

**Statement of Change in Reporting Time Frame**

WaveDivision IV, LLC is modifying its reporting period to be consistent with the timeframe used by its affiliated entities. Previously, WaveDivision IV, LLC used the September 1 to August 30 report timeframe. Beginning with this year's report, and for each subsequent report, WaveDivision IV, LLC will use the July 15 to July 14 report timeframe. Because of this change, this year's report includes information from July 14, 2021 to August 30, 2021, which was previously reported.

**EEO Public File Report  
Employment Unit ID 2567  
Kitsap County - Port Orchard, WA  
FCC Year July 15, 2021 through July 14, 2022**

**Total # of Full-Time Vacancies Filled During Period: 7**

**Total # People Interviewed for Full-Time Vacancies During Period: 35**

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
DIREC05024	Direct Sales Representative	Indeed	2	1
		Zip Recruiter	2	
		Astound Career Board	0	
		LinkedIn	0	
		Employee Referral	1	
		Internal Employee	3	
		Former Employee	1	
DIREC05170	Direct Sales Representative	Astound Career Board	0	1
		Indeed	0	
		Zip Recruiter	3	
		LinkedIn	0	
DIREC006052	Direct Sales Representative	3rd Party Agency	1	1
		Astound Career Board	0	
		Indeed	3	
		Appcast	0	
WAREH005401	Warehouse Coordinator	3rd Party Agency	0	
		Astound Career Board	0	
		Employee Referral	0	
		State Job Board	0	
		Indeed	6	
		Indeed	1	
WAREH005913	Warehouse Technician I or II	Appcast	3	1
		Astound Career Board	0	
		Indeed	6	
RETAI005385	Retail Sales Representative II	Astound Career Board	0	1
		Indeed	6	
BROAD005631	Broadband Technician II	Indeed	2	1
		Employee Referral	1	
		Astound Career Board	0	
		Appcast	0	
		ZipRecruiter	0	
		Company Van	0	
		Cross Channel Ad's	0	

Source	Contact and Email	Address	Telephone	Entitled to Notifications
AfricanAmericanHires.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1800.984.3775 Milwaukee, WI 53202		No
AllLGBTJobs.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1800.984.3775 Milwaukee, WI 53202		No
AsianHires.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1800.984.3775 Milwaukee, WI 53202		No
VeteranJobs.net	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1800.984.3775 Milwaukee, WI 53202		No
DisabilityJobs.net	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1800.984.3775 Milwaukee, WI 53202		No
LatinoJobs.org	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1800.984.3775 Milwaukee, WI 53202		No
OverFiftyJobs.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1800.984.3775 Milwaukee, WI 53202		No
NativeJobs.org	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1800.984.3775 Milwaukee, WI 53202		No
WeHireWomen.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1800.984.3775 Milwaukee, WI 53202		No
DiversityJobs.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1800.984.3775 Milwaukee, WI 53202		No
WorkSource WA	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1800.984.3775 Milwaukee, WI 53202		No
Astound Career Board	Adilene Scarborough Adilene.scarborough@wavebro	3700 Monte Villa Parkw Bothell, WA 98021	425.217.4000	No
Indeed	Louis Rappaport rappaport@indeed.com Gabrielle Misitano gmisitano@indeed.com	6433 Champion Grandv Building 1 Austin, TX 78750	646.58.6864 212.405.7744	No
Zip Recruiter	Casey Hill Casey.hill@ziprecruiter.com	40 East Rio Salado Pkw Tempe, AZ 85281	480.518.9809	No
LinkedIn	Larry Gould www.linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	312-650-7673	No
YWCA WA State Work Ready Program Virtual Job Fair	Mercedes Rippel mrippel@ywcaworks.org	Economic Empowermer YWCA Auburn Learning Center At Firwood Circle 313 37th Street SE Aubutn, WA 98002	253.457.2215	No
Diversity Career Group Job Fair	Patrick Dylan National Account Manager DCG Career Fairs // DCG Recr patrick@dgcareerfairs.com	9151 Atlanta Ave. #7401 Huntington Beach, CA 92615	949.518.1465	No
Cross Channel Advertisement (TV Spo Vanessa Perry			609.452.2543	No

vanessa.perry@rcn.net  
 15 second spots running on our cable channel line-up in each market

Retail Store - Port Orchard	Tracy Vann tracy.vann@wavebroadband.co	519 SE Mile Hill Drive Port Orchard, WA 98361	425.217.4000	No
YWCA WA State Works Ready Virtual Career Fair	Mercedes Rippel mrippel@ywcaworks.org	Economic Empowermer YWCA Auburn Learning Center At Firwood Circle 313 37th Street SE Aubutn, WA 98002	253.457.2215	No
WorkSource WA Event Interviewing Techniques Statewide W	Tina Wilson ESD WorkSource Whatcomjobs@esd.wa.gov tiwilson@esd.wa.gov	2005 E College Way Mt. Vernon, WA 98273	360-318-7034	No
Year Up Puget Sound	Lisa Soboslai LSoboslai@yearup.org Robin Van Deren RVanDeren@yearup.org	2607 Second Avenue Seattle, WA 98121	425.241.6524 206.962.6024	No
ESD Olympic WorkSource Young Adult Virtual Job Fair	Christopher Abplanalp CAbplanalp@esd.wa.gov	228 W 1st St A. Port Angeles, WA 98362	360-265-4588	No
Company Vehicle Advertisement	Vanessa Perry vanessa.perry@rcn.net Wave Broadband Company Vehicles have Advertisements. They drive within each market <a href="http://gowave.com">http://gowave.com</a>		609.452.2543	No
YWCA CareerWork\$ Ready - Employ	Mercedes Rippel mrippel@ywcaworks.org	Economic Empowermer YWCA Auburn Learning Center At Firwood Circle 313 37th Street SE Aubutn, WA 98002	253.457.2215	No
Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No

**Wave Division Holdings, LLC. dba Astound Broadband**  
**Employment Unit ID 2567**  
**Kitsap County - Port Orchard, WA**  
**FCC General Recruitment Report - 76.1702(b)(3)**  
**July 15, 2021 through July 14, 2022**

Outreach Efforts	Sponsor	Date	Description
NW Food Truck Festival	Myesha Mosley	07/17/21	Astound marketing in community
WorkSource WA Event	Rebecca Endrizzi	08/19/21	Interviewing Techniques Statewide Workshop
Diversity Career Group Career Fair	Rebecca Endrizzi and Adilene Scarborough	11/04/21	Diversity job fair
Astound Career Fair	Rebecca Endrizzi	06/16/22	Job fair