

Position	Date Initially Posted	Positions Filled	Recruiting Sources Used/# of Interviews Referred *	Recruiting Source Referring Hires/Number of Hires from Recruiting Source-Date of Hire
Customer Service Representative	09/01/2013 (continuous)	54	Wave Broadband 20	Wave Broadband 12 09/09/2013 2
			Career Builder 11	09/23/2013 1
			Central Area Youth Association 0	10/21/2013 2
			Chinese Info & Services Center 0	11/18/2013 2
			Craigslist 57	02/10/2014 2
			El Centro de la Raza 0	02/24/2014 1
			Garfield Community Center 0	04/14/2014 1
			Indeed 1	08/04/2014 1
			ITT Career Fair 0	CareerBuilder 8 11/18/2013 1
			Monster 1	04/14/2014 1
			Tukwila Community Center 0	06/09/2014 1
			WorkSource 0	07/14/2014 1
			Yesler Community Center 0	08/04/2014 1
				08/25/2014 3
				Craigslist 32 09/09/2013 4
				09/23/2013 7
				10/07/2013 1
				10/21/2013 1
				11/18/2013 2
				12/02/2013 1
				12/16/2013 1
	01/06/2014 2			
	02/10/2014 2			
	02/24/2014 2			
	04/14/2014 2			
	06/09/2014 6			
	08/04/2014 1			
	Indeed 1 10/21/2013 1			
	Monster 1 05/19/2014 1			
Technical Support Representative	09/01/2013 (continuous)	49	Wave Broadband 50	Wave Broadband 23 09/03/2013 3
			CareerBuilder 1	10/07/2013 2
			Central Area Youth Association 0	11/04/2013 2
			Chinese Info & Services Center 0	02/03/2014 5
			Craigslist 42	03/03/2014 3
			El Centro de la Raza 0	05/05/2014 1
			Garfield Community Center 0	06/02/2014 2
			ITT Career Fair 0	07/07/2014 2
			Monster 3	08/04/2014 3
			The Stranger 1	Craigslist 23 09/03/2013 1
			Tukwila Community Center 0	03/24/2014 2
			WorkSource 0	04/07/2014 4
			Yesler Community Center 0	05/05/2014 5
				06/02/2014 4
				07/07/2014 3
				08/04/2014 4
	Monster 3 07/07/2014 1			
	08/04/2014 2			

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Director, Network Operations	03/25/2013		Central Area Youth Association Chinese Info & Services Center El Centro de la Raza Garfield Community Center Tukwila Community Center Wave Broadband Yesler Community Center	06/16/2014 1
Senior Sales Engineer	04/01/2013	1	Central Area Youth Association 0 Chinese Info & Services Center 0 El Centro de la Raza 0 Garfield Community Center 0 LinkedIn 0 Tukwila Community Center 0 Wave Broadband 1 WesTech 3 WorkSource 0 Yesler Community Center 0	WesTech 1 09/09/2013 1
Dispatcher	05/21/2013	1	CareerBuilder 6 Central Area Youth Association 0 Chinese Info & Services Center 0 Craigslist 2 El Centro de la Raza 0 Garfield Community Center 0 Tukwila Community Center 0 Wave Broadband 2 WorkSource 2 Yesler Community Center 0	Craigslist 1 09/03/2013 1
Off-Net Pricing & Provisioning Manager	06/04/2013	1	WesTech 4 Wave Broadband 0	WesTech 1 09/09/2013 1
IT Administrator	06/25/2013	1	Central Area Youth Association 0 Chinese Info & Services Center 0 El Centro de la Raza 0 Garfield Community Center 0 Tukwila Community Center 0 Wave Broadband 0 WesTech 5 Yesler Community Center 0	WesTech 1 03/31/2014 1
Phone Operations Data Entry Clerk	07/31/2013	2	Office Team 2 Wave Broadband 0 WorkSource 0	Office Team 2 10/21/2013 1 12/23/2013 1

