

CO= 9229220

U= 9229220

EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
CONSOLIDATED REPORT - TYPE 2

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
613 3RD STREET

PALMERTON, PA 18071

2.a. PENCOR SERVICES INC
613 3RD STREET

PALMERTON, PA 18071
CARBON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
Subscription Programming

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: 10/07/2018 THRU 10/20/2018

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]: 04/10/2019 02:52 PM

CO= 9229220

U= 9229220

**EQUAL EMPLOYMENT OPPORTUNITY  
2018 EMPLOYER INFORMATION REPORT  
HEADQUARTERS REPORT - TYPE 3**

**SECTION B - COMPANY IDENTIFICATION**

1. PENCOR SERVICES INC  
613 3RD STREET

PALMERTON, PA 18071

2.a. PENCOR SERVICES INC  
613 3RD STREET

PALMERTON, PA 18071  
CARBON COUNTY

c. Y

**SECTION C - TEST FOR FILING REQUIREMENT**

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

**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	6	0	0	0	0	0	2	0	0	0	0	0	0	8
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	1	0	0	0	0	0	4	0	0	0	0	0	0	5
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	5	0	0	0	0	0	0	5
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	10	0	0	0	0	0	11	0	0	0	0	0	0	21
PREVIOUS REPORT TOTAL	0	0	7	0	0	0	0	0	12	0	0	0	0	0	0	19

**SECTION F - REMARKS**

CO= 9229220

U= DT94090

**EQUAL EMPLOYMENT OPPORTUNITY  
2018 EMPLOYER INFORMATION REPORT  
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

**SECTION B - COMPANY IDENTIFICATION**

1. PENCOR SERVICES INC  
613 3RD STREET

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 EIN :208131708

**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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	5	0	0	0	0	0	2	0	0	0	0	0	0	0	7
PROFESSIONALS	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	4
TECHNICIANS	0	0	4	0	0	0	0	0	2	0	0	0	0	0	0	0	6
SALES WORKERS	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	3
ADMINISTRATIVE SUPPORT	0	0	2	0	0	0	0	0	4	0	0	0	0	0	0	0	6
CRAFT WORKERS	0	0	0	0	0	0	0	0	4	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	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	8	0	0	0	0	0	16	0	0	0	0	0	0	0	24
TOTAL	0	0	22	0	0	0	0	0	33	0	0	0	0	0	0	0	55
PREVIOUS REPORT TOTAL	0	0	19	0	0	0	0	0	21	0	0	0	0	0	0	0	40

**SECTION F - REMARKS**

CO= 9229220

U= T628958

**EQUAL EMPLOYMENT OPPORTUNITY  
2018 EMPLOYER INFORMATION REPORT  
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

**SECTION B - COMPANY IDENTIFICATION**

1. PENCOR SERVICES INC  
613 3RD STREET

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 EIN :240864880

**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	8	0	0	0	0	0	0	15
PROFESSIONALS	1	1	48	2	0	0	0	1	7	0	0	0	0	0	0	60
TECHNICIANS	1	0	7	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	3	0	15	0	0	0	0	0	66	0	0	0	1	0	0	85
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	5	1	91	2	0	0	0	1	82	0	0	0	1	0	0	183
PREVIOUS REPORT TOTAL	3	1	87	2	0	0	0	0	84	3	0	0	1	0	0	181

**SECTION F - REMARKS**

CO= 9229220

U= T628960

**EQUAL EMPLOYMENT OPPORTUNITY  
2018 EMPLOYER INFORMATION REPORT  
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

**SECTION B - COMPANY IDENTIFICATION**

1. PENCOR SERVICES INC  
613 3RD STREET

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 EIN :240864880

**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	6	0	0	0	0	0	2	0	0	0	0	0	0	8
PROFESSIONALS	0	0	25	1	0	0	0	0	1	0	0	0	0	0	0	27
TECHNICIANS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	1	7	0	0	0	0	7	0	0	0	0	0	0	15
CRAFT WORKERS	3	0	15	0	0	0	0	0	0	0	0	0	0	0	0	18
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	3	0	51	8	0	0	0	0	10	0	0	0	0	0	0	72
PREVIOUS REPORT TOTAL	2	0	62	0	0	0	0	0	16	0	0	1	0	1	0	82

