

Full-time job vacancies filled and recruitment information:

Job Title: Broadband Technician

Post Date	Hire Date	Hire Source
4/9/2019	9/30/2019	Wave Van Advertisement
9/10/2019	10/7/2019	Indeed
9/30/2019	1/27/2020	Employee Referral
9/10/2019	5/18/2020	Indeed
9/10/2019	6/8/2020	Employee Referral
2/23/2020	8/10/2020	Indeed

Recruitment Sources:

- Wave Broadband Careers Site
- Employee Referral
- Indeed
- ZipRecruiter
- Wave Technician Van/Truck Decal
- Hosted Wave Career Fair
- Cross Channel Advertising (TV Spots)
- NCM Movie Theater Ads
- Facebook – Job Fair Advertising

Total number of persons interviewed: 60

Interviewees Source	# of interviewees referred
Wave Broadband Careers Site	8
Employee Referral	6
Indeed	42
ZipRecruiter	3
Wave Van (Vehicle Wrap) Ad	1

Job Title: Construction Coordinator

Post Date	Hire Date	Hire Source
9/20/2019	10/14/2019	Employee Referral

Recruitment Sources:

- Wave Broadband Careers Site
- Employee Referral

Total number of persons interviewed: 2

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

Job Title: Direct Sales Representative

Post Date	Hire Date	Hire Source
10/9/2019	12/2/2019	ZipRecruiter
10/9/2019	5/11/2020	Employee Referral

Recruitment Sources:

- Wave Broadband Careers Site
- Employee Referral
- Indeed
- ZipRecruiter
- Hosted Wave Career Fair
- Cross Channel Advertising (TV Spots)
- Wave Technician Van/Truck Decal
- Facebook – Job Fair Advertising

Total number of persons interviewed: 11

Interviewees Source	# of interviewees referred
Employee Referral	2
ZipRecruiter	3
Indeed	6

Job Title: Retail Sales Representative

Post Date	Hire Date	Hire Source
8/28/2019	3/2/2020	Indeed
10/15/2019	6/15/2020	Indeed

Recruitment Sources:

- Wave Broadband Careers Website
- Indeed
- ZipRecruiter
- Hosted Wave Career Fair

- Cross Channel Advertising (TV Spots)
- Wave Technician Van/Truck Decal
- NCM Movie Theater Ads
- Facebook – Job Fair Advertising

Total number of persons interviewed: 34

Interviewees Source	# of interviewees referred
ZipRecruiter	5
Wave Broadband Careers Website	3
Indeed	25
Employee Referral	1

Job Title: Supervisor, Technical Operations

Post Date	Hire Date	Hire Source
9/18/2019	12/9/2019	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	3
Indeed	3

RECRUITMENT SOURCE LIST

Wave Broadband www.wavebroadband.com
3700 Monte Villa Parkway, Suite 200
Bothell, WA 98021
Phone: 425.217.4000
Rep: Tracy Brutcher

ZipRecruiter www.ziprecruiter.com
1453 3rd Street Promenade #335
Santa Monica, CA 90401
<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

Hosted Career Fair @ South San Francisco Municipal
Social Hall
33 Arroyo Drive
South San Francisco, CA 94080
Rep: Jordan Easton

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

Cross Channel Advertising
1,950 spots across 50 channels - 15 second spots running
on our cable channel line-up in each market

NCM Movie Theaters – Job Fair Advertising
Rep: Lisa Adams
Phone: 916-889-1289

Facebook – Job Fair Advertising
www.facebook.com
1 Hacker Way
Menlo Park, CA 94303
Phone: 800-359-6555

- Century 12: 320 East 2nd Ave., San Mateo, CA 94401
- Century 16: 125 Crescent Dr. Pleasant Hill, CA 94523
- Century 20: 1901 Junipero Serra Blvd. Daly City, CA 94015
- Century 9: 845 Market St. STE 500, San Francisco, CA 94103
- CineArts: 85 W Portal Ave. San Francisco, CA 94127
- AMC Metreon 16: 135 4th St. STE 3000, San Francisco, CA 94103
- Redwood Downtown: 825 Middlefield Rd. Redwood City, CA 94063
- Century 14: 1201 Locust St. Walnut Creek, CA 94596

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 2 mentor programs within Wave. The internal program, which launched in 2020, has a member of this employment unit participating in the program. 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.

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 (11/5/2019)
South San Francisco Municipal Social Hall
33 Arroyo Drive
South San Francisco, CA 94080
Rep: Jordan Easton

Wave also participated in other activities that are reasonably calculated to further the goal of disseminating information of employment opportunities within Wave, which included the dissemination of Job Vacancy literature, highlighting our career site, at Sales Events throughout our Bay Area communities. These events were held at various locations across the area, including local festivals, apartment complexes and office buildings where Wave offers services to residential and small business customers. Two such events were:

- Lunch and Learn Series – 9/13/2019
 - Vaya – 1699 Market Street, San Francisco
 - Topic: All Things Wave
 - Audience: Property Management and Tenants
- Holiday MDU Event – 12/05/2019

- Blu – 631 Folsom St., San Francisco
- Topic: Thank you
- Audience: Property Management and Tenants

We also offer a mentoring program that identifies “high potential” leaders within the organization. This program launched in 2020 and currently has an employee in this business unit learning supervisory skills for continued and future growth and development. 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.