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	umber Posting Title	Source	# Of Interviews	# of Hires
USIN04980	Business Development Manager		# Of litterviews	# Of Filles
		Indeed	1	
		Astound Career Board LinkedIn	0 0	
TER05066	Enterprise Account Executive	Employee Referral	1	
	·	Indeed	2	1
BER05056	Fiber Desire Feetreer I	Astound Career Board	0 1	1
BERU3036	Fiber Design Engineer I	Employee Referral Indeed	1	ı,
		Astound Career Board	0	
		Internal Employee	1	
REC006024	Direct Sales Representative	Indeed Appcast	3 1	1
REC005370	Direct Sales representative	Astound Career Board	0	
		Indeed	0	
TED005070	Estando Accorde Escalar	Employee Referral	1	1
ITER005279	Enterprise Account Executive	Astound Career Board Indeed	0	
		LinkedIn	0	
		3rd Party Agency	4	1
COU04835	Account Executive	Astound Career Board	1	
		Indeed LinkedIn	2	
		3rd Party Agency	5	1
		Employee Referral	1	
ITI005319	Critical Infrastructure Technician		0	
		Indeed Internal Employee	0 1	
		Former Employee	i	1
ELD005458	Field Deployment Technician I	Astound Career Board	0	
		Indeed Former Employee	2 1	1
		Internal Employee	1 2	1
IMAN005802	HR Generalist	Astound Career Board	1	
		Indeed	1	1
		LinkedIn	0 1	
ITER005586	Enterprise Account Executive	Employee Referral Astound Career Board	0	
11211000000	Enterprise Account Excounte	Indeed	0	
		LinkedIn	1	
		3rd Party Agency	5	1
INT006103	Joint Use Administrator III	Employee Referral Employee Referral	1 1	
IOIN 1 006 103	John Ose Administrator III	Indeed	1	1
		Astound Career Board		
ADI005439	Lead I, Construction	Indeed	0	
		Astound Internal Posting Astound Career Board	0 1	1
ANAG006099	Manager, Construction	Employee Referral	1	1
	-	State Job Board	1	
		Word of Mouth	1	
		ZipRecruiter Indeed	0	
		Appcast	Ö	
		Astound Career Board	0	
RMI006102	Permit Technician I	Employee Referral	2	1
RMI006180	Permit Technician I	Astound Career Board Appcast	0	
	Tomic Toolingari	Astound Career Board	1	1
AREH006012	Warehouse Technician I or II	Indeed	1	1
OAD005596	Broadband Technician I, II, or III	Astound Career Board Employee Referral	0	1
COAD005596	Broadband rechiniciant, ii, or iii	Indeed	1	'
		Appcast	1	
		Astound Career Board	0	
REC006024	Direct Sales Representative	Cross Channel Ad's Indeed	0 3	1
XEC000024	Direct Sales Representative	Appcast	1	'
		Astound Career Board	0	
		Cross Channel Ad's	0	
REC006056	Direct Sales Representative	Appcast	1 1	1
		Astound Career Board Cross Channel Ad's	0	1
REC006149	Direct Sales Representative	Employee Referral	1	1
		Indeed	1	
		Astound Career Board Cross Channel Ad's	0 0	
BER005285	Fiber Permit Technician I	Word of Mouth	1	1
		Employee Referral	0	
		Word of Mouth	0	
		Social Media (Twitter, Facebo Indeed	c 0 0	
		Astound Career Board	0	
ER005372	Fiber Splicer II	Employee Referral	1	1
	*****	Indeed	0	
NA COOFFEE		Astound Career Board	0	
NAG005280	Manager, Construction	Employee Referral State Job Board	2	
		ZipRecruiter	0	
		ZipRecruiter Indeed	0	

