

**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 2392  
Clallam County- Port Angeles WA  
FCC Year July 15, 2021 through July 14, 2022**

**Total # of Full-Time Vacancies Filled During Period: 17**  
**Total # People Interviewed for Full-Time Vacancies During Period: 61**

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
DIREC04953	Direct Sales Representative	Astound Career Board	0	
		Indeed	1	
		LinkedIn	1	
		Zip Recruiter	0	
		Olympic Worksource Career Fair	1	1
FIBER005549	Fiber Design Engineer I	Internal Employee	1	
		Channel 4	0	
		Employee Referral	0	
		Former Employee	0	
		State Job Board	1	
		ZipRecruiter	0	
		Indeed	2	
		Appcast	0	
		Astound Career Board	2	1
		Internal Employee	1	
FIBER005558	Fiber Design Engineer I	Employee Referral	1	1
		LinkedIn	0	
		Word of Mouth	1	
		WorkInTexas	0	
		Indeed	1	
		Internal Employee	1	
		Appcast	1	
		Former Employee	0	
WAREH005692	Warehouse Technician I or II	State Job Board	0	
		TV Advertising	1	
		Word of Mouth	1	1
		Facebook	1	
		Indeed	0	
		RecruitUSA	0	
		Appcast	2	
		Astound Career Board	1	
		Indeed	1	1
		Astound Career Board	3	
BROAD05077	Broadband Technician	Cross Channel Ad's	0	
		Company Van	0	
		Astound Career Board	1	1
		Indeed	1	
BROAD05030	Broadband Technician	Cross Channel Ad's	0	
		Company Van	0	
		Astound Career Board	2	1
		Indeed	3	
BROAD04979	Broadband Technician	Cross Channel Ad's	0	
		Company Van	0	
		Astound Career Board	2	1
		Indeed	3	
BROAD005299	Broadband Technician	Cross Channel Ad's	0	
		Company Van	0	
		Astound Career Board	1	1
		Indeed	2	
		ZipRecruiter	0	
BROAD005247	Broadband Technician	Cross Channel Ad's	0	
		Company Van	0	
		LinkedIn	1	1
		Indeed	1	
		ZipRecruiter	0	
		Astound Career Board	1	
BROAD005249	Broadband Technician	Cross Channel Ad's	0	
		Company Van	0	
		Indeed	1	1
		Astound Career Board	0	
		Employee Referral	1	
RETAI005346	Retail Sales Representative II	Cross Channel Ad's	0	
		Company Van	0	
		Indeed	2	1
		ZipRecruiter	1	
		Astound Career Board	1	

BROAD005477	Broadband Technician	Cross Channel Ad's	0	1
		Employee Referral	2	
		Indeed	1	
		Astound Career Board	0	
		Cross Channel Ad's	0	
BROAD005547	Broadband Technician	Company Van	0	1
		Indeed	3	
		Astound Career Board	0	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD005771	Broadband Technician	Walk-In Retail Store Port Angeles, WA	1	1
		Indeed	1	
		Former Employee	1	
		Cross Channel Ad's	0	
		Company Van	0	
BROAD006186	Broadband Technician I	Astound Career Board	2	1
		Indeed	0	
		ZipRecruiter	0	
		Workforce	0	
		Cross Channel Ad's	0	
BROAD006251	Broadband Technician I	Company Van	0	1
		Appcast	2	
		Astound Career Board	0	
		Indeed	0	
		ZipRecruiter	0	
RETAI005829	Retail Sales Representative I or II	JobSearcher	0	1
		Cross Channel Ad's	0	
		Careerbuilder	1	
		Astound Career Board	0	
		Former Employee	1	
		Professional Job Board	1	
		Indeed	1	
			<b>61</b>	<b>17</b>

FCC Annual Report Employment Unit ID 2392 Clallam County- Port Angeles 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
Wave Broadband Career Site	Adilene Scarborough Adilene.scarborough@wavebroad	3700 Monte Villa Parkway, Suite 200 Bothell, WA 98021	425.217.4000	No
Indeed	Louis Rappaport rappaport@indeed.com Gabrielle Misitano	6433 Champion Grandview Way Building 1 Austin, TX 78750	646.58.6864 212.405.7744	No

	gmisitano@indeed.com			
Zip Recruiter	Casey Hill Casey.hill@ziprecruiter.com	40 East Rio Salado Pkwy. Tempe, AZ 85281	480.518.9809	No
ESD Olympic WorkSource Virtual Job Fair	Christopher Abplanalp CAbplanalp@esd.wa.gov	228 W 1st St A. Port Angeles, WA 98362	360-265-4588	No
LinkedIn	Larry Gould www.linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	312-650-7673	No
WorkSource Clallam and Jeff	Rebecca Endrizzi <a href="mailto:rebecca.endrizzi@astound.com">rebecca.endrizzi@astound.com</a>	3700 Monte Villa Parkway Suite 200 Bothell, WA, 98021	425-217-4001	No
Diversity Career Group Career	Patrick Dylan National Account Manager DCG Career Fairs // DCG Recruiter patrick@dcgcareerfairs.com	9151 Atlanta Ave. #7401 Huntington Beach, CA 92615	949.518.1465	No
YWCA WA State Work Read	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 Event	Scott Lobenberg Scott@hirex.us Hirex@hirex.us	670 S. Green Valley Pkwy Ste. 100 Henderson NV, 89052	702.269.1414	No
Retail Store – Port Hadlock	Tracy Vann tracy.vann@wavebroadband.com	10712 Rhody Dr Suite 101 Port Hadlock, WA 98339	425.217.4000	
YWCA WA State Work Read	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 (T	Vanessa Perry vanessa.perry@rcn.net 15 second spots running on our cable channel line-up in each market		609-452-2543	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	No
ESD Olympic WorkSource 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
Job Searcher	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Astound Port Angeles Retail	Tracy Vann tracy.vann@wavebroadband.com	725 East 1st Street Port Angeles, WA, 98362	360-457-5901	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 2392			
Clallam County - Port Angeles, 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