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Accounts Payable Clerk	08/06/2013	2	Accountemps 6 Rylem 2 Wave Broadband 0 WorkSource 0	Accountemps 2 10/21/2013 1 04/07/2014 1
Network Support Technician	09/27/2013	1	Craigslist 0 ITT Tech 0 Wave Broadband 1 Work Source 0	Wave Broadband 1 11/04/2013 1
Director, IT & Projects	09/30/2013	2	CareerBuilder 1 Indeed 1 LinkedIn 2 Wave Broadband 0 WorkSource 1	LinkedIn 2 01/06/2014 1 01/24/2014 1
Senior Sales Engineer	10/03/2013	2	LinkedIn 0 Wave Broadband 2 WesTech 0 WorkSource 0	Wave Broadband 2 10/28/2013 1 12/16/2013 1
Marketing Analyst	10/07/2013	1	CareerBuilder 2 Craigslist 1 LinkedIn 2 Wave Broadband 0 WorkSource 0	CareerBuilder 1 12/09/2013 1
IP Engineer I	10/07/2013	1	Wave Broadband 1 WorkSource 0	Wave Broadband 1 10/28/2013 1
Billing Analyst	10/29/2013	1	NuWest 4 Wave Broadband 1	NuWest 1 12/02/2013 1
IT Operations Manager	11/11/2013	1	CareerBuilder 2 LinkedIn 1 Wave Broadband 0	CareerBuilder 1 02/24/2014 1
Administrative Coordinator	11/13/2013	1	Campus Point 2 CareerBuilder 1 Wave Broadband 1 WorkSource 0	Campus Point 1 03/24/2014 1

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System/Network Administrator	11/15/2013	1	CareerBuilder 1 Craigslis 2 Wave Broadband 0	Craigslis 1 02/25/2014 1
Director, Sales	12/02/2013	1	Wave Broadband 2 WorkSource 0	Wave Broadband 1 12/30/2013 1
Director, Business Solutions	12/02/2013	1	Wave Broadband 1 Work Source 0	Wave Broadband 1 01/13/2014 1
IT Administrator	12/29/2013	1	CareerBuilder 1 Central Area Youth Association 0 Chinese Info & Services Center 0 El Centro de la Raza Garfield Community Center LinkedIn Tukwila Community Center Wave Broadband Yesler Community Center	CareerBuilder 1 03/21/2014 1
Marketing Coordinator	01/08/2014	1	CareerBuilder 0 Craigslis 1 Wave Broadband 1 WorkSource 0	Craigslis 1 02/11/2014 1
Dispatcher	01/08/2014	2	CareerBuilder 3 Central Area Youth Association 0 Chinese Info & Services Center 0 Craigslis 7 El Centro de la Raza 0 Garfield Community Center 0 Tukwila Community Center 0 Wave Broadband 0 Yesler Community Center 0	Craigslis 2 04/14/2014 1 07/14/2014 1
Administrative Coordinator	01/22/2014	1	Wave Broadband 1	Wave Broadband 1 03/10/2014 1

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Marketing Communications Specialist	01/22/2014	1	CareerBuilder 0 Craigslis 2 Wave Broadband 2	Craigslis 1 06/30/2014 1
Accounting Manager	01/24/2014	1	Robert Half 8 Rylem 0 Wave Broadband 1	Robert Half 1 02/24/2014 1
Senior Engineer	01/31/2014			03/17/2014 1 03/24/2014 1
Web/Email Marketing Specialist	01/31/2014	1	CareerBuilder 2 Craigslis 1 LinkedIn 0 Wave Broadband 0	CareerBuilder 1 05/06/2014 1
Administrative Coordinator	02/16/2014	1	CareerBuilder 1 Craigslis 0 Wave Broadband 0	CareerBuilder 1 03/12/2014 1
Phone Operations Data Entry Clerk	02/25/2014	2	CareerBuilder 5 Craigslis 7 Office Team 6 Wave Broadband 4	Craigslis 2 04/15/2014 1 06/09/2014 1
Senior Phone Engineer	03/03/2014	1	CareerBuilder 2 Craigslis 0 LinkedIn 0 Wave Broadband 0	CareerBuilder 1 05/12/2014 1
Payroll Accountant	03/25/2014	1	Robert Half 2 Wave Broadband 3	Wave Broadband 1 06/09/2014 1
Payroll Manager	03/25/2014	1	Robert Half 5 Wave Broadband 2	Robert Half 1 06/09/2014 1
Business Intelligence Specialist	03/30/2014	1	Nuwest/WesTech 1	Nuwest/WesTech 1 04/08/2014 1

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Billing System Analyst	03/31/2014	1	CareerBuilder 0 Craigslist 0 GlassDoor 0 Wave Broadband 2	Wave Broadband 1 06/30/2014 1
B2B, Wholesale Provisioning Manager	04/10/2014			05/05/2014 1
Phone Ops Support Representative I	06/20/2014	1	Craigslist 1 Monster 1 Wave Broadband 0	Monster 1 08/18/2014 1
Staff Accountant	07/16/2014	2	Robert Half 4 Wave Broadband 2	Robert Half 2 08/11/2014 1 08/18/2014 1
VP, Billing Integration Program Manager	07/17/2014	1	Wave Broadband 1	Wave Broadband 1 08/25/2014 1
IT Application Engineer	07/17/2014	1	Wave Broadband 1	Wave Broadband 1 10/21/2013 1

