DATE: 9/16/2019

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

EQUAL EMPLOYMENT OPPORTUNITY

2019 EMPLOYER INFORMATION REPORT EEO-1

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

NAICS= 515210

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

PO BOX 215 PALMERTON

PA 18071

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

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

CARBON

STROUDSBURG

MONROE SECTION E - ESTABLISHMENT INFORMATION

SIGNATURE:

PA 18360

2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA				***	*****	****	****	***Non	-Hispan	ic or I	atino	****	****	*****	*****	
***]	Hispanio	c/Latino	****	****	*** MA	LE ***	****	****	****	*****	** FE	MALE.	****	****	TOTAL
JOB CATEGORIES		(A)	(B)	(C)	TON	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	A-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)	1	0	2	0	0	0	0	0	3	0	0	0	0	0	6.
Professionals	(2)	1	0	2	1	1	0	0	0	1	0	0	-0	0	0	6
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	2	0	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	0	16
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
I	OTAL (10)	3	0	22	2	1	0	0	0	1,2	7	0	0	1	2	50
PREVIOUS REPORT !	OTAL (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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

SECTION G - CERTIFICATION

1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS CHECK

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS ONE

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

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

TITLE: VP OF HUMAN RESOURCES

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

EQUAL EMPLOYMENT OPPORTUNITY

2019 EMPLOYER INFORMATION REPORT EEO-1

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

NAICS= 515210

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

PO BOX 215 PALMERTON

CARBON

PA 18071

2.a. BLUE RIDGE CABLE TECH, INC SOUTHERN 1-Y 2-N 3-N DUNS NO.:

804 ACADEMY HEIGHTS AVE

EPHRATA PA 17522

LANCASTER

2.b. EI=

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA					***	****	*****	****	***Non	-Hispan	ic or I	latino	*****	****	*****	*****	
DECITOR D MARKED AND THE PROPERTY OF THE PROPE		H	ispanio	:/Latino	****	*****	*** MA	LE ***	****	****	****	*****	** FE	MALE	*****	*****	TOTAL
JOB CATEGORIES			(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	A-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	. 6	0	0	0	0	0	2	0	0	0	0	0	8
Professionals	{	2)	0	0	24	1	0	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	0 .	2
Sales Workers	(4)	0	0	0	0	[*] 0	0	0	0	1	0	0	0	0	0	1
Administrative Support	{	5)	0	1	8	0	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	.0	20
Operatives	(7)	0	0	1	0	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	0
Service Workers	(9)	0	0	0	0	0	0	0	: 0	0	0	0	0	0	0	0
TOTA	AL (10)	3	1	57	2	0	. 0	0	0	11	-0	0	0	0	1	75
PREVIOUS REPORT TOT	AL (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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

SECTION G - CERTIFICATION

1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS CHECK

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

STREET ADDRESS: 804 ACADEMY HEIGHTS AVE

SIGNATURE: DATE: 9/16/2019

TITLE: VP OF HUMAN RESOURCES

TITLE: VP OF HUMAN RESOURCES

CITY/ST: EPHRATA PA ZIP: 17522 TELEPHONE/AREA CODE: 610-829-9289 EXT:

DATE: 9/16/2019

CO= 9229220-0 U = W49504 - 1

EQUAL EMPLOYMENT OPPORTUNITY 2019 EMPLOYER INFORMATION REPORT EEO-1

112 BENNETT AVE

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

SIC= 515210

NAICS= 515210

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

PO BOX 215

CARBON MILFORD PIKE

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

SIGNATURE:

PALMERTON PA 18071

PA 18337

2.b. EI=

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

2.c. Y .

