

EEO PUBLIC FILE REPORT

Shentel Unit # HQ454 – Shenandoah County, VA

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

Total Number of Full-Time Vacancies Filled During This Period: 11

Total Number of People Interviewed for Full-Time Vacancies During This Period: 31

#	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	VP, Legal General Counsel	1	ACC	Indeed, Shentel Website, ACC, Law.Com	American Corporate Counsel (2)	2
2	Security Access Administrator	1	Indeed	Indeed, Shentel Website, Simply Local, Virginia Workforce Connection, LinkedIn, Current Employee, Yard Signs, Payment Center Posters, Career & Resource Fair, Liberty Career Fair	Indeed (1), Current Employee (2)	3
3	Jr. NET Programmer	1	Indeed	Indeed, Shentel Website, LinkedIn, ZipRecruiter, Virginia Workforce Connection, US Jobs, Simply Local Shenandoah, Simply Local Rockingham, Yard Signs, Payment Center Posters, CPEC Job Fair, Liberty Engineering Career Fair, EMU Career Fair, Glensville State College Job Fair, Liberty School of Business, WVU Career Fair, Shepherd University Career Fair, Putting Central PA Back to Work, Garrett County Chamber of Commerce Career Fair, Franklin County High School Career Fair, Blue Ridge CTC Career Fair, Liberty Communications Career Fair, Jobs Expo, Bedford Area Chamber of Commerce Job Fair	Indeed (1)	1
4	Graphic Designer	1	Indeed	Indeed, Shentel Website, LinkedIn, ZipRecruiter, Virginia Workforce Connection, US Jobs, Simply Local Shenandoah, Simply Local Rockingham, Yard Signs, Payment Center Posters, CPEC Job Fair, Liberty Engineering Career Fair, EMU Career Fair, Glensville State College Job Fair, Liberty School of Business, WVU Career Fair, Shepherd University Career Fair, Putting Central PA Back to Work, Garrett County Chamber of Commerce Career Fair, Franklin County High School Career Fair, Blue Ridge CTC Career Fair, Liberty Communications Career Fair	Indeed (2), Employee Referral (2)	4

EEO PUBLIC FILE REPORT

Shentel Unit # HQ454 – Shenandoah County, VA

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

#	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
5	Tax Accounting Associate	1	Indeed	Indeed, Shentel Website, ZipRecruiter, Virginia Workforce Connection, US Jobs, Simply Local Shenandoah, Simply Local Rockingham, Yard Signs, Payment Center Posters, CPEC Job Fair, Liberty Engineering Career Fair, EMU Career Fair, Glenville State College Job Fair, Liberty School of Business, WVU Career Fair, Shepherd University Career Fair, Putting Central PA Back to Work, Garrett County Chamber of Commerce Career Fair, Franklin County High School Career Fair, Blue Ridge CTC Career Fair, Liberty Communications Career Fair	Indeed (3), Current Employee (3)	6
6	Graphic Designer	1	Shentel Website	Indeed, Shentel Website, ZipRecruiter, Virginia Workforce Connection, US Jobs, Simply Local Shenandoah, Current Employee, Yard Signs, Payment Center Posters, Franklin County High School Career Fair, Blue Ridge CTC Career Fair, Liberty Communications Career Fair, Jobs Expo, Bedford Area Chamber of Commerce Job Fair	Indeed (2), Employee Referral (1), Shentel Website (1)	4
7	CABS Accounting Associate	1	Axiom Staffing	Indeed, Shentel Website, ZipRecruiter, Virginia Workforce Connection, Simply Local Shenandoah, Axiom Staffing, Yard Signs, Payment Center Posters, Putting Central PA Back to Work, Garrett County Chamber of Commerce Career Fair, Franklin County High School Career Fair	Axiom Staffing (1)	1
8	Analyst, Finance	1	Employee Referral	Indeed, Shentel Website, ZipRecruiter, Virginia Workforce Connection, Simply Local Shenandoah, Simply Local Rockingham, US Jobs, LinkedIn Groups, Yard Signs, Payment Center Posters, Congressman Bob Goodlatte Valley Job Fair, Beckley Register Herald Job Fair	Employee Referral (1)	1
9	Sales Engineer	1	Employee Referral	Indeed, Shentel Website, ZipRecruiter, Virginia Workforce Connection, Simply Local Shenandoah, Simply Local Rockingham, US Jobs, Yard Signs, Payment Center Posters	Employee Referral (1)	1
10	Sr. Accountant	1	Employee Referral	Indeed, Shentel Website, ZipRecruiter, Virginia Workforce Connection, Simply Local Shenandoah, Simply Local Rockingham, US Jobs, LinkedIn Groups, Yard Signs, Payment Center Posters, Congressman Bob Goodlatte Valley Job Fair, Beckley Register Herald Job Fair	Indeed (6), Employee Referral (1)	7

EEO PUBLIC FILE REPORT

Shentel Unit # HQ454 – Shenandoah County, VA

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

#	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
11	Manager, Network Planning & Sales Engineering	1	Employee Referral	Indeed, Shentel Website, ZipRecruiter, Virginia Workforce Connection, US Jobs, Simply Local Shenandoah, Yard Signs, Payment Center Posters, CPEC Job Fair, Liberty Engineering Career Fair, EMU Career Fair, Glenville State College Job Fair, Liberty School of Business, WVU Career Fair, Shepherd University Career Fair, Putting Central PA Back to Work, Garrett County Chamber of Commerce Career Fair, Franklin County High School Career Fair	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.

