

BendBroadband, Bend Oregon  
August 1, 2012 through September 30, 2013

**BendBroadband - Bend, Oregon**

**2013 Recruiting Metrics for FCC Employment Program Reporting**

| <u>Req. #</u> | <u>Position title:</u>                        | <u>Open Date</u> | <u>Close Date</u> | <u># Applicants</u> | <u>Interviewed</u> | <u># Hired</u> | <u>Media Tools Used</u>                     | <u>Source</u> |
|---------------|---|------------------|-------------------|---------------------|--------------------|----------------|---|---------------|
| 2012-1298     | Accounts Payable Specialist                   | 11/16/12         | 11/30/12          | 47                  | 7                  | 1              | 1,2,4,8,50,81                               | 81            |
| 2012-1272     | Accounts Receivable Representative            | 8/17/12          | 9/13/12           | 131                 | 13                 | 1              | 1,2,4,7,8,50,53,77,81                       | 81            |
| 2012-1268     | Broadband Installer                           | 8/3/12           | 8/13/12           | 65                  | 13                 | 3              | 2,4,7,8,50,77,81                            | 8,81          |
| 2012-1290     | Broadband Installer                           | 10/31/12         | 11/8/12           | 94                  | 12                 | 2              | 2,4,7,8,50,77,81                            | 8             |
| 2013-1325     | Broadband Installer                           | 3/30/13          | 5/16/13           | 66                  | 25                 | 2              | 2,4,7,8,50,77,81                            | 88,97         |
| 2013-1373     | Broadband Installer                           | 6/17/13          | 8/2/13            | 66                  | 25                 | 6              | 2,4,7,8,50,77,81                            | 4,8,50,81     |
| 2013-1369     | Burial Constructor                            | 6/27/13          | 8/19/13           | 12                  | 7                  | 2              | 2,4,7,8,97                                  | 97            |
| 2013-1319     | Business Services Inside Sales Representative | 1/29/13          | 2/8/13            | 81                  | 3                  | 1              | 2,4,7,8, 50, 81                             | 8             |
| 2012-1281     | Business Services Technical Manager           | 2/1/13           | 4/22/13           | 39                  | 21                 | 1              | 2,4,7,8,50,53,77,81                         | 7             |
| 2013-1361     | Business Services Tech I                      | 6/3/13           | 7/16/13           | 11                  | 3                  | 1              | 2,7   | 7             |
| 2012-1304     | Business to Business Marketing Director       | 11/29/12         | 3/5/13            | 109                 | 39                 | 1              | 2,4,7,8, 50, 53,81, 23, 36, 64, 67, 73, 75  | 53            |
| 2013-CFO      | Chief Financial Officer                       | 5/8/13           | 7/12/13           | 7                   | 7                  | 1              | 98  | 98            |
| 2013-1326     | Construction Tech I                           | 3/11/13          | 4/17/13           | 60                  | 12                 | 2              | 2,4,7,8,50,53,77,81                         | 7             |
| 2013-1370     | Construction Tech I                           | 6/27/13          | 7/12/13           | 17                  | 3                  | 2              | 2,4,7,8,97                                  | 8,97          |
| 2013-1329     | Customer Care Representative                  | 3/8/13           | 4/5/13            | 209                 | 40                 | 5              | 1,2,4,7,8,50,53,77,81,95,96                 | 4,8,50        |
| 2013-1375     | Customer Care Representative                  | 8/9/13           | 7/31/13           | 1                   | 1                  | 1              | 88  | 88            |
| 2012-1283     | Customer Care Representative                  | 10/18/12         | 10/24/12          | 189                 | 10                 | 2              | 1,2,4,7,8,50,77                             | 4,8           |
| 2013-1350     | Customer Fulfillment Manager                  | 5/6/13           | 7/24/13           | 60                  | 9                  | 1              | 2,4,7,8,17,50,53,70,71,77,81,99             | 7             |
| 2012-1285     | Data Center Services Account Executive        | 10/8/12          | 1/2/13            | 205                 | 107                | 1              | 2,4,7,8, 50, 81, 23, 36, 64, 67, 73, 75,103 | 103           |
| 2012-1294     | Direct Sales Representative                   | 11/29/12         | 12/14/12          | 15                  | 1                  | 1              | 4,7   | 7             |
| 2012-1278     | Engineering Services Technician III           | 9/10/12          | 9/26/12           | 7                   | 2                  | 1              | 2,4,7,8,50,77,81                            | 88            |
| 2013-1317     | Executive Assistant                           | 1/16/13          | 4/19/13           | 126                 | 7                  | 1              | 2,4,7,8, 50, 81                             | 8             |
| 2013-1368     | Field Operations Manager                      | 6/7/13           | 7/30/13           | 14                  | 6                  | 1              | 4,7,17,53,58                                | 58            |
| 2012-1297     | Inside Sales Representative                   | 12/12/12         | 1/7/13            | 66                  | 1                  | 1              | 2,4,7,8,50                                  | 7             |

