

CO= 9229220

U= 9229220

EQUAL EMPLOYMENT OPPORTUNITY
2013 EMPLOYER INFORMATION REPORT
CONSOLIDATED REPORT - TYPE 2

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
P O BOX 215
PALMERTON, PA 18071

2.a. PENCOR SERVICES INC
P O BOX 215
PALMERTON, PA 18071

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

c. Y

NAICS:

SECTION D - EMPLOYMENT DATA

Table with columns for Job Categories, Hispanic or Latino (Male/Female), Not-Hispanic or Latino (Male/Female) broken down by race (White, Black or African American, Native Hawaiian or Pacific Islander, Asian, American Indian or Alaskan Native, Two or More Races), and Overall Totals.

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 07/21/2013 THRU 08/03/2013

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: CRAIG VAKIENER
EEO-1 REPORT CONTACT PERSON: CRAIG VAKIENER
EMAIL: cvakiener@pencor.com

TITLE: HUMAN RESOURCES MANAGER
TITLE: HUMAN RESOURCES MANAGER
TELEPHONE NO: 6108269289

CERTIFIED DATE[EST]: 09/03/2013 10:28 AM

CO= 9229220

U= 9229220

**EQUAL EMPLOYMENT OPPORTUNITY
2013 EMPLOYER INFORMATION REPORT
HEADQUARTERS REPORT - TYPE 3**

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
P O BOX 215
PALMERTON, PA 18071

2.a. PENCOR SERVICES INC
P O BOX 215
PALMERTON, PA 18071

CARBON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	10	0	0	0	0	0	3	0	0	0	0	0	0	13
FIRST/MID OFFICIALS & MGRS	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
PROFESSIONALS	0	0	2	0	0	0	0	0	5	0	0	0	0	0	0	7
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	4
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	17	0	0	0	0	0	12	0	0	0	0	0	0	29
PREVIOUS REPORT TOTAL	0	0	18	1	0	0	0	0	12	0	0	0	0	0	0	31

SECTION F - REMARKS

CO= 9229220

U= DT94090

**EQUAL EMPLOYMENT OPPORTUNITY
2013 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
P O BOX 215
PALMERTON, PA 18071

2.a. PENN'S PEAK
325 MAURY ROAD
JIM THORPE, PA 18229

CARBON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 722511 Full-Service Restaurants

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	6	0	0	0	0	0	3	0	0	0	0	0	0	9
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
SALES WORKERS	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	7	0	0	0	0	0	0	7
CRAFT WORKERS	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	3
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	2	0	28	0	0	0	0	0	48	0	1	0	0	0	0	79
TOTAL	2	0	39	0	0	0	0	0	63	0	1	0	0	0	0	105
PREVIOUS REPORT TOTAL	2	1	35	0	0	0	0	0	56	0	1	0	0	0	0	95

SECTION F - REMARKS

CO= 9229220

U= T628958

**EQUAL EMPLOYMENT OPPORTUNITY
2013 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
P O BOX 215
PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
200 N FIRST ST
LEHIGHTON, PA 18235

CARBON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	7	0	0	0	0	0	10	0	0	0	0	0	0	17
PROFESSIONALS	0	0	26	0	0	0	0	0	5	0	0	1	0	0	0	32
TECHNICIANS	0	0	10	0	0	0	0	0	1	0	0	0	0	0	0	11
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	1	2	17	0	0	0	0	0	65	3	0	0	1	0	0	89
CRAFT WORKERS	0	0	12	0	0	0	0	0	0	0	0	0	0	0	0	12
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	2	72	0	0	0	0	0	81	3	0	1	1	0	0	161
PREVIOUS REPORT TOTAL	0	3	73	0	0	0	0	0	82	2	0	0	1	0	0	161

SECTION F - REMARKS

CO= 9229220

U= T628960

**EQUAL EMPLOYMENT OPPORTUNITY
2013 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
P O BOX 215
PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECH INC SOUTHERN
804 ACADEMY HEIGHTS AVE
EPHRATA, PA 17522

LANCASTER COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	8	0	0	0	0	0	2	0	0	0	0	0	0	10
PROFESSIONALS	0	0	25	0	0	0	0	0	5	0	0	0	0	0	0	30
TECHNICIANS	0	0	8	0	0	0	0	0	1	0	0	0	0	0	0	9
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	6	0	0	0	0	0	9	0	0	1	0	0	0	16
CRAFT WORKERS	2	0	18	0	0	0	0	0	0	0	0	0	0	0	0	20
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TOTAL	2	0	67	0	0	0	0	0	17	0	0	1	0	0	0	87
PREVIOUS REPORT TOTAL	3	0	68	1	0	0	0	0	18	0	0	2	0	0	0	92

