

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

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**Job Title:** Account Executive

Post Date	Hire Date	Hire Source
11/26/2019	5/11/2020	LinkedIn

**Recruitment Sources:**

- Wave Broadband Careers Site
- Employee Referral
- Indeed
- LinkedIn
- Wave Technician Van/Truck Decal
- Cross Channel Advertising (TV Spots)
- West Sacramento Chamber of Commerce

**Total number of persons interviewed: 5**

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

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**Job Title:** Broadband Technician

Post Date	Hire Date	Hire Source
5/22/2019	12/23/2019	Employee Referral
12/6/2019	12/30/2019	Indeed
12/20/2019	12/30/2019	Wave Broadband Careers Website
4/13/2020	5/11/2020	Indeed
2/12/2020	5/18/2020	Employee Referral
4/13/2020	7/27/2020	Wave Broadband Careers Website

**Recruitment Sources:**

- Wave Broadband Careers Site
- Employee Referral
- Indeed
- ZipRecruiter
- Wave Technician Van/Truck Decal
- Rocklin Chamber of Commerce
- Cross Channel Advertising (TV Spots)

**Total number of persons interviewed: 109**

Interviewees Source	# of interviewees referred
Wave Broadband Careers Site	26
Employee Referral	12
Indeed	67
ZipRecruiter	4

**Job Title:** Construction Project Manager II

Post Date	Hire Date	Hire Source
4/20/2020	6/8/2020	Wave Broadband - Internal Promotion

**Recruitment Sources:**

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

**Total number of persons interviewed: 2**

Interviewees Source	# of interviewees referred
Wave Broadband Careers Site	2

**Job Title:** Construction Technician

Post Date	Hire Date	Hire Source
7/19/2019	10/14/2019	Employee Referral
7/19/2019	12/9/2019	Employee Referral
10/3/2018	4/20/2020	Employee Referral

**Recruitment Sources:**

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

**Total number of persons interviewed: 60**

Interviewees Source	# of interviewees referred
Employee Referral	11

Wave Broadband Careers Website	13
Indeed	36

**Job Title:** Direct Sales Representative

Post Date	Hire Date	Hire Source
6/3/2019	11/18/2019	Wave Broadband Careers Website

**Recruitment Sources:**

- Wave Broadband Careers Website
- Indeed
- ZipRecruiter
- Wave Technician Van/Truck Decal
- Rocklin Chamber of Commerce
- Cross Channel Advertising (TV Spots)

**Total number of persons interviewed: 15**

Interviewees Source	# of interviewees referred
ZipRecruiter	6
Wave Broadband Careers Website	2
Indeed	7

**Job Title:** Director of Critical Infrastructure

Post Date	Hire Date	Hire Source
12/19/2019	5/4/2020	Indeed

**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	2
Indeed	1

**Job Title:** Director of Sales

Post Date	Hire Date	Hire Source
2/27/2020	5/11/2020	Indeed

**Recruitment Sources:**

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

**Total number of persons interviewed: 10**

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	6
Indeed	1
Employee Referral	2
ZipRecruiter	1

**Job Title:** Facilities Engineer

Post Date	Hire Date	Hire Source
12/19/2019	12/31/2019	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:** Enterprise Account Executive

Post Date	Hire Date	Hire Source
10/15/2019	11/4/2019	Wave Broadband Careers Website
1/20/2020	3/9/2020	Wave Broadband Careers Website

**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	5

**Job Title:** Headend Technician

Post Date	Hire Date	Hire Source
1/28/2020	4/13/2020	Wave Broadband – Internal Promotion

**Recruitment Sources:**

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

**Total number of persons interviewed: 4**

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	4

**Job Title:** Human Resources Generalist

Post Date	Hire Date	Hire Source
9/3/2019	12/4/2019	Wave Broadband Careers Website

**Recruitment Sources:**

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

**Total number of persons interviewed: 6**

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

**Job Title:** Manager, Regional Sales Multifamily

Post Date	Hire Date	Hire Source
8/14/2019	9/16/2019	Wave Broadband – Internal Promotion

**Recruitment Sources:**

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

**Total number of persons interviewed: 3**

Interviewees Source	# of interviewees referred
Employee Referral	3

**Job Title:** Retail Sales Representatives

Post Date	Hire Date	Hire Source
8/7/2019	9/7/2019	Wave Broadband – Internal Promotion
9/19/2019	12/02/2019	Employee Referral
3/3/2020	4/20/2020	Indeed
8/5/2020	8/31/2020	Employee Referral

**Recruitment Sources:**

- Wave Broadband Careers Website
- Indeed
- Employee Referral
- Wave Technician Van/Truck Decal
- Rocklin Chamber of Commerce
- Cross Channel Advertising (TV Spots)

**Total number of persons interviewed: 29**

Interviewees Source	# of interviewees referred
Wave Broadband Careers Website	5
Indeed	19
Employee Referral	5

**Job Title:** Sales Engineer

Post Date	Hire Date	Hire Source
1/20/2020	3/23/2020	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:** Service Desk, IT Admin

Post Date	Hire Date	Hire Source
2/28/2019	1/20/2020	Robert Half Staffing

**Recruitment Sources:**

- Wave Broadband Careers Website
- Indeed
- Robert Half Staffing
- Wave Technician Van/Truck Decal

**Total number of persons interviewed: 1**

Interviewees Source	# of interviewees referred
Robert Half Staffing	1

**Job Title:** Strategic Account Executive- GEMS

Post Date	Hire Date	Hire Source
11/20/2019	6/15/2020	Employee Referral

**Recruitment Sources:**

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

**Total number of persons interviewed: 5**

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

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**Job Title:** Trainer and Curriculum Consultant

Post Date	Hire Date	Hire Source
9/27/2019	1/6/2020	Employee Referral

**Recruitment Sources:**

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

**Total number of persons interviewed: 3**

Interviewees Source	# of interviewees referred
Employee Referral	1
Indeed	2

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**Job Title:** Warehouse Technician

Post Date	Hire Date	Hire Source
9/5/2019	9/30/2019	Employee Referral
9/5/2019	11/4/2019	Indeed
10/24/2019	11/11/2019	Indeed
11/4/2019	11/25/2019	Indeed
11/27/2019	1/20/2020	Indeed

**Recruitment Sources:**

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

**Total number of persons interviewed: 17**

Interviewees Source	# of interviewees referred
Indeed	14



Wave Broadband Careers Website	2
Employee Referral	1

**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: Tracy Brutcher

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

LinkedIn [www.linkedin.com](http://www.linkedin.com)  
2029 Stierlin Ct  
Mountain View, CA 94043  
Phone: 312-650-7673  
Rep: Larry Gould

Rocklin Chamber of Commerce  
3700 Rocklin Rd.  
Rocklin, CA 95677  
Phone: 916-624-2548

Cross Channel Advertising  
15 second spots running on our cable channel line-up in each  
market

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

Robert Half- Technology [www.rht.com](http://www.rht.com)  
13920 SE Eastgate Way, Suite 420  
Bellevue, WA 98005  
Phone: 425.401.2941 x23625  
Rep: Sara Cobb

Wave Technician Van/Truck Decal  
Decal includes: We're hiring. Visit [gowave.com/jobs](http://gowave.com/jobs).

**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

In addition, 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 ensure 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:

**Honor a Hero, Hire a Vet**  
6151 H St.  
Sacramento, CA 95819  
Rep: Bill Thomas  
Phone: 916-227-0301