

Statement of Change in Reporting Time Frame

WaveDivision II, LLC is modifying its reporting period to be consistent with the timeframe used by its affiliated entities. Previously, WaveDivision II, LLC used the September 1 to August 30 report timeframe. Beginning with this year's report, and for each subsequent report, WaveDivision II, 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 6117
Skagit County - La Conner, WA
FCC Year July 15, 2021 through July 14, 2022**

Total # of Full-Time Vacancies Filled During Period: 15
Total # People Interviewed for Full-Time Vacancies During Period: 57

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
ENTER04913	Enterprise Account Executive	Indeed	2	1
		Astound Career Board	1	
ENTER005270 *Only 1 applicant	Enterprise Account Executive	Indeed	0	1
		Astound Career Board	0	
		3rd Party Agency	1	
		LinkedIn	0	
ENTER04990	Enterprise Account Executive	Indeed	0	1
		Astound Career Board	1	
		3rd Party Agency	1	
		LinkedIn	0	
ACCOU04916	Enterprise Account Executive	Astound Career Board	0	1
		Indeed	0	
		3rd Party Agency	4	
		Former Employee	1	
ACCOU005272	Account Executive	Astound Career Board	0	1
		Indeed	0	
		3rd Party Agency	11	
ACCOU005818	Account Executive	Astound Career Board	0	1
		Indeed	0	
		3rd Party Agency	5	
FIBER006265	Fiber Design Engineer II	Employee Referral	1	1
		Appcast	0	
FIBER005312	Fiber Permit Technician I	Indeed	4	1
		Astound Career Board	0	
		ZipRecruiter	0	
BROAD05188	Broadband Technician	Indeed	4	1
		Astound Career Board	1	
		ZipRecruiter	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD005212	Broadband Technician	Indeed	1	1
		Astound Career Board	2	
		ZipRecruiter	0	
		Employee Referral	1	
		Cross Channel Ad's	0	
		Company Van	0	
RETAI005437	Retail Sales Representative	Indeed	1	1
		Astound Career Board	0	
		Employee Referral	1	
		Cross Channel Ad's	0	
BROAD005281	Broadband Technician I	Astound Career Board	2	1
		Indeed	2	
		JobSearcher	0	
		Appcast	1	
		ZipRecruiter	0	
		Employee Referral	1	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD006161	Broadband Technician I	Appcast	1	1
		Astound Career Board	0	
		Indeed	2	
		ZipRecruiter	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD006162	Broadband Technician I	Indeed	2	1
		ZipRecruiter	0	
		Appcast	0	
		Astound Career Board	0	
		Cross Channel Ad's	0	
		Company Van	0	
RETAI006128	Retail Sales Representative I or II	Word of Mouth	1	1
		Astound Career Board	0	
		Indeed	1	
		LinkUp	1	

FCC Annual Report
Employment Unit ID 6117 Skagit County- La Conner, 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	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@wavebroadl	3700 Monte Villa Parkway, Su 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
Craigslist	www.craigslist.com Rep: Secure Email http://sfbay.crai	1381 9th Ave San Francisco, CA 94122	415.566.6394	No
GeekWire/ Geekwork.com	Shaun Dolence shaun@geekwire.com	123 NW 36th St. Suite 203 Seattle WA 98107	206.909.8635	No
WorkSource WA	Lorri Porcincula lporcincula@worksourceskc.org	7735 178th Place NE, Suite C Redmond, WA 98052	425. 919.9137	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
Bellingham Technical College	Scott Reiss sreiss@btc.edu Tim Stettler TStettler@btc.edu	3028 Lindbergh Ave Bellingham, WA 98225	360. 752.8424	No
Diversity Career Group Job Fair	Patrick Dylan National Account Manager DCG Career Fairs // DCG Recruitr patrick@dcgcareerfairs.com	9151 Atlanta Ave. #7401 Huntington Beach, CA 92615	949.518.1465	No

YWCA WA State Work Ready Program Virtual Job Fair	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
WorkSource Clallam and Jefferson Counties Virtu	Rebecca Endrizzi Rebecca.endrizzi@astound.com	3700 Monte Villa Parkway Suite 200 Bothell, WA, 98021	425-217-4001	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
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
ESD Work First Virtual Event	Teresa Southard-Kobuki TSouthard@ESD.WA.GOV	500 SW 7th Street Suite "B" Renton, WA 98057	253.804.1166	No
YWCA WA State Works Ready Virtual Career Fai	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 Work Ready Program Employment Empowerment Event	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
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
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
Job Searcher	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

Wave Division Holdings, LLC. dba Astound Broadband
Employment Unit ID 6117
Skagit County -- La Conner, WA
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2021 through July 14, 2022

Outreach Efforts	Sponsor	Date	Description
WA WorkSource Event	Rebecca Endrizzi	08/19/21	Interviewing techniques statewide workshop
YWCA CareerWork\$ Ready Empowerment Event 1	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 Event 2	Rebecca Endrizzi	11/15/21	Career coaching, counseling and interviewing
Angel of the Winds Casino Career Fair	Rebecca Endrizzi and Jessica Tanabe	03/16/22	Community job fair
Astound Career Fair	Rebecca Endrizzi	06/16/22	Job fair