

**EEO Public File Report – Unit ID 11965, Kirkland, WA 2009-2010**

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 (2 postings)	09/01/2009	1	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 95 <a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 62 Internal: 3	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 1 <a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 0
Filing Clerk – part time (1 posting)	05/01/2010	2	<a href="http://www.craigslist.com">www.craigslist.com</a> : 27	<a href="http://www.craigslist.com">www.craigslist.com</a> : 0 Local High School: 1 Internal Referral: 1
Marketing Coordinator (3 postings)	04/08/2010	1	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 45 <a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 16 <a href="http://www.monster.com">www.monster.com</a> : 57	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 1 <a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 0 <a href="http://www.monster.com">www.monster.com</a> : 0
Account Rep, Wave Bus Solutions (1 posting)	3/16/2010	1	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 52 <a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 1 Husky Jobs: 21	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 1 <a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 0
Customer Service Representative (5 postings)	09/01/2009 (continuous)	18	<a href="http://www.craigslist.com">www.craigslist.com</a> : 18 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 28 WorkSource: 31	<a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 0 <a href="http://www.craigslist.com">www.craigslist.com</a> : 5 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 0 Office Team: 10 Internal Referral: 3
Technical Support Manger (1 posting)	6/01/2010	1	<a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 6 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 155	<a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 0 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 1
Technical Support Representative (8 postings)	09/01/2009 (continuous)	44	LW Technical College: 25 <a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 5 <a href="http://www.craigslist.com">www.craigslist.com</a> : 47 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 83	LW Technical College: 5 <a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 1 <a href="http://www.craigslist.com">www.craigslist.com</a> : 6 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 17 Robert Half: 14 Office Team: 1 Internal Referral: 4

Technical Support – NOC (3 postings)	03/30/2010	1	<a href="http://www.craigslist.com">www.craigslist.com</a> : 25 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 73	<a href="http://www.craigslist.com">www.craigslist.com</a> : 1 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 0
Technical Support – Dispatch (1 posting)	10/15/2009	1	<a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 9 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 47 <a href="http://www.craigslist.com">www.craigslist.com</a> : 70 WorkSource: 28	<a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 1 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 0 <a href="http://www.craigslist.com">www.craigslist.com</a> : 0 WorkSource: 0
Technical Support – Phone Ops (2 postings)	04/07/2010	3	<a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 0 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 86	<a href="http://www.wavebroadband.com">www.wavebroadband.com</a> : 0 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> : 2 Internal Referral: 1

\*average per posting for CSR/TSR

#### Recruitment Source Contact Information:

<a href="http://www.wavebroadband.com">www.wavebroadband.com</a>	WaveDivision Holdings 410 Kirkland Parkplace Suite 500 Kirkland, WA 98033 (425) 576-8200
<a href="http://www.craigslist.com">www.craigslist.com</a>	See website
<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	200 N. LaSalle St., Suite 1100 Chicago, IL 60601 1-800-891-8880
<a href="http://www.monster.com">www.monster.com</a>	5 Clock Tower Place Maynard, MA 01754 1-800-MONSTER
Robert Half (employment agency) <a href="http://www.roberthalfmr.com">www.roberthalfmr.com</a>	Robert Half Management Resources 601 Union Street Suite 4300 Seattle, WA (206) 749-9004
Office Team (employment agency)	Office Team 13920 S.E. Eastgate Way Suite 420 Bellevue, WA 98005 USA
WA Employment Security	PO BOX 9046

Department: WorkSource <a href="http://www.esd.wa.gov/">http://www.esd.wa.gov/</a>	Olympia, WA 98507-9046 Fax 360-902-9239
Bellevue Community College <a href="http://bellevuecollege.edu/">http://bellevuecollege.edu/</a>	Center for Career Connections, B231 3000 Landerholm Circle SE Bellevue, WA 98007-6484 (425) 564-1000
ITT Technical Institute – Everett Campus <a href="http://www.itt-tech.edu/campus/school.cfm">http://www.itt-tech.edu/campus/school.cfm</a>	ITT Tech Career Services 1615 75th Street SW Everett, WA 98203 425-583-0200 or Toll Free 800-272-3791
Lake Washington Technical College <a href="http://www.lwtc.edu/">http://www.lwtc.edu/</a>	LWTC Employment Resource Center 11605 132nd Avenue NE Kirkland, Washington 98034-8506 (425) 739-8100
University of Washington: HUSKYJOBS <a href="https://www.huskyjobs.washington.edu/">https://www.huskyjobs.washington.edu/</a>	Husky Jobs <a href="mailto:huskyjob@u.washington.edu">huskyjob@u.washington.edu</a> (206) 543-9107 Bothell, Tacoma & Seattle Career Services University of Washington
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 2009 Wave recruiters participated in a job fair at a Work Source location in Renton, WA. In spring of 2010 Wave recruiters participated in a career fair at ITT Technical Institute in Everett, WA.