SECTION D - EMPLOYMENT DATA				***	****	*****	****	***Non	-Hispan	ic or I	atino	*****	****	*****	*****	
DECEMBER 2		Hispan:	ic/Latino	****	****	*** MA	LE **:	****	****	****	*****	** FE	MALE -	*****	*****	TOTAL
JOB CATEGORIES		(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(1)	(J)	(K)	(L)	(M)	(N)	A-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	2) 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	(2	2) 0	0	2	2	0	1	0	0	0	0	0	0	0	0	5
Technicians	(3	3) 0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Sales Workers	(4	1) 0	0	0	0-	[*] 0	0	0	0	0	0	0	0	0	0	. 0
Administrative Support	(5	5) 0	0	1	0	0	0	0	0	1	1	0	0	0	0	3
Craft Workers	(6	5) 0	0	0	0	0	0	0	0	. 0	0	0	0	0	0	0
Operatives	(7	7) 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	(8	3) 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	(9	9) 0	0	0	0	0	0	0	. 0	0	0	0	0	. 0	0	0
	TOTAL (1	0) 0	0	4	2	0	1	0	0	1	1	0	0	0	0	9
PREVIOUS REPORT	TOTAL (1	1) 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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

SECTION G - CERTIFICATION

1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS CHECK

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS ONE

STREET ADDRESS: 112 BENNETT AVE

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

TITLE: VP OF HUMAN RESOURCES

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

CO= 9229220-0 U = W49508 - 5

EOUAL EMPLOYMENT OPPORTUNITY

2019 EMPLOYER INFORMATION REPORT EEO-1

SIC= 515210

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

NAICS= 515210

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

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

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

PO BOX 215

CARBON PALMERTON

MANSFIELD

TIOGA

SECTION E - ESTABLISHMENT INFORMATION

PA 18071

PA 16933

2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

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

O

 $\mathbf{0}$

* OTHER QUESTIONS *

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

SECTION G - CERTIFICATION

1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS CHECK

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS ONE

CERTIFYING OFFICIAL: VAKIENER, CRAIG

STREET ADDRESS: 46 N ACADEMY STREET

0

n

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

PREVIOUS REPORT TOTAL (11)

SIGNATURE:

TITLE: VP OF HUMAN RESOURCES

CITY/ST: MANSFIELD

PA ZIP: 16933

TITLE: VP OF HUMAN RESOURCES

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

DATE: 9/16/2019

CO= 9229220-0 $t_{1} = T62895 - 8$ SIC= 515210 NAICS= 515210

1. PENCOR SERVICES INC

PO BOX 215

PALMERTON

PA 18071

EQUAL EMPLOYMENT OPPORTUNITY 2019 EMPLOYER INFORMATION REPORT EEO-1

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

200 N FIRST STREET

CAMERON

SECTION E - ESTABLISHMENT INFORMATION

3-N DUNS NO.:

1-Y 2-N

LEHIGHTON CARBON PA 18235

2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

TOTAL SECTION D - EMPLOYMENT DATA A-N(J)(K) (G) (H) (I)(E) (F) (D) (C) (B) (A) JOB CATEGORIES 0 0 0 0 14 0 (1.1)Executive / Senior Level Mgmt 55 0 (1.2)First / Middle Level Mgmt 0 46 8 Professionals 3) Technicians 94 75 Sales Workers 14 15 Administrative Support 15 0 6) 0 Craft Workers 0 7) 0 Operatives 0 8) 0 Laborers and Helpers 0 91 Service Workers 186 1 89 0 TOTAL (10) 0 0 0 0 0 PREVIOUS REPORT TOTAL (11)

