

Full-time job vacancies filled and recruitment information:

Job Title: Enterprise Account Executive

Post Date	Hire Date	Hire Source
10/03/2019	04/13/2020	Employee Referral
10/03/2019	10/28/2019	Wave Broadband Career Site

Recruitment Sources:

- Employee Referral
- Wave Broadband Career Site
- Indeed
- Wave Broadband Retail Store Stanwood
- LinkedIn

Total number of persons interviewed: 6

Interviewees Source	# of interviewees referred
Employee Referral	1
Indeed	1
Wave Broadband Retail Store Stanwood	1
LinkedIn	1
Wave Broadband Career Site	2

Job Title: Direct Sales Representative

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

Recruitment Sources:

- Employee Referral
- Wave Broadband Career Site
- Wave Broadband – Internal Career Site
- Cross Channel Advertising (TV Spots)

Total number of persons interviewed: 3

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

Job Title: Account Executive

Post Date	Hire Date	Hire Source
11/01/2019	12/02/2019	Zip Recruiter

Recruitment Sources:

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

Total number of persons interviewed: 3

Interviewees Source	# of interviewees referred
Zip Recruiter	1
Employee Referral	1
Wave Broadband – Internal Career Site	1

Job Title: Enterprise Account Manager

Post Date	Hire Date	Hire Source
11/15/2019	02/24/2020	Employee Referral

Recruitment Sources:

- Employee Referral
- Wave Broadband Career Site
- Indeed

Total number of persons interviewed: 3

Interviewees Source	# of interviewees referred
Employee Referral	2
Wave Broadband Career Site	1

Job Title: Construction Lead I

Post Date	Hire Date	Hire Source
07/16/2019	01/06/2020	Indeed

Recruitment Sources:

- Wave Broadband Career Site
- Indeed
- Employee Referral

Total number of persons interviewed: 5

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

Job Title: HFC Designer

Post Date	Hire Date	Hire Source
05/27/2019	11/04/2019	LinkedIn

Recruitment Sources:

- Wave Broadband Career Site
- LinkedIn

Total number of persons interviewed: 2

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

Job Title: Broadband Technician

Post Date	Hire Date	Hire Source
03/26/2019	11/25/2019	ZipRecruiter
04/29/2019	12/16/2019	Indeed
01/17/2019	12/23/2019	Careers Website
09/20/2019	12/23/2019	Employee Referral
09/20/2019	12/23/2019	Employee Referral
09/20/2019	12/23/2019	Indeed
09/20/2019	01/20/2020	Indeed
09/20/2019	02/03/2020	ZipRecruiter
04/24/2019	02/17/2020	Indeed
01/07/2020	02/17/2020	Indeed
09/20/2019	03/09/2020	Indeed
01/12/2020	03/23/2020	Indeed
03/27/2020	04/27/2020	Employee Referral
05/26/2020	06/15/2020	Employee Referral
06/08/2020	07/06/2020	Indeed
06/02/2020	07/20/2020	Indeed
08/16/2020	08/03/2020	ZipRecruiter
05/27/2020	08/31/2020	Careers Website

Recruitment Sources:

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

Total number of persons interviewed: 93

Interviewees Source	# of interviewees referred
Employee Referral	9
Wave Broadband Career Site	9
ZipRecruiter	16
Indeed	57
Wave Broadband – Internal Career Site	1
Word of Mouth	1

Job Title: Manager, Network Engineering (HFC/FTTH Design Manager)

Post Date	Hire Date	Hire Source
03/31/2020	06/29/2020	3 rd Party Agency - Mondo

Recruitment Sources:

- Wave Broadband – Internal Career Site
- Wave Broadband Career Site
- ZipRecruiter
- 3rd Party Agency - Mondo

Total number of persons interviewed: 5

Interviewees Source	# of interviewees referred
ZipRecruiter	2
3 rd Party Agency- Mondo	3

Job Title: Retail Sales Representative

Post Date	Hire Date	Hire Source
07/19/2019	09/16/2019	Employee Referral
11/27/2019	02/20/2020	Retail Store - Stanwood

Recruitment Sources:

- Wave Broadband Career Site
- Wave Broadband – Internal Career Site
- Employee Referral
- Retail Store – Stanwood
- JobFairX

Total number of persons interviewed: 5

Interviewees Source	# of interviewees referred
Wave Broadband – Internal Career Site	1
Employee Referral	1
Retail Store - Stanwood	3

Job Title: System Technician

Post Date	Hire Date	Hire Source
04/07/2020	04/27/2020	Employee Referral

Recruitment Sources:

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

Total number of persons interviewed: 2

Interviewees Source	# of interviewees referred
Employee Referral	2

RECRUITMENT/ SOURCE LIST

Wave Broadband Internal & 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/>

Career Builder
200 N. LaSalle St.
Suite 1100
Chicago, IL 60601
www.careerbuilder.com

Mondo Agency <https://mondo.com/>
3000 Wilson Blvd,
Arlington, VA 22201
Contact: Katie Beidler
Client Relationship Manager
Office: 202-800-8295
Mobile: 610-297-6871

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

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

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 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