

Full-time job vacancies filled and recruitment information:

Job Title: Account Executive

Post Date	Hire Date	Hire Source
10/31/2019	4/20/2020	Indeed

Recruitment Sources:

- Wave Broadband Careers Website
- Indeed
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 1

Interviewees Source	# of interviewees referred
Indeed	1

Job Title: Account Manager

Post Date	Hire Date	Hire Source
10/16/2019	11/25/2019	Employee Referral

Recruitment Sources:

- Wave Broadband Careers Website
- Indeed

Total number of persons interviewed: 5

Interviewees Source	# of interviewees referred
Employee Referral	1
Wave Broadband Careers Website	4

Job Title: Broadband Technician

Post Date	Hire Date	Hire Source
8/29/2019	9/30/2019	Indeed
5/5/2019	10/28/2019	Wave Broadband Careers Website
2/24/2020	3/10/2020	Indeed
2/14/2020	4/6/2020	Indeed

2/17/2020	4/6/2020	Indeed
8/29/2020	4/20/2020	Indeed
2/24/2020	4/20/2020	Indeed

Recruitment Sources:

- Wave Broadband Careers Site
- Indeed
- ZipRecruiter
- Cross Channel Advertising (TV Spots)
- Hosted Wave Career Fair
- Chamber of Commerce – Concord, Pleasant Hill, & Martinez – Now Hiring Ad
- Las Montanas DSR Recruiting Event
- Wave Technician Van/Truck Decal
- Time to Hire

Total number of persons interviewed: 43

Interviewees Source	# of interviewees referred
Wave Broadband Careers Site	10
Indeed	33

Job Title: Direct Sales Representative

Post Date	Hire Date	Hire Source
2/11/2019	10/7/2019	Facebook

Recruitment Sources:

- Wave Broadband Careers Site
- Facebook
- Indeed
- ZipRecruiter
- Cross Channel Advertising (TV Spots)
- Hosted Wave Career Fair
- Chamber of Commerce – Concord, Pleasant Hill, & Martinez – Now Hiring Ad
- Las Montanas DSR Recruiting Event
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 2

Interviewees Source	# of interviewees referred
Facebook	1

Indeed	1
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Job Title: Enterprise Account Executive

Post Date	Hire Date	Hire Source
10/1/2019	10/21/2019	Employee Referral
2/24/2019	11/04/2019	J&J Staffing
11/21/2019	1/13/2020	LinkedIn
3/10/2020	5/26/2020	Wave Broadband Careers Website

Recruitment Sources:

- Agency – J&J Staffing
- Wave Broadband Careers Website
- Employee Referral
- Indeed
- LinkedIn
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 11

Interviewees Source	# of interviewees referred
J&J Staffing	1
Wave Broadband Careers Website	7
Employee Referral	2
LinkedIn	1

Job Title: Headend Technician

Post Date	Hire Date	Hire Source
9/27/2019	4/20/2020	Indeed

Recruitment Sources:

- Wave Broadband Careers Website
- Indeed
- Las Montanas DSR Recruiting Event
- Wave Technician Van/Truck Decal
- Time to Hire

Total number of persons interviewed: 12

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	8
Indeed	4

Job Title: HR Generalist

Post Date	Hire Date	Hire Source
9/4/2019	12/09/2019	Tara Gomes, LLC

Recruitment Sources:

- Agency – Tara Gomes, LLC.
- Wave Broadband Careers Website
- Indeed
- LinkedIn
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 21

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	4
Indeed	15
Tara Gomes, LLC.	1
LinkedIn	1

Job Title: IT System Administrator

Post Date	Hire Date	Hire Source
6/11/2019	3/16/2020	Indeed

Recruitment Sources:

- Wave Broadband Careers Website
- Indeed
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 13

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	3
Indeed	10

Job Title: Lead I, Construction

Post Date	Hire Date	Hire Source
2/6/2020	4/6/2020	Employee Referral

Recruitment Sources:

- Wave Broadband Careers Website
- Employee Referral
- Indeed
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 2

Interviewees Source	# of interviewees referred
Employee Referral	1
Wave Broadband Careers Website	1

Job Title: OSP, Fiber Splicer

Post Date	Hire Date	Hire Source
10/1/2019	11/25/2019	Wave Broadband Careers Website

Recruitment Sources:

- Wave Broadband Careers Website
- Indeed
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 9

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	9

Job Title: Regional Manager, Business Solutions

Post Date	Hire Date	Hire Source
12/3/2018	11/4/2019	J&J Staffing

Recruitment Sources:

- Wave Broadband Careers Website
- Indeed
- Agency – J&J Staffing
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 5

