

**Statement of Change in Reporting Time Frame**

WaveDivision I, LLC is modifying its reporting period to be consistent with the timeframe used by its affiliated entities. Previously, WaveDivision I, LLC used the September 1 to August 30 report timeframe. Beginning with this year's report, and for each subsequent report, WaveDivision I, 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 7677  
King County - Seattle, WA  
FCC Year July 15, 2021 through July 14, 2022**

**Total # of Full-Time Vacancies Filled During Period: 55**  
**Total # People Interviewed for Full-Time Vacancies During Period: 229**

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
DIREC04927	Direct Sales Representative	Indeed	1	
		Employee Referral	2	1
		Astound Career Board	0	
NETWO05105	Network Inventory Technician I	Indeed	2	
		Zip Recruiter	1	
		Craigslist	1	
		Employee Referral	1	1
		Astound Career Board	1	
ACCOU005210	Account Executive	Astound Career Board	0	
		Indeed	1	
		LinkedIn	0	
		Zip Recruiter	0	
		3rd Party Agency	6	1
ACCOU006076	Account Executive	Astound Career Board	0	
		Indeed	0	
		3rd Party Agency	3	1
COMME005769	Commercial Technician I	Astound Career Board	0	
		Indeed	0	
		Zip Recruiter	1	1
		LinkedIn	0	
		Internal Employee	1	
COMME005207	Commercial Technician II	Astound Career Board	0	
		Indeed	2	1
		Internal Employee	2	
CRITI05182	Critical Infrastructure Technician II	Astound Career Board	0	
		Indeed	1	
		Internal Employee	2	
		Employee Referral	1	1
DIREC005349	Direct Sales Representative	Astound Career Board	0	
		Indeed	1	1
		Zip Recruiter	1	
		WorkSource WA	0	
DIREC005406	Direct Sales Representative	Astound Career Board	1	
		Indeed	0	
		Zip Recruiter	1	
		Diversity Career Group Job Fair	1	
		Employee Referral	1	1
DIREC005626	Direct Sales Representative	Astound Career Board	0	
		Indeed	1	
		Zip Recruiter	0	
		Employee Referral	2	1
ENTER04889	Enterprise Account Executive	Astound Career Board	0	
		Indeed	0	
		LinkedIn	1	
		3rd Party Agency	4	1
ENTER005921	Enterprise Account Executive	Astound Career Board	0	
		Indeed	0	
		3rd Party Agency	5	1
MANAG005411	Manager Regional Direct Sales	Employee Referral	1	
		Astound Career Board	0	
		Indeed	6	
		LinkedIn	4	
MARKE006320	Market Development Manager	Employee Referral	1	1
		Astound Career Board	0	
		Indeed	0	
		LinkedIn	0	
REGIO005457	Regional Manager Business Solutions	Employee Referral	2	1
		Internal Employee	1	
		Astound Career Board	0	
		Indeed	0	
SENIO005801	Senior Commercial Service Technician	LinkedIn	1	
		3rd Party Agency	8	1
		Astound Career Board	0	
		Indeed	0	
SMALL04545	Small Business Account Executive	3rd Party Agency	2	1
		Astound Career Board	3	
		Indeed	5	
SMALL006041	Small Business Account Executive	Zip Recruiter	2	1
		LinkedIn	3	
		Astound Career Board	0	
SMALL006040	Small Business Account Executive	Indeed	0	
		3rd Party Agency	1	1
		Employee Referral	1	
		Astound Career Board	0	
SMALL005906	Small Business Account Executive	Indeed	0	
		Zip Recruiter	1	
		3rd Party Agency	11	1
		Astound Career Board	0	

