

Statement of Change in Reporting Time Frame

WaveDivision Holdings, LLC is modifying its reporting period to be consistent with the timeframe used by its affiliated entities. Previously, WaveDivision Holdings, LLC used the September 1 to August 30 report timeframe. Beginning with this year's report, and for each subsequent report, WaveDivision Holdings, 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 11965
King County - Bothell, WA
FCC Year July 15, 2021 through July 14, 2022**

Total # of Full-Time Vacancies Filled During Period: 87
Total # People Interviewed for Full-Time Vacancies During Period: 423

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
FINAN05007	Financial Analyst	Indeed	6	1
		Internal Employee	1	
		Astound Career Board	0	
IMPLE05055	Implementation Project Manager II	Indeed	2	1
		Astound Career Board	0	
DIRSA05133	Director, Sales Engineering	Employee Referral	3	1
		3rd Party Agency	6	
		Astound Career Board	0	
DIRFI04939	Senior Director Finance	Astound Career Board	0	1
		Indeed	6	
		LinkedIn	13	
HUMAN05154	Human Resources Generalist	Astound Career Board	1	1
		Indeed	7	
		LinkedIn	1	
		Internal Employee	1	
USERS005225	User Support Manager	Employee Referral	1	1
		Astound Career Board	0	
		Indeed	3	
		LinkedIn	0	
WORKF005321	Workforce Management Representative II	Astound Career Board	1	1
		Indeed	4	
		Internal Employee	1	
		Employee Referral	3	
IMPLE005362	Implementation Project Manager I	Astound Career Board	1	1
		Indeed	2	
		Employee Referral	1	
WORKF005471	Workforce Management Representative II	Astound Career Board	1	1
		Indeed	4	
		Internal Employee	1	
		Employee Referral	3	
BUSIN005325	Commercial Tech Specialist	Astound Career Board	1	1
		Indeed	1	
		Employee Referral	1	
STRAT005224	Strategic Account Executive	Astound Career Board	0	1
		Indeed	0	
		LinkedIn	1	
CELLU005534	Cellular Backhaul Account Manager	3rd Party Agency	5	1
		Astound Career Board	0	
		Indeed	1	
OPTIC05181	Optical Engineer I	3rd Party Agency	3	1
		Astound Career Board	1	
		Indeed	0	
		LinkedIn	2	
WHOLE005574	Wholesale Offer Manager	Internal Employee	2	1
		Employee Referral	1	
		Astound Career Board	0	
NETWO005559	Network Support Technician I	Indeed	0	1
		Employee Referral	1	
		Astound Career Board	0	
NETWO005740	Network Support Technician II	Indeed	2	1
		Internal Employee	1	
		Astound Career Board	0	
		Indeed	2	
FINAN005404	Financial Analyst	Internal Employee	1	1
		3rd Party Agency	1	
		Astound Career Board	0	
		Indeed	3	
IMPLE005745	Implementation Project Manager I	LinkedIn	1	1
		Astound Career Board	0	
		Indeed	2	
OSPES005629	OSP Estimator III	Employee Referral	1	1
		Astound Career Board	2	
		Indeed	0	
NETWO005634	Network Provisioner	Internal Employee	2	1
		Astound Career Board	0	
		Indeed	1	
CARRI005637	Carrier Sales Manager	Internal Employee	2	1
		Astound Career Board	2	
		LinkedIn	1	
		Employee Referral	3	
IMPLE005803	Implementation Project Manager III	Internal Employee	1	1
		Astound Career Board	0	
		Indeed	0	
		Internal Employee	2	

