

Statement of Change in Reporting Time Frame

WaveDivision VII, LLC is modifying its reporting period to be consistent with the timeframe used by its affiliated entities. Previously, WaveDivision VII, LLC used the September 1 to August 30 report timeframe. Beginning with this year's report, and for each subsequent report, WaveDivision VII, 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 12133
Portland, OR and Marion County, OR
FCC Year July 15, 2021 through July 14, 2022**

Total # of Full-Time Vacancies Filled During Period: 49
Total # People Interviewed for Full-Time Vacancies During Period: 152

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BUSIN04980	Business Development Manager	Employee Referral	1	1
		Indeed	1	
		Astound Career Board	0	
ENTER05066	Enterprise Account Executive	LinkedIn	0	
		Employee Referral	1	
		Indeed	2	1
FIBER05056	Fiber Design Engineer I	Astound Career Board	0	
		Employee Referral	1	1
		Indeed	1	
DIREC006024	Direct Sales Representative	Astound Career Board	0	
		Internal Employee	1	
		Indeed	3	1
DIREC005370	Direct Sales representative	Appcast	1	
		Astound Career Board	0	
		Indeed	0	
ENTER005279	Enterprise Account Executive	Employee Referral	1	1
		Astound Career Board	0	
		Indeed	0	
ACCOU04835	Account Executive	LinkedIn	0	
		3rd Party Agency	4	1
		Astound Career Board	1	
CRITI005319	Critical Infrastructure Technician II	Indeed	2	
		3rd Party Agency	5	1
		Employee Referral	1	
FIELD005458	Field Deployment Technician I	Astound Career Board	0	
		Indeed	2	
		Former Employee	1	1
HUMAN005802	HR Generalist	Internal Employee	2	
		Astound Career Board	1	
		Indeed	1	1
ENTER005586	Enterprise Account Executive	LinkedIn	0	
		Employee Referral	1	
		Astound Career Board	0	
JOINT006103	Joint Use Administrator III	LinkedIn	1	
		3rd Party Agency	5	1
		Employee Referral	1	
LEADI005439	Lead I, Construction	Employee Referral	1	1
		Indeed	1	
		Astound Career Board	0	
MANAG006099	Manager, Construction	Astound Internal Posting	0	
		Astound Career Board	1	1
		Employee Referral	1	
PERMI006102	Permit Technician I	State Job Board	1	
		Word of Mouth	1	
		ZipRecruiter	0	
PERMI006180	Permit Technician I	Indeed	0	
		Appcast	0	
		Astound Career Board	0	
WAREH006012	Warehouse Technician I or II	Astound Career Board	1	1
		Indeed	1	1
		Astound Career Board	0	
BROAD005596	Broadband Technician I, II, or III	Employee Referral	1	1
		Indeed	1	
		Appcast	1	
DIREC006024	Direct Sales Representative	Astound Career Board	0	
		Cross Channel Ad's	0	
		Indeed	3	1
DIREC006056	Direct Sales Representative	Appcast	1	
		Astound Career Board	0	
		Cross Channel Ad's	0	
DIREC006149	Direct Sales Representative	Appcast	1	1
		Astound Career Board	1	
		Cross Channel Ad's	0	
FIBER005285	Fiber Permit Technician I	Employee Referral	1	1
		Indeed	1	
		Astound Career Board	0	
FIBER005372	Fiber Splicer II	Cross Channel Ad's	0	
		Word of Mouth	1	
		Employee Referral	0	
MANAG005280	Manager, Construction	Word of Mouth	0	
		Social Media (Twitter, Facebc	0	
		Indeed	0	
		Astound Career Board	0	
		Employee Referral	2	
		State Job Board	0	
		ZipRecruiter	0	
		Indeed	0	
		Astound Career Board	2	1

