

## EEO Public File Report

**Employment Unit ID 12131; Placer County- Rocklin, CA Sept 1, 2012-  
Aug 31, 2013**

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

Date Posted: 09/01/2012

Job Title: Direct Sales Representative

Hire Source: Wave Broadband

Hire Date: 09/20/2012

Recruitment source(s): Wave Broadband [www.wavebroadband.com](http://www.wavebroadband.com)

Contact Information:  
401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
Phone: 425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Craigslist [www.craigslist.com](http://www.craigslist.com)

Contact Information:  
657 Mission St Ste 5  
San Francisco, CA 94105  
Phone: 415-495-4300  
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): Heald College [www.heald.edu](http://www.heald.edu)

Contact Information:  
7 Sierra Gate Plaza  
Roseville, CA  
Phone: 916-780-4428  
Rep: Rebecca Hayes

Recruitment source(s): One Stop – Career Center

Contact Information:  
115 Ascot Drive Suite 180  
Roseville, CA 95661  
Phone: 916-263-3800  
Rep: Cam Nhung

Recruitment source(s): Wave Broadband Job Fair

Contact Information:  
4121 Citrus Ave Suite 1  
Rocklin, CA 95677  
Phone: 916-630-4405  
Rep: Alex Perdomo

Total number of persons interviewed: 2

Total number of interviewees referred by Wave Broadband: 1

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Heald College: 1

Total number of interviewees referred by One Stop Career Center: 0

Total number of interviewees referred by Wave Broadband Job Fair: 0

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Date Posted: 01/01/2013

Job Title: Direct Sales Representative

Hire Source: Wave Broadband

Hire Date: 01/14/2013

Recruitment source(s): Wave Broadband [www.wavebroadband.com](http://www.wavebroadband.com)

Contact Information:  
401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
Phone: 425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Caljobs EDD State of Ca.

Contact Information:  
629 12<sup>th</sup> Street  
Modesto, CA 95354  
Phone: 209-576-6011  
Rep: Henry Timothy

Recruitment source(s): Craigslist [www.craigslist.com](http://www.craigslist.com)

Contact Information:  
657 Mission St Ste 5  
San Francisco, CA 94105  
Phone: 415-495-4300  
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): Devry University/State of California EDD Job Fair  
[www.devry.edu](http://www.devry.edu)

Contact Information:  
Honor a Hire – Hire a vet  
5311 Luce Ave.  
McClellan, CA 95652  
Phone: 916-478-2850  
Rep: Leslie Nye

Recruitment source(s): Heald College [www.heald.edu](http://www.heald.edu)

Contact Information:  
7 Sierra Gate Plaza  
Roseville, CA

916-780-4428  
Rep: Rebecca Hayes

Recruitment source(s): One Stop – Career Center  
Contact Information: 115 Ascot Drive Suite 180  
Roseville, CA 95661  
Phone: 916-263-3800  
Rep: Cam Nhung

Total number of persons interviewed: 1

Total number of interviewees referred by Wave Broadband: 1

Total number of interviewees referred by Caljobs: 0

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Devry University/State of California: 0

Total number of interviewees referred by Heald College: 0

Total number of interviewees referred by One Stop Career Center: 0

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Date Posted: 02/07/2013

Job Title: Direct Sales Representative  
Hire Source: Wave Broadband  
Hire Date: 03/11/2013

Recruitment source(s): Wave Broadband [www.wavebroadband.com](http://www.wavebroadband.com)  
Contact Information: 401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
Phone: 425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Caljobs EDD State of Ca.  
Contact Information: 629 12<sup>th</sup> Street  
Modesto, CA 95354  
Phone: 209-576-6011  
Rep: Henry Timothy

Recruitment source(s): Career Builder [www.careerbuilder.com](http://www.careerbuilder.com)  
Contact Information: 200 N. LaSalle St., Floor #4  
Chicago, IL 60601  
Phone: 1-800-891-8880

Rep: Matt Sproston

Recruitment source(s): Craigslist [www.craigslist.com](http://www.craigslist.com)  
Contact Information: 657 Mission St Ste 5  
San Francisco, CA 94105  
Phone: 415-495-4300  
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): Heald College [www.heald.edu](http://www.heald.edu)  
Contact Information: 7 Sierra Gate Plaza  
Roseville, CA  
Phone: 916-780-4428  
Rep: Rebecca Hayes

Recruitment source(s): One Stop – Career Center  
Contact Information: 115 Ascot Drive Suite 180  
Roseville, CA 95661  
Phone: 916-263-3800  
Rep: Cam Nhung

Total number of persons interviewed: 1

Total number of interviewees referred by Wave Broadband: 1

Total number of interviewees referred by Caljobs: 0

Total number of interviewees referred by Career Builder: 0

Total number of interviewees referred by Craigslist: 0

Total number of interviewees referred by Heald College: 0

Total number of interviewees referred by One Stop Career Center: 0

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Date Posted: 04/18/2013

Job Title: Direct Sales Representative  
Hire Source: Craigslist  
Hire Date: 06/04/2013