BendBroadband, Bend Oregon  
August 1, 2012 through September 30, 2013

| <u>Req. #</u> | <u>Position title:</u>              | <u>Open Date</u> | <u>Close Date</u> | <u># Applicants</u> | <u>Interviewed</u> | <u># Hired</u> |   |      |
|---------------|-------------------------------------|------------------|-------------------|---------------------|--------------------|----------------|---|------|
| 2013-1328     | Master Control Operator             | 2/28/13          | 3/10/13           | 13                  | 1                  | 1              | 2,4,7,8,50                              | 8    |
| 2013-1348     | NESC Correction Tech                | 5/17/13          | 6/7/13            | 11                  | 2                  | 1              | 4,7                                     | 7    |
| 2013-1313     | NOC Manager                         | 1/11/13          | 2/11/13           | 32                  | 12                 | 1              | 2,4,7,8, 50, 81, 23, 36, 64, 67, 73, 75 | 4    |
| 2013-1378     | NOC Tech                            | 8/7/13           | 8/8/13            | 4                   | 4                  | 1              | 7                                       | 7    |
| 2013-1359     | B2B Product Manager                 | 5/20/13          | 8/2/13            | 56                  | 25                 | 1              | 2,4,7,8,23,33,36,50,53,77,81, 100       | 7    |
| 2012-1292     | Recruiting Professional             | 11/1/12          | 11/26/12          | 16                  | 3                  | 1              | 1,2,4,7,8,42,50,81                      | 50   |
| 2012-1307     | Sales Engineer                      | 12/12/12         | 1/4/13            | 4                   | 4                  | 1              | 2,4,7,8,53,81                           | 4    |
| 2013-1357     | Sales Support Representative        | 5/29/13          | 6/7/13            | 21                  | 4                  | 1              | 4,8                                     | 8    |
| 2012-1276     | Senior Customer Care Representative | 8/24/12          | 9/24/12           | 4                   | 4                  | 1              | 1,2,4,7,8,50,53,58,77,81,88             | 7    |
| 2012-1289     | Senior Tech Support Representative  | 10/16/12         | 10/23/12          | 4                   | 4                  | 1              | 1,2,4,7,8,50,53,77,81                   | 7    |
| 2013-1340     | Service Tech                        | 7/3/13           | 7/23/13           | 5                   | 5                  | 2              | 4,7                                     | 7    |
| 2013-1341     | Street Team Associate               | 4/12/13          | 5/29/13           | 46                  | 21                 | 5              | 2,4,7,8,18,50,77,84,86,101              | 8,50 |
| 2013-1347     | Systems Engineering Manager         | 5/2/13           | 7/22/13           | 26                  | 17                 | 1              | 2,4,7,8,50,23,36,53,77,81               | 53   |
| 2012-1274     | Technical Support Manager           | 8/17/12          | 9/28/12           | 124                 | 11                 | 1              | 1,2,4,7,8,23,50,76,77,81                | 4    |
| 2013-1344     | Technical Support Manager           | 4/10/13          | 5/30/13           | 57                  | 24                 | 1              | 2,4,7,8,53,81                           | 8    |
| 2013-1339     | Technical Support Rep               | 3/22/13          | 5/2/13            | 146                 | 24                 | 3              | 2,4,7,8,19,44,50,53,77                  | 8    |
| 2013-1311     | Temp Retail Sales Representative    | 1/28/13          | 2/22/13           | 86                  | 5                  | 1              | 2,4,7,8, 50, 81                         | 4    |
| 2013-1320     | Temp Special Features Producer      | 2/7/13           | 2/28/13           | 44                  | 8                  | 2              | 2,4,7,8,50                              | 4,50 |
| 2013-1336     | TOC Tech                            | 3/14/13          | 4/8/13            | 54                  | 18                 | 2              | 2,4,7,8,50,53,81                        | 4,50 |
| 2012-1259     | Traffic Supervisor                  | 6/21/12          | 1/8/13            | 3                   | 3                  | 1              | 4,7                                     | 7    |
| 2012-1215     | VP of Marketing                     | 7/6/12           | 10/3/12           | 6                   | 6                  | 1              | 1,2,4,7,8,23,44,50,53,76,77,81          | 93   |
| 2013-1351     | Warehouse Associate                 | 5/8/13           | 5/22/13           | 4                   | 4                  | 2              | 8                                       | 8    |
| 2013-1356     | Warehouse Supervisor                | 5/21/13          | 7/23/13           | 67                  | 16                 |                | 2,4,7,8,50,53,77,81,102                 | 8    |
| 2012-1270     | Zolo Media AE                       | 8/13/12          | 11/29/12          | 34                  | 1                  | 2              | 1,2,4,7,8,50,77                         | 8    |
| 2012-1305A    | Zolo Media AE                       | 12/12/12         | 1/15/13           | 32                  | 5                  | 1              | 2,4,7,8, 50, 81, 23                     | 8    |
| 2012-1305B    | Zolo Media AE                       | 12/12/12         | 3/21/13           | 32                  | 3                  | 1              | 2,4,7,8, 50, 81, 23                     | 81   |
| 2012-1305C    | Zolo Media AE                       | 12/12/12         | 7/22/13           | 32                  | 9                  | 1              | 2,4,7,8, 50, 81, 23                     | 7    |
| 2013-1354     | Zolo Producer/Co-Host               | 5/20/13          | 6/24/13           | 38                  | 5                  | 1              | 2,4,7,8, 50, 81, 23, 36                 | 8    |