EEO PUBLIC FILE REPORT

Shentel Unit # HQ454 – Shenandoah County, VA

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

#	Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification	Total Number of Referrals	Number FT Hires
1	Shentel Website	Shentel	NA	Shentel	NA	1	1
2	Employee Referral	NA	NA	NA	NA	7	4
3	Current Employee	NA	NA	NA	NA	5	0
4	Indeed	177 Broad St, 6th Floor, Stamford CT 06901	NA	NA	NO	15	4
5	Yard Signs	Shentel Locations	Shentel Marketing	Shentel	NO	0	0
6	Payment Center Posters	Shentel Locations	Shentel Marketing	Shentel	NO	0	0
7	Virginia Workforce Connection	1111 E Main St, Suite 901, Richmond, VA 23219	NA	804-786-4718	NO	0	0
8	CPEC Job Fair	Radisson Hotel 1150 Camp Hill Bypass Camp Hill, PA 17011	Andrea Hoppenjans	717-215-1305	NO	0	0
9	Liberty Engineering Career Fair	1971 University Blvd Lynchburg, VA 24502	NA	434-582-2000	NO	0	0
10	EMU Career Fair	1200 Park Rd Harrisonburg, VA 22802	NA	540-432-4000	NO	0	0
11	Putting Central PA Back to Work	Best Western Premier Harrisburg, PA	Karen Richards	717-901-0724	NO	0	0
12	Garrett County Chamber of Commerce Career Fair	687 Mosser Rd. McHenry, MD 21541	NA	NA	NO	0	0
13	Franklin County High School Career Fair	700 Tanyard Rd Rocky Mount, VA 24151	NA	540-483-0221	NO	0	0
14	Blue Ridge CTC Career Fair	13650 Apple Harvest Dr Martinsburg, WV	NA	304-260-4380	NO	0	0
15	Liberty Communications Career Fair	1971 University Blvd Lynchburg, VA 24502	NA	434-582-2000	NO	0	0
16	Bedford Area Chamber of Commerce Career Fair	305 E Main St Bedford, VA 24523	NA	540-586-9401	NO	0	0
17	Liberty Career Fair	1971 University Blvd Lynchburg, VA 24502	NA	434-582-2000	NO	0	0
18	Career & Resource Job Fair	50 Claiborne Ave Rocky Mount, VA 24151	Kathy Hodges	540-483-0179	NO	0	0
19	Simply Local Shenandoah	Shentel Local Access Channel 8	Shentel - Robin Laird	540-984-5178	NO	0	0
20	Simply Local Rockingham	Shentel Local Access WSVA Radio	Shentel - Robin Laird	540-984-5179	NO	0	0
21	ZipRecruiter	1753 Third St Promenade, Suite 335, Santa Monica, CA 90401	NA	(877) 252-1602	NO	0	0
22	US Jobs - National Labor Exchange	9002 N Purdue Rd, Suite 100 Indianapolis, IN 46268	NA	866-268-6206	NO	0	0
23	American Corporate Counsel	1025 Connecticut Avenue NW Suite 200 Washington, DC 20036	NA	202-293-4103	NO	2	1

EEO PUBLIC FILE REPORT**Shentel Unit # HQ454 – Shenandoah County, VA****Reporting Period: October 1, 2012 through September 30, 2013**

#	Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification	Total Number of Referrals	Number FT Hires
24	Law.Com	120 Broadway 5th Floor New York, NY 10271	Michael Medwig	212-457-9470	NO	0	0
25	Congressman Bob Goodlatte Valley Job Fair	10 Franklin Rd SE Suite 540 Roanoke, VA 24011	Christine Broughton	540-857-2672	NO	0	0
26	Beckley Register Herald Job Fair	PO Box 2398 801 N Kanawha St, Beckley, WV 25802	Ann Kelly	304-255-4400	NO	0	0
27	WVU Career Fair	PO Box 6008 Morgantown, WV 26506	NA	304-293-2221	NO	0	0
28	Glenville State College Career Fair	200 Hight St Glenville, WV 26351	NA	304-462-7361	NO	0	0
29	Shepherd University Career Fair	PO Box 3210 Shepherdstown, WV 25443	NA	304-876-5000	NO	0	0
30	Jobs Expo	17 Middletown Rd White Hall, WV 26554	Ginny Layton	304-368-9530	NO	0	0
31	Liberty School of Business Career Fair	1971 University Blvd Lynchburg, VA 24502	NA	434-582-2000	NO	0	0
32	Axiom	2035 South Pleasant Valley Rd, Winchester, VA 22601	Chris Neff	(540) 722-7264	NO	1	1
33	LinkedIn Groups	2029 Stierlin Ct, Mountain View, CA 94043	NA	NA	NO	0	0