

## EEO Public File Report

**Employment Unit ID 2392, Port Angeles-Clallam, WA Sept 1, 2010-  
Aug 31, 2011**

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

Date Posted: 12/18/2010

Job Title: Broadband Technician I

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

Recruitment source(s): Peninsula Daily News  
Contact Information: 305 W First St  
Port Angeles, WA 98312  
360-452-2345

Recruitment source(s): Lower Elwha Tribal Council  
Contact Information: 2851 Lower Elwha Rd  
Port Angeles, WA 98362

Total number of persons interviewed: 2

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

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Date Posted: 2/10/2011

Job Title: Office Manager

Hire Source: WorkSource Clallam/Washington

Hire date: 4/5/2011

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 Clallam/Washington  
Contact Information: 288 W 1<sup>st</sup> Street Suite A  
Port Angeles, WA 98362  
360-457-2103  
Dorothy Bristow

Total number of persons interviewed: 7

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

Total number of interviewees referred by WorkSource Clallam/Washington: 5

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Date Posted: 5/25/2011

Job Title: Direct Sales Representative  
Hire Source: WorkSource Clallam/Washington  
Hire date: 6/13/2011 (Two positions were filled with this job posting)

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 Clallam/Washington  
Contact Information: 288 W 1<sup>st</sup> Street Suite A  
Port Angeles, WA 98362  
360-457-2103  
Dorothy Bristow

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

Recruitment source(s): Lower Elwha Tribal Council  
Contact Information: 2851 Lower Elwha Rd  
Port Angeles, WA 98362

Total number of persons interviewed: 6

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

Total number of interviewees referred by WorkSource Clallam/Washington: 5

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Date Posted: 6/05/2011

Job Title: Commercial Sales Representative  
Hire Source: [www.wavebroadband.com](http://www.wavebroadband.com)  
Hire date: 8/8/2011

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): Peninsula Daily News  
Contact Information: 305 W First St  
Port Angeles, WA 98312  
360-452-2345

Recruitment source(s): Express Employment Professionals  
Contact Information: 1128 E Front St  
Port Angeles WA 98362  
Sean A. McCuin  
360-452-1253 Office  
360-808-0446 Cell  
360-452-1514 Fax

Recruitment source(s): Campus Point  
Contact Information: 2101 4<sup>th</sup> Avenue Suite 2200  
Seattle WA 98121  
Kurt Hannahs  
206-783-9200

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: 5

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

Total number of interviewees referred by Career Builder-Personified: 3

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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 county fairs to promote our company's products, and at the same time disseminates information on employment opportunities and careers at Wave. The Port Angeles-Clallam employment unit participated in these events in the spring and summer of 2011. Unit personnel involved were the Office Manager, Plant Manager, Sales Manager Direct Sales Representatives and Retail Sales and Service Representatives.