**SECTION F - REMARKS**

CO= 9229220

U= T628982

**EQUAL EMPLOYMENT OPPORTUNITY  
2018 EMPLOYER INFORMATION REPORT  
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

**SECTION B - COMPANY IDENTIFICATION**

1. PENCOR SERVICES INC  
613 3RD STREET

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 EIN :240820653

**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	2	0	0	0	0	0	3	0	0	0	0	0	0	5
FIRST/MID OFFICIALS & MGRS	0	0	28	0	0	0	0	1	9	0	0	0	0	0	0	38
PROFESSIONALS	2	1	72	1	0	0	0	1	15	0	0	0	0	0	0	92
TECHNICIANS	5	0	51	0	0	0	0	0	15	1	0	0	0	0	0	72
SALES WORKERS	0	0	9	1	0	0	0	0	3	0	0	0	0	0	0	13
ADMINISTRATIVE SUPPORT	1	2	13	0	0	0	0	0	115	2	0	1	0	0	0	134
CRAFT WORKERS	0	0	13	0	0	0	0	0	0	0	0	0	0	0	0	13
OPERATIVES	1	0	18	0	0	0	0	1	0	0	0	0	0	0	0	20
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	2	7	0	0	0	0	0	16	1	0	0	0	0	0	26
TOTAL	9	5	213	2	0	0	0	3	176	4	0	1	0	0	0	413
PREVIOUS REPORT TOTAL	8	6	209	3	0	1	1	2	173	1	0	1	0	0	0	405

**SECTION F - REMARKS**

CO= 9229220  
 U= W495140

**EQUAL EMPLOYMENT OPPORTUNITY**  
**2018 EMPLOYER INFORMATION REPORT**  
**INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

**SECTION B - COMPANY IDENTIFICATION**

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :452796543

**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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	9	0	0	0	0	1	3	0	0	0	0	0	0	0	13
PROFESSIONALS	0	0	18	0	0	0	0	0	6	0	0	0	0	0	1	0	25
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	1	0	0	0	0	0	0	7	0	0	0	0	0	0	0	8
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	15	0	0	0	0	0	0	0	16
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	13	0	0	0	0	0	1	0	0	0	0	0	0	0	14
LABORERS & HELPERS	1	0	15	0	0	0	0	0	11	0	0	0	0	0	0	0	27
SERVICE WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
TOTAL	1	1	57	0	0	0	0	1	44	0	0	0	0	0	1	0	105
PREVIOUS REPORT TOTAL	2	0	61	0	0	0	0	0	48	0	0	0	0	0	0	0	111

**SECTION F - REMARKS**

CO= 9229220  
 U= W495012

EQUAL EMPLOYMENT OPPORTUNITY  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :452796543

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	2	0	0	0	0	0	0	3
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	0	1	0	0	0	0	2	0	0	0	0	0	0	3
ADMINISTRATIVE SUPPORT	0	0	0	1	0	0	0	0	4	0	0	0	0	0	0	5
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	6	2	0	0	0	0	16	1	0	0	0	0	0	25
PREVIOUS REPORT TOTAL	0	0	9	0	0	0	0	0	17	1	0	0	0	0	0	27

SECTION F - REMARKS



CO= 9229220  
 U= W495021

EQUAL EMPLOYMENT OPPORTUNITY  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :240864880

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	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	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	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	10	0	0	0	0	0	1	0	0	0	0	0	0	11
PREVIOUS REPORT TOTAL	0	0	9	0	0	0	0	0	1	0	0	0	0	0	0	10

SECTION F - REMARKS

CO= 9229220  
 U= W495030

EQUAL EMPLOYMENT OPPORTUNITY  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :240864880

