

Full-time job vacancies filled and recruitment information:

Job Title: Analyst, Paid Media

Post Date	Hire Date	Hire Source
05/18/2020	08/17/2020	3 rd Party Agency Entech Network Solutions LLC

Recruitment Sources:

- Entech Network Solutions LLC
- Career Profiles
- Zip Recruiter
- LinkedIn

Total number of persons interviewed: 11

Interviewees Source	# of interviewees referred
3 rd Party Agency Entech Network Solutions LLC	8
3 rd Party Agency Career Profiles	3

Job Title: Associate Strategic Account Manager

Post Date	Hire Date	Hire Source
01/16/2020	03/09/2020	Wave Broadband Careers Site

Recruitment Sources:

- Wave Broadband Careers Site
- LinkedIn

Total number of persons interviewed: 3

Interviewees Source	# of interviewees referred
Wave Broadband Careers Site	3

Job Title: Billing Analyst

Post Date	Hire Date	Hire Source
04/20/2020	07/06/2020	Zip Recruiter

Recruitment Sources:

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

Total number of persons interviewed: 9

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

Job Title: Carrier Sales Manager

Post Date	Hire Date	Hire Source
09/20/2019	03/16/2020	Executive Search Agency – Competitive Telecoms Group

Recruitment Sources:

- Executive Search Agency – Competitive Telecoms Group
- Indeed
- LinkedIn
- Wave Broadband Careers Site

Total number of persons interviewed: 7

Interviewees Source	# of interviewees referred
Executive Search Agency – Competitive Telecoms Group	1
Indeed	2
LinkedIn	4

Job Title: Event Coordinator

Post Date	Hire Date	Hire Source
05/11/2020	06/22/2020	3 rd Party Agency- Accountemps

Recruitment Sources:

- 3rd Party Agency – Accountemps
- Wave Broadband Career Site

Total number of persons interviewed: 1

Interviewees Source	# of interviewees referred
3 rd Party Agency - Accountemps	1

Job Title: Implementation Project Manager I

Post Date	Hire Date	Hire Source
04/20/2020	06/22/2020	Employee Referral

Recruitment Sources:

- Employee Referral
- LinkedIn
- Wave Broadband Career Site
- Indeed

Total number of persons interviewed: 10

Interviewees Source	# of interviewees referred
Employee Referral	4
Wave Broadband Career Site	1
Indeed	4
LinkedIn	1

Job Title: Implementation Project Manager II

Post Date	Hire Date	Hire Source
09/17/2019	10/28/2019	Employee Referral
06/17/2020	06/22/2020	3 rd Party Agency – Robert Half Technology

Recruitment Sources:

- Employee Referral
- 3rd Party Agency – Robert Half Technology
- Wave Broadband Career Site

Total number of persons interviewed: 3

Interviewees Source	# of interviewees referred
Employee Referral	1
3 rd Party Agency – Robert Half Technology	1
Wave Broadband Career Site	1

Job Title: Implementation Project Manager III

Post Date	Hire Date	Hire Source
06/11/2019	11/18/2019	Zip Recruiter
06/11/2019	09/13/2019	Employee Referral

Recruitment Sources:

- Wave Broadband Career Site
- Zip Recruiter
- Employee Referral

Total number of persons interviewed: 3

Interviewees Source	# of interviewees referred
Zip Recruiter	1
Employee Referral	2

Job Title: Sales Engineer

Post Date	Hire Date	Hire Source
11/16/2019	03/09/2020	Indeed

Recruitment Sources:

- Indeed
- Wave Broadband Career Site

Total number of persons interviewed: 4

Interviewees Source	# of interviewees referred
Indeed	2
Wave Broadband Career Site	2

Job Title: Sales Executive, Wholesale

Post Date	Hire Date	Hire Source
01/24/2019	12/23/2019	Employee Referral

Recruitment Sources:

- Wave Broadband Career Site
- Employee Referral
- Indeed

Total number of persons interviewed: 6

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	5
Employee Referral	1

Job Title: Agent Channel Manager

Post Date	Hire Date	Hire Source
01/16/2020	03/09/2020	Employee Referral

Recruitment Sources:

- Employee Referral
- LinkedIn
- Wave Broadband Career Site

Total number of persons interviewed: 2

Interviewees Source	# of interviewees referred
Employee Referral	1
LinkedIn	1

Job Title: Sales Operations Coordinator

Post Date	Hire Date	Hire Source
05/26/2020	07/13/2020	Indeed

Recruitment Sources:

- Wave Broadband Career Site
- Indeed
- 3rd Party Agency- Accountemps

Total number of persons interviewed: 4

Interviewees Source	# of interviewees referred
Indeed	3
3 rd Party Agency Accountemps	1

