

CO= 9229220-0
 U= W49505-2
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 PO BOX 215
 PALMERTON CARBON
 PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC
 920 EHLER STREET
 STROUDSBURG MONROE
 PA 18360 2.b. EI=

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	*****Non-Hispanic or Latino*****														TOTAL A-N
	Hispanic/Latino *****		***** MALE *****					***** FEMALE *****							
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	
Executive / Senior Level Mgmt	(1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt	(1.2)	1	0	2	0	0	0	0	3	0	0	0	0	0	6
Professionals	(2)	1	0	2	1	1	0	0	1	0	0	0	0	0	6
Technicians	(3)	0	0	2	0	0	0	0	0	0	0	0	0	0	2
Sales Workers	(4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	(5)	0	0	2	0	0	0	0	8	7	0	0	1	2	20
Craft Workers	(6)	1	0	14	1	0	0	0	0	0	0	0	0	0	16
Operatives	(7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	(8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	(9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	(10)	3	0	22	2	1	0	0	12	7	0	0	1	2	50
PREVIOUS REPORT TOTAL	(11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: 920 EHLER STREET

TITLE: VP OF HUMAN RESOURCES CITY/ST: STROUDSBURG PA ZIP: 18360 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0
 U= T62896-0
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 PO BOX 215
 PALMERTON CARBON
 PA 18071

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

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

*****Non-Hispanic or Latino*****

JOB CATEGORIES	*****Non-Hispanic or Latino*****														TOTAL A-N
	Hispanic/Latino *****				MALE *****				FEMALE *****						
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	
Executive / Senior Level Mgmt	(1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt	(1.2)	0	0	6	0	0	0	0	2	0	0	0	0	0	8
Professionals	(2)	0	0	24	1	0	0	0	1	0	0	0	0	0	26
Technicians	(3)	0	0	2	0	0	0	0	0	0	0	0	0	0	2
Sales Workers	(4)	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Administrative Support	(5)	0	1	8	0	0	0	0	7	0	0	0	0	1	17
Craft Workers	(6)	3	0	16	1	0	0	0	0	0	0	0	0	0	20
Operatives	(7)	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Laborers and Helpers	(8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	(9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	(10)	3	1	57	2	0	0	0	11	0	0	0	0	1	75
PREVIOUS REPORT TOTAL	(11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: 804 ACADEMY HEIGHTS AVE

TITLE: VP OF HUMAN RESOURCES CITY/ST: EPHRATA PA ZIP: 17522 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0
 U= W49504-1
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 PO BOX 215
 PALMBERTON CARBON
 PA 18071

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

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	*****Non-Hispanic or Latino*****														TOTAL A-N
	Hispanic/Latino *****				MALE *****				FEMALE *****						
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	
Executive / Senior Level Mgmt	(1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt	(1.2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	(2)	0	0	2	2	0	1	0	0	0	0	0	0	0	5
Technicians	(3)	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Sales Workers	(4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	(5)	0	0	1	0	0	0	0	1	1	0	0	0	0	3
Craft Workers	(6)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	(7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	(8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	(9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	(10)	0	0	4	2	0	1	0	1	1	0	0	0	0	9
PREVIOUS REPORT TOTAL	(11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: 112 BENNETT AVE

TITLE: VP OF HUMAN RESOURCES CITY/ST: MILFORD PA ZIP: 18337 TELEPHONE/AREA CODE: 610-829-9289 EXT:

EQUAL EMPLOYMENT OPPORTUNITY

2019 EMPLOYER INFORMATION REPORT EEO-1

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

CO= 9229220-0

U= W49508-5

SIC= 515210

NAICS= 515210

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 PO BOX 215
 PALMERTON CARBON
 PA 18071

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

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

*****Non-Hispanic or Latino*****

JOB CATEGORIES	Hispanic/Latino		***** MALE *****						***** FEMALE *****					TOTAL A-N		
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)		(N)	
Executive / Senior Level Mgmt	(1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt	(1.2)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Professionals	(2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	(3)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Sales Workers	(4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	(5)	0	0	1	0	0	0	0	0	5	0	0	0	0	0	6
Craft Workers	(6)	0	0	10	0	0	0	0	0	0	0	0	0	0	0	10
Operatives	(7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	(8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	(9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	(10)	0	0	13	0	0	0	0	0	5	0	0	0	0	0	18
PREVIOUS REPORT TOTAL	(11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: 46 N ACADEMY STREET

TITLE: VP OF HUMAN RESOURCES CITY/ST: MANSFIELD PA ZIP: 16933 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0
 U= T62895-8
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 PO BOX 215
 PALMERTON CARBON
 PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC
 200 N FIRST STREET
 LEHIGHTON CAMERON
 PA 18235 2.b. EI=