Interviewees Source	# of interviewees referred
J&J Staffing	5

Job Title: Retail Sales Representative

Post Date	Hire Date	Hire Source
10/15/2019	11/18/2019	Indeed

Recruitment Sources:

- Wave Broadband Careers Website
- Indeed
- Cross Channel Advertising (TV Spots)
- Hosted Wave Career Fair
- Chamber of Commerce – Concord, Pleasant Hill, & Martinez – Now Hiring Ad
- Las Montanas DSR Recruiting Event
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 7

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	1
Indeed	6

Job Title: Small Business Account Rep

Post Date	Hire Date	Hire Source
2/4/2020	6/8/2020	Indeed
4/1/2019	11/25/2019	Indeed

Recruitment Sources:

- Wave Broadband Careers Website
- Indeed
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 12

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	3
Indeed	9

Job Title: System Technician_

Post Date	Hire Date	Hire Source
1/3/2020	2/24/2020	Employee Referral

Recruitment Sources:

- Wave Broadband Careers Website
- Employee Referral
- Indeed
- Wave Technician Van/Truck Decal
- Time to Hire

Total number of persons interviewed: 5

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	4
Employee Referral	1

Job Title: Warehouse Technician I

Post Date	Hire Date	Hire Source
7/26/2019	10/7/2019	Employee Referral

Recruitment Sources:

- Wave Broadband Careers Website
- Employee Referral
- Indeed
- ZipRecruiter
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 2

Interviewees Source	# of interviewees referred
Employee Referral	1
Wave Broadband Careers Website	1

RECRUITMENT SOURCE LIST

Wave Broadband www.wavebroadband.com 3700 Monte Villa Parkway, Suite 200 Bothell, WA 98021 Phone: 425.217.4000 Rep: Jordan Ionita	ZipRecruiter www.ziprecruiter.com 1453 3 rd Street Promenade #335 Santa Monica, CA 90401 https://www.ziprecruiter.com/contact
Facebook www.facebook.com 1 Hacker Way Menlo Park, CA 94303 Phone: 800-359-6555	Indeed, Inc. www.indeed.com 6433 Champion Grandview Way, Building 1 Austin, TX 78750 Phone: 650-528-2056 Rep: Vivien Chau
LinkedIn www.linkedin.com 2029 Stierlin Ct Mountain View, CA 94043 Phone: 312-650-7673 Rep: Larry Gould	Tara Gomes, LLC. 3937 Deergrass Circle Rocklin, CA 95677 Phone: 209-628-3944
J&J Staffing www.jjstaff.com/ 103 Carnegie Center Dr. #107 Princeton, NJ 08540 Phone: 856-751-5050 Rep: Joanne	Cross Channel Advertising 15 second spots running on our cable channel line-up in each market
Wave Technician Van/Truck Decal Decal includes: We're hiring. Visit gowave.com/jobs .	Chamber of Commerce- Concord 2280 Diamond Blvd Ste. 200 Concord, Ca Phone: 925-685-1181
Chamber of Commerce – Pleasant Hill 91 Gregory Lane Ste. 11 Pleasant Hill, Ca Phone: 925-687-0700	Chamber of Commerce - Martinez 603 Marina Vista Martinez, Ca Phone: 925-228-2345
Time to Hire Rep: Dmitry Kalmykov Phone: 818-495-4825 Email: dmitryk@timetohire.com	Hosted Wave Career Fair South San Francisco Municipal Social Hall 33 Arroyo Drive South San Francisco, CA 94080 Rep: Jordan Easton
Las Montanas DSR Recruiting Event (12 Events Total) Las Montanas Supermarket 1725 Willow Pass Rd Concord, Ca Rep: Sandee Redmond	

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.

National Cable Television Institute (NCTI)
6855 South Havana St. STE 300
Centennial, CO 80112
Rep: Stacey Slaughter

Society of Cable Telecommunications Engineers
140 Philips Rd.
Exton, PA 19341

Current leaders and high potential front line employees have the opportunity to participate in 2 mentor programs within Wave. Our internal program launched successfully in 2020. Wave also participates in an external mentoring program through the Northern California Chapter of Women in Cable Telecommunications (WICT). This program focuses on the development of primarily women within the industry. These programs ensures our rising leaders are prepared with the skills necessary to take that next step into leadership, already prepared to lead within our Mission of Take Care of Each Other. At Wave, that mission starts upon receipt of an application through Day 1 and beyond.

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. The regional recruiting team attended the following events:

Hosted Wave Career Fair
South San Francisco Municipal Social Hall
33 Arroyo Drive
South San Francisco, CA 94080
Rep: Jordan Easton

Las Montanas DSR Recruiting Event (12 Events Total)
Las Montanas Supermarket
1725 Willow Pass Rd
Concord, Ca
Rep: Sandee Redmond