Job Title: Sr. Implementation Project Manager

Post Date	Hire Date	Hire Source
11/15/2019	12/02/2019	Employee Referral
02/13/2020	05/04/2020	Employee Referral

Recruitment Sources:

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

- Indeed

Total number of persons interviewed: 6

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

Job Title: Senior Manager, Business Implementation

Post Date	Hire Date	Hire Source
02/05/2020	03/02/2020	LinkedIn

Recruitment Sources:

- Wave Broadband Career Site
- LinkedIn

Total number of persons interviewed: 4

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	3
LinkedIn	1

Job Title: Senior Manager, Marketing

Post Date	Hire Date	Hire Source
06/22/2020	07/20/2020	3 rd Party Agency – Apex

Recruitment Sources:

- Wave Broadband – Internal Career Site
- Wave Broadband Career Site
- 3rd Party Agency – Apex

Total number of persons interviewed: 2

Interviewees Source	# of interviewees referred
3 rd Party Agency – Apex	2

Job Title: Small Business Sales Manager

Post Date	Hire Date	Hire Source
-----------	-----------	-------------

02/21/2020	08/10/2020	Indeed
------------	------------	--------

Recruitment Sources:

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

Total number of persons interviewed: 15

Interviewees Source	# of interviewees referred
Wave Broadband – Internal Career Site	3
Wave Broadband Career Site	2
Indeed	3
LinkedIn	4
Zip Recruiter	2
Employee Referral	1

Job Title: Training and Curriculum Consultant

Post Date	Hire Date	Hire Source
05/20/2019	03/02/2020	Wave Broadband Career Site

Recruitment Sources:

- Wave Broadband Career Site
- LinkedIn

Total number of persons interviewed: 6

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	6

Job Title: Training Specialist

Post Date	Hire Date	Hire Source
07/29/2019	11/16/2019	Wave Broadband Career Site

Recruitment Sources:

- Wave Broadband Career Site
- Indeed

Total number of persons interviewed: 4

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	4

Job Title: Voice Implementation Project Manager II

Post Date	Hire Date	Hire Source
11/15/2019	01/13/2020	Employee Referral

Recruitment Sources:

- Wave Broadband – Internal Career Site
- Wave Broadband Career Site
- Employee Referral
- Indeed

Total number of persons interviewed: 4

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	3
Employee Referral	1

Job Title: Wholesale Offer Manager

Post Date	Hire Date	Hire Source
10/30/2019	12/09/2019	Employee Referral

Recruitment Sources:

- Wave Broadband – Internal Career Site
- Wave Broadband Career Site
- Employee Referral
- Indeed

Total number of persons interviewed: 1

Interviewees Source	# of interviewees referred
Employee Referral	1

Job Title: Workforce Management Representative I

Post Date	Hire Date	Hire Source
09/26/2019	12/30/2019	Indeed
10/16/2019	11/11/2019	Zip Recruiter

12/10/2019	01/27/2020	Indeed
12/10/2019	01/27/2020	Zip Recruiter
12/27/2019	03/09/2020	Employee Referral
12/27/2019	02/24/2020	Zip Recruiter
01/27/2020	03/09/2020	Indeed
03/09/2020	08/03/2020	Zip Recruiter
06/11/2020	08/17/2020	Wave Broadband Career Site

Recruitment Sources:

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

Total number of persons interviewed: 37

Interviewees Source	# of interviewees referred
Wave Broadband – Internal Career Site	10
Wave Broadband Career Site	6
Indeed	7
Zip Recruiter	11
Employee Referral	3

Job Title: Senior Implementation Project Manager (WA – Telecommute)

Post Date	Hire Date	Hire Source
07/20/2020	08/24/2020	Employee Referral

Recruitment Sources:

- Wave Broadband – Internal Career Site
- Wave Broadband Career Site
- Employee Referral
- Indeed

Total number of persons interviewed: 1

Interviewees Source	# of interviewees referred
Employee Referral	1

Job Title: Strategic Sourcing Manager (CO- Telecommute)

Post Date	Hire Date	Hire Source
08/07/2020	08/31/2020	Employee Referral

Recruitment Sources:

- Wave Broadband – Internal Career Site
- Wave Broadband Career Site
- Employee Referral
- Indeed

Total number of persons interviewed: 1

Interviewees Source	# of interviewees referred
Employee Referral	1

Job Title: Project Coordinator

Post Date	Hire Date	Hire Source
08/01/2019	06/29/2020	Wave Broadband Career Site

Recruitment Sources:

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

Total number of persons interviewed: 5

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	5

Job Title: IT Coordinator

Post Date	Hire Date	Hire Source
09/27/2019	01/06/2020	Employee Referral

Recruitment Sources:

- Wave Broadband – Internal Career Site
- Wave Broadband Career Site
- Employee Referral
- Indeed