Recruitment source(s): Wave Broadband [www.wavebroadband.com](http://www.wavebroadband.com)  
Contact Information: 401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
Phone: 425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Career Builder [www.careerbuilder.com](http://www.careerbuilder.com)  
Contact Information: 200 N. LaSalle St., Floor #4  
Chicago, IL 60601  
Phone: 1-800-891-8880  
Rep: Matt Sproston

Recruitment source(s): Craigslist [www.craigslist.com](http://www.craigslist.com)  
Contact Information: 657 Mission St Ste 5  
San Francisco, CA 94105  
Phone: 415-495-4300  
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): Devry University/State of California EDD Job Fair  
[www.devry.edu](http://www.devry.edu)  
Honor a Hire – Hire a vet  
Contact Information: 5311 Luce Ave.  
McClellan, CA 95652  
Phone: 916-478-2850  
Rep: Leslie Nye

Total number of persons interviewed: 9

Total number of interviewees referred by Wave Broadband: 3

Total number of interviewees referred by Career Builder: 0

Total number of interviewees referred by Craigslist: 6

Total number of interviewees referred by Devry University/State of California: 0

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Date Posted: 06/04/2013

Job Title: Broadband Technician II  
Hire Source: Wave Broadband  
Hire Date: 08/12/13  
Hire Source: Craigslist  
Hire Date: 08/12/13

Recruitment source(s): Wave Broadband [www.wavebroadband.com](http://www.wavebroadband.com)  
Contact Information: 401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
Phone: 425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Caljobs EDD State of Ca.  
Contact Information: 629 12<sup>th</sup> Street  
Modesto, CA 95354  
Phone: 209-576-6011  
Rep: Henry Timothy

Recruitment source(s): Career Builder [www.careerbuilder.com](http://www.careerbuilder.com)  
Contact Information: 200 N. LaSalle St., Floor #4  
Chicago, IL 60601  
Phone: 1-800-891-8880  
Rep: Matt Sproston

Recruitment source(s): Craigslist [www.craigslist.com](http://www.craigslist.com)  
Contact Information: 657 Mission St Ste 5  
San Francisco, CA 94105  
Phone: 415-495-4300  
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Total number of persons interviewed: 6

Total number of interviewees referred by Wave Broadband: 3

Total number of interviewees referred by Caljobs: 0

Total number of interviewees referred Career Builder: 0

Total number of interviewees referred by Craigslist: 3

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Date Posted: 06/14/2013

Job Title: Direct Sales Representative

Hire Source: Craigslist

Hire Date: 06/17/2013

Hire Source: Wave Broadband

Hire Date: 06/27/2013

Recruitment source(s): Wave Broadband [www.wavebroadband.com](http://www.wavebroadband.com)  
Contact Information: 401 Kirkland Parkplace, Suite 500  
Kirkland, WA 98033  
Phone: 425-576-8200  
Rep: Stacie Sweet

Recruitment source(s): Career Builder [www.careerbuilder.com](http://www.careerbuilder.com)

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

Recruitment source(s): Craigslist [www.craigslist.com](http://www.craigslist.com)  
Contact Information: 657 Mission St Ste 5  
San Francisco, CA 94105  
Phone: 415-495-4300  
Rep: Secure Email <http://sfbay.craigslist.org/feedback>

Recruitment source(s): Devry University/State of California EDD Job Fair  
[www.devry.edu](http://www.devry.edu)  
Honor a Hire – Hire a vet  
Contact Information: 5311 Luce Ave.  
McClellan, CA 95652  
Phone: 916-478-2850  
Rep: Leslie Nye

Total number of persons interviewed: 9

Total number of interviewees referred by Wave Broadband: 3

Total number of interviewees referred by Career Builder: 0

Total number of interviewees referred by Craigslist: 6

Total number of interviewees referred by Devry University/State of California: 0

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#### **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 is in the process of implementing a significantly more detailed and robust career path planning process before the end of 2013 in all departments. The new process consists 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.

**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 participated in 3 local job fairs: the Sierra College career fair in September 2012, the State of California EDD One Stop Career Center Job Fair in February 2013 and the Honor a Hero/Hire a Veteran at Sacramento job fair in May 2013. Also, Wave Broadband held two jobs fairs onsite in our Rocklin office promoting our current openings: one in the September 2012 and one in May 2013. Unit personnel involved included the HR Administrator and the Regional Customer Service Manager.

**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):**

This employment unit participates in community events to promote our company's products, and at the same time disseminates information on employment opportunities and careers at Wave Broadband. Two events that Wave participated in are the Rocklin Celebrates America event in July 2013 and the Woodland Fair in August 2013. Unit personnel involved included the HR Administrator and the Sales and Marketing Manager.