

## EEO Public File Report

### Employment Unit ID 12134, Sacramento CA -2009-2010

---

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

Date Posted: 9-3-09

Job Title: System Tech

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

Contact Information: 401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

Recruitment source(s): The Sacramento Business Journal

Contact Information: 140 X St  
Sacramento, CA 95818  
General Info 916-447-7661  
[sacramento.bizjournals.com](http://sacramento.bizjournals.com)

Recruitment referral source: The Sacramento Business Journal

Total number of persons interviewed: 5

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 4

Total number of interviewees referred by The Sacramento Business Journal: 1

---

Date Posted: 10-7-09

Job Title: Broadband Tech I

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

Contact Information: 401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

Recruitment source(s): Career Builder

Contact Information: 4301 N. Scottsdale Rd, 1<sup>st</sup> Floor  
Scottsdale, AZ 85251  
Direct: 602-325-6349 Cell: 313-319-0479 Fax: 773-304-2727  
[matt.harris@careerbuilder.com](mailto:matt.harris@careerbuilder.com)

Recruitment referral source: Career Builder

Total number of persons interviewed: 5

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 2

Total number of interviewees referred by Career Builder: 3

-----  
Date Posted: 1-12-20

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

Recruitment source(s): The Sacramento Business Journal

Contact Information: 140 X St  
Sacramento, CA 95818  
General Info 916-447-7661  
[sacramento.bizjournals.com](http://sacramento.bizjournals.com)

Recruitment referral source: The Sacramento Business Journal

Total number of persons interviewed: 5

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 4

Total number of interviewees referred by The Sacramento Business Journal: 1  
-----

Date Posted: 1-15-10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

Recruitment source(s): The Sacramento Bee

Contact Information: EDD One Stop Career Center  
1880 Sierra Gardens Ste 100  
Roseville, CA 95661  
Attn: Kathy - recruitment

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 8

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 4

Total number of interviewees referred by the Sacramento Bee: 4

---

Date Posted: 2-11-10

Job Title: System Tech

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

Contact Information: 401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

Recruitment source(s): The Sacramento Bee

Contact Information: 2100 Q Street, PO Box 15779  
Sacramento, CA 95816  
General Info 916-321-1000, Classified 1-800-876-8700  
[www.sacbee.com](http://www.sacbee.com)

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 7

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 4

Total number of interviewees referred by The Sacramento Bee: 3

---

Date Posted: 6-22-10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

Recruitment source(s): The Sacramento Bee

Contact Information: 2100 Q Street, PO Box 15779  
Sacramento, CA 95816  
General Info 916-321-1000, Classified 1-800-876-8700  
[www.sacbee.com](http://www.sacbee.com)

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 6

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com) 4

Total number of interviewees referred by The Sacramento Bee: 2

---

Date Posted: 6-22-10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace Suite 500

Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

Recruitment source(s): The Sacramento Bee

Contact Information: 2100 Q Street, PO Box 15779  
Sacramento, CA 95816  
General Info 916-321-1000, Classified 1-800-876-8700  
[www.sacbee.com](http://www.sacbee.com)

Recruitment referral source: The Sacramento Bee

Total number of persons interviewed: 7

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com) 4

Total number of interviewees referred by The Sacramento Bee: 3

---

Date Posted: 6-22-10

Job Title: Direct Sales Representative

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

Contact Information: 401 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
425-576-8200  
Attn: Human Resources

Recruitment source(s): The Sacramento Business Journal

Contact Information: 140 X St  
Sacramento, CA 95818  
General Info 916-447-7661  
[sacramento.bizjournals.com](http://sacramento.bizjournals.com)

Recruitment referral source: The Sacramento Business Journal

Total number of persons interviewed: 5

Total number of interviewees referred by [hrmgr@wavebroadband.com](mailto:hrmgr@wavebroadband.com): 3

Total number of interviewees referred by The Sacramento Business Journal: 2

## **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.

### **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 local job fairs with the Sacramento Job Journal and the Placer County EDD California One Stop Career Center Job Fair in February 2010. 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 of these events were Rocklin Celebrates America in July 2010 and the Woodland Fair August 2010. Unit personnel involved included the HR Administrator and the Sales and Marketing Director.