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	2	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	1	0	0	0	0	0	0	2	0	0	0	0	0	0	3
CRAFT WORKERS	0	0	6	0	0	0	0	0	0	1	0	0	0	0	0	7
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	1	6	0	0	0	0	0	5	1	0	0	0	0	0	13
PREVIOUS REPORT TOTAL	0	1	7	0	0	0	0	0	4	1	0	0	0	0	0	13

SECTION F - REMARKS

CO= 9229220  
 U= W495041

EQUAL EMPLOYMENT OPPORTUNITY  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :240864880

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	2	0	1	0	0	0	0	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	0	1	0	0	0	0	0	1	1	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	0	0	0	0	0	0	0	0
TOTAL	0	0	4	2	0	1	0	0	1	1	0	0	0	0	0	9
PREVIOUS REPORT TOTAL	0	1	4	2	0	1	0	0	1	1	0	0	0	0	0	10

SECTION F - REMARKS

CO= 9229220  
 U= W495052

EQUAL EMPLOYMENT OPPORTUNITY  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :240864880

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	2	0	0	0	0	0	3	0	0	0	0	0	0	6
PROFESSIONALS	1	0	2	1	1	0	0	0	1	0	0	0	0	0	0	6
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	2	2	0	0	0	0	0	5	3	0	0	1	2	15	
CRAFT WORKERS	1	0	13	1	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	3	2	21	2	1	0	0	0	9	3	0	0	1	2	44	
PREVIOUS REPORT TOTAL	3	3	20	1	1	0	0	0	6	2	0	0	1	2	39	

SECTION F - REMARKS

CO= 9229220  
 U= W495063

EQUAL EMPLOYMENT OPPORTUNITY  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :240864880

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	0	0	0	0	0	0	0	1
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	2	0	0	0	0	0	0	2
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	2	0	0	0	0	0	0	7
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**  
**2018 EMPLOYER INFORMATION REPORT**  
**REPORT - TYPE 8**

**SECTION B - COMPANY IDENTIFICATION**

1. **PENCOR SERVICES INC**  
**613 3RD STREET**  
  
**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 EIN :240864880

**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	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
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>
PREVIOUS REPORT TOTAL	0	0	6	0	0	0	0	0	4	0	0	0	0	0	0	10

**SECTION F - REMARKS**

CO= 9229220  
 U= W495085

EQUAL EMPLOYMENT OPPORTUNITY  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :240864880

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	15	0	0	0	0	0	4	0	0	0	0	0	0	19

SECTION F - REMARKS

CO= 9229220  
 U= W495096

EQUAL EMPLOYMENT OPPORTUNITY  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :240864880

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	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	1	2
CRAFT WORKERS	0	0	5	1	0	0	0	0	0	0	0	0	0	0	0	6
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	7	1	0	0	0	0	1	0	0	0	0	0	1	10
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  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 PALMERTON, PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES INC  
 15 CRAFTON STREET  
  
 WELLSBORO, PA 16901  
 TIOGA COUNTY  
 c. Y

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

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	2	0	0	0	0	0	0	2
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	3	0	0	0	0	0	0	4
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  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :240864880

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	1	0	0	0	0	0	9
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	1	0	0	0	0	0	29
PREVIOUS REPORT TOTAL	0	0	18	0	0	0	0	0	7	0	0	0	0	0	0	25

SECTION F - REMARKS

CO= 9229220  
 U= W495122

EQUAL EMPLOYMENT OPPORTUNITY  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :240864880

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	1	0	0	0	0	0	0	2	0	0	0	0	0	0	3
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	1	14	0	0	0	0	0	3	0	0	0	0	0	0	18
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  
 2018 EMPLOYER INFORMATION REPORT  
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC  
 613 3RD STREET  
  
 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 EIN :452796543

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	1	0	0	0	0	0	1	0	0	0	0	0	0	2
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	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	3	0	0	0	0	0	0	4
PREVIOUS REPORT TOTAL	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3

SECTION F - REMARKS