Hire Source: Wave Website

Hire Date: 05/20/2013

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

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

Total number of persons interviewed: 1

Total number of interviewees referred by Wave Website: 1

Date Posted: 09/01/2012 & 12/16/2012

Job Title: Broadband Technician II

Hire Source: Wave Website

Hire Date: 10/09/2012

Hire Source: Wave Website

Hire Date: 04/09/2013

Hire Source: Wave Website

Hire Date: 05/07/2013

Hire Source: Wave Website

Hire Date: 05/13/2013

Hire Source: Wave Website

Hire Date: 05/21/2013

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

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

Recruitment source(s): Craigslist www.craigslist.com

Contact Information: 1381 9th Ave
San Francisco, CA 94122
415-566-6394
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): Heald College, Career Night 04/24/2013

Contact Information: 875 Howard Street #100
San Francisco, CA 94103
415-808-3000
Rep: Career office

Total number of persons interviewed: 7

Total number of interviewees referred by Wave Website: 6

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Heald College Career Nights: 1

Date Posted: 08/15/2013

Job Title: Broadband Technician III
Hire Source: Wave Website
Hire Date: 08/27/2013

Recruitment source(s): Wave Website www.wavebroadband.com
Contact Information: 401 Kirkland Parkplace, Suite 500
Kirkland, WA 98033
425-576-8200
Rep: Stacie Sweet

Recruitment source(s): Craigslist www.craigslist.com
Contact Information: 1381 9th Ave
San Francisco, CA 94122
415-566-6394
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): Heald College, Career Night 04/24/2013
Contact Information: 875 Howard Street #100
San Francisco, CA 94103
415-808-3000
Rep: Career office

Recruitment source(s): Phase II Career, Employment Connections 06/12/2013
Contact Information: San Mateo Event County Event Center
1346 Saratoga Drive.
San Mateo, CA 94403
650-573-5618
Rep: Ron Visconti

Total number of persons interviewed: 5

Total number of interviewees referred by Wave Website: 4

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Heald College Career Nights 4/24/13: 1

Total number of interviewees referred by Phase II Career Employment Connections: 0

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.

In addition, the company is in the process of implementing a significantly more detailed and robust career path planning process before the end of 2013 in all departments. The new process consists of all employees and their managers working together to identify, monitor and provide regular feedback on key development priorities and goals that lead to increased skill sets which in turn enhance eligibility for promotion to positions of greater responsibility.

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 six of these events: San Francisco Heald College Job Fair in July, 2012 Concord Heald College job fair in September 2012, Skyline College Job Fair in San Bruno in November 2012, Phase II Careers Job Fairs in San Mateo in March 2013 and June 2013, in conjunction with the company's San Mateo, CA employment unit. Unit personnel involved were Astound Broadband's Concord and San Mateo sales group.