SENO005221	Senior Manager, Construction	Employee Referral	1	1
		Word of Mouth	1	
		Indeed	0	
		Astound Career Board	0	
SENO005397	Senior Manager, Construction	Employee Referral	1	1
		Astound Career Board	0	
SUPER005284	Supervisor, Technical Operations	Employee Referral	0	
		Indeed	1	1
		Astound Internal Posting	1	
		Astound Career Board	0	
SYSTE005469	System Technician I, II, or III	Employee Referral	2	
		Glassdoor	1	
		Indeed	0	
		Astound Internal Posting	1	1
		Astound Career Board	0	
SYSTE005737	System Technician I, II, or III	Indeed	2	1
		Astound Career Board	0	
		Appcast	0	
TECHN005354	Technical Operations Lead	Indeed	0	
		Astound Career Board	0	
		Astound Internal Posting	1	1
WAREH005395	Warehouse Technician I or II	Appcast	1	1
		Employee Referral	0	
		LinkedIn	0	
		Indeed	0	
		Astound Career Board	0	
		Astound Internal Posting	1	
		Appcast	0	
WAREH006012	Warehouse Technician I or II	Indeed	1	1
		Astound Career Board	0	
BROAD04922	Broadband Technician	Indeed	1	1
		Astound Career Board	0	
		Wave Woodburn Job Fair	3	
		Cross Channel Ad's	0	
		Company Van	0	
RETAI05025	Retail Sales Representative	Indeed	2	1
		Astound Career Board	1	
BROAD04859	Broadband Technician	ZipRecruiter	1	1
		Astound Career Board	0	
		Indeed	1	
		Employee Referral	1	
		Wave Woodburn Job Fair	3	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD05063	Broadband Technician	Indeed	3	1
		Astound Career Board	0	
		ZipRecruiter	1	
		WorkSource	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD05064	Broadband Technician II	Indeed	3	1
		Astound Career Board	1	
		ZipRecruiter	0	
		Cross Channel Ad's	0	
		Company Van	0	
RETAI04607	Retail Sales Representative	ZipRecruiter	1	1
		Astound Career Board	2	
		Indeed	1	
CONST005355	Construction Coordinator	Astound Career Board	5	1
		Indeed	0	
		ZipRecruiter	0	
BROAD04942	Broadband Technician I	Indeed	2	1
		Astound Career Board	1	
		ZipRecruiter	0	
		Monster	0	
		LinkedIn	0	
		Wave Woodburn Job Fair	3	
		Cross Channel Ad's	0	
		Company Van	0	
WAREH005484	Warehouse Technician	Employee Referral	2	1
		Astound Career Board	0	
		Indeed	0	
		ZipRecruiter	0	
		Chemeketa	0	
RETAI05103	Retail Sales Representative	Indeed	5	1
		Astound Career Board	2	
BROAD05138	Broadband Technician	ZipRecruiter	1	1
		Indeed	3	
		Astound Career Board	2	
		Cross Channel Ad's	0	
		Company Van	0	
LEADI005314	Lead III, Construction	Employee Referral	1	1
		Indeed	0	
		Astound Career Board	1	
RETAI005645	Retail Sales Representative	Indeed	2	1
		Astound Career Board	0	
BROAD005206	Broadband Technician	Employee Referral	1	1
		Astound Career Board	6	
		Indeed	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD005596	Broadband Technician I	Employee Referral	1	1
		Astound Career Board	0	
		Indeed	1	
		ZipRecruiter	0	
		Appcast	1	
		Cross Channel Ad's	0	
		Company Van	0	
LEADI05073	Lead III, Construction	Professional/Business Referr	1	1
		Indeed	0	
		Astound Career Board	0	
		Astound Internal Posting	0	
UGDRI04895	UG Drill Operator, Foreman III	Employee Referral	1	1
		LinkedIn	0	
		Astound Career Board	0	
		Indeed	0	
			152	49

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**FCC Annual Report
Unit 12133 Portland, OR and Marion County, OR
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2021 - July 14, 2022**