* OTHER QUESTIONS *

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

SECTION G - CERTIFICATION

1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS CHECK ONE

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

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

STREET ADDRESS: 200 N FIRST STREET

TELEPHONE/AREA CODE:610-829-9289 EXT: PA ZIP: 18235 CITY/ST: LEHIGHTON TITLE: VP OF HUMAN RESOURCES

CO= 9229220-0

EQUAL EMPLOYMENT OPPORTUNITY

U = W49502 - 1

2019 EMPLOYER INFORMATION REPORT EEO-1

SIC= 515210 NAICS= 515210 SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

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

PO BOX 215

CARBON

20 W RIDGE STREET LANSFORD

SECTION E - ESTABLISHMENT INFORMATION

PALMERTON PA 18071

PA 18232

CAMERON 2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA					****	****	*****	****	***Non	-Hispan	ic or I	atino	****	*****	****	****	
SECTION D - EMPHOLIPMAN DIXIN		H	ispanio	c/Latino	****	****	*** MA	LE ***	****	****	****	****	** FE	MALE *	****	*****	TOTAL
JOB CATEGORIES			(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	A-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	o	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	Ò	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	0
	TATOT	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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

SECTION G - CERTIFICATION

1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS CHECK

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

STREET ADDRESS: 20 W RIDGE STREET

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

SIGNATURE:

TITLE: VP OF HUMAN RESOURCES

CITY/ST: LANSFORD

TITLE: VP OF HUMAN RESOURCES

PA ZIP: 18232 TELEPHONE/AREA CODE:610-829-9289 EXT:

DATE: 9/16/2019

DATE: 9/16/2019

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

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

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

PIKE

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

SIGNATURE:

PO BOX 215

CARBON HAWLEY

PALMERTON

SECTION E - ESTABLISHMENT INFORMATION

PA 18071

PA 18428 2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA					****	****	****	****	***Non	-Hispan	ic or 1	Latino	*****	*****	*****	*****	
		Hispa	nic/	Latino	****	****	** MA	LE ***	*****	*****	****	*****	** FE	MALE	***	****	TOTAL
JOB CATEGORIES		(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	A-N
Executive / Senior Level Mgmt	(1.3	L)	0	0	0	0	0	0	0	0	0	0	0	. 0	0	0	0
First / Middle Level Mgmt	(1.2	2)	0	0	3	0	. 0	0	0	0	1	0	0	0	0	0	4
Professionals	(2	2)	0	0	0	0	- 0	0	0	0	1	0	0	0	0	0	1
Technicians	(:	3)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Sales Workers	(1)	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	8
Craft Workers	((5)	0	0	14	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
Laborers and Helpers	({	3)	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 (1	0)	0	0	19	0	. 0	0	0	0	8	1	0	0	0	0	28
PREVIOUS REPORT	TOTAL (1	1)	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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

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

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

PERSON TO CONTACT REGARDING THIS REPORT, VARIABLES, CHAIG

TITLE: VP OF HUMAN RESOURCES

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

0

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DATE: 9/16/2019

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CO= 9229220-0 U = W49503 - 0

EQUAL EMPLOYMENT OPPORTUNITY 2019 EMPLOYER INFORMATION REPORT EEO-1

SIC= 515210 NAICS= 515210

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

CARBON

SECTION C - TEST FOR FILING REQUIREMENT

.. PENCOR SERVICES INC

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

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

PO BOX 215

ROUTE 209

SECTION E - ESTABLISHMENT INFORMATION

PALMERTON PA 18071

GILBERT PA 18331

MONROE 2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

ECTION D - EMPLOYMENT DATA Hispanic/Latino ******** MALE ******** ****** *************** FEMALE TOTAL A-NJOB CATEGORIES (A) (B) (C) (D) (E) (F) (G) (H) (I)(J) (K) (L)(M) (N) 0 0 0 0 0 Executive / Senior Level Mgmt 0 0 0 0 0 0 (1.1)0 0 0 0 0 0 2 0 0 0 'irst / Middle Level Mgmt (1.2)0 0 n 'rofessionals (2) 0 0 0 0 'echnicians 3) 0 0 0 Ω 0 0 n 0 0 0 0 0 ales Workers 4) 0 0 dministrative Support 5) 0 0 n 0 0 raft Workers 6) 0 0 0 0 0 0 peratives 7) 0 0 0 0 0 O 0 0 0 aborers and Helpers 8) 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 .0 .0 0 ervice Workers 9) 0

0

0

SIGNATURE:

