

CO= 9229220
 U= W495052

EQUAL EMPLOYMENT OPPORTUNITY
 2015 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
 920 EHLER STREET
 STROUDSBURG, PA 18360

MONROE COUNTY

c. Y

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	1	2	0	0	0	0	0	3	0	0	0	0	0	0	7
PROFESSIONALS	0	0	1	1	1	0	0	0	1	0	0	0	0	0	0	4
TECHNICIANS	0	0	0	1	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	1	4	2	0	0	0	0	2	3	0	0	0	0	0	1	13
CRAFT WORKERS	0	0	13	1	0	0	0	0	0	0	0	0	0	0	0	14
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	18	3	1	0	0	2	7	0	0	0	0	0	1	39
PREVIOUS REPORT TOTAL	3	5	20	0	1	0	0	0	9	1	0	0	0	0	1	40

SECTION F - REMARKS

CO= 9229220

U= W495063

EQUAL EMPLOYMENT OPPORTUNITY
 2015 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
 1 WATER STREET
 DUNCANNON, PA 17020

PERRY COUNTY

c. Y

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	1	0	0	0	0	0	0	2
CRAFT WORKERS	0	0	3	0	0	0	0	0	0	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	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	2	0	0	0	0	0	0	7
PREVIOUS REPORT TOTAL	0	0	6	0	0	0	0	0	2	0	0	0	0	0	0	8

SECTION F - REMARKS

CO= 9229220

U= W495074

EQUAL EMPLOYMENT OPPORTUNITY
2015 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
2800 LEWISBERRY RD
YORK HAVEN, PA 17370

YORK COUNTY

c. Y

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	1	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	0	0	0	0	0	0	0	4	0	0	0	0	0	0	4
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	5	0	0	0	0	0	0	11
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
 2015 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
 46 N ACADEMY STREET
 MANSFIELD, PA 16933

TIOGA COUNTY

c. Y

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	11	0	0	0	0	0	0	0	0	0	0	0	0	11
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	15	0	0	0	0	0	5	0	0	0	0	0	0	20
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= W495096

EQUAL EMPLOYMENT OPPORTUNITY
2015 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
HC 898 BOX 115A
POCONO SUMMIT, PA 18346

MONROE COUNTY

c. Y

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	9	1	0	0	0	0	1	0	0	0	0	0	0	13

SECTION F - REMARKS

CO= 9229220
 U= W495104

EQUAL EMPLOYMENT OPPORTUNITY
 2015 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
 15 CRAFTON STREET
 WELLSBORO, PA 16901

TIOGA COUNTY

c. Y

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
 2015 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
 HC6 BOX 6035
 HAWLEY, PA 18428

PIKE COUNTY

c. Y

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	1	0	0	0	0	0	0	4
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	1	0	0	0	0	0	7	0	0	0	0	0	0	8
CRAFT WORKERS	0	0	14	0	0	0	0	0	0	0	0	0	0	0	0	14
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	19	0	0	0	0	0	9	0	0	0	0	0	0	28
PREVIOUS REPORT TOTAL	0	0	20	0	0	0	0	0	9	0	0	0	0	0	0	29

SECTION F - REMARKS

CO= 9229220

U= W495122

EQUAL EMPLOYMENT OPPORTUNITY
 2015 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
 PO BOX 141
 TUNKHANNOCK, PA 18657

WYOMING COUNTY

c. Y

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	13	0	0	0	0	0	6	0	0	0	0	0	0	19

SECTION F - REMARKS

CO= 9229220

U= W495021

EQUAL EMPLOYMENT OPPORTUNITY
 2015 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
 20 W RIDGE STREET
 LANSFORD, PA 18232

CARBON COUNTY

c. Y

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	1	0	0	0	0	0	0	1
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	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	11	0	0	0	0	0	2	0	0	0	0	0	0	13
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
2015 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

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

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

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653

MONROE COUNTY

c. Y

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	7	0	0	0	0	0	0	1	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	7	0	0	0	0	0	1	1	0	0	0	0	0	9
PREVIOUS REPORT TOTAL	0	0	6	0	0	0	0	0	1	1	0	0	0	0	0	8

SECTION F - REMARKS

CO= 9229220

U= W495041

EQUAL EMPLOYMENT OPPORTUNITY
 2015 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
 112 BENNETT AVENUE
 MILFORD, PA 18337

PIKE COUNTY

c. Y

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	4	0	0	1	0	0	2	1	0	0	0	0	0	9

SECTION F - REMARKS

CO= 9229220

U= T628958

EQUAL EMPLOYMENT OPPORTUNITY
 2015 EMPLOYER INFORMATION REPORT
 INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
 200 N FIRST ST
 LEHIGHTON, PA 18235

CARBON COUNTY

c. Y

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	1	1	34	1	0	0	0	0	8	0	0	0	0	0	0	45
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	0	3	16	0	0	0	0	0	70	5	0	0	1	1	96	
CRAFT WORKERS	0	0	12	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	
LABORERS & HELPERS	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	
TOTAL	1	4	79	1	0	0	0	0	89	5	0	0	1	1	181	
PREVIOUS REPORT TOTAL	0	3	71	0	0	0	0	0	84	4	0	0	1	0	163	

SECTION F - REMARKS

CO= 9229220

U= T628960

EQUAL EMPLOYMENT OPPORTUNITY
 2015 EMPLOYER INFORMATION REPORT
 INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY IDENTIFICATION

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

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECH INC SOUTHERN 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240820653
 804 ACADEMY HEIGHTS AVE
 EPHRATA, PA 17522

LANCASTER COUNTY

c. Y

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	2	0	0	0	0	0	0	9
PROFESSIONALS	0	0	24	0	0	0	0	0	6	0	0	0	0	0	0	30
TECHNICIANS	0	0	6	0	0	0	0	0	1	0	0	0	0	0	0	7
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	0	9	0	0	0	0	0	10	1	0	0	0	0	0	20
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	66	0	0	0	0	0	19	1	0	0	0	0	0	88
PREVIOUS REPORT TOTAL	2	0	54	15	1	0	0	1	18	0	0	1	0	0	0	92

SECTION F - REMARKS