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
IMPLE005851	Implementation Project Manager	3rd Party Agency	1	1
		Astound Career Board	0	
		Indeed	0	
MARKE005918	Marketing Manager	3rd Party Agency	1	1
		Astound Career Board	2	
		Indeed	0	
		LinkedIn	1	
ASSOC006123	Associate Strategic Account Manager	Zip Recruiter	6	1
		3rd Party Agency	2	
		Astound Career Board	0	
		Indeed	1	
		LinkedIn	0	
MARKE006292	Marketing Manager	Employee Referral	3	1
		Astound Career Board	0	
		Indeed	1	
		LinkedIn	1	
		Zip Recruiter	1	
WORKF006127	Dispatcher	3rd Party Agency	1	1
		Internal Employee	1	
		Astound Career Board	0	
		Indeed	2	
		Zip Recruiter	1	
WHOLE005616	Wholesale Regional Sales Manager	Appcast	0	1
		Internal Employee	1	
		Former Employee	1	
		Astound Career Board	0	
		Indeed	0	
IMPLE005993	Implementation Project Manager II	Employee Referral	2	1
		Professional/Business Referral	1	
		State Job Board	0	
IMPLE005998	Implementation Project Manager II	Appcast	0	1
		Adzuna	0	
		Employee Referral	2	
IMPLE006044	Implementation Project Manager II	Internal Employee	1	1
		Employee Referral	1	
IMPLE006267	Implementation Project Manager II	Indeed	1	1
		Employee Referral	1	
		Monster	1	
		Appcast	3	
		Astound Career Board	1	
MANAG005791	Manager, Construction	Employee Referral	0	1
		State Job Board	1	
		Monster	0	
MANAG006130	Manager Government Billing & Reporting	Astound Career Board	0	1
		Appcast	5	
NETWO006049	Network Support Technician I	Astound Career Board	0	1
		Word of Mouth	0	
		Indeed	2	
		Internal Employee	2	
VOICE005896	Voice Implementation Project Manager	Astound Career Board	0	1
		Employee Referral	1	
		Astound Career Board	0	
		Indeed	0	
		Appcast	0	
CUSTO05038	Customer Care Advocate	Internal Employee	1	1
		3rd Party	1	
		Employee Referral	0	
		Former Employee	0	
		LinkedIn	1	
		Newspaper Ad	0	
		Professional Job Board	0	
		Word of Mouth	1	
		Facebook	2	
		Indeed	34	
Astound Career Board	0			
CUSTO05081	Customer Care Advocate	Indeed	1	1
CUSTO05082	Customer Care Advocate	Astound Career Board	0	1
		Indeed	1	
CUSTO05083	Customer Care Advocate	Astound Career Board	0	1
		3rd Party Agency	1	
CUSTO05084	Customer Care Advocate	Astound Career Board	0	1
		Indeed	1	
CUSTO05085	Customer Care Advocate	Astound Career Board	0	1
		Former Employee	1	
		Astound Career Board	0	
CUSTO05086	Customer Care Advocate	LinkedIn	1	1
		Employee Referral	5	
		ZipRecruiter	9	
		Facebook	0	
		Indeed	25	
CUSTO05087	Customer Care Advocate	Internal Employee	0	1
		Astound Career Board	0	
CUSTO05088	Customer Care Advocate	ZipRecruiter	1	1
		Astound Career Board	0	
CUSTO05089	Customer Care Advocate	Employee Referral	1	1
		Astound Career Board	0	

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
CUSTO05378	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO05379	Customer Care Advocate	Employee Referral	1	1
		Astound Career Board	0	
CUSTO05380	Customer Care Advocate	Employee Referral	1	1
		Astound Career Board	0	
CUSTO05381	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO005460	Customer Care Advocate	Employee Referral	1	1
		Astound Career Board	0	
CUSTO005461	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO005462	Customer Care Advocate	Former Employee	1	1
		Astound Career Board	0	
CUSTO005650	Customer Care Advocate	Billboard	0	
		Employee Referral	3	
		LinkedIn	0	
		Word of Mouth	0	
		Glassdoor	0	
		Professional Diversity Network	0	
		Facebook	0	
		Indeed	33	1
		Astound Career Board	0	
		Internal Employee	1	
CUSTO005651	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO005652	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO005653	Customer Care Advocate	Indeed	2	1
		Astound Career Board	0	
CUSTO005654	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO005655	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO005657	Customer Care Advocate	Employee Referral	1	1
		Astound Career Board	0	
CUSTO005807	Customer Care Advocate	Employee Referral	1	1
		Astound Career Board	0	
CUSTO005808	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO005809	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO005915	Customer Care Advocate	Careerbuilder	1	
		Employee Referral	5	
		Professional/Business Referral	1	
		TV Advertising	0	
		Word of Mouth	1	
		ZipRecruiter	1	
		Facebook	0	
		Indeed	8	
		Monster	0	
		Appcast	13	1
		Astound Career Board	2	
		Internal Employee	1	
		Postcard Mailer	2	
CUSTO006116	Customer Care Advocate	Employee Referral	1	1
		Astound Career Board	0	
CUSTO006117	Customer Care Advocate	Employee Referral	1	1
		Astound Career Board	0	
CUSTO006118	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO006119	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO006120	Customer Care Advocate	Postcard Mailer	1	1
		Astound Career Board	0	
CUSTO006193	Customer Care Advocate	Astound Career Board	1	1
		Astound Career Board	0	
CUSTO006194	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO006195	Customer Care Advocate	3rd Party Agency	0	
		Careerbuilder	0	
		Employee Referral	3	
		LinkedIn	0	
		Newspaper Ad	0	
		State Job Board	0	
		Word of Mouth	0	
		ZipRecruiter	1	
		Social Media (Twitter-FB-Instagram)	0	
		Facebook	0	
		Indeed	5	
		Appcast	27	1
		Astound Career Board	2	
		Internal Employee	0	
		Talent.com	0	
CUSTO006196	Customer Care Advocate	Appcast	1	1
		Astound Career Board	0	
CUSTO006322	Customer Care Advocate	Appcast	1	1
		Astound Career Board	0	
CUSTO006323	Customer Care Advocate	Employee Referral	1	1

