

EEO PUBLIC FILE REPORT

Shentel Unit # HQ454 – Shenandoah County, VA

Reporting Period: October 1, 2011 through September 30, 2012

Total Number of Full-Time Vacancies Filled During This Period: 9

Total Number of People Interviewed for Full-Time Vacancies During This Period: 58

#	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	Network Administrator	1	Employee Referral	FierceWireless, International Search Consultants, Shentel Website, Employee Referral, Lucas Group	ISC (1), Shentel Website (3), Employee Referral (1), Lucas Group (1), FierceWireless (0)	6
2	Desktop Technician	1	Indeed	ZipRecruiter, Indeed, Shentel Website, Employee Referral, Lucas Group, Internal	Shentel Website (11), ZipRecruiter (2), Indeed (6), Internal (1), Lucas Group (1), Employee Referral (0)	21
3	Sr. Desktop Technician	1	Indeed	ZipRecruiter, Indeed, Shentel Website, LinkedIn, DevBistro, FierceWireless, Employee Referral, Lucas Group	Indeed (5), Shentel Website (2), LinkedIn (0), DevBistro (0), FierceWireless (0), Employee Referral (0)	7
4	Marketing Manager	1	Employee Referral	ZipRecruiter, Indeed, Shentel Website, Fierce Wireless, AMA, Simply Local - Shenandoah & Rockingham, Fox Interlink Partners, Lynchburg Career Fair	Internal (2) Indeed (4) Shentel Website (2) Ziprecruiter (0) FierceWireless (0) AMA (0) Fox Interlink Partners (2) Employee Referral (1)	11
5	Engineering Project Manager	1	CareerBuilder	CareerBuilder, Shentel Website, Lucas Group	Career Builder (3), Shentel Website (3), Lucas Group (0)	6
6	Accounting Associate	1	Adams & Garth Staffing	Adams & Garth Staffing, Daily News Record	Adams & Garth Staffing (1), Daily News Record (0)	1
7	Sr. Network Engineer II	1	Indeed	ZipRecruiter, Indeed, Shentel Website, LinkedIn, DevBistro, FierceWireless, Engineering Job, Engcen, Employee Referral, Lucas Group, Telecom Careers	ZipRecruiter (0), Indeed (1), Shentel Website (0), LinkedIn (0), DevBistro (0), FierceWireless (0), Engineering Jobs (0), Engcen (0), Employee Referral (2), Lucas Group (0), Telecom Careers (0)	3

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8	Comp & Benefits Analyst	1	Corporate Resources	ZipRecruiter, Indeed, Shentel Website, SHRM, Workforce HR Solutions, LinkedIn, Corporate Resources, Payment Center Posters	ZipRecruiter (0), Indeed (0), Shentel Website (0), SHRM (0), Workforce HR Solutions (0), LinkedIn (0), Corporate Resources (2), Payment Center Posters (0)	2
9	OSP Engineer	1	Indeed	Employee Referral, ZipRecruiter, Indeed, Shentel Website, Virginia Workforce Connection	ZipRecruiter (0), Indeed (1), Shentel Website (0), Workforce Virginia (0)	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.

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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	21	0
2	Employee Referral	NA	NA	NA	NA	4	2
3	Indeed	177 Broad St, 6th Floor, Stamford CT 06901	NA	NA	NO	17	4
4	CareerBuilder	200 N. LaSalle St, Suite 1100, Chicago, IL 60601	NA	NA	NO	3	1
5	ZipRecruiter	1753 Third St Promenade, Suite 335, Santa Monica, CA 90401	NA	(877) 252-1602	NO	2	0
6	FierceWireless	1900 L Street NW, Suite 400, Washington, DC 20036	NA	NA	NO	0	0
7	LinkedIn	2029 Stierlin Ct, Mountain View, CA 94043	NA	NA	NO	0	0
8	Lucas Group (Career Fairs)	3384 Peachtree Rd, Suite 900, Atlanta, GA 30326	Tiffany Collier	(904) 673-9709	NO	2	0
9	International Search Consultants	7650 S. McClintock Rd, Suite, 103-158, Tempe, AZ 85284	Ann Zaslow-Rethaber	(888) 866-7276	NO	1	0
10	Adams & Garth	625 Mount Clinton Pike, Suite A, Harrisonburg, VA 22802	Megan Seekford	(540) 434-9675	NO	1	1
11	DevBistro	450 Lexington Ave, PO Box 2442, New York, NY 10017	NA	NA	NO	0	0
12	Telecom Careers	3009 N Lamar, Austin, TX 73301	NA	NA	NO	0	0
13	SHRM	1800 Duke St, Alexandria, VA 22314	NA	(800) 283-7476	NO	0	0
14	Engcen	10451 Southgate Rd, Richmond, BC Canada V7A 4Z8	NA	(877) 210-4747	NO	0	0
15	Daily News Record	PO Box 193, Harrisonburg, VA 22803	NA	(540) 574-6200	NO	0	0
16	Workforce HR Solutions	150 N. Michigan Ave, Chicago, IL 60601	NA	(312) 649-5200	NO	0	0
17	Virginia Workforce Connection	1111 E Main St, Suite 901, Richmond, VA 23219	NA	(804) 786-4718	NO	0	0
18	Yard Signs	Shentel Locations	Shentel Marketing	Shentel	NO	0	0
19	Now Hiring signs in CS lobby	Shentel Locations	Shentel Marketing	Shentel	NO	0	0
20	Fox Interlink Partners	PO Box 575, Pine, CO 80470	Cheryl Fox	303-838-1900	NO	2	0
21	Corporate Resources	142 E Irvin Ave Hagerstown, MD 21742	Jane Stevens	301-797-3434	NO	2	1
22	Harrisburg Job & Internship Fair	3211 N. Front St, Suite 201 Harrisburg, PA 17110	Christine Brindle	717-213-5048	NO	0	0
23	CPEC Job Fair	One Stoney Rd Dillsburg, PA 17019	Traci Keiffer	717-440-6237	NO	0	0
24	Internal Employees	NA	NA	NA	NO	3	0