

## EEO Public File Report

**Employment Unit ID 2567, Port Orchard, WA Sept 1 2010- Aug 31 2011**

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

Date Posted: 6/22/10

Job Title: Direct Sales Representative  
Hire Source: [www.wavebroadband.com](http://www.wavebroadband.com)  
Hire Date: 9/7/2010  
Hire Source: WorkSource Kitsap/Washington  
Hire Date: 9/27/2010

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): WorkSource Kitsap County  
Contact Information: 1300 Sylvan Way  
Bremerton, WA 98312  
360) 337-4810  
Jim McKenna

Recruitment source(s): Career Builder-Personified  
Contact Information: 200 N LaSalle St Suite 1100  
Chicago, IL 60601  
602-325-6300  
Eric Gold

Total number of persons interviewed: 16

Total number of interviewees referred by [www.wavebroadband.com](http://www.wavebroadband.com) : 3

Total number of interviewees referred by WorkSource Kitsap/Washington: 8

Total number of interviewees referred by Career Builder Personified: 5

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Date Posted: 8/22/2010

Job Title: Broadband Technician III  
Hire Source: [www.wavebroadband.com](http://www.wavebroadband.com)

Hire Date: 9/7/2010

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

Total number of persons interviewed: 5

Total number of interviewees referred by [www.wavebroadband.com](http://www.wavebroadband.com): 5

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Date Posted: 10/30/2010

Job Title: Broadband Technician I  
Hire Source: Walk-in  
Hire Date: 11/1/2010  
Hire Source: WorkSource Kitsap/Washington  
Hire Date: 11/15/2010

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): WorkSource Kitsap County  
Contact Information: 1300 Sylvan Way  
Bremerton, WA 98312  
360) 337-4810  
Jim McKenna

Total number of persons interviewed: 14

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

Total number of interviewees referred by WorkSource Kitsap/Washington: 6

Total number of interviewees referred by Walk In: 6

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Date Posted: 12/20/10

Job Title: Head End Technician

Hire Source: [www.wavebroadband.com](http://www.wavebroadband.com)

Hire Date: 1/10/2011

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

Total number of persons interviewed: 1

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

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Date Posted: 1/10/2011

Job Title: Broadband Technician I

Hire Source: Walk In

Hire Date: 2/14/2011

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): WorkSource Kitsap County

Contact Information: 1300 Sylvan Way  
Bremerton, WA 98312  
360) 337-4810  
Jim McKenna

Total number of persons interviewed: 6

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

Total number of interviewees referred by WorkSource Kitsap County: 1

Total number of interviewees referred by Walk In: 3

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Date Posted: 2/14/2011

Job Title: Retail Sales and Service Representative  
Hire Source: WorkSource Kitsap/Washington  
Hire Date: 3/14/2011  
Hire Source: Walk In  
Hire Date: 3/28/2011

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): WorkSource Kitsap County  
Contact Information: 1300 Sylvan Way  
Bremerton, WA 98312  
360) 337-4810  
Jim McKenna

Total number of persons interviewed: 11

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

Total number of interviewees referred by WorkSource Kitsap/Washington: 6

Total number of interviewees referred by Walk In: 3

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Date Posted: 3/16/2011

Job Title: Broadband Technician I  
Hire Source: Walk In  
Hire Date: 4/18/2011  
Hire Source: WorkSource Kitsap/Washington  
Hire Date: 4/25/2011

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): WorkSource Kitsap County  
Contact Information: 1300 Sylvan Way  
Bremerton, WA 98312

360) 337-4810  
Jim McKenna

Total number of persons interviewed: 12

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

Total number of interviewees referred by WorkSource Kitsap/Washington: 4

Total number of interviewees referred by Walk In: 7

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Date Posted: 6/20/11

Job Title: Direct Sales Representative

Hire Source: [www.wavebroadband.com](http://www.wavebroadband.com)

Hire Date: 7/11/2011

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): WorkSource Kitsap County

Contact Information:  
1300 Sylvan Way  
Bremerton, WA 98312  
360) 337-4810  
Jim McKenna

Recruitment source(s): Career Builder-Personified

Contact Information:  
200 N LaSalle St Suite 1100  
Chicago, IL 60601  
602-325-6300  
Eric Gold

Recruitment source(s): Bellevue Community College

Contact Information:  
Center for Career Connections, B231  
3000 Landerhold Circle SE  
Bellevue, WA 98007-6784  
425-564-1000

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 WorkSource Kitsap County: 3

Total number of interviewees referred by Walk In: 1

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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):** 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 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 community events, home shows and fairs to promote our company's products, and at the same time disseminates information on employment opportunities and careers at Wave. The Port Orchard employment unit participated in eight of these events in the spring and summer of 2011: Kitsap County Fair and Rodeo, Home Builders Association of Kitsap County Home Show, Work Source Kitsap County Job Fair, Allyn Days, Silverdale Whaling Days, Military Appreciation Day, and the Port Orchard Fathoms O' Fun Fair and Fireworks Show. Unit personnel involved were the Regional Office Manager, Vice President, Seattle Region, Regional Sales Manager, Direct Sales Representatives, Retail Sales and Service Representatives and Plant Manager.