

EEO PUBLIC FILE REPORT

Shentel Unit # 12743 – Oakland, MD

Reporting Period: October 1, 2012 through September 30, 2013

Total Number of Full-Time Vacancies Filled During This Period: 1

Total Number of People Interviewed for Full-Time Vacancies During This Period: 1

#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy	Number of Interviews Referred by Each Recruitment Source	Total Number Interviewed
1	Headend Tech	1	Employee Referral	Shentel Website; Simply Local Oakland; The Republican; CablBarl.com, Yard Signs, Payment Center Posters, Cumulus Job Fair, MCCC Expo and Job Fair at Virginia Tech, Indeed	Employee Referral - 1	1

Supplemental Recruitment Initiatives:

This unit executed the following Supplemental Recruitment Initiatives during this reporting period:

- Maintaining a tuition reimbursement program that allows employees to obtain qualifications that would allow them to advance to positions of greater responsibility.
- Establishing an internship program designed to assist members of the community in acquiring skills needed for MVPD employment.
- Participating in multiple job fairs with personnel who have substantial hiring responsibility.
- Participating in customer advisory meetings/dinners and Chamber of Commerce meetings to promote company and job openings.

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#	Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification	Total Number of Referrals	Number of FT Hires
1	Shentel Website	Shentel	NA	Shentel	NA	0	0
2	Indeed	177 Broad St, 6th Floor, Stamford CT 06901	NA	NA	NO	0	0
3	Employee Referral	NA	Shentel	NA	NO	1	1
4	Yard Signs	Shentel Locations	Shentel Marketing	Shentel	NA	0	0
5	Payment Center Posters	Shentel Locations	Shentel Marketing	Shentel	NA	0	0
6	MCCC Expo and Job Fair at VT	870 Washington St Blacksburg, VA 24061	Debbie Wilson	540-231-6241	NO	0	0
7	Cumulus Job Fair	Park Inn, Mechanicsburg, PA 17050	Karen Richards	717-901-0724	NO	0	0
8	Simply Local - Oakland	Shentel Local Access Channel 3	Shentel - Robin Laird	540-984-5185	NO	0	0
9	The Republican	Sincell Publishing, 108 Second St, Oakland, MD 21550	NA	301-334-3963	NO	0	0
10	Cabl Bar	3501 Route 42, Suite 130 #117, Turnersville, NJ 08012	NA	856-782-8900	NO	0	0