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	Hispanic/Latino		*****Non-Hispanic or Latino*****						***** FEMALE *****						TOTAL A-N	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)		
Executive / Senior Level Mgmt	(1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14
First / Middle Level Mgmt	(1.2)	0	0	7	0	0	0	0	0	7	0	0	0	0	0	55
Professionals	(2)	1	1	46	1	0	0	0	0	6	0	0	0	0	0	8
Technicians	(3)	1	0	6	0	0	0	0	0	1	0	0	0	0	0	0
Sales Workers	(4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	94
Administrative Support	(5)	4	0	14	0	0	0	0	0	75	0	0	0	1	0	15
Craft Workers	(6)	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	(7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	(8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	(9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	(10)	6	1	88	1	0	0	0	0	89	0	0	0	1	0	186
PREVIOUS REPORT TOTAL	(11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG

TITLE: VP OF HUMAN RESOURCES

SIGNATURE: _____

DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

STREET ADDRESS: 200 N FIRST STREET

TITLE: VP OF HUMAN RESOURCES

CITY/ST: LEHIGHTON

PA ZIP: 18235

TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0
 U= W49502-1
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 PO BOX 215
 PALMERTON CARBON
 PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC
 20 W RIDGE STREET
 LANSFORD CAMERON
 PA 18232 2.b. EI=

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	Hispanic/Latino		*****Non-Hispanic or Latino*****								***** FEMALE *****				TOTAL A-N	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)		
Executive / Senior Level Mgmt	(1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt	(1.2)	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Professionals	(2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	(3)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	(4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	(5)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	(6)	0	0	8	0	0	0	0	0	0	0	0	0	0	0	8
Operatives	(7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	(8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	(9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)		0	0	10	0	0	0	0	0	0	0	0	0	0	0	10
PREVIOUS REPORT TOTAL (11)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: 20 W RIDGE STREET

TITLE: VP OF HUMAN RESOURCES CITY/ST: LANSFORD PA ZIP: 18232 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0
 U= W49511-3
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 PO BOX 215
 PALMERTON CARBON
 PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC
 HC6 BOX 6035
 HAWLEY PIKE
 PA 18428 2.b. EI=

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	*****Non-Hispanic or Latino*****															TOTAL A-N
	Hispanic/Latino *****		***** MALE *****					***** FEMALE *****					TOTAL A-N			
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)		(M)	(N)	
Executive / Senior Level Mgmt (1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt (1.2)	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	4
Professionals (2)	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Technicians (3)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Sales Workers (4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support (5)	0	0	1	0	0	0	0	0	6	1	0	0	0	0	0	8
Craft Workers (6)	0	0	14	0	0	0	0	0	0	0	0	0	0	0	0	14
Operatives (7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers (8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers (9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	0	0	19	0	0	0	0	0	8	1	0	0	0	0	0	28
PREVIOUS REPORT TOTAL (11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: HC6 BOX 6035

TITLE: VP OF HUMAN RESOURCES CITY/ST: HAWLEY PA ZIP: 18428 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0
 U= W49503-0
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

PENCOR SERVICES INC
 PO BOX 215
 PALMERTON CARBON
 PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC
 ROUTE 209
 GILBERT MONROE
 PA 18331 2.b. EI=

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	*****Non-Hispanic or Latino*****														TOTAL A-N
	Hispanic/Latino *****				MALE *****				FEMALE *****						
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	
Executive / Senior Level Mgmt	(1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt	(1.2)	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Professionals	(2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	(3)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	(4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	(5)	0	1	0	0	0	0	0	2	0	0	0	0	0	3
Draft Workers	(6)	0	0	7	0	0	0	0	0	1	0	0	0	0	8
Operatives	(7)	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Laborers and Helpers	(8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	(9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	(10)	0	1	7	0	0	0	0	5	1	0	0	0	0	14
PREVIOUS REPORT TOTAL	(11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OTHER QUESTIONS *

- 8/25/2019 THRU 9/7/2019 2 -

SECTION G - CERTIFICATION

HECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: ROUTE 209

TITLE: VP OF HUMAN RESOURCES CITY/ST: GILBERT PA ZIP: 18331 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0
 U= W49506-3
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 PO BOX 215
 PALMERTON CARBON
 PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC
 1 WATER STREET
 DUNCANNON PERRY
 PA 17020 2.b. EI=

