

Full-time job vacancies filled and recruitment information:

Job Title: Broadband Technician

Post Date	Hire Date	Hire Source
09/16/2019	10/14/2019	Employee Referral
09/19/2019	10/21/2019	Wave Broadband Career Site
09/20/2019	10/28/2019	Wave Broadband Career Site
09/20/2019	12/09/2019	Employee Referral
05/06/2019	12/09/2019	Employee Referral
09/19/2019	12/09/2019	Indeed
09/20/2019	12/16/2019	Indeed
09/20/2019	01/06/2020	ZipRecruiter
10/15/2019	01/13/2020	ZipRecruiter
09/20/2019	01/20/2020	Indeed
09/20/2019	01/27/2020	Indeed
11/27/2019	02/10/2020	Indeed
01/08/2020	02/17/2020	Indeed
09/20/2019	02/17/2020	Indeed
01/12/2020	02/24/2020	ZipRecruiter
01/08/2020	02/24/2020	ZipRecruiter
12/30/2019	03/09/2020	Indeed
02/07/2020	03/16/2020	Employee Referral
09/20/2019	03/16/2020	Indeed
02/06/2020	03/23/2020	Indeed
02/21/2020	04/20/2020	Indeed
04/21/2020	05/26/2020	ZipRecruiter
06/08/2020	07/20/2020	Indeed
05/26/2020	07/27/2020	Indeed

Recruitment Sources:

- Wave Broadband Career Site
- Employee Referral
- Indeed
- ZipRecruiter
- Wave Broadband – Internal Career Site
- Job FairX Career Fair
- Diversity Career Group Career Fair
- Cross Channel Advertising (TV Spots)

Total number of persons interviewed: 142

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	10
Employee Referral	6
Indeed	107

ZipRecruiter	19
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Job Title: Field Deployment Engineer

Post Date	Hire Date	Hire Source
02/05/2019	10/28/2019	Wave Broadband Career Website

Recruitment Sources:

- Wave Broadband Career Site
- Wave Broadband – Internal Career Site
- ZipRecruiter
- Diversity Career Group Career Fair

Total number of persons interviewed: 15

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	8
Wave Broadband – Internal Career Site	4
ZipRecruiter	3

Job Title: Technical Operations Supervisor

Post Date	Hire Date	Hire Source
08/08/2019	09/16/2019	Employee Referral

Recruitment Sources:

- Wave Broadband – Internal Career Site
- Wave Broadband Careers Site
- Employee Referral
- ZipRecruiter

Total number of persons interviewed: 5

Interviewees Source	# of interviewees referred
Wave Broadband – Internal Career Site	1
Wave Broadband Careers Site	1
Employee Referral	2
ZipRecruiter	1

Job Title: Direct Sales Representative

Post Date	Hire Date	Hire Source
09/16/2019	05/04/2020	Retail Store in Stanwood
11/08/2019	01/06/2020	Zip Recruiter
11/08/2019	01/13/2020	Diversity Career Group Career Fair
11/08/2019	05/04/2020	Zip Recruiter
11/18/2019	05/18/2020	Zip Recruiter

Recruitment Sources:

- Wave Broadband Career Site
- Wave Broadband - Internal Career Site
- Zip Recruiter
- Diversity Career Group Career Fair
- Retail Store in Stanwood
- Indeed
- Job FairX Career Fair
- Employee Referral
- Cross Channel Advertising (TV Spots)

Total number of persons interviewed: 44

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	1
ZipRecruiter	19
Indeed, Inc.	13
Diversity Career Group Career Fair	2
Wave Broadband - Internal Career Site	7
Employee Referral	1
Job FairX Career Fair	1

Job Title: Enterprise Account Executive

Post Date	Hire Date	Hire Source
09/26/2019	11/04/2019	Wave Broadband Career Site
11/27/2019	05/18/2020	Zip Recruiter
05/04/2020	05/18/2020	Employee Referral

Recruitment Sources:

- Wave Broadband – Internal Career Site
- Zip Recruiter
- Employee Referral
- Wave Broadband Career Site
- Indeed
- LinkedIn

Total number of persons interviewed: 14

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	2
Wave Broadband – Internal Career Site	1
Zip Recruiter	4
Employee Referral	1
Indeed	4
LinkedIn post share	2

Job Title: Manager, Small Business Sales

Post Date	Hire Date	Hire Source
01/18/2020	08/10/2020	Indeed

Recruitment Sources:

- Indeed
- LinkedIn
- Wave Broadband Career Site
- Zip Recruiter
- Wave Broadband – Internal Career Site
- Employee Referral

Total number of persons interviewed: 15

Interviewees Source	# of interviewees referred
Indeed	2
LinkedIn	5
Wave Broadband Career Site	2
Zip Recruiter	2
Wave Broadband – Internal Career Site	3
Employee Referral	1

Job Title: Construction Lead III

Post Date	Hire Date	Hire Source
9/18/2020	2/10/2020	Wave Broadband Career Site

Recruitment Sources:

- Wave Broadband Career Site
- Wave Broadband – Internal Career Site

- Indeed

Total number of persons interviewed: 5

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	5

RECRUITMENT/ SOURCE LIST

Wave Broadband Internal and External Career Site
www.wavebroadband.com
 3700 Monte Villa Parkway, Suite 200
 Bothell, WA 98021
 Phone: 425.217.4000
 Rep: Adilene Scarborough & Rebecca Endrizzi

Indeed, Inc. www.indeed.com
 6433 Champion Grandview Way, Building 1
 Austin, TX 78750
 Phone: 650-528-2056
 Rep: Vivien Chau

Diversity Career Group
 9151 Atlanta Ave. #5806
 Huntington Beach, CA 92615
 Phone: 949-518-3025
<https://www.diversitycareergroup.com/>

Job FairX
 670 South Green Valley Parkway #100
 Henderson, NV 89052
www.jobfairx.com
 Contact: John Miraglia
 T: (702) 269-1414

ZipRecruiter www.ziprecruiter.com
 1453 3rd Street Promenade #335
 Santa Monica, CA 90401
<https://www.ziprecruiter.com/contact>

Wave Broadband Retail Store
 9300 271st St NW Suite B1
 Stanwood, WA 98292

LinkedIn www.linkedin.com
 2029 Stierlin Ct
 Mountain View, CA 94043
 Phone: 312-650-7673
 Rep: Larry Gould

Facebook www.facebook.com
 1601 Willow Rd.,
 Menlo Park, CA 94025
 Rep: Sierra Wilkens
<https://www.facebook.com/business/pages/boost-post>

Cross Channel Advertising (TV Spot)
 15 second spots running on our cable channel line-up in each market

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 street fairs, career fairs and other community events to promote our company's products, and at the same time disseminate information on employment opportunities and careers at Wave Broadband. Below is a list of some of the events the Company participated in:

Name of Event	Description/Participation	Participant Name
Job FairX	Career Fair	Rebecca Endrizzi and Adilene Scarborough
Diversity Career Group	Career Fair	Rebecca Endrizzi and Adilene Scarborough