

Full-time job vacancies filled and recruitment information:

Job Title: Broadband Technician

| Post Date | Hire Date | Hire Source |
|------------|------------|-----------------------------|
| 3/18/2019 | 10/7/2019 | Indeed |
| 10/9/2019 | 12/30/2019 | Wave Broadband Careers Site |
| 9/21/2019 | 1/13/2020 | Indeed |
| 10/10/2019 | 1/13/2020 | Craigslist |
| 2/27/2020 | 4/13/2020 | Employee Referral |
| 2/27/2020 | 4/27/2020 | Indeed |

Recruitment Sources:

- Wave Broadband Careers Site
- Craigslist
- Employee Referral
- Indeed
- ZipRecruiter
- Wave Technician Van/Truck Decalst

Total number of persons interviewed: 60

| Interviewees Source | # of interviewees referred |
|-----------------------------|----------------------------|
| Wave Broadband Careers Site | 8 |
| Employee Referral | 7 |
| Indeed | 42 |
| ZipRecruiter | 1 |
| Craigslist | 2 |

Full-time job vacancies filled and recruitment information:

Job Title: Retail Sales Representative

| Post Date | Hire Date | Hire Source |
|-----------|-----------|-------------------|
| 3/3/2020 | 4/13/2020 | Employee Referral |
| 8/23/2019 | 9/9/2019 | Employee Referral |
| 3/14/2020 | 4/6/2020 | Employee Referral |

Recruitment Sources:

- Wave Broadband Careers Site
- Employee Referral
- Indeed

- Wave Technician Van/Truck Decal
- Cross Channel Advertising (TV Spots)
- West Sacramento Chamber of Commerce

Total number of persons interviewed: 17

| Interviewees Source | # of interviewees referred |
|-----------------------------|----------------------------|
| Employee Referral | 3 |
| Wave Broadband Careers Site | 1 |
| Indeed | 13 |

RECRUITMENT SOURCE LIST

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

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

LinkedIn www.linkedin.com
2029 Stierlin Ct
Mountain View, CA 94043
Phone: 312-650-7673
Rep: Larry Gould

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

ZipRecruiter www.ziprecruiter.com
1453 3rd Street Promenade #335
Santa Monica, CA 90401
<https://www.ziprecruiter.com/contact>

Craigslist www.craigslist.org
989 Market St. #200
San Francisco, CA 94103
Phone: 415-504-6394

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

West Sacramento Chamber of Commerce
1401 Halyard Dr. #120
West Sacramento, CA 95691
Phone: 916-371-7042

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. 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