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
CUSTO006324	Customer Care Advocate	Astound Career Board	0	1
		Appcast	1	
CUSTO006325	Customer Care Advocate	Astound Career Board	0	1
		Astound Career Board	1	
CUSTO006326	Customer Care Advocate	Appcast	1	1
		Astound Career Board	0	
CUSTO006327	Customer Care Advocate	Appcast	1	1
		Astound Career Board	0	
CUSTO006328	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
CUSTO006329	Customer Care Advocate	Appcast	1	1
		Astound Career Board	0	
CUSTO006330	Customer Care Advocate	Employee Referral	1	1
		Astound Career Board	0	
CUSTO006411	Customer Care Advocate	Indeed	1	1
		Astound Career Board	0	
MANAG005371	Manager, Construction	Employee Referral	2	1
		Jobfair	0	
		Indeed	0	
		Astound Career Board	1	
MANAG005476	Manager, Construction	Employee Referral	1	1
		Astound Career Board	0	
		Word of Mouth	1	
		Indeed	0	
LEAD04901	Construction Manager	Astound Career Board	2	1
		Indeed	1	
FIBER05108	Fiber Splicer, Outside Plant III	Indeed	5	1
		Astound Career Board	0	
		ZipRecruiter	0	
		Employee Referral	1	
			423	87

FCC Annual Report Employment Unit ID 11965 King County - Bothell, 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
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 WA Job Board	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Astound Career Board	Adilene Scarborough Adilene.Scarborough@wavebroadband.com	3700 Monte Villa Parkway, Suite 200 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	2029 Stierlin Ct	312-650-7673	No

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
	www.linkedin.com	Mountain View, CA 94043		
Agency- Robert Half Accountemps	Jessica Gordon Jessica.Gordon@roberthalf.com	3500 188th Street SW Suite 200 Lynnwood, WA 98037	425.712.7166 425.209.0211	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
U.S Dept. of Veteran Affairs	Michael (Chip) Kormas Michael.kormas@va.gov	915 Second Avenue Suite 1356 Seattle, WA 98174	206.341.8548	No
King County Veteran Programs	Bryan Fry bryan.fry@kingcounty.gov Susan Navetski Susan.Navetski@kingcounty.gov	645 Andover Park W 1st Floor Tukwila WA. 98188	206.477-6996	No
YWCA WA State Work Ready Program	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
Agency- Networker's Technology	Aaron Green Aaron.Green@networkerstechnology.com	Suite 902 1 Richmond Street West Toronto Ontario M5H 3W4 Canada	647.535.1107	No
Agency- Insight Global	Ashley Wadsworth Ashley.Wadsworth@insightglobal.com Morgan Rajai Morgan.Rajai@insightglobal.com	800 Bellevue Way N.E. Suite 400 Bellevue, WA 98004	360.924.1733 720.251.5296	No
HireX Military Hiring Event	Scott Lobenberg Scott@hirex.us Hirex@hirex.us	670 S. Green Valley Pkwy Ste. 100 Henderson NV, 89052	702.269.1414	No
Agency- People Solved	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
WorkSource Clallam and Jefferson Counties Virtual Job Fair	Myesha Mosley myesha.mosley@wavebro	1615 NE Eastgate Blvd bldg. 1 Ste. A Pullman, WA 99163	509.339.7410	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
NCM American Movie Theatre - Advertisement	Anita Riley anita.riley@rcm.com	9110 E. Nichols Ave Suite 200, Centennial, CO, 80112	800-828-2828	No
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 https://support.joinhandshake.com/hc/en-us	2601 Mission Street San Francisco, CA 94110		No
Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
LinkedIn	Rebecca Hornak rebecca.hornak@astound.com	Astound Broadband Falls Church, VA	571.369.1524	No
Twitter	Rebecca Hornak rebecca.hornak@astound.com	Astound Broadband Falls Church, VA	571.369.1524	No
Instagram	Rebecca Hornak rebecca.hornak@astound.com	Astound Broadband Falls Church, VA	571.369.1524	No

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
Monster	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	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

Wave Division Holdings, LLC. dba Astound Broadband				
Outreach Efforts	Sponsor	Date	Description	
Parker Archie Golf Tournament	Myesha Mosley	07/19/21	Golf tournament hiring table	
WA WorkSource Event	Rebecca Endrizzi	08/19/21	Interviewing techniques statewide workshop	
YWCA CareerWork\$ Ready Empowerment Ev	Rebecca Endrizzi	10/08/21	Career coaching, counseling and interviewing	
Diversity Career Group Career Fair	Rebecca Endrizzi and Adilene Scarborough	11/04/21	Diversity job fair	
YWCA CareerWork\$ Ready Empowerment Ev	Rebecca Endrizzi	11/15/21	Career coaching, counseling and interviewing	
Astound Powered by Wave Job Fair Seattle	Rebecca Endrizzi	01/05/22	Astound Powered by Wave hosted job fair in Se	
Angel of the Winds Casino Career Fair	Rebecca Endrizzi and Jessica Tanabe	03/16/22	Community job fair	
Chief Sealth Career Panelist	Rebecca Endrizzi	05/25/22	Career development / coaching	
Astound Career Fair	Rebecca Endrizzi	06/16/22	Job fair	
University of WA Tri-Campus Summer Job & Ir	Rebecca Endrizzi	06/23/22	College job fair	