SECTION F - REMARKS

CO= 9229220

U= T628982

**EQUAL EMPLOYMENT OPPORTUNITY
2013 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
P O BOX 215
PALMERTON, PA 18071

2.a. PENCOR SERVICES
471 DELAWARE AVE
PALMERTON, PA 18071

CARBON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 519190 All Other Information Services

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	26	0	0	0	0	0	13	0	0	0	0	0	0	39
PROFESSIONALS	1	0	64	2	0	0	0	0	15	0	0	0	0	0	0	82
TECHNICIANS	1	0	60	0	0	0	1	1	8	0	0	0	0	0	0	71
SALES WORKERS	1	0	11	1	0	0	0	0	6	0	0	0	0	0	0	19
ADMINISTRATIVE SUPPORT	0	1	7	0	0	0	0	0	115	0	0	0	0	0	1	124
CRAFT WORKERS	0	0	22	0	0	0	0	0	0	0	0	0	0	0	0	22
OPERATIVES	1	0	23	0	0	0	0	0	0	0	0	0	0	0	0	24
LABORERS & HELPERS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
SERVICE WORKERS	1	2	2	0	0	0	0	0	12	0	0	0	0	0	0	17
TOTAL	5	3	217	3	0	0	1	1	169	0	0	0	0	0	1	400
PREVIOUS REPORT TOTAL	4	3	223	1	0	0	1	1	167	0	0	0	0	0	1	401

SECTION F - REMARKS

CO= 9229220
 U= W495140

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. MAHONING PRINTING PLANT
 594 BLAKESLEE BLVD DRIVE WEST
 LEHIGHTON, PA 18235

CARBON COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 511110 Newspaper Publishers

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	11	0	0	0	0	0	9	0	0	0	0	0	0	20
PROFESSIONALS	0	0	13	0	0	0	0	0	6	0	0	0	0	0	0	19
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	1	0	0	0	0	0	8	0	0	0	0	0	0	9
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	19	0	0	0	0	0	0	19
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	19	0	0	0	0	0	3	0	0	0	0	0	0	22
LABORERS & HELPERS	1	0	24	0	0	0	0	0	14	0	0	0	0	0	0	39
SERVICE WORKERS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
TOTAL	1	0	69	0	0	0	0	0	60	0	0	0	0	0	0	130
PREVIOUS REPORT TOTAL	1	0	67	0	0	0	0	0	63	0	0	0	0	0	0	131

SECTION F - REMARKS

CO= 9229220
 U= W495012

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. EAST PENN PUBLISHIN CO
 1633 N 26TH STREET
 ALLENTOWN, PA 18104

LEHIGH COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 511110 Newspaper Publishers

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	4
PROFESSIONALS	0	0	5	0	0	0	0	0	7	1	0	0	0	0	0	13
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	1	0	0	0	0	0	4	0	0	0	0	0	0	5
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	4
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TOTAL	0	0	8	0	0	0	0	0	18	1	0	0	0	0	0	27
PREVIOUS REPORT TOTAL	0	0	10	0	0	0	0	0	18	0	0	0	0	0	0	28

SECTION F - REMARKS

CO= 9229220
 U= W495021

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
 20 W RIDGE STREET
 LANSFORD, PA 18232

CARBON COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
CRAFT WORKERS	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0	10
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	3	10	0	0	0	0	3	0	0	0	0	0	0	16
PREVIOUS REPORT TOTAL	0	0	12	0	0	0	0	0	3	0	0	0	0	0	0	15

SECTION F - REMARKS

CO= 9229220
 U= W495030

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
 ROUTE 209
 GILBERT, PA 18331

MONROE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0	8
OPERATIVES	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	8	0	0	0	0	0	1	0	0	0	0	0	0	9
PREVIOUS REPORT TOTAL	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1

SECTION F - REMARKS

CO= 9229220
 U= W495041

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
 112 BENNETT AVENUE
 MILFORD, PA 18337

PIKE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	2	0	0	1	0	0	1	0	0	0	0	0	0	4
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	1	1	0	0	0	0	0	1	1	0	0	0	0	0	4
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	1	4	0	0	1	0	0	2	1	0	0	0	0	0	9
PREVIOUS REPORT TOTAL	0	1	5	0	0	1	0	0	2	1	0	0	0	0	0	10