Total number of persons interviewed: 6

Interviewees Source	# of interviewees referred
Employee Referral	1
Wave Broadband Career Site	5

Job Title: Project Coordinator, Process Improvement

Post Date	Hire Date	Hire Source
08/01/2019	11/11/2019	Indeed

Recruitment Sources:

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

Total number of persons interviewed: 9

Interviewees Source	# of interviewees referred
Wave Broadband – Internal Career Site	1
Wave Broadband Career Site	4
Indeed	4

Job Title: Administrative Assistant / Receptionist

Post Date	Hire Date	Hire Source
03/31/2020	05/11/2020	Wave Broadband Careers Site

Recruitment Sources:

- Wave Broadband Careers Site
- Wave Broadband – Internal Career Site
- Indeed

Total number of persons interviewed: 6

Interviewees Source	# of interviewees referred
Wave Broadband Careers Site	5
Wave Broadband – Internal Career Site	1

Job Title: Manager, Call Center Operations

Post Date	Hire Date	Hire Source
08/14/2019	09/16/2019	Wave Broadband Careers Site

Recruitment Sources:

- Wave Broadband Careers Site

- Wave Broadband – Internal Career Site
- Indeed

Total number of persons interviewed: 7

Interviewees Source	# of interviewees referred
Wave Broadband Careers Site	5
Wave Broadband – Internal Career Site	1
Indeed	1

Job Title: Recruiter

Post Date	Hire Date	Hire Source
07/01/2019	09/03/2019	LinkedIn

Recruitment Sources:

- Wave Broadband Careers Site
- Wave Broadband – Internal Career Site
- Indeed
- LinkedIn

Total number of persons interviewed: 3

Interviewees Source	# of interviewees referred
Wave Broadband Careers Site	1
Indeed	1
LinkedIn	1

Job Title: Supervisor Quality Assurance

Post Date	Hire Date	Hire Source
03/30/2020	06/08/2020	Wave Broadband Careers Site

Recruitment Sources:

- Wave Broadband Careers Site
- Wave Broadband – Internal Career Site
- Indeed

Total number of persons interviewed: 6

Interviewees Source	# of interviewees referred
Wave Broadband Careers Site	1
Wave Broadband – Internal Career Site	3

Indeed	2
--------	---

Job Title: Supervisor, Customer Care

Post Date	Hire Date	Hire Source
07/26/2019	09/16/2019	Employee Referral

Recruitment Sources:

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

Total number of persons interviewed: 11

Interviewees Source	# of interviewees referred
Wave Broadband Careers Site	2
Wave Broadband – Internal Career Site	8
Employee Referral	1

Date Posted: 09/01/2019 (*Perpetual)

Job Title: Customer Care Advocate

Hire Date	Hire Source
09/16/2019	Indeed, www.indeed.com
09/16/2019	Careers Website, www.wavebroadband.com
09/16/2019	Careers Website, www.wavebroadband.com
09/16/2019	Careers Website, www.wavebroadband.com
09/16/2019	Careers Website, www.wavebroadband.com
09/16/2019	Careers Website, www.wavebroadband.com
09/16/2019	Indeed, www.indeed.com
09/16/2019	Indeed, www.indeed.com
09/16/2019	Indeed, www.indeed.com
10/17/2019	Employee Referral
10/21/2019	Careers Website, www.wavebroadband.com
10/21/2019	Careers Website, www.wavebroadband.com
10/21/2019	Indeed, www.indeed.com
10/21/2019	Employee Referral
10/21/2019	Indeed, www.indeed.com
10/21/2019	Indeed, www.indeed.com
12/09/2019	Indeed, www.indeed.com

12/09/2019	Indeed, www.indeed.com
12/09/2019	Indeed, www.indeed.com
12/09/2019	Employee Referral
12/09/2019	Indeed, www.indeed.com
12/09/2019	Employee Referral
12/09/2019	Indeed, www.indeed.com
12/09/2019	Indeed, www.indeed.com
12/09/2019	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
01/20/2020	Indeed, www.indeed.com
03/02/2020	Indeed, www.indeed.com
03/02/2020	Indeed, www.indeed.com
03/02/2020	Indeed, www.indeed.com
03/02/2020	Indeed, www.indeed.com
03/02/2020	Indeed, www.indeed.com
03/02/2020	Indeed, www.indeed.com
03/02/2020	Employee Referral
03/02/2020	Indeed, www.indeed.com
03/02/2020	Indeed, www.indeed.com
03/02/2020	Indeed, www.indeed.com
03/02/2020	Employee Referral
05/11/2020	Indeed, www.indeed.com
05/11/2020	Indeed, www.indeed.com
05/11/2020	Indeed, www.indeed.com
05/11/2020	Indeed, www.indeed.com
05/11/2020	Indeed, www.indeed.com
05/11/2020	Indeed, www.indeed.com
06/22/2020	Indeed, www.indeed.com
06/22/2020	Indeed, www.indeed.com
06/22/2020	Indeed, www.indeed.com
06/22/2020	Indeed, www.indeed.com
06/22/2020	Indeed, www.indeed.com
06/22/2020	Indeed, www.indeed.com