**BendBroadband, Bend Oregon  
Outreach Initiatives Form  
August 1, 2012 through September 30, 2013**

| <u>Outreach Activity</u>   | <u>Event / Program</u>   | <u>Contact Name</u>                  | <u>Address</u>   | <u>Phone</u>                 | <u>Email</u>   |
|--|--|--------------------------------------|--|------------------------------|--|
| Establish an internship program designed to assist members of the community to acquire skills needed for multichannel video programming distributor employment.  | Engineering Internship Program: Employed 1 intern from OSU Engineering program to learn technical skills within the Wireless Department.                       | Sarah Lindsey                        | 63090 Sherman Road Bend, OR 97701  | 541-312-6595                 | careers@bendbroadband.com                                      |
| Establish training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.  | Ongoing programs include:<br>(1) Installer Tech program<br>(2) Customer Care Rep program<br>(3) Tech Support Rep program<br>(4) Leadership Development program | Krista Thompson                      | 63090 Sherman Road Bend, OR 97701  | 541-312-6612                 | careers@bendbroadband.com                                      |
| Participate in at least two events sponsored by organizations representing groups present in the community interested in multichannel video programming distributor employment issues including conventions, career days, workshops, and similar activities. | 1. Oregon National Guard Youth Challenge Program Job Fair<br>2. Oregon Institute of Technology   | Nicole Mazziotti<br><br>Jan Goodyear | 23861 Dodds Road Bend, OR 97701<br><br>3201 Campus Drive Klamath Falls, OR 97601 | 317-9623<br><br>541.885.1023 | Nicole.M.Mazziotti@mil.state.or.us<br><br>Jan.Goodyear@oit.edu |



