

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

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**Job Title:** Broadband Technician

| Post Date  | Hire Date  | Hire Source                 |
|------------|------------|-----------------------------|
| 11/05/2019 | 12/09/2019 | ZipRecruiter                |
| 01/31/2020 | 02/17/2020 | Wave Broadband Careers Site |
| 3/27/2020  | 04/27/2020 | Employee Referral           |

**Recruitment Sources:**

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

**Total number of persons interviewed: 11**

| Interviewees Source         | # of interviewees referred |
|-----------------------------|----------------------------|
| Wave Broadband Careers Site | 4                          |
| Employee Referral           | 2                          |
| ZipRecruiter                | 5                          |

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**Job Title:** Retail Sales Representative

| Post Date  | Hire Date  | Hire Source       |
|------------|------------|-------------------|
| 08/01/2019 | 12/02/2019 | Employee Referral |
| 11/27/2019 | 12/30/2019 | Employee Referral |
| 05/27/2020 | 08/03/2020 | Facebook          |
| 07/01/2020 | 08/31/2020 | Employee Referral |

**Recruitment Sources:**

- Wave Broadband Careers Site
- Employee Referral
- Wave Broadband – Internal Career Site
- Facebook
- Retail Store – Sequim
- ZipRecruiter
- Diversity Career Group Career Fair

**Total number of persons interviewed: 15**

| Interviewees Source         | # of interviewees referred |
|-----------------------------|----------------------------|
| Wave Broadband Careers Site | 4                          |

|                                       |   |
|---------------------------------------|---|
| Employee Referral                     | 6 |
| Wave Broadband – Internal Career Site | 1 |
| Facebook                              | 1 |
| Retail Store – Sequim                 | 2 |
| ZipRecruiter                          | 1 |

**Job Title:** Warehouse Technician

| Post Date  | Hire Date  | Hire Source                    |
|------------|------------|--------------------------------|
| 02/21/2020 | 04/13/2020 | Wave Broadband Careers Website |

**Recruitment Sources:**

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

**Total number of persons interviewed: 3**

| Interviewees Source                   | # of interviewees referred |
|---------------------------------------|----------------------------|
| Wave Broadband Careers Site           | 1                          |
| Wave Broadband – Internal Career Site | 2                          |

**Job Title:** Fiber Splicer, Outside Plant

| Post Date  | Hire Date | Hire Source                |
|------------|-----------|----------------------------|
| 12/10/2019 | 2/14/2020 | Wave Broadband Career Site |

**Recruitment Sources:**

- Wave Broadband – Internal Career Site
- Wave Broadband Career Site
- Indeed
- Job Fair X

**Total number of persons interviewed: 4**

| Interviewees Source        | # of interviewees referred |
|----------------------------|----------------------------|
| Wave Broadband Career Site | 4                          |

RECRUITMENT/ SOURCE LIST

Wave Broadband Internal & External Career Site  
[www.wavebroadband.com](http://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](http://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/>  
Wave Attendees:  
Adilene Scarborough  
T: 425-287-7698  
Rebecca Endrizzi  
T: 425.217.4207

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

ZipRecruiter [www.ziprecruiter.com](http://www.ziprecruiter.com)  
1453 3rd Street Promenade #335  
Santa Monica, CA 90401  
Hiring Rep: Zara Juskalian  
<https://www.ziprecruiter.com/contact>

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

Wave Broadband Retail Store  
1400 W Washington St, Suite 108,  
Sequim, WA 98382

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

**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 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:

| <b>Name of Event</b>           | <b>Description/Participation</b> | <b>Participant Name</b>                  |
|--------------------------------|----------------------------------|--|
| Keyport Fest                   | Street Fair                      | Myesha Mosley                            |
| KBA 2019 Home and Remodel Expo | Community Expo                   | Myesha Mosely                            |
| Silverdale Trunk or Treat      | Community Event                  | Myesha Mosely                            |
| Diversity Career Group         | Career Fair                      | Rebecca Endrizzi and Adilene Scarborough |
| JobFairX                       | Career Fair                      | Rebecca Endrizzi and Adilene Scarborough |