Recruitment Source Contact Information:

Wave Broadband www.wavebroadband.com

401 Kirkland Parkplace, Suite 500
Kirkland, WA 98033
Phone: 425-576-8200
Rep: Greg Wagner

Campus Point www.campuspoint.com

2101 4th Ave, Suite 2200
Seattle, WA 98121
Phone: 206-783-9200
Rep: Kurt Hannahs

Career Builder www.careerbuilder.com

200 N. LaSalle St., Floor #4
Chicago, IL 60601
Phone: 1-800-891-8880
Rep: Matt Sproston

Central Area Youth Association

119 23rd Ave
Seattle, WA 98112
Phone: 206-322-6644
Fax: 206-720-4428
Rep: JJ Wilkerson

Chinese Info & Service Center

611 South Lane St
Seattle, WA 98104
Phone: 206-624-5633
Fax: 206-624-5634
Rep: Mr. MG Chor Phen

El Centro de la Raza

2524 16th Avenue South
Seattle, WA 98144
Phone: 206-957-4634
Fax: 206-329-0786
Rep: Bobbie Stephens

Glassdoor

1 Harbor Drive, Suite 300
Sausalito, CA 94965
415-339-9105
Rep: Dan Woodhead
415-275-7645

ITT Tech Career Fair

Career Services
1615 75th St SW, Suite 220
Everett, WA 98203
Phone: 800-272-3791
Rep: Stephany Faires

Monster www.monster.com

622 Third Ave, 39th Floor
New York, NY 10017
Phone: 480-567-3580
Rep: Stacy Leonard

Office Team

13920 SE Eastgate Way
Suite 420
Bellevue, WA 98005
Phone: 425-957-7222
Rep: Katharine Wright

Rylem www.rylem.com

316 Occidental Ave S, Suite 101
Seattle, WA 98104
Phone: 206-624-8437
Rep: Renee Black

Craigslist www.craigslist.com

1381 9th Ave
San Francisco, CA 94122
Phone: 415-566-6394
Rep: Secure Email: sfbay.craigslist.org/feedback

Garfield Community Center

2323 East Cherry St
Seattle, WA 98122
Phone: 206-684-4788
Fax: 206-684-4380
Rep: Dewey Potter

Indeed, Inc.

7501 N. Capital of Texas Hwy
Building B
Austin, TX 78731
Rep: Eric Singer
650-528-2062

LinkedIn www.linkedin.com

2029 Stierlin Ct
Mountain View, CA 94043
Phone: 650-687-3600
Rep: Nicholas Hartley

NuWest Group/WesTech Staffing www.nuwestgroup.com

11820 Northrup Way
Suite E310
Bellevue, WA 98005
Phone: 425-602-5700
Rep: Jennifer VeVea (NuWest)
Rep: Katrina Leise (WesTech)

Robert Half International/Account Temps www.roberthalf.com

13920 SE Eastgate Way
Suite 420
Bellevue, WA 98005
Phone: 425-653-2600
Rep: Nancy Wibbens

The Stranger

1535 11th Ave
Third Floor
Seattle, WA 98122

Tukwila Community Center

12424 42nd Avenue South
Tukwila, WA 98168
Phone: 206-768-2822
Fax: 206-768-0524
Rep: Rick Still

WorkSource www.worksourceskc.org

7735 178th Place NE, Suite C
Redmond, WA 98052
Phone: 425-861-3700
Rep: Mary Dolliver

Yesler Community Center

917 E Yesler Way
Seattle, WA 98122
Phone: (206)-386-1245
Fax: (206)-684-7787
Rep: Zeb

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.

In addition, the company implemented a significantly more detailed and robust career path planning process company-wide in 2014 in all departments. The new process consisted of all employees and their managers working together to identify, monitor and provide regular feedback on key development priorities and goals that lead to increased skill sets which in turn enhance eligibility for promotion to positions of greater responsibility. During 2014, all departments and job classifications received at least one career path planning review, and identification of additional training programs and skill set improvements based on the existing employee's qualifications and interests.

Participation in two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions, 47 C.F.R. § 76.75(b)(2)(i):

This employment unit participates in job fairs and distributes job postings at local technical colleges and community centers to disseminate information on employment opportunities and careers at Wave Broadband. In August 2013 Wave's HR Generalist and SVP, HR participated in a career fair event through Choice Career Fairs at the Seattle Center, in Seattle, WA and in February 2014 Wave's HR Generalist and HR Administrator participated in a career fair event at ITT-Technical Institute in Everett, WA.