| <u>Media used</u>  | <u>Contact Name</u>                      | <u>Address</u>   | <u>Phone</u>         | <u>Email</u>                          | <u>Web</u>   |
|--|--|--|----------------------|---------------------------------------|--|
| 1. The Bulletin  | Tonya McKiernan                          | 1777 SW Chandler Ave<br>Bend, Oregon 97708                     | 541-382-1811         | classified8@bendbulletin.com          | www.bendbulletin.com                                   |
| 2. Oregon Employment Office  | Staci Carey                              | 1645 NE Forbes, Ste. 100<br>Bend, Oregon 97701                 | 541-388-6265         | staci.c.carey@state.or.us             | www.employment.oregon.gov                              |
| 4. BendBroadband website   | BendBroadband HR Department              | 63090 Sherman Road<br>Bend, Oregon 97701                       | 541-312-6595         | careers@bendbroadband.com             | www.bendbroadband.com                                  |
| 7. Internal Posting Program  | BendBroadband HR Department              | 63090 Sherman Road<br>Bend, Oregon 97701                       | 541-312-6595         | careers@bendbroadband.com             | www.bendbroadband.com                                  |
| 8. Employee Referral   | BendBroadband HR Department              | Bend, Oregon 97701   | 541-312-6595         | careers@bendbroadband.com             | www.bendbroadband.com                                  |
| 11. SHRM/HRACO   | HRACO Board                              | N/A  | N/A                  | N/A                                   | www.hrcentraloregon.org                                |
| 17. SCTE/ACM   | William Kooney                           |  | 212-626-0687         |                                       | www.scte.org and www.acm.org                           |
| 18. OSU Cascades Campus  | Cascade Building                         | Bend, OR 97701   |                      |                                       | www.osucascades.edu                                    |
| 19. COCC campus  | Boyle Education                          | Bend, OR 97701   |                      |                                       | www.cocc.edu   |
| 21. Portland State University                                      | Terri Bennett, Recruiting<br>Coordinator | Portland, OR   | 503-725-4613         | bennett@pdx.edu                       | www.pdx.edu/careers                                    |
| 23. Craigslist - Portland, Oregon                                  |  |  |                      |                                       | http://portland.craigslist.org/                        |
| 33. Cable & Telecommunications<br>Association for Marketing (CTAM) |  |  |                      |                                       | www.ctam.com   |
| 36. Craigslist - Seattle, Washington                               |  |  |                      |                                       | www.craigslist.com/seattle                             |
| 37. Craigslist - Bay area, California                              |  |  |                      |                                       |  |
| 39. Heart of Oregon Corps - ongoing                                | Laura Handy                              | PO Box 279<br>Bend, OR 97709                                   | 541-633-7834         | Laura.Handy@heartoforegon.org         |  |
| 42. Express Employment Professionals                               | Jennifer Clemens                         | 400 SW Bluff Drive Ste   |                      |                                       | www.expresspros.com                                    |
| 44. COISUG   | Lewis Howell                             | 200 Bend, OR 97702   | 541-389-1505         | jennifer.clemens@expresspersonnel.com | http://www.coisug.info/<br>http://bend.craigslist.org/ |
| 50. Craigslist - Bend  |  |  |                      |                                       | www.linkedin.com                                       |
| 53. LinkedIn   |  |  |                      |                                       |  |
| 54. iHirebroadcasting.com  |  | PO BOX 3100 Frederick,<br>MN 21705-3100                        |                      |                                       | www.ihirebroadcasting.com                              |
| 55. mandy.com (broadcasting positions)                             |  |  |                      |                                       | www.mandy.com  |
| 56. Central Oregonian Classifieds<br>(Prineville, OR)              |  | Prineville, OR   | (541) 447-6205       |                                       | www.centraloregonian.com                               |
| 57. Madras Pioneer   |  | Madras, OR   | (541) 475-2275       |                                       | www.madraspioneer.com                                  |
| 58. Cable 360  |  |  |                      |                                       | http://cable360.net/                                   |
| 59. Software Association of Oregon (SAO)                           |  | 111 SW 5 <sup>th</sup> Avenue, Suite<br>120 Portland, OR 97204 | Main: (503) 228-5401 |                                       | www.sao.org  |
| 60. CablBar  |  |  |                      |                                       | http://bar.cabl.com/                                   |
| 61. Craigslist- Salem, OR  |  |  |                      |                                       | http://salem.craigslist.org/                           |
| 62. Craigslist- Klamath Falls, OR                                  |  |  |                      |                                       | http://klamath.craigslist.org/                         |
| 63. Craigslist- Eastern Oregon                                     |  |  |                      |                                       | http://eastoregon.craigslist.org/                      |
| 64. Craigslist- Tri-Cities, WA                                     |  |  |                      |                                       | http://kpr.craigslist.org/                             |
| 65. Craigslist- Detroit, MI  |  |  |                      |                                       | http://detroit.craigslist.org/                         |