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	*****Non-Hispanic or Latino*****															TOTAL A-N
	Hispanic/Latino		***** MALE *****					***** FEMALE *****								
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)		
Executive / Senior Level Mgmt	(1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt	(1.2)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Professionals	(2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	(3)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	(4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	(5)	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
Craft Workers	(6)	0	0	4	0	0	0	0	0	0	0	0	0	0	0	4
Operatives	(7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	(8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	(9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	(10)	0	0	5	0	0	0	0	2	0	0	0	0	0	0	7
PREVIOUS REPORT TOTAL	(11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 -

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: 1 WATER STREET

TITLE: VP OF HUMAN RESOURCES CITY/ST: DUNCANNON PA ZIP: 17020 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0
 U= W49510-4
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 PO BOX 215
 PALMERTON CARBON
 PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC
 15 CRAFTON STREET
 WELLSBORO TIOGA
 PA 16901 2.b. EI=

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	*****Non-Hispanic or Latino*****														TOTAL A-N
	Hispanic/Latino *****				MALE *****				FEMALE *****						
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	
Executive / Senior Level Mgmt (1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt (1.2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals (2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians (3)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Sales Workers (4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support (5)	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Craft Workers (6)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives (7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers (8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers (9)	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
TOTAL (10)	0	0	1	0	0	0	0	0	3	0	0	0	0	0	4
PREVIOUS REPORT TOTAL (11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: 15 CRAFTON STREET

TITLE: VP OF HUMAN RESOURCES CITY/ST: WELLSBORO PA ZIP: 16901 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0
 U= W49512-2
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 PO BOX 215
 PALMERTON CARBON
 PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC
 PO BOX 141
 TUNKHANNOCK WYOMING
 PA 18657 2.b. EI=

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	*****Non-Hispanic or Latino*****															TOTAL A-N
	Hispanic/Latino *****					***** MALE *****					***** FEMALE *****					
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)		
Executive / Senior Level Mgmt	(1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt	(1.2)	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
Professionals	(2)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	(3)	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Sales Workers	(4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	(5)	0	0	0	0	0	0	0	0	4	0	0	0	0	0	4
Craft Workers	(6)	0	0	10	0	0	0	0	0	0	0	0	0	0	0	10
Operatives	(7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	(8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	(9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	(10)	0	0	14	0	0	0	0	0	5	0	0	0	0	0	19
PREVIOUS REPORT TOTAL	(11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: PO BOX 141

TITLE: VP OF HUMAN RESOURCES CITY/ST: TUNKHANNOCK PA ZIP: 18657 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0
 U= W49509-6
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC.
 PO BOX 215
 PALMERTON CARBON
 PA 18071

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

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	*****Non-Hispanic or Latino*****														TOTAL A-N
	Hispanic/Latino *****				MALE *****				FEMALE *****						
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	
Executive / Senior Level Mgmt (1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt (1.2)	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Professionals (2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians (3)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers (4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support (5)	0	0	0	0	0	0	0	0	2	0	0	0	0	1	3
Craft Workers (6)	0	0	6	1	0	0	0	0	0	0	0	0	0	0	7
Operatives (7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers (8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers (9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	0	0	8	1	0	0	0	0	2	0	0	0	0	1	12
PREVIOUS REPORT TOTAL (11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 -

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: HC 898 BOX 115A

TITLE: VP OF HUMAN RESOURCES CITY/ST: POCONO SUMMIT PA ZIP: 18346 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0
 U= W49507-4
 SIC= 515210
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY
 2019 EMPLOYER INFORMATION REPORT EEO-1
 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. PENCOR SERVICES INC
 PO BOX 215
 PALMERTON CARBON
 PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC
 2800 LEWISBERRY ROAD
 YORK HAVEN YORK
 PA 17370 2.b. EI=

2.c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	*****Non-Hispanic or Latino*****														TOTAL A-N
	Hispanic/Latino *****				MALE *****				FEMALE *****						
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	
Executive / Senior Level Mgmt	(1.1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First / Middle Level Mgmt	(1.2)	0	0	2	0	0	0	0	1	0	0	0	0	0	3
Professionals	(2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	(3)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	(4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	(5)	0	0	0	0	0	0	0	4	0	0	0	0	0	4
Craft Workers	(6)	0	0	3	0	0	0	0	0	0	0	0	0	0	3
Operatives	(7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	(8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	(9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	(10)	0	0	5	0	0	0	0	5	0	0	0	0	0	10
PREVIOUS REPORT TOTAL	(11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* OTHER QUESTIONS *

1 - 8/25/2019 THRU 9/7/2019 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS
 ONE 2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: _____ DATE: 9/16/2019

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG STREET ADDRESS: 2800 LEWISBERRY ROAD

TITLE: VP OF HUMAN RESOURCES CITY/ST: YORK HAVEN PA ZIP: 17370 TELEPHONE/AREA CODE: 610-829-9289 EXT: