



THIS REPORT COVERS OCTOBER 1, 2018 THROUGH SEPTEMBER 30, 2019

Total Number of Full-time Vacancies Filled During this Period: 0

Total Number of People Interviewed for Full-time Vacancies During this Period: 3

Total Number of People Referred for Interviews for Full-Time Vacancies During this Period: 34

FULL-TIME POSITIONS OPENED / FILLED

#	Position Title	Number Hired	Recruitment Source(s) Used to Fill the Vacancy <i>Please see attached Recruitment Resource List for the recruitment source contact information.</i>	Number of Interviewees Referred by Each Recruitment Source	Total Number Interviewed
1	Account Management/Administrative Support	0	ADP Resume Search Service <i>Giggle Fiber engaged ADP to provide recruitment services. The ADP Resume Search Service posts vacancy notices on Indeed and Monster.com, which are distributed to and also available on widely known employment sites including julu.com, glassdoor.com, ziprecruiter.com, LinkedIn, and simplyhired.com.</i>	12	3
2	Broadband Technician	0	ADP Resume Search Service (See above for list of widely known employment sites utilized for recruitment)	13	0
3	Bilingual Receptionist/CSR (English – Mandarin)	0	ADP Resume Search Service (See above for list of widely known employment sites utilized for recruitment)	9	0



INITIATIVES UNDERTAKEN PURSUANT TO § 76.75(b)(2)

Giggle Fiber provides training programs designed to enable unit personnel to acquire skill that could qualify them for higher level positions. Those training initiatives include:

- *Training on SugarCRM provided to select support team members to augment their skills in the platform used by the Company in customer relationship management.*
- *Continuous technical training, administered quarterly, provided to field engineers and technicians to augment knowledge/ skills in the areas of:*
 - *GPON Optical Power Measurements*
 - *GPON Installation*
 - *Coaxial RF Losses*
 - *RF Passive Insertion Losses*

Giggle Fiber personnel participate in community and industry-sponsored events reasonably calculated to further the goal of disseminating information on employment opportunities in multichannel video programming. Giggle Fiber personnel participated in the following events during the reporting period:

Event/Date	Giggle Fiber Participant(s)	Description
Apartment Association of Greater Los Angeles (AAGLA) Conference and Expo (10/4/2018)	Mike Miller (VP for Operations) and Marcelino Lopez (Residential Acct. Executive)	Annual industry conference providing seminars and networking opportunities for companies offering services in the multiple-dwelling environment. Giggle Fiber was a registered exhibitor and presented information about the company and its telecommunications services.
2018 Broadband Communities' Economic Development Conference (10/23/2018-10/25/2018)	Mike Miller (VP for Operations)	Industry-sponsored conference relating to all aspects of providing broadband and video services.
2019 SCTE SoCal Conference (8/21/2019-8/22/2019)	Herbert Villalobos (VP Engineering)	Annual event sponsored by the Society of Cable Telecommunications Engineers.



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City of Arcadia Chinese Moon Festival (9/21/2019)	Mike Miller (VP for Operations)	An annual community event organized by the Arcadia Chinese Association and the City of Arcadia. Giggle Fiber was a registered vendor and provided information and answered questions regarding the company and its telecommunications services, including possible employment.
Taste of Arcadia (9/23/2019)	Mike Miller (VP for Operations) and Marcelino Lopez (Residential Acct. Executive)	An annual community event sponsored by the Arcadia Chamber of Commerce. Giggle Fiber was a registered vendor and provided information and answered questions regarding the company and its telecommunications services, including possible employment.
Monrovia Street Fair (Multiple dates from May 2019 – September 2019)	Mike Miller (VP for Operations) and Marcelino Lopez (Residential Acct. Executive)	A weekly community event promoted by the City of Monrovia, which provides local businesses the opportunity to broaden community awareness and involvement. Giggle Fiber participated as a local vendor on multiple occasions and provided information regarding the company and its telecommunications services, including possible employment.

RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
ADP Resume Search Service <i>Giggle Fiber engaged ADP to provide recruitment services. The ADP Resume Search Service posts vacancy notices on Indeed and Monster.com, which are distributed to and also available on widely known employment sites including julu.com, glassdoor.com, ziprecruiter.com, LinkedIn, and simplyhired.com.</i>	10200 Sunset Drive Miami, FL 33173	MariaElena Suarez Client Recruiter – Recruitment Solutions Group	(305) 630-1396	No	34

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