

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

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**Job Title:** Account Manager

Post Date	Hire Date	Hire Source
12/10/2019	1/6/2020	Employee Referral

**Recruitment Sources:**

- Wave Broadband Careers Site
- Employee Referral
- Indeed
- Hosted Wave Career Fair
- Wave Technician Van/Truck Decal

**Total number of persons interviewed: 3**

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

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**Job Title:** Agent Channel Manager

Post Date	Hire Date	Hire Source
2/14/2020	5/4/2020	Employee Referral

**Recruitment Sources:**

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

**Total number of persons interviewed: 4**

Interviewees Source	# of interviewees referred
Employee Referral	4

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**Job Title:** Broadband Technician

Post Date	Hire Date	Hire Source
7/13/2019	9/3/2019	Hosted Wave Career Fair

6/15/2019	9/3/2019	Wave Broadband Careers Website
9/7/2018	9/16/2019	Hosted Wave Career Fair
8/21/2019	9/30/2019	Indeed
11/21/2018	11/18/2019	Employee Referral
2/12/2020	4/6/2020	Wave Broadband Careers Website
3/12/2020	4/20/2020	Employee Referral

**Recruitment Sources:**

- Wave Broadband Careers Website
- Employee Referral
- Indeed
- ZipRecruiter
- Hosted Wave Career Fair
- Facebook
- Cross Channel Advertising (TV Spots)
- Wave Technician Van/Truck Decal
- Chamber of Commerce – Canby, Depoe Bay, Molalla, Woodburn

**Total number of persons interviewed: 22**

Interviewees Source	# of interviewees referred
ZipRecruiter	1
Wave Broadband Careers Website	3
Employee Referral	3
Indeed	13
Hosted Wave Career Fair	2

**Job Title:** Business Development Manager

Post Date	Hire Date	Hire Source
12/3/2019	3/9/2020	Indeed

**Recruitment Sources:**

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

**Total number of persons interviewed: 7**

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	6

Indeed	1
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**Job Title:** Direct Sales Representative

Post Date	Hire Date	Hire Source
1/29/2019	9/23/2019	Employee Referral
3/28/2019	10/21/2019	Employee Referral
12/7/2019	1/8/2020	Wave Broadband Careers Website
12/7/2019	1/27/2020	Employee Referral

**Recruitment Sources:**

- Wave Broadband Careers Website
- Employee Referral
- Indeed
- ZipRecruiter
- Hosted Wave Career Fair
- Cross Channel Advertising (TV Spots)
- Wave Technician Van/Truck Decal
- Chamber of Commerce – Canby, Depoe Bay, Molalla, Woodburn

**Total number of persons interviewed: 7**

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	2
Indeed	1
Employee Referral	4

**Job Title:** Direct Sales Representative, Multifamily

Post Date	Hire Date	Hire Source
2/4/2020	3/2/2020	Employee Referral

**Recruitment Sources:**

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

**Total number of persons interviewed: 1**

Interviewees Source	# of interviewees referred
Employee Referral	1

**Job Title:** Enterprise Account Executive

Post Date	Hire Date	Hire Source
11/27/2019	1/6/2020	Indeed

**Recruitment Sources:**

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

**Total number of persons interviewed: 5**

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

**Job Title:** Human Resources Generalist

Post Date	Hire Date	Hire Source
2/23/2020	7/6/2020	Indeed

**Recruitment Sources:**

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

**Total number of persons interviewed: 24**

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	8
Indeed	16

**Job Title:** Regional Manager, Business Solutions

Post Date	Hire Date	Hire Source
3/18/2019	10/30/2019	J&J Staffing

**Recruitment Sources:**

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

**Total number of persons interviewed: 8**

Interviewees Source	# of interviewees referred
J&J Staffing	8

**Job Title:** Retail Sales Representative

Post Date	Hire Date	Hire Source
11/21/2019	1/13/2020	Indeed
2/23/2020	8/24/2020	Wave Broadband Careers Website

**Recruitment Sources:**

- Wave Broadband Careers Website
- Indeed
- Employee Referral
- Hosted Wave Career Fair
- Cross Channel Advertising (TV Spots)
- Wave Technician Van/Truck Decal
- Chamber of Commerce – Canby, Depoe Bay, Molalla, Woodburn

**Total number of persons interviewed: 11**

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	1
Indeed	9
Employee Referral	1

**Job Title:** Underground Equipment Operator Foreman

Post Date	Hire Date	Hire Source
9/4/2019	12/02/2019	Indeed

**Recruitment Sources:**

- Wave Broadband Careers Website
- Indeed

- Wave Technician Van/Truck Decal

**Total number of persons interviewed: 2**

Interviewees Source	# of interviewees referred
Indeed	2

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**Job Title:** Warehouse Technician

Post Date	Hire Date	Hire Source
3/4/2020	5/11/2020	Indeed

**Recruitment Sources:**

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

**Total number of persons interviewed: 5**

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	2
Employee Referral	3

**RECRUITMENT SOURCE LIST**

Wave Broadband [www.wavebroadband.com](http://www.wavebroadband.com)  
3700 Monte Villa Parkway, Suite 200  
Bothell, WA 98021  
Phone: 425.217.4000  
Rep: Jordan Ionita

Facebook [www.facebook.com](http://www.facebook.com)  
1 Hacker Way  
Menlo Park, CA 94303  
Phone: 800-359-6555

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](http://gowave.com/jobs).

Molalla Chamber of Commerce  
109 E Main St  
Molalla, OR 97038  
Phone: (503) 829-6941  
Depoe Bay Chamber of Commerce  
223 US-101  
Depoe Bay, OR 97341  
Phone: (877) 485-8348

Society for Human Resource Management (SHRM)  
1800 Duke St.  
Alexandria, VA 22314  
Phone: (800) 283-7476

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

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

J&J Staffing [www.jjstaff.com/](http://www.jjstaff.com/)  
103 Carnegie Center Dr. #107  
Princeton, NJ 08540  
Phone: 856-751-5050  
Rep: Joanne

Canby Chamber of Commerce  
191 SE 2nd Ave  
Canby, OR 97013  
Phone: (503) 266-4600

Woodburn Chamber of Commerce  
270 Montgomery St,  
Woodburn, OR 97071  
Phone: (503) 982-8221  
Hosted Wave Career Fair  
Wave Retail Store  
669 Ray J. Glatt Cir.  
Woodburn, OR 97071  
Phone: 866-928-3123  
Rep: Amy Atkins

**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