

**EEO Public File Report
Employment Unit ID 2567
Kitsap County - Port Orchard, WA
FCC Year July 15, 2022 through July 14, 2023**

Total # of Full-Time Vacancies Filled During Period: 3

Total # People Interviewed for Full-Time Vacancies During Period: 17

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires		
DIREC006764	Direct Sales Representative	Astound Career Board-External and Internal	0			
		Indeed - Appcast	1			
		Former Employee	1	1		
		Company Vehicle Advertisement	0			
		Indeed	0			
		Appcast	0			
		Cross Channel Advertising (TV Spot)	0			
		Circa - General Outreach	0			
		RETAI006868	Retail Sales Representative	Indeed - Appcast	3	1
				Indeed	2	
Monster - Appcast	2					
Employee Referral	3					
Astound Career Board-External and Internal	1					
Former Employee	1					
LinkedIn	1					
Company Vehicle Advertisement	0					
Appcast	0					
Cross Channel Advertising (TV Spot)	0					
BROAD005765	Broadband Technician	Circa - General Outreach	0			
		Astound Career Board-External and Internal	0			
		Indeed	1			
		Company Vehicle Advertisement	0			
		Appcast	1	1		
		Cross Channel Advertising (TV Spot)	0			
		Circa - General Outreach	0			
			17	3		

FCC Annual Report
Employment Unit ID 2567 Kitsap County- Port Orchard, WA
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2022 - July 14, 2023

Source	Contact and Email	Address	Telephone	Entitled to Notifications
Astound Career Board - External and Internal	Adilene Scarborough Adilene.Scarborough@astound.com	3700 Monte Villa Parkway, Suite 100 Bothell, WA 98021	425.217.4000	No
Circa - AfricanAmericanHires.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - AllLGBTJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - AsianHires.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - VeteranJobs.net	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - DisabilityJobs.net	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - LatinoJobs.org	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - OverFiftyJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No

Circa - NativeJobs.org	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WeHireWomen.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - DiversityJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WorkSource WA Job Board	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - General Outreach	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - Outreach to Employment Security Department State (ESDS): Washington	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WashingtonJobNetwork	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - DiversityWashington	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - LocalJobNetwork.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
LinkedIn	Larry Gould	2029 Stierlin Ct	312-650-7673	No

	www.linkedin.com Rebecca Hornak rebecca.hornak@astound.com	Mountain View, CA 94043		
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
Company Vehicle Advertisement	Vanessa Perry vanessa.perry@astound.com Astound Broadband Company Vehicles have advertisements, they drive within each market. https://www.astound.com/about-us/careers/	650 College Rd E Suite 3100, Princeton, NJ 08540	609.452.2543	No
Social Media Outreach; Facebook, Twitter, Ins	Julie Thomas julie.thomas@astound.com Rebecca Hornak rebecca.hornak@astound.com www.facebook.com	1 Hacker Way Menlo Park, CA 94025	650-308-7300	No
Appcast - BuyerAds Postings	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Monster - Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Indeed - Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Cross Channel Advertising (TV Spot)	Vanessa Perry vanessa.perry@astound.com 15 second spots running on our cable channel line-up in each market		609.452.2543	No

Wave Division Holdings, LLC. dba Astound Broadband
Employment Unit ID 2567
Kitsap County - Port Orchard, WA
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2022 through July 14, 2023

Outreach Efforts	Sponsor	Date	Description
Employee Referral Program	Astound Broadband	Ongoing	Company referral program to incentivize employees to help identify candidates and support diversity in hiring. Astound has an online company learning resource, AskLexi, where we provide educational training courses that enable unit personnel the opportunity to acquire skills that could qualify them for higher level positions within the multichannel video programming distributor employment industry. Some offered trainings include, but are not limited to, career and employment development, Diversity Equity and Inclusion training, Equal Employment Opportunity training, personal/professional development, and skillsets in areas such as operations, technical, sale, leadership, business, safety/compliance, sales, product knowledge, etc. We supply employees with on-demand training modules available to foster career growth opportunities and provided the opportunity to participate in training based on development goals and interests, as well as assigned training based on the role within the organization.
AskLexi Learning Resource Program	Astound Broadband	Ongoing	Astound posts positions and general community outreach to our various company social media pages, such as Instagram, Twitter, LinkedIn, and more, that allows employees and those interested in career opportunities within the multichannel video programming distributor employment industry to share information, job postings, and general career opportunities.
Social Media Outreach	Astound Broadband	Ongoing	Astound designed ongoing mentoring programs with training to enable unit personnel to acquire skills that could qualify them for higher level positions within the multichannel video programming distributor employment industry. We supply employees with online and in-person training modules available to foster career growth opportunities. Some offered mentoring trainings include, but are not limited to, personal development, professional development, customer service, leadership, soft skills, technical, business, safety and compliance, sales, product knowledge, and more. Employees are assigned training based on the role within the organization, as well as opportunity to participate in training based on development goals.
Employee Training Program	Astound Broadband	Ongoing	Astound partners with Jones NCTI (National Career Training Institute) to provide employees with various industry trainings and certification(s). The Jones NCTIs are designed to further grow employees into industry professionals by helping them attain skillsets and knowledge needed for the job at hand, for building future careers, and for pursuing skillsets within the multichannel video programming distributor industry. Courses and certifications provided are focused around Technical Operations, 5G & Wireless, Customer Care, Leadership, General Education, Master Installer, Service Technician, System Technician, Master Technician (Customer Premises and HFC Networks), and Senior Master Technician to name a few. Focusing on skillsets and knowledge on Fiber Testing, Fiber Maintenance, Fiber Activation, WiFi, Installation, Trouble-shooting, Voice and Data Networks, Broadband, Digital, Modems, Computers, Business Services, Advanced skills, and more depending on training.
NCTI Certification and Training Program	NCTI & Astound Broadband	Ongoing	Astound Broadband has company vehicles with advertisements, they drive within each market to increase brand awareness and career opportunities at Astound. https://www.astound.com/about-us/careers/
Company Vehicle Advertisements	Astound Broadband	Ongoing	Astound provides internal employees with a tuition reimbursement-scholarship program designed to assist students interested in pursuing a career in multichannel video programming communications. We advertise this program to the general community and candidate pools.
Tuition Reimbursement Program	Astound Broadband	Ongoing	Partnered with ModelXExpand to provide training to Astound management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
ModelExpand x Astound Inclusive Hiring Training Series	ModelExpand & Astound Broadband	June 20, 22nd 27th, 2023	Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool and outreach efforts.
Hosted Astound Virtual Career Fair	Astound Broadband	3/8/2023	Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool and outreach efforts.
Hosted Astound Virtual Career Fair	Astound Broadband	10/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Pierce County	Circa on behalf of Astound Broadband	9/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Big Bend Community College	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Cascadia Community College	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to City University	Circa on behalf of Astound Broadband	8/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Western Washington University	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Clover Park Technical College - Veterans Resource Center	Circa on behalf of Astound Broadband	8/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Incsys - Power4Vets	Circa on behalf of Astound Broadband	8/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Kitsap Community Resources	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Affiliate North Seattle - Serving King County - Veteran Services	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Auburn	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Everett-WorkSource Center Serving Snohomish County	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Kitsap County-WorkSource Center Serving Kitsap County - Veteran Services	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource North Seattle	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Pierce County	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Rainier	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Cascadia College Center for Culture, Inclusion and Community	Circa on behalf of Astound Broadband	8/8/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Bremerton #5	Circa on behalf of Astound Broadband	7/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Center For Administering Rehabilitation and Employment Services (CARES)	Circa on behalf of Astound Broadband	9/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to CASA Latina	Circa on behalf of Astound Broadband	8/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Greater Seattle Business Association	Circa on behalf of Astound Broadband	8/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to United Indians of All Tribes Foundation	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

