

EEO Public File Report

Employment Unit 6117, La Conner WA 2008-2009

Full-time vacancies filled and recruitment information:

Date Posted: 09-04-08

Job Title: Direct Sales Representative/Position 1

Recruitment source(s) Channel Town Press

Contact Information: Cindy Vest
PO Box 1465
313 Morris St #4B
La Conner, WA 98267
360-466-3315

Recruitment source(s) Skagit Valley Herald

Contact Information: Skagit Valley Herald
1000 E College Way
Mount Vernon, WA 98273
classified@skagitvalleyherald.com
Attn: classified advertising dept.
360-424-4567

Recruitment source (s) WorkSource Skagit/Washington

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

Recruitment source (s) Stanwood-Camano News

Contact Information: Stanwood Camano News
PO Box 999
9005 271st NW
Stanwood, WA 98292
Attn: Classified Dept
FAX 360-629-4211

Recruitment source(s) www.wavebroadband.com
Contact Information: 401 Kirkland Parkplace suite 500
Kirkland, WA 98033
Attn: Human Resources

Recruitment referral source: Skagit Valley Herald

Total number of persons interviewed: 2

Total number of interviewees referred by source:

Skagit Valley Herald	1
www.wavebraodband.com	1

Date Posted 09-04-08

Job Title: Direct Sales Representative/Position 2

Recruitment source (s) Channel Town Press

Contact Information: Cindy Vest
PO Box 1465
313 Morris St #4B
La Conner, WA 98257
360-466-3315

Recruitment source(s) Skagit Valley Herald
1000 E College Way
Mount Vernon, WA 98273
classified@skagitvalleyherald.com
Attn: classified advertising dept.
360-424-4567

Recruitment source(s) WorkSource Skagit/Washington

Contact Information: Employment Security
PO Box 160
Mount Vernon, WA 98273
Maria Pitts WorkSource Skagit
360-424-4657

Recruitment source(s) Stanwood-Camano News

Contact Information: Stanwood-Camano News
PO Box 999
9005 271st NW
Stanwood, WA 98292
Attn: Classified Dept
Fax 360-629-4211

Recruitment source (s) www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace Suite 500
Kirkland, WA 98033
425-576-8200
Attn: Human Resources

Recruitment referral source: www.wavebroadband.com

Total number persons interviewed: 2

Total number of interviewees referred by source:

Skagit Valley Herald 1
www.wavebraodband.com 1

Date Posted: 01-29-09

Job Title: Direct Sales Representative/Position 1

Recruitment source(s) Channel Town Press

Contact Information Cindy Vest
PO Box 1465
313 Morris St #4B
LaConner, WA 98257
360-466-3315

Recruitment source(s) Skagit Valley Herald

Contract Information: Skagit Valley Herald
1000 E College Way
Mount Vernon, WA 98273
classified@skagitvalleyherald.com

Recruitment source(s) Attn: classified advertising dept
360-424-4567
WorkSourceSkagit/Washington

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

Recruitment source: Stanwood-Camano News

Contact Information: Stanwood-Camano News
PO Box 999
9005 271st NW
Stanwood, WA 98292
Attn: Classified Dept
FAX 360-629-4211

Recruitment source(s) www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace Suite 500
Kirkland, WA 98033
Attn: Human Resources

Recruitment referral source: Stanwood-Camano News

Total number persons interviewed: 6

Total number of interviewees referred by source:

Channel Town Press 1
Skagit Valley Herald 2
Stanwood Camano News 1
www.wavebroadband.com 2

Date Posted: 01-29-09

Job Title: Direct Sales Representative/Position 2

Recruitment source(s) WorkSource Skagit/Washington

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

Recruitment source(s) Stanwood-Camano News

Contact Information: Stanwood Camano News
PO Box 999
9005 271st St NW
Stanwood, WA. 98292
Attn: Classified Dept
FAX 360-629-4211

Recruitment source(s) Channel Town Press

Contact Information Cindy Vest
PO Box 1465
313 Morris St #4B
LaConner, WA 98257
360-466-3315

Recruitment source(s) www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace Suite 500
Kirkland, WA 98033
425-576-8200
Attn: Human Resources

Recruitment referral source: Channel Town Press

Total number of persons interviewed: 6

Total number of interviewees referred by source:

Channel Town Press	1
Stanwood-Camano News	1
www.wavebroadband.com	2
Skagit Valley Herald	2

Date Posted: 02-01-09

Job Title: Warehouse

Recruitment source(s) www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace Suite 500
Kirkland, WA 98033
425-576-8200
Attn: Human Resources

Recruitment referral source: www.wavebroadband.com

Total number interviewed: 1

Total number of interviewees referred by source:

Express Temp Service 1

Date Posted 1-29-09

Job Title: Broadband Technician I (Three openings for BBT I)

Recruitment Source(s) Skagit Valley Herald

Contact Information Skagit Valley Herald
1000 E College Way
Mount Vernon, WA 98273
classified @skagitvalleyherald.com
Attn: classified advertising dept.
360-424-4567

Recruitment source(s) WorkSource Skagit/Washington

Contact Information Employment Security
PO Box 160
Mount Vernon, WA 98273
Maria Pitts WorkSource Skagit
360-424-4567

Recruitment source(s) Stanwood Camano News

Contact Information

Stanwood Camano News
PO Box 999
9005 271st NW
Stanwood, WA 98292
Attn: Classified Dept
FAX 360-629-4211

Recruitment source(s)

www.wavebroadband.com

Contact Information

401 Kirkland Parkplace Suite 500
Kirkland, WA 98033
425-576-8200
Attn: Human Resources

Total number persons interviewed: 17 Three Hired

Total number of interviewees referred by source:

Employee 4
Skagit Valley Herald 5
www.wavebroadband.com 5
Worksource/Skagit 1
Walk-In 1
Stanwood Camano News 1

Date Posted: 5-25-09

Job Title: Direct Sale Representative/Position 2

Recruitment source www.wavebroadband.com

Contact Information 401 Kirkland Parkplace Suite 500
Kirkland, WA 98033
Attn: Human Resources

Total number of persons interviewed: 1
Total number of interviewees referred by source: 0
Employee referral 1

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 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 four of these events in the spring and summer of 2008 and 2009: Smelt Derby in La Conner, La Conner Fireworks Show and the Stanwood/Camano Soap Box Derby. Unit personnel involved were the Office Manager, Plant Manager, Direct Sales Manager, Vice President, Seattle Region, and Retail Sales Representatives.