SECTION F - REMARKS

CO= 9229220
 U= W495052

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
 920 EHLER STREET
 STROUDSBURG, PA 18360

MONROE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	3	0	0	0	0	0	2	0	0	0	0	0	0	6
PROFESSIONALS	0	0	2	0	1	0	0	0	1	1	0	0	0	0	0	5
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	5	2	0	0	0	0	0	5	0	0	0	0	0	0	12
CRAFT WORKERS	1	0	12	0	0	0	0	0	0	0	0	0	0	0	0	13
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	5	20	0	1	0	0	0	8	1	0	0	0	0	0	37
PREVIOUS REPORT TOTAL	2	5	26	0	1	0	0	0	9	1	0	0	0	0	0	44

SECTION F - REMARKS

CO= 9229220
 U= W495063

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
 1 WATER STREET
 DUNCANNON, PA 17020

PERRY COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	3
CRAFT WORKERS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	6	0	0	0	0	0	3	0	0	0	0	0	0	9
PREVIOUS REPORT TOTAL	0	0	5	0	0	0	0	0	3	0	0	0	0	0	0	8

SECTION F - REMARKS

CO= 9229220
 U= W495074

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
 2800 LEWISBERRY RD
 YORK HAVEN, PA 17370

YORK COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3
CRAFT WORKERS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	5	0	0	0	0	0	4	0	0	0	0	0	0	9
PREVIOUS REPORT TOTAL	0	0	5	0	0	0	0	0	4	0	0	0	0	0	0	9

SECTION F - REMARKS

CO= 9229220
 U= W495085

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
 46 N ACADEMY STREET
 MANSFIELD, PA 16933

TIOGA COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	5	0	0	0	0	0	0	6
CRAFT WORKERS	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	10
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	14	0	0	0	0	0	5	0	0	0	0	0	0	19
PREVIOUS REPORT TOTAL	0	0	13	0	0	0	0	0	4	0	0	0	0	0	0	17

SECTION F - REMARKS

CO= 9229220
 U= W495096

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
 HC 898 BOX 115A
 POCONO SUMMIT, PA 18346

MONROE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2
CRAFT WORKERS	1	0	6	1	0	0	0	0	0	0	0	0	0	0	0	8
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	1	9	1	0	0	0	0	1	0	0	0	0	0	0	13
PREVIOUS REPORT TOTAL	1	1	10	1	0	0	0	0	1	0	0	0	0	0	0	14

SECTION F - REMARKS

CO= 9229220
 U= W495104

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
 15 CRAFTON STREET
 WELLSBORO, PA 16901

TIOGA COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TOTAL	0	0	1	0	0	0	0	0	4	0	0	0	0	0	0	5
PREVIOUS REPORT TOTAL	0	0	1	0	0	0	0	0	4	0	0	0	0	0	0	5

SECTION F - REMARKS

CO= 9229220
 U= W495113

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
 HC6 BOX 6035
 HAWLEY, PA 18428

PIKE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	2	0	0	0	0	0	0	5
PROFESSIONALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	2	0	0	0	0	0	6	0	0	0	0	0	0	8
CRAFT WORKERS	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	15
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	21	0	0	0	0	0	9	0	0	0	0	0	0	30
PREVIOUS REPORT TOTAL	0	0	17	0	0	0	0	0	9	0	0	0	0	0	0	26

SECTION F - REMARKS

CO= 9229220
 U= W495122

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC
 PO BOX 141
 TUNKHANNOCK, PA 18657

WYOMING COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
PROFESSIONALS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TECHNICIANS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0	5
CRAFT WORKERS	0	0	9	0	0	0	0	0	0	0	0	0	0	0	0	9
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	13	0	0	0	0	0	6	0	0	0	0	0	0	19
PREVIOUS REPORT TOTAL	0	0	14	0	0	0	0	0	6	0	0	0	0	0	0	20

SECTION F - REMARKS

CO= 9229220
 U= W495131

EQUAL EMPLOYMENT OPPORTUNITY
 2013 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 P O BOX 215
 PALMERTON, PA 18071

2.a. TIMES NEWS INC
 BROAD AND PINE STREET
 TAMAQUA, PA 18252

SCHUYLKILL COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 511110 Newspaper Publishers

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TOTAL	0	0	2	0	0	0	0	0	4	0	0	0	0	0	0	6
PREVIOUS REPORT TOTAL	0	0	2	0	0	0	0	0	4	0	0	0	0	0	0	6

SECTION F - REMARKS