

Full-time job vacancies filled and recruitment information:

Job Title: Manager, Project Management

Post Date	Hire Date	Hire Source
1/22/2020	4/6/2020	Wave Broadband Careers Website

Recruitment Sources:

- Wave Broadband Careers Website
- Indeed
- Wave Technician Van/Truck Decal
- Depoe Bay Chamber of Commerce

Total number of persons interviewed: 2

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	2

Job Title: Fiber Design Engineer

Post Date	Hire Date	Hire Source
10/30/2019	1/6/2020	Wave Broadband Careers Website

Recruitment Sources:

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

Total number of persons interviewed: 2

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	2

Job Title: Underground Equipment Operator

Post Date	Hire Date	Hire Source
9/4/2019	12/16/2019	Wave Broadband Careers Website

Recruitment Sources:

- Wave Broadband Careers Website

- Indeed
- Wave Technician Van/Truck Decal

Total number of persons interviewed: 3

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	3

Job Title: Warehouse and Mech Tech I

Post Date	Hire Date	Hire Source
5/13/2020	6/15/2020	Employee Referral

Recruitment Sources:

- Wave Broadband Careers Website
- Indeed
- Employee Referral
- Wave Technician Van/Truck Decal
- Depoe Bay Chamber of Commerce

Total number of persons interviewed: 3

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	2
Employee Referral	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

Wave Technician Van/Truck Decal
Decal includes: We're hiring. Visit gowave.com/jobs.

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

Depoe Bay Chamber of Commerce
223 US-101
Depoe Bay, OR 97341
Phone: (877) 485-8348

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 mentor programs within Wave. Our internal program launched successfully in 2020. This program 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
Wave Retail Store
669 Ray J. Glatt Cir.
Woodburn, OR 97071
Phone: 866-928-3123
Rep: Amy Atkins

Hood Rivers Veteran's Day Breakfast
304 Cascade Ave.
Hood River, OR 97031