

Full-time job vacancies filled and recruitment information:

Job Title: Broadband Technician

Post Date	Hire Date	Hire Source
08/27/2019	09/23/2019	Indeed
09/19/2019	10/14/2019	Indeed
09/19/2019	10/14/2019	Employee Referral
09/19/2019	10/21/2019	Indeed
10/02/2019	10/28/2019	Indeed
10/08/2019	12/02/2019	Indeed
10/08/2019	01/13/2020	ZipRecruiter
10/08/2019	01/20/2020	Employee Referral
01/20/2020	02/10/2020	Employee Referral
01/20/2020	03/30/2020	Employee Referral
03/17/2020	04/06/2020	Word of Mouth
05/07/2020	06/08/2020	Wave Broadband Career Site

Recruitment Sources:

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

Total number of persons interviewed: 35

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	5
Employee Referral	13
Indeed	10
Wave Broadband – Internal Career Site	2
ZipRecruiter	3
Word of Mouth	2

Job Title: Retail Sales Representative

Post Date	Hire Date	Hire Source
09/10/2019	01/13/2020	Employee Referral

Recruitment Sources:

- Wave Broadband Career Site
- Wave Broadband – Internal Career Site
- Employee Referral
- Diversity Career Group Career Fair

Total number of persons interviewed: 6

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

Job Title: Direct Sales Representative

Post Date	Hire Date	Hire Source
5/17/2019	11/18/2019	Indeed

Recruitment Sources:

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

Total number of persons interviewed: 6

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

Job Title: Inside Plant Fiber Optic Splicer

Post Date	Hire Date	Hire Source
8/21/2019	01/21/2020	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
Employee Referral	1
Indeed	1
Wave Broadband Career Site	2

Job Title: Construction Lead III

Post Date	Hire Date	Hire Source
09/24/2019	09/24/2019	Indeed

Recruitment Sources:

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

Total number of persons interviewed: 5

Interviewees Source	# of interviewees referred
Wave Broadband Career Site	2
Employee Referral	1
Indeed	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: Rep: Adilene Scarborough & Rebecca Endrizzi

ZipRecruiter www.ziprecruiter.com

1453 3rd Street Promenade #335

Santa Monica, CA 90401

Hiring Rep: Zara Juskalian

<https://www.ziprecruiter.com/contact>

Indeed, Inc. www.indeed.com

6433 Champion Grandview Way, Building 1

Austin, TX 78750

Phone: 650-528-2056

Rep: Vivien Chau

Job FairX

670 South Green Valley Parkway #100

Henderson, NV 89052

www.jobfairx.com

Contact: John Miraglia

T: (702) 269-1414

Diversity Career Group

9151 Atlanta Ave. #5806

Huntington Beach, CA 92615

Phone: 949-518-3025

<https://www.diversitycareergroup.com/>

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 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
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