		Indeed	1	
		Zip Recruiter	1	
		3rd Party Agency	1	1
COMME005979	Commercial Technician II	ZipRecruiter	0	
		Facebook	0	
		Astound Career Board	0	
		Internal Employee	2	1
FIBER006132	Fiber Splicer, Outside Plant II	Appcast	1	1
FIELD006005	Field Deployment Technician I	Employee Referral	1	1
		Internal Employee	1	
FIELD006352	Field Deployment Technician I	Employee Referral	2	1
		Indeed	0	
		Astound Career Board	1	
		Internal Employee	1	
PROJE005792	Project Coordinator	Employee Referral	0	
		State Job Board	0	
		TV Advertising	0	
		Glassdoor	0	
		Facebook	0	
		Indeed	0	
		Monster/	0	
		Astound Career Board	0	
		Internal Employee	2	1
PROJE006343	Project Manager	Careerbuilder	0	
		Employee Referral	0	
		Astound Career Board	0	
		Internal Employee	2	1
DIREC005919	Direct Sales Representative	Employee Referral	1	1
*Only 1 interview from 1 applicant		Astound Career Board	0	
WAREH005522	Warehouse Supervisor	LinkedIn	0	
		Indeed	1	1
		Astound Career Board	1	
WAREH005394	Warehouse Technician	Careerbuilder	0	
		Employee Referral	0	
		Word of Mouth	1	1
		ZipRecruiter	1	
		Indeed	1	
		Internal Employee	0	
		Astound Career Board	1	
WAREH005642	Warehouse Technician	Employee Referral	1	1
		Word of Mouth	0	
		Internal Employee	1	
		Astound Career Board	0	
WAREH05205	Warehouse Technician I or II	3rd Party Agency	1	
		Employee Referral	0	
		Word of Mouth	0	
		Craigslist	2	
		Indeed	2	1
		Internal Employee	0	
		Astound Career Board	0	
		Appcast	0	
		Internal Employee	1	1
BROAD05008	Broadband Technician	Employee Referral	2	1
		Indeed	0	
		Astound Career Board	1	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD04981	Broadband Technician	Indeed	2	1
		Craigslist	1	
		Astound Career Board	2	
		Employee Referral	1	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD05012	Broadband Technician	Indeed	4	1
		Astound Career Board	1	
		ZipRecruiter	1	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD05010	Broadband Technician	Indeed	2	1
		Astound Career Board	1	
		ZipRecruiter	1	
		Employee Referral	1	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD04788	Broadband Technician	Employee Referral	2	1
		Indeed	1	
		ZipRecruiter	1	
		Astound Career Board	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD05017	Broadband Technician	ZipRecruiter	2	1
		Indeed	1	
		Astound Career Board	1	
		Former Employee	1	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD04663	Broadband Technician I	Indeed	11	1
		ZipRecruiter	1	
		Astound Career Board	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD005567	Broadband Technician	Indeed	2	1
		Astound Career Board	0	
		Cross Channel Ad's	0	
		Company Van	0	

BROAD04886	Broadband Technician	Indeed	2	1
		ZipRecruiter	2	
		Employee Referral	1	
		Astound Career Board	0	
		Cross Channel Ad's	0	
		Company Van	0	
TECHN005643	Wireless Technical Administrative Coordinator	Employee Referral	1	1
		Astound Career Board	1	
		Indeed	0	
CONST005719	Construction Coordinator	Former Employee	1	1
		Astound Career Board	1	
		Indeed	0	
FIBER005494	Fiber Splicer, Outside Plant III	Indeed	2	1
		LinkedIn	0	
		Monster	0	
		Worksource	0	
		Astound Career Board	1	
SUPER005830	Supervisor, Technical Operations	Employee Referral	2	1
		Astound Career Board	0	
		Indeed	0	
		Company Van	0	
WIREL005644	Customer Success Technical Support Associate II	Astound Career Board	3	1
		Indeed	9	
BROAD005827	Broadband Technician II	Appcast	3	1
		Indeed	0	
		Trabajo	0	
		Monster	0	
		Astound Career Board	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD005826	Broadband Technician I	Appcast	1	1
		Astound Career Board	1	
		Indeed	0	
		Trabajo	0	
		Monster	0	
		SimplyHired	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD005825	Broadband Technician II	Appcast	3	1
		Astound Career Board	0	
		Indeed	1	
		ZipRecruiter	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD005934	Broadband Technician I	Employee Referral	1	1
		Astound Career Board	1	
		Indeed	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD005824	Broadband Technician II	Indeed	1	1
		Astound Career Board	1	
		Appcast	0	
		ZipRecruiter	1	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD005847	Broadband Technician I	Appcast	3	1
		Astound Career Board	0	
		Indeed	0	
		ZipRecruiter	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD006465	Broadband Technician I	Indeed	2	1
		Appcast	0	
		ZipRecruiter	0	
		Astound Career Board	0	
		Employee Referral	1	
		Cross Channel Ad's	0	
		Company Van	0	
OSPES005629	OSP Estimator III	3rd Party Agency	1	1
		LinkedIn	1	
		Word of Mouth	0	
		Facebook	0	
		Indeed	0	
		Internal Employee	2	
		Astound Career Board	0	
RETAI005929	Retail Sales Representative I or II	LinkedIn	1	1
		Facebook	1	
		Astound Career Board	0	
		Appcast	2	
			229	55

