

EEO Public File Report

Employment Unit ID 12132, San Mateo CA 2008-2009

Full-time job vacancies filled and recruitment information:

Date Posted: 08/31/08

Job Title: Broadband Technical II

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Total number of persons interviewed:2

Total number of interviewees referred by www.wavebroadband.com: 1

Total number of interviewees referred by Craig's List: 3

Total number of interviewees referred by Career Builder: 1

Date Posted: 08/31/08

Job Title: Broadband Technical II

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Total number of persons interviewed: 5

Total number of interviewees referred by www.wavebroadband.com: 1

Total number of interviewees referred by Craig's List: 3

Total number of interviewees referred by Career Builder: 1

Date Posted: 08/31/08

Job Title: Broadband Technical II

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Total number of persons interviewed: 5

Total number of interviewees referred by www.wavebroadband.com: 1

Total number of interviewees referred by Craig's List: 3

Total number of interviewees referred by Career Builder: 1

Date Posted: 12/15/08

Job Title: Broadband Technical II

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Total number of persons interviewed: 1

Total number of interviewees referred by www.wavebroadband.com: 1

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 0

Date Posted: 01/31/09

Job Title: Broadband Technical II

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment source(s): www.craigslist.com

Recruitment source(s): www.cablcom.com

Contact Information: www.cablecom.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.cablecom.com

Total number of persons interviewed: 2

Total number of interviewees referred by www.wavebroadband.com: 2

Total number of interviewees referred by Craig's List: 0

Total number of interviewees referred by Career Builder: 1

Date Posted: 2/15/09

Job Title: Broadband Technical II

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment source(s): www.cablcom.com

Contact Information: www.cablecom.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.cablecom.com

Total number of persons interviewed: 3

Total number of interviewees referred by www.wavebroadband.com: 2

Total number of interviewees referred by Cablcoom: 1

Total number of interviewees referred by Career Builder: 1

Date Posted: 03/15/09

Job Title: Broadband Technical II

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment source(s): www.cablcom.com

Contact Information: www.cablecom.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.cablecom.com

Total number of persons interviewed: 5

Total number of interviewees referred by www.wavebroadband.com: 0

Total number of interviewees referred by Cablcom: 4

Total number of interviewees referred by Career Builder: 1

Date Posted: 04/20/09

Job Title: Broadband Technical II

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment source(s): www.cablcom.com

Contact Information: www.cablecom.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.cablecom.com

Total number of persons interviewed: 5

Total number of interviewees referred by www.wavebroadband.com: 2

Total number of interviewees referred by Cablcom: 2

Total number of interviewees referred by Career Builder: 1

Date Posted: 05/15/09

Job Title: Broadband Technical II

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Total number of persons interviewed: 3

Total number of interviewees referred by www.wavebroadband.com: 2

Total number of interviewees referred by Craig's List: 0

Total number of interviewees referred by Career Builder: 1

Date Posted: 09/01/08

Job Title: Small Business Accountant

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.careerbuilder.com

Contact Information: www.craigslist.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.careerbuilder.com

Total number of persons interviewed: 5

Total number of interviewees referred by www.wavebroadband.com: 2

Total number of interviewees referred by Craig's List: 2

Total number of interviewees referred by Career Builder: 1

Date Posted: 03/01/09

Job Title: Small Business Accountant

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.careerbuilder.com

Contact Information: www.craigslist.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.careerbuilder.com

Total number of persons interviewed: 1

Total number of interviewees referred by www.wavebroadband.com: 1

Total number of interviewees referred by Craig's List: 0

Total number of interviewees referred by Career Builder: 1

Date Posted: 02/10/09

Job Title: Direct Sales Representative

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Recruitment referral source: www.careerbuilder.com

Total number of persons interviewed: 6

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 1

Date Posted: 02/10/09

Job Title: Direct Sales Representative

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Recruitment referral source: www.careerbuilder.com

Total number of persons interviewed: 6

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 1

Date Posted: 2/10/09

Job Title: Direct Sales Representative

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Recruitment referral source: www.careerbuilder.com

Total number of persons interviewed: 6

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 1

Date Posted: 2/15/09

Job Title: Direct Sales Representative

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Recruitment referral source: www.careerbuilder.com

Total number of persons interviewed: 6

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 1

Date Posted: 2/15/09

Job Title: Direct Sales Representative

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Recruitment referral source: www.careerbuilder.com

Total number of persons interviewed: 6

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 1

Date Posted: 2/15/09

Job Title: Direct Sales Representative

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace

Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Recruitment referral source: www.careerbuilder.com

Total number of persons interviewed: 6

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 1

Date Posted: 2/15/09

Job Title: Direct Sales Representative

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Recruitment referral source: www.careerbuilder.com

Total number of persons interviewed: 6

Total number of interviewees referred by www.wavebroadband.com: 4

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 1

Date Posted: 07/06/09

Job Title: Direct Sales Representative

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment source(s): www.careerbuilder.com

Contact Information: www.careerbuilder.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Recruitment referral source: www.careerbuilder.com

Total number of persons interviewed: 2

Total number of interviewees referred by www.wavebroadband.com: 1

Total number of interviewees referred by Craig's List: 1

Total number of interviewees referred by Career Builder: 0

Date Posted: 06/30/09

Job Title: Direct Sales Representative/Installer

Recruitment source(s): www.wavebroadband.com

Contact Information: 401 Kirkland Parkplace
Kirkland, WA 98033
425-576-8200
Tom Fitzgerald

Recruitment source(s): www.craigslist.com

Contact Information: www.craigslist.com

Recruitment referral source: www.wavebroadband.com

Recruitment referral source: www.craigslist.com

Total number of persons interviewed: 9

Total number of interviewees referred by www.wavebroadband.com: 5

Total number of interviewees referred by Craig's List: 4

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):

Astound 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, Astound 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):

This employment unit 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 Astound Broadband. This employment unit participated in two of these events Veterans job fair on July 13th at the Concord Hilton hotel, and in the South San Francisco Business Expo and Job Fair on March 12th 2009, in conjunction with the company's Concord, CA employment unit. Unit personnel involved were Astound Broadband's Concord and San Mateo sales group.