<table>
<thead>
<tr>
<th>Position</th>
<th>Date Initially Posted</th>
<th>Number of Positions Filled</th>
<th>Recruiting Sources Used/Number of Interviews Referred *</th>
<th>Recruiting Source Referring Hires/Number of Hires from Recruiting Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>Date</td>
<td>Source Count</td>
<td>Recruitment Source Contact Information:</td>
<td></td>
</tr>
<tr>
<td>------------------------</td>
<td>-------------</td>
<td>--------------</td>
<td>----------------------------------------</td>
<td></td>
</tr>
</tbody>
</table>
| Programming Director   | 12/1/07     | 1            | [www.monster.com](http://www.monster.com): 15  
[www.careerbuilder.com](http://www.careerbuilder.com): 44  
[www.wavebroadband.com](http://www.wavebroadband.com): 14 |
|                        |             |              | [www.monster.com](http://www.monster.com): 0  
[www.careerbuilder.com](http://www.careerbuilder.com): 1  
[www.wavebroadband.com](http://www.wavebroadband.com): 0 |
| AP/AR Lead             | 1/17/08     | 1            | [www.craiglist.com](http://www.craiglist.com): 44  
[www.wavebroadband.com](http://www.wavebroadband.com): 51 |
|                        |             |              | [www.craiglist.com](http://www.craiglist.com): 1  
[www.wavebroadband.com](http://www.wavebroadband.com): 0 |
| Quality Assurance Manager | 10/1/07    | 1            | [www.monster.com](http://www.monster.com): 41  
[www.careerbuilder.com](http://www.careerbuilder.com): 36  
[www.wavebroadband.com](http://www.wavebroadband.com): 17 |
|                        |             |              | [www.monster.com](http://www.monster.com): 0  
[www.careerbuilder.com](http://www.careerbuilder.com): 1  
[www.wavebroadband.com](http://www.wavebroadband.com): 0 |

*average per posting for CSR/TSR

**Recruitment Source Contact Information:**

<table>
<thead>
<tr>
<th>Source</th>
<th>Address</th>
<th>Phone Number</th>
</tr>
</thead>
</table>
| Seattle Weekly                | 1008 Western Ave., Suite 300  
Seattle, WA 98104  
206-623-6231                   |                               |
| The Seattle Times             | P.O. Box 70  
Seattle, WA 98111  
206-464-2111                    |                               |
| Bellevue Community College    | 3000 Landerholm Circle SE  
Bellevue, WA 98007  
(425) 564-1000                   |                               |
| [www.wavebroadband.com](http://www.wavebroadband.com) | WaveDivision Holdings  
410 Kirkland Parkplace Suite 500  
Kirkland, WA 98033  
(425) 576-8200                           |                               |
| [www.craiglist.com](http://www.craiglist.com) | See website                              |                               |
| [www.careerbuilder.com](http://www.careerbuilder.com) | 200 N. LaSalle St., Suite 1100  
Chicago, IL 60601  
1-800-891-8880                         |                               |
| [www.monster.com](http://www.monster.com) | 5 Clock Tower Place  
Maynard, MA 01754  
1-800-MONSTER                     |                               |
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 participates in job fairs and distributed job postings at local technical colleges to disseminate information on employment opportunities and careers at Wave Broadband. In the Spring and Summer of 2008 Wave recruiters participated in two of these events at ITT Technical Institute in Everett, WA and Lake Washington Technical College in Kirkland, WA.