Source	Contact and Email	Address	Telephone	Entitled to Notifications
AfricanAmericanHires.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
AllLGBTJobs.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
AsianHires.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
VeteranJobs.net	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
DisabilityJobs.net	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
LatinoJobs.org	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
OverFiftyJobs.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
NativeJobs.org	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
WeHireWomen.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
DiversityJobs.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Worksource, State of Oregon	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Astound Career Board	www.astound.com/careers Adilene.Scarborough@astound.com	3700 Monte Villa Parkway, St. Bothell, WA 98021	425.217.4000	No
Indeed	Louis Rappaport rappaport@indeed.com Gabrielle Misitano gmisitano@indeed.com	6433 Champion Grandview W Building 1 Austin, TX 78750	646.58.6864 212.405.7744	No
Zip Recruiter	Casey Hill Casey.hill@ziprecruiter.com	40 East Rio Salado Pkwy. Tempe, AZ 85281	480.518.9809	No
LinkedIn	Larry Gould www.linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	312-650-7673	No
Northwest Lineman College	nrcbusinessdevelopment@lineman. nrc@lineman.edu	7600 S Meridian Rd, Meridian Meridian, ID 83452	888-839-4766	No
PeopleSolved (3rd Party Agency)	Thalia Marquez thalia.marquez@peoplesolved.com Owen Tamsitt owen@peoplesolved.com	180 John Street Suite 401 Toronto, Ontario M5T 1X5	416.347.8052 647.389.0261	No
NCM American Movie Theatre - Advertisement	Anita Riley anita.riley@rcm.com	9110 E. Nichols Ave Suite 20 Centennial, CO, 80112	800-828-2828	No
Social Media - Facebook/Twitter	Julie Thomas www.facebook.com	1 Hacker Way Menlo Park, CA 94025	650-308-7300	No
Instagram	Julie Thomas www.instagram.com	1 Hacker Way Menlo Park, CA 91025	650-543-4800	No
Aerotek	Ryan Melnick rmelnick@aerotek.com	7301 Parkway Drive Hanover, MD 21076	570-235-2105	No
Glassdoor	Jenna Logan jenna.logan@glassdoor.com	100 Shoreline Highway Mill Valley, CA 94941	414-944-6967	No
Handshake	Support Handshake https://joinhandshake.com	2601 Mission Street San Francisco, CA 94110		No
Monster	Colleen Kelly ckelly@buyerads.com	175 Highland Ave. Needham, MA 02494	857.404.0891	No
Chemeketa	Rebecca Endrizzi Rebecca.endrizzi@astound.com	3700 Monte Villa Parkway Suite 200 Bothell, WA, 98021	425-217-4001	No
Company Vehicle Advertisement	Vanessa Perry vanessa.perry@rcn.net Wave Broadband Company Vehicles have Advertisements, they drive within each market http://gowave.com		609.452.2543	No
Cross Channel Advertising (TV Spot)	Vanessa Perry vanessa.perry@rcn.net 15 second spots running on our cable channel line-up in each market		609.452.2543	No
Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No

State Job Board	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Wave Woodburn Job Fair	Rebecca Endrizzi Rebecca.endrizzi@astound.com	3700 Monte Villa Parkway Suite 200 Bothell, WA, 98021	425-217-4001	No

RCN Corporation			
Unit 12133 Portland, OR and Marion County, OR			
FCC General Recruitment Report 76.1702(b)(3)			
July 15, 2021 through July 14, 2022			
Outreach Efforts	Sponsor	Date	Description
Astound Job Fair	Rebecca Endrizzi	8/30/2021	Retail Sales Job Fair
Astound Job Fair	Rebecca Endrizzi	8/30/2021	Stayton Job Fair
Astound Career Fair	Rebecca Endrizzi	6/16/2022	Career Fair
Astound Career Fair	Rebecca Endrizzi	7/14/2022	Broadband Technician Hiring Event
Wave Woodburn Job Fair	Rebecca Endrizzi	5/6/2021	Career Fair
Time-To-Hire Job Fair	Rebecca Endrizzi	8/18/2021	Broadband Technician Hiring Event