Serior Manager, Control and	1				
	SENIO005221	Senior Manager, Construction	Employee Referral		1
SEMENDESSTATE Sementation			Indeed	0	
Supervisor Technology Operations Supervisor Technology Operations Supervisor Technology Operations Supervisor Technology Supervisor Technolo	SENIO005397	Senior Manager, Construction			1
Procedure Proc			Astound Career Board		
### Annual Counter Found Professional Count	SUPER005284	Supervisor, Technical Operations			1
SCHEROSOPE System Technicum I, Iv. of Bl Emission Referred 2			Astound Internal Posting		
Clisication	SYSTE005469	System Technician I, II, or III			
Approach System Technocal 1, 1, 10 10 10 10 10 10 1		.,	Glassdoor		
Principle Prin					1
Accord Carrel Bood Carrel			Astound Career Board	0	
Technological Technological Appoint Ap	SYSTE005737	System Technician I, II, or III			1
MARTHERESSES WARRENDESSES WA			Appcast	0	
### Associated from Power 1 1 1 1 1 1 1 1 1	TECHN005354	Technical Operations Lead			
Employee Referred			Astound Internal Posting		
	WAREH005395	Warehouse Technician I or II			1
AREADOCODES WAREHOCODIS WAREH			LinkedIn	0	
MAREHO0012 Warehouse Technicien of Astonot Enemark Posting 1 Astonot Enemark Posting					
Waterbooks Waterbooks Technicism Indiced Carear Board 1 1 1 1 1 1 1 1 1			Astound Internal Posting	1	
Miles	WAREHOOGO12	Warehouse Technician Lor II			1
Actored Career Board Company (West Nooschure 2007 Compan	WAILE 1000012	Wateriouse reclinician rollin		·	'
New Woodburn do Fair 3 1 1 1 1 1 1 1 1 1	BROAD04922	Broadband Technician		1	1
Retail Sales Representative Company Van O					
RETAILOSCOS Ratal Sales Representative Indied 2 1					
BROADOSSS Broadbard Technician Antunid Career Board 1 2 2 2 2 1 1 1 1 1	RETAI05025	Retail Sales Representative			1
Ascount Current Board			Astound Career Board	1	
BROAD05063 Broadband Technician Inches Inches Research Inches Inches Inches Research Inches Inches Research Inches Inches Research Inches Inches Research Inches Res	DNUMD046034	DI JAUDANU TECNNICIAN			1
BROAD05053 Broadband Technician Accordance Accord			Indeed	1	
BROAD05663 Broadband Technician Autourd Career Board				·	
BROAD00063 Broadband Technician Indeed 3 1			Cross Channel Ad's	0	
Andound Career Beard 0 2- 2- 2- 2- 2- 2- 2- 2- 2- 2	BRO4D05063	Broadhand Technician			1
BROAD05664 Broadband Technician II	BNO/B00000	Broadbaria recrimicari	Astound Career Board		
BROAD05644 Broadband Technician II				·	
BROAD05964 Broadband Technician II					
Astound Career Board	PROADOFORA	Proodband Technician II			1
RETAID6607 Retail Sales Representative	BROAD03004	Broadband reclinician ii			'
RETAIOH607 Retail Sales Representative					
Retail Sales Representative					
Indeed	RETAI04607	Retail Sales Representative	ZipRecruiter		1
CONST005355 Construction Coordinator Aslound Career Board 5 1 1 1 1 1 1 1 1 1					
BROAD04942 Broadband Technician Indeed 2 1	CONST005355	Construction Coordinator	Astound Career Board	5	1
BROAD04942 Broadband Technician I Indeed 2 1					
ZipRecruiter	BROAD04942	Broadband Technician I	Indeed	2	1
Monster					
Warehouse Technician			Monster	0	
WAREH005484 Warehouse Technician					
Warehouse Technician					
Astound Career Board 0	WAREH005484	Warehouse Technician			1
RETAI05103 Retail Sales Representative Indeed	WAREH003464	Wateriouse recrinician		0	'
Chemekata Chem			Indeed		
Astound Career Board 2 ZipRecuiter 1 1 1 1 1 1 1 1 1			Chemeketa	0	
BROAD05138 Broadband Technician Indeed 3 3 1	RETAI05103	Retail Sales Representative			1
Astound Career Board 2 Cross Channel Ad's 0 Company Van 0			ZipRecruiter	1	
Cross Channel Ad's Company Van Company	BROAD05138	Broadband Technician			1
LEADI005314 Lead III, Construction Employee Referral 1 1 1 1 1 1 1 1 1			Cross Channel Ad's	0	
Indeed	I FADI005314	Lead III. Construction			1
RETAI005645 Retail Sales Representative Indeed Astound Career Board 2 1 BROAD005206 Broadband Technician Employee Referral indeed 1 1 Astound Career Board 6 1 1 1 Astound Career Board 6 1	EE/ID/000014	Loau III, Coristiuction	Indeed		1
Astound Career Board 0 1 1 1 1 1 1 1 1	RETAI005645	Retail Sales Penrosentative			1
BROAD005206 Broadband Technician Employee Referral 1		•	Astound Career Board		•
Indeed	BROAD005206	Broadband Technician			1
Company Van 0 Employee Referral 1 1 1 1 1			Indeed	0	
BROAD005596 Broadband Technician Employee Referral 1 1 1 1 1 1 1 1 1					
Astound Career Board 0 Indeed 1 2 2 2 2 2 2 2 2 2	BROAD005596	Broadband Technician I	Employee Referral		1
ZipRecruiter			Astound Career Board		
Appcast 1 Cross Channel Ad's 0 Company Van 0			ZipRecruiter		
Company Van 0			Appcast	· ·	
LEADI05073 Lead III, Construction Professional/Business Referrs 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			Company Van	-	
Astound Career Board 0 Astound Internal Posting 0 O O O O O O O O O	LEADI05073	Lead III, Construction	Professional/Business Referra	· ·	1
Astound Internal Posting 0					
LinkedIn 0 Astound Career Board 0 Indeed0	UCDD104005	HC Delli Onessta - Francis - '''	Astound Internal Posting	0	4
Astound Career Board 0 Indeed 0	0GDV104989	טט טוווט Operator, Foreman III	LinkedIn	·	1
			Astound Career Board	0	
					49

