

**WaveDivision Holdings
Public File Report – Unit ID 11965, Kirkland, WA 2008-2009**

Position	Date Initially Posted	Number of Positions Filled	Recruiting Sources Used/Number of Interviews Referred *	Recruiting Source Referring Hires/Number of Hires from Recruiting Source
Benefits and Accounting Clerk (3 postings)	09/01/2008	1	www.monster.com : 28 www.careerbuilder.com : 45 www.wavebroadband.com : 37 WA Employment Security Department: 5	www.monster.com : 0 www.careerbuilder.com : 1 www.wavebroadband.com : 0
Junior Accountant (1 posting)	09/01/2008	1	www.careerbuilder.com : 57 www.wavebroadband.com : 26 Bellevue Community College: 2	www.careerbuilder.com : 1 www.wavebroadband.com : 0
Marketing Coordinator (2 postings)	09/01/2008	1	www.careerbuilder.com : 78 www.wavebroadband.com : 45 WA Employment Security Department: 0	www.careerbuilder.com : 0 www.wavebroadband.com : 1
Senior Director, Kirkland Operations (1 posting)	09/01/2008	1	www.careerbuilder.com : 53 www.wavebroadband.com : 21	www.careerbuilder.com : 0 www.wavebroadband.com : 1
Tax Accountant (1 posting)	09/01/2008	1	www.careerbuilder.com : 63 www.wavebroadband.com : 39 Bellevue Community College: 8	www.careerbuilder.com : 1 www.wavebroadband.com : 0
Customer Service Representative	10/01/08	31	www.wavebroadband.com : 26 www.craigslist.com : 42	www.wavebroadband.com : 3 www.craigslist.com : 10 www.careerbuilder.com : 15

(8 postings)			www.careerbuilder.com : 58 Garfield Community Center: 3 Yesler Community Center: 0	Apple 1: 3
Technical Support Representative (10 postings)	10/01/08	44	LW Technical College: 25 www.wavebroadband.com : 20 www.craigslist.com : 49 www.careerbuilder.com : 43 Garfield Community Center: 7 Yesler Community Center: 2	LW Technical College: 4 www.wavebroadband.com :8 www.craigslist.com : 12 www.careerbuilder.com : 15 Robert Half: 5
Filing Clerk – part time (1 posting)	1/17/09	1	www.craigslist.com : 15	www.craigslist.com : 0 local high school: 1
Technical Support – Dispatch (1 posting)	03/01/09	2	www.wavebroadband.com : 29 www.careerbuilder.com : 62 LW Technical College: 9 ITT Technical Institute: 0	www.wavebroadband.com : 1 www.craigslist.com : 0 Internal candidate: 1
Technical Support – Phone Ops (2 postings)	7/01/2009	1	www.wavebroadband.com : 33 www.craigslist.com : 51 LW Technical College: 15 ITT Technical Institute: 3	www.wavebroadband.com : 1 www.craigslist.com : 0

*average per posting for CSR/TSR

Recruitment Source Contact Information:

www.wavebroadband.com	WaveDivision Holdings 410 Kirkland Parkplace Suite 500 Kirkland, WA 98033 (425) 576-8200
www.craigslist.com	See website
www.careerbuilder.com	200 N. LaSalle St., Suite 1100

	Chicago, IL 60601 1-800-891-8880
www.monster.com	5 Clock Tower Place Maynard, MA 01754 1-800-MONSTER
Robert Half (employment agency) www.roberthalfmr.com	Robert Half Management Resources 601 Union Street Suite 4300 Seattle, WA (206) 749-9004
Apple 1 (employment agency) www.appleone.com	Apple 1 Employment Services 2201 6th Ave Seattle, WA
WA Employment Security Department http://www.esd.wa.gov/	PO BOX 9046 Olympia, WA 98507-9046 Fax 360-902-9239
Bellevue Community College http://bellevuecollege.edu/	Center for Career Connections, B231 3000 Landerholm Circle SE Bellevue, WA 98007-6484 (425) 564-1000
ITT Technical Institute – Everett Campus http://www.itt- tech.edu/campus/school.cfm	ITT Tech Career Services 1615 75th Street SW Everett, WA 98203 425-583-0200 or Toll Free 800-272-3791
Lake Washington Technical College http://www.lwtc.edu/	LWTC Employment Resource Center 11605 132nd Avenue NE Kirkland, Washington 98034- 8506 (425) 739-8100
Garfield Community Center, Seattle	Phone: 206-684-4788 Fax: 206-684-4380
Yesler Community Center, Seattle	Phone: 206-386-1245 Fax: 206-684-7787

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 two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions, 47 C.F.R. § 76.75(b)(2)(i): This employment unit participates in job fairs and distributed job postings at local technical colleges to disseminate information on employment opportunities and careers at Wave Broadband. In the fall of 2008 and summer of 2009 Wave recruiters participated in two of these events at ITT Technical Institute in Everett, WA and Lake Washington Technical College in Kirkland, WA.