OTHER QUESTIONS *

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

ERTIFYING OFFICIAL: VAKIENER, CRAIG

ECTION G - CERTIFICATION

1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS HECK

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

TOTAL (10)

PREVIOUS REPORT TOTAL (11)

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

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

TITLE: VP OF HUMAN RESOURCES

DATE: 9/16/2019

CO = 9229220 - 0U= W49506-3

EQUAL EMPLOYMENT OPPORTUNITY 2019 EMPLOYER INFORMATION REPORT EEO-1

SIC= 515210

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

NAICS= 515210

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

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

PO BOX 215

CARBON

1 WATER STREET DUNCANNON

PALMERTON PA 18071

PA 17020

PERRY 2.b, EI= SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA					****	****	*****	****	***Non	-Hispan	ic or I	Latino	* * * * * *	****	*****	*****	
		F	lispanio	c/Latino	****	****	*** MA	LE **	*****	****	****	****	** FE	MALE	****	*****	TOTAL
JOB CATEGORIES			(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(I_i)	(M)	(N)	A-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	Ó	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	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	e 0	0	0	0	0	0	0	0
	TOTAL	(10)	0	0	5	0	0	0	0	0	2	0	0	0	0	0	7
												_	_				•

* OTHER QUESTIONS *

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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

SECTION G - CERTIFICATION

1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

PREVIOUS REPORT TOTAL (11)

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

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

TITLE: VP OF HUMAN RESOURCES

SIGNATURE:

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

EQUAL EMPLOYMENT OPPORTUNITY

2019 EMPLOYER INFORMATION REPORT EEO-1

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

NAICS= 515210

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

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

PO BOX 215

15 CRAFTON STREET CARBON WELLSBORO

TIOGA

SECTION E - ESTABLISHMENT INFORMATION

PALMERTON PA 18071

PA 16901

2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA					***	*****	*****	****	***Non	-Hispan	ic or L	atino	*****	*****	*****	****	
DECITOR D HALlowing Divin		H:	ispanio	:/Latino	****	****	** MA	LE ***	****	*****	****	*****	** FE	MALE '	*****	*****	TOTAL
JOB CATEGORIES			(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	A-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	Ó	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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

SECTION G - CERTIFICATION

1 -- [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS CHECK

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS ONE

SIGNATURE:

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

STREET ADDRESS: 15 CRAFTON STREET

TITLE: VP OF HUMAN RESOURCES

TITLE: VP OF HUMAN RESOURCES

CITY/ST: WELLSBORO PA ZIP: 16901 TELEPHONE/AREA CODE: 610-829-9289 EXT:

DATE: 9/16/2019

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

EQUAL EMPLOYMENT OPPORTUNITY

2019 EMPLOYER INFORMATION REPORT EEO-1

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

NAICS= 515210.

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

PO BOX 215

PALMERTON PA 18071

CARBON

TUNKHANNOCK

PO BOX 141 PA 18657

WYOMING

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC 1-Y 2-N 3-N DUNS NO.:

2.b. EI=

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA				****	*****	****	****	***Non	-Hispan	ic or L	atino	*****	****	******	*****	
	Н	ispanio	c/Latino	****	*****	** MA	LE **	*****	****	****	****	* * FE	MALE	*****	****	TOTAL
JOB CATEGORIES		(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	A-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	Ó	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	1.0
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)	0	0	14	0	0	0	0	0	5	0	0	. 0	0	0.	19
PREVIOUS REPO	ORT TOTAL (11)	0	0	0	0	0	0	0	0	0	0	0	C	0	0	0

* OTHER QUESTIONS *

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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

SECTION G - CERTIFICATION

1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS CHECK

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

TITLE: VP OF HUMAN RESOURCES

STREET ADDRESS: PO BOX 141

DATE: 9/16/2019

CITY/ST: TUNKHANNOCK PA ZIP: 18657 TELEPHONE/AREA CODE: 610-829-9289 EXