

EEO Public File Report

Employment Unit 6117; Skagit County- La Conner, WA Sept 1, 2012 – Aug 31, 2013

Full-time job vacancies filled and recruitment information:

Date Posted: 05/10/2012

Job Title: System Technician III

Hire Source: Wave Broadband

Hire Date: 09/04/2012

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

Recruitment source(s): CableJobs www.cable360.net
Contact Information: 4 Choke Cherry Road
2nd Floor
Rockville, MD 20850
360-354-2000
Rep: Amy Abbey

Recruitment source(s): CABL.com
Contact Information: Cable Addicts Broadband Lounge www.cabl.com
DBMV Solutions
3501 Route 42 Ste. 130 #117
Turnersville, NJ USA 08012-1734
Phone: 856-782-8900
Rep: Email admin@cabl.com

Recruitment source(s): WorkSource
Contact Information: Employment Security
PO Box 160
Mount Vernon, WA 98273
Rep: Maria Pitts
#360-424-4567

Total number of persons interviewed: 1

Total number of interviewees referred by Wave Broadband: 1

Total number of interviewees referred by CableJobs: 0

Total number of interviewees referred by CABL.com: 0

Total number of interviewees referred by WorkSource: 0

Date Posted: 06/01/2012

Job Title: Broadband Technician I

Hire Source: Wave Broadband

Hire Date: 09/10/2012

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

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

Recruitment source(s): WorkSource

Contact Information: Employment Security
PO Box 160
Mount Vernon, WA 98273
Rep: Maria Pitts
#360-424-4567

Total number of persons interviewed: 6

Total number of interviewees referred by Wave Website: 6

Total number of interviewees referred by WorkSource: 0

Date Posted: 09/01/2012

Job Title: Direct Sales Representative

Hire Source: Wave Broadband

Hire Date: 09/17/2012

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

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

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

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

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): LinkedIn www.linkedin.com
Contact Information: 2029 Stierlin Ct
Mountain View, CA 94043
Phone: 650-687-3600
Rep: Nicholas Hartley

Recruitment source(s): WorkSource
Contact Information: 7735 178th Place NE
Redmond, WA 98052
Phone: 206-440-2500
Rep: Mary Dolliver

Total number of persons interviewed: 1

Total number of interviewees referred by Wave Website: 1

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Indeed: 0

Total number of interviewees referred by LinkedIn: 0

Total number of interviewees referred by WorkSource: 0

Date Posted: 12/05/2012

Job Title: Broadband Technician I
Hire Source: Wave Broadband
Hire Date: 02/04/2013

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

Rep: Stacie Sweet

Recruitment source(s): WorkSource
Contact Information: Employment Security
PO Box 160
Mount Vernon, WA 98273
Rep: Maria Pitts
#360-424-4567

Total number persons interviewed: 7

Total number of interviewees referred by Wave Website: 7

Total number of interviewees referred by WorkSource: 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):

Wave Broadband 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 Wave. The La Conner employment unit participated in several of these events in the summer of 2013 including Stanwood Soapbox Derby in June 2013, Lyman Car Show in July 2013 and the Stanwood-Camano Fair in August 2013.

Unit personnel involved were the Office Manager, Plant Manager, Direct Sales Manager, Vice President, Seattle Region, Direct Sales Representatives and Retail Sales Representatives.