| <u>Media used</u>  | <u>Contact Name</u> | <u>Address</u>                                | <u>Phone</u> | <u>Email</u>   | <u>Web</u>   |
|--|---------------------|---|--------------|--|--|
| 67. Craigslist- Spokane, WA                              |                     |   |              |  | <a href="http://spokane.craigslist.org/">http://spokane.craigslist.org/</a>                |
| 69. Craigslist- Lawrence, Kansas                         |                     |   |              |  | <a href="http://lawrence.craigslist.org/">http://lawrence.craigslist.org/</a>              |
| 70. Craigslist- Wyoming                                  |                     |   |              |  | <a href="http://wyoming.craigslist.org/">http://wyoming.craigslist.org/</a>                |
| 71. Craigslist- Billings, Montana                        |                     |   |              |  | <a href="http://billings.craigslist.org/">http://billings.craigslist.org/</a>              |
| 72. Craigslist- Kansas City, Missouri                    |                     |   |              |  | <a href="http://kansascity.craigslist.org/">http://kansascity.craigslist.org/</a>          |
| 73. Craigslist- Eugene, OR                               |                     |   |              |  | <a href="http://eugene.craigslist.org/">http://eugene.craigslist.org/</a>                  |
| 74. Craigslist- Medford, OR                              |                     |   |              |  | <a href="http://medford.craigslist.org/">http://medford.craigslist.org/</a>                |
| 75. Craigslist- Corvallis, OR                            |                     |   |              |  | <a href="http://corvallis.craigslist.org/">http://corvallis.craigslist.org/</a>            |
| 77. Facebook   |                     |   |              |  | <a href="http://www.facebook.com">www.facebook.com</a>                                     |
| 81. Indeed.com   | Jason Coppola       |   | 203-653-5241 | <a href="mailto:jcoppola@indeed.com">jcoppola@indeed.com</a>                   | <a href="http://www.indeed.com">www.indeed.com</a>   |
| 82. Society of Broadcast Engineers                       |                     |   |              |  | <a href="http://www.sbe.org">www.sbe.org</a>   |
| 83. TVJobs   |                     |   |              |  | <a href="http://www.tvjobs.com">www.tvjobs.com</a>   |
| 84. Oregon Institute of Technology                       | Jan Goodyear        |   |              |  | <a href="http://www.oit.com">www.oit.com</a>   |
| 85. American Society for Training & Development (ASTD)   |                     |   |              |  | <a href="http://www.astd.com">www. Astd.com</a>  |
| 86. Advertising Federation - Bend                        |                     |   |              |  | <a href="http://www.adfedco.org/">http://www.adfedco.org/</a>                              |
| 88. Former Employee                                      |                     |   |              |  |  |
| 89. Central Oregon Web Professionals Users Group (COWPU) |                     |   |              |  |  |
| 90. Bend Tech  |                     |   |              |  | <a href="http://blog.bendtech.com/">http://blog.bendtech.com/</a>                          |
| 91. Data Center Knowledge                                |                     |   |              |  | <a href="http://www.datacenterknowledge.com/">http://www.datacenterknowledge.com/</a>      |
| 92. The Ladders.com                                      |                     |   |              |  | <a href="https://www.theladders.com">https://www.theladders.com</a>                        |
| 93. McDonald Group                                       | Anne McDonald       | 1011 SW Emkay, Suite<br>101 Bend, OR<br>97702 | 541-306-6909 | <a href="mailto:info@mcdgroupinc.com">info@mcdgroupinc.com</a>                 | <a href="http://www.mcdgroupinc.com/">http://www.mcdgroupinc.com/</a>                      |
| 95. Twitter  |                     |   |              |  | <a href="https://www.twitter.com">www.twitter.com</a>                                      |
| 96. Latino Community Association                         |                     | 1130 NW Harriman St.<br>Bend, OR 97701        | 541.382.4366 |  | <a href="http://www.latinocommunityassociation.org">www.latinocommunityassociation.org</a> |
| 97. Vendor/contractor                                    |                     |   |              |  |  |
| 98. Dougherty Recruitment Services                       | Patty Dougherty     |   |              | <a href="mailto:patty@doughertyresources.com">patty@doughertyresources.com</a> |  |
| 99. Craigslist-Denver, CO                                |                     |   |              |  | <a href="http://denver.craigslist.org/">http://denver.craigslist.org/</a>                  |
| 100. Product Development & Management Association (PDMA) |                     |   |              |  | <a href="http://www.pdma.org/">http://www.pdma.org/</a>                                    |
| 101. University of Oregon                                |                     |   |              |  | <a href="http://career.uoregon.edu/">http://career.uoregon.edu/</a>                        |
| 102. The Association for Operations Management (APICS)   |                     |   |              |  | <a href="http://jobs.apics.org/jobs/">http://jobs.apics.org/jobs/</a>                      |
| 103. Cyber Coders  |                     |   |              |  | <a href="http://www.cybercoders.com/">http://www.cybercoders.com/</a>                      |