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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

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

	July 15, 2021 - July 14, 2022			
Source	Contact and Email	Address	Telephone	Entitled to Notifications
fricanAmericanHires.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
IILGBTJobs.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
sianHires.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
eteranJobs.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
atinoJobs.org	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
verFiftyJobs.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
ativeJobs.org	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
/eHireWomen.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
iversityJobs.com	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
/orksource, State of Oregon	Tiffany Borski Tiffany.Borski@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
stound Career Board	www.astound.com/careers Adilene.Scarborough@astound.cor	3700 Monte Villa Parkway, Son Bothell, WA 98021	425.217.4000	No
ndeed	Louis Rappaport rappaport@indeed.com Gabrielle Misitano gmisitano@indeed.com	6433 Champion Grandview V Building 1 Austin, TX 78750	646.58.6864 212.405.7744	No
ip Recruiter	Casey Hill Casey.hill @ziprecruiter.com	40 East Rio Salado Pkwy. Tempe, AZ 85281	480.518.9809	No
inkedIn	Larry Gould www.linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	312-650-7673	No
orthwest Lineman College	nlcbusinessdevelopment@linemannlc@lineman.edu	.e 7600 S Meridian Rd, Meridian	888-839-4766	No
eopleSolved (3rd Party Agency)	Thalia Marquez thalia.marquez@peoplesolved.com Owen Tamsitt owen@peoplesolved.com	180 John Street n Suite 401 Toronto, Ontario M5T 1X5	416.347.8052 647.389.0261	No
CM American Movie Theatre - Advertisement	Anita Riley anita.riley@rcm.com	9110 E. Nichols Ave Suite 20 Centennial, CO, 80112	800-828-2828	No
ocial Media - Facebook/Twitter	Julie Thomas www.facebook.com	1 Hacker Way Menlo Park, CA 94025	650-308-7300	No
stagram	Julie Thomas www.instagram.com	1 Hacker Way Menio Park, CA 91025	650-543-4800	No
erotek	Ryan Melnick rmelnick@aerotek.com	7301 Parkway Drive Hanover, MD 21076	570-235-2105	No
lassdoor	Jenna Logan jenna.logan@glassdoor.com	100 Shoreline Highway Mill Valley, CA 94941	414-944-6967	No
andshake	Support Handshake https://joinhandshake.com	2601 Mission Street San Francisco, CA 94110		No
onster	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
hemeketa	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 cat	ole channel line-up in each mar	609.452.2543 ket	No
appeast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No

State Job Board Colleen Kelly 175 Highland Ave, 857.404.0891 No ckelly@buyerads.com Needham, MA 02494

Wave Woodburn Job Fair Rebecca Endrizzi 3700 Monte Villa Parkway 425-217-4001 No Rebecca.endrizzi@astound.com Suite 200 Bothell, WA, 98021

	RCN Corpor		1		
	Unit 12133 Portland, OR and	d Marion County, O	R .		
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		