06/22/2020	Indeed, www.indeed.com
06/22/2020	Indeed, www.indeed.com
06/22/2020	Indeed, www.indeed.com
08/03/2020	Employee Referral
08/03/2020	Word of Mouth
08/03/2020	Indeed, www.indeed.com
08/03/2020	Indeed, www.indeed.com
08/03/2020	Former Employee
08/03/2020	Indeed, www.indeed.com
08/03/2020	Careers Website, www.wavebroadband.com
08/03/2020	Facebook www.facebook.com/WorkAtWave/
08/03/2020	Indeed, www.indeed.com
08/03/2020	Indeed, www.indeed.com

Recruiting Sources:

- Wave Broadband Career Site
- Craigslist
- Bothell Kenmore Reporter
- Facebook – Twitter – Instagram
- Indeed
- Pacific Outdoor Digitals – Billboard
- Seattle Times
- State Job Board: WorkSource WA

Total number of persons interviewed: 261

Interviewees Source	# of interviewees referred
Indeed, www.indeed.com	207
Employee Referral	12
Careers Page, www.wavebroadband.com	32
Facebook, www.facebook.com/WorkAtWave/	5
Former Employee	1
Word of Mouth	4
Craigslist, www.craigslist.com	0
Bothell Kenmore Reporter	0
Pacific Outdoor Digitals	0
State Job Board: WorkSourceWA	0
Seattle Times	0

RECRUITMENT/ SOURCE LIST

EEO Public File Report

Wave Broadband 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

Entech Networks Solution
3111 N. University Drive
Suite 610
Coral Springs, FL 33065
Contact: Nancie Rinaldi
Talent Acquisition Recruiter
nrinaldi@entechnetworks.com
203-856-8097
<http://www.entechnetworks.com>

Career Profiles
Nancy DiSciulo
nancy@careerprofiles.com

Competitive Telecoms Group
www.competitivetelecoms.com
Jerry DeMartino, CEO
P.O. Box 518
7 Benjamin Green Lane
Lincolndale, NY 10540
914-248-5991

Apex
400 Lincoln Tower
10400 NE 4th St Suite 2050
Bellevue, WA 98004

RCN/Grande/Wave Website - Careers Page
www.wavebroadband.com
3700 Monte Villa Parkway, Suite 200
Bothell, WA 98021
Phone: 425.217.4000
Rep: Tracy Brutcher

Craigslist www.craigslist.com
1381 9th Ave
San Francisco, CA 94122
Phone: 415-566-6394
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Facebook – Twitter – Instagram
www.facebook.com/WorkAtWave/

Employment Unit ID 11965; King County – Bothell

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

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

Accountemps- A Robert Half Company
www.accountemps.com
3500 188th Street SW
Suite 200
Lynnwood, WA 98037
Contact: Jessica Gordon
Division Director
425.712.7166 Ext: 23525
jessica.gordon@accountemps.com

Robert Half- Technology
www.rht.com
13920 SE Eastgate Way
Suite 420
Bellevue, WA 98005
Contact: Sara Cobb
AVP, Division Director
Sara.cobb@rht.com
Office: 425.401.2941 x23625
Mobile: 425.345.0244

State Job Board: WorkSourceWA Worksourcewa.com
7735 178th Place NE, Suite C
Redmond, WA 98052
Phone: 425-861-3700
Rep: Email
<http://employer.worksourcewa.com/contactusform.aspx>

Indeed, Inc. www.indeed.com
6433 Champion Grandview Way, Building 1
Austin, TX 78750
Phone: 512-684-6199
Rep: Nick Bulow

Bothell Kenmore Reporter
Sound Publishing
PO Box 930, Everett, WA 98206-0930
Contact: Leslie Smith, email: Irish-smith@soundpublishing.com
Phone: 360-394-8726

Pacific Outdoor Digitals – Billboard
Contact: Sunny Wetzell

Sept 1st, 2019 -
Aug 31st, 2020

EEO Public File Report

1 Hacker Way
Menlo Park, CA 94025
Phone: 1-650-308-7300
Contact: Rebecca Lane & Beth Stewart

*Employment Unit ID 11965;
King County – Bothell*

Address: 414 Stewart St. #204 Seattle, WA 98101
Phone: 503-736-2244

*Sept 1st, 2019 -
Aug 31st, 2020*

Seattle Times
Contact: Susie Marin
Address: P.O. Box 70 Seattle, WA 98111
Phone: 206-652-6533

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 career fairs, street 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