General outreach to Asian Counseling and Referral Service	Circa on behalf of Astound Broadband	8/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Urban League of Metropolitan Seattle	Circa on behalf of Astound Broadband	8/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to State of Washington Division of Vocational Rehab	Circa on behalf of Astound Broadband	10/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Washington State Division of Vocational Rehabilitation - SeaTac Office	Circa on behalf of Astound Broadband	9/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to ESGR - Employer Support of the Guard and Reserve - Seattle	Circa on behalf of Astound Broadband	11/12/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Catholic Community Services	Circa on behalf of Astound Broadband	12/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Chinese Information and Service Center	Circa on behalf of Astound Broadband	11/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Work for Warriors	Circa on behalf of Astound Broadband	12/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Tacoma #1	Circa on behalf of Astound Broadband	12/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Seattle Vet Center	Circa on behalf of Astound Broadband	12/31/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Adonai	Circa on behalf of Astound Broadband	5/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Neighborhood House	Circa on behalf of Astound Broadband	5/26/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to International Rescue Committee	Circa on behalf of Astound Broadband	7/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Tacoma Urban League	Circa on behalf of Astound Broadband	6/28/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Division of Vocational Rehabilitation - Lynnwood	Circa on behalf of Astound Broadband	6/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to University of Washington - School of Public Health	Circa on behalf of Astound Broadband	6/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to State of Washington Division of Vocational Rehabilitation - Mount Vernon	Circa on behalf of Astound Broadband	6/7/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Clarence M. Caskey, Chapter 9	Circa on behalf of Astound Broadband	6/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

Amend

Print



EEO Form 396-C

File No.: CBL0010353

Filing Status: **Ready for Review**

2567

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0013428818

Filing Year

2023

Employment Unit ID (EUID)

2567

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

WAVEDIVISION IV, LLC

Operator Address 1

3700 Monte Villa Parkway

Operator City

BOTHELL

Operator state

WA

Operator Zip Code

98021

State of Employment Office

WA

County of Employment Office

Kitsap

Application Purpose

New Program Report

Supplemental Investigation Sheet (SIS) Required

false

Category of Respondent

Six (6) or more full-time employees during the selected reporting period

Reporting Period Start Date

2022-07-15

Reporting Period End Date

2022-07-14

Section II - Community Information

PSID

Communities

001796

WA0332, WA0311, WA0313, WA0321, WA0249,
 WA0229, WA0168, WA0167, WA0461, WA0463,
 WA0491, WA0833, WA0462, WA0492

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Disseminated widely EEO Program

Yes

Contacted multiple sources of applicants

Yes

Offered promotions in nondiscriminatory manner

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

Analyzed the results of efforts to recruit hire promote and use services

Yes

Defined responsibility of management

Yes

Conducted continuing program to exclude prejudice

Yes

Conducted continuing review of job structure

Yes

Section IV - Additional Information

Exhibit 3 (Optional)

Port Orchard, WA 2567 Unit - FCC 2023.xlsx

FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

PART II - Inquiries Concerning EEO Program and Practices

PART III - EEO Public File Report

Exhibits

Exhibit 3 (Optional)

Port Orchard, WA 2567 Unit - FCC 2023.xlsx

Certifications

I certify that to the best of my knowledge, information and belief, all statements contained in this filing are true and correct. WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Certifier Information

Certifying Official Name and Signature

Amy Atkins

Certifying Official Title

VP Human Resources

Certifying Official Phone

903-805-5855

Certifying Official Email

amy.atkins@astound.com

Certifying Date Signed

2023-09-28