FCC Annual Report				
Employment Unit ID 7677 King County - Seattle, WA				
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
AfricanAmericanHire	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 WA Jot	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Astound Career Boa	Adilene Scarborough Adilene.Scarborough@wavebroadband.com	3700 Monte Villa Parkway, Suite Bothell, WA 98021	425.217.4000	No
Indeed	Louis Rappaport rappaport@indeed.com Gabrielle Misitano gmisitano@indeed.com	6433 Champion Grandview Way 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
Craigslist	www.craigslist.com Rep: Secure Email <a href="http://sfbay.craigslist.org/feedba">http://sfbay.craigslist.org/feedba</a>	1381 9th Ave San Francisco, CA 94122	415.566.6394	No
Facebook Ads	Julie Thomas julie.thomas@rcn.net	1 Hacker Way Menlo Park, CA 94025	512.589.8598	No
GeekWire/ Geekwor	Shaun Dolence shaun@geekwire.com	123 NW 36th St. Suite 203 Seattle WA 98107	206.909.8635	No
WorkSource Washin	Lorri Porcincula lporcincula@worksourceskc.org	7735 178th Place NE, Suite C Redmond, WA 98052	425. 919.9137	No
Year Up Puget Soun	Lisa Soboslai LSoboslai@yearup.org Robin Van Deren RVanDeren@yearup.org	2607 Second Avenue Seattle, WA 98121	425.241.6524 206.962.6024	No
YWCA WA State Wc	Mercedes Rippel mrippel@ywcaworks.org	Economic Empowerment YWCA Auburn Learning Center At Firwood Circle 313 37th Street SE Auburn, WA 98002	253.457.2215	No
HireX Military Hiring	Scott Lobenberg Scott@hirex.us Hirex@hirex.us	670 S. Green Valley Pkwy Ste. 100 Henderson NV, 89052	702.269.1414	No
ESD Work First Virtu	Teresa Southard-Kobuki TSouthard@ESD.WA.GOV	500 SW 7th Street Suite "B" Renton, WA 98057	253.804.1166	No
Diversity Career Grc	Patrick Dylan National Account Manager DCG Career Fairs // DCG Recruitment patrick@dcgcareerfairs.com	9151 Atlanta Ave. #7401 Huntington Beach, CA 92615	949.518.1465	No
Wave Job Fair	Rebecca Endrizzi Rebecca.endrizzi@Wavebroadband.com	Chelan, WA (On-site) 3700 Monte Villa Parkway, Suite 200 Bothell, WA 98021	425.217.4000	No
Cross Channel Adve	Vanessa Perry vanessa.perry@rcn.net 15 second spots running on our cable channel line-up in each market		609.452.2543	No
YWCA WA State Wc	Mercedes Rippel mrippel@ywcaworks.org	Economic Empowerment YWCA Auburn Learning Center At Firwood Circle 313 37th Street SE Auburn, WA 98002	253.457.2215	No
YWCA WA State Wc	Mercedes Rippel mrippel@ywcaworks.org	Economic Empowerment YWCA Auburn Learning Center At Firwood Circle 313 37th Street SE	253.457.2215	No

		Auburn, WA 98002		
WorkSource WA Ev	Tina Wilson ESD WorkSource Whatcomjobs@esd.wa.gov tiwilson@esd.wa.gov	2005 E College Way Mt Vernon, WA 98273	360-318-7034	No
Company Vehicle Ac	Vanessa Perry vanessa.perry@rcn.net		609.452.2543	No
	Wave Broadband Company Vehicles have Advertisements. They drive within each market <a href="http://gowave.com">http://gowave.com</a>			
PeopleSolved (3rd P	Thalia Marquez thalia.marquez@peoplesolved.com	180 John Street, Suite 401 Toronto, Ontario M5T 1X5	857.214.5287	No
Monster	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Trabajo	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
SimplyHired	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Glassdoor	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Careerbuilder	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No

**Wave Division I, LLC. Dba Astound Broadband  
Employment Unit ID 7677  
King County - Seattle, WA  
FCC General Recruitment Report - 76.1702(b)(3)  
July 15, 2021 through July 14, 2022**

Outreach Efforts	Sponsor	Date	Description
Parker Archie Golf T	Myesha Mosley	07/19/21	Golf tournament hiring table
WA WorkSource Ev	Rebecca Endrizzi	08/19/21	Interviewing techniques statewide workshop
YWCA CareerWork	Rebecca Endrizzi	10/08/21	Career coaching, counseling and interviewing
Diversity Career Grc	Rebecca Endrizzi and Adilene Scarborough	11/04/21	Diversity job fair
YWCA CareerWork	Rebecca Endrizzi	11/15/21	Career coaching, counseling and interviewing
Astound Powered by	Rebecca Endrizzi	01/05/22	Astound Powered by Wave hosted job fair in Seattle
Angel of the Winds C	Rebecca Endrizzi and Jessica Tanabe	03/16/22	Community job fair
Chief Sealth Career	Rebecca Endrizzi	05/25/22	Career development / coaching
Astound Career Fair	Rebecca Endrizzi	06/16/22	Job fair
University of WA Tri-	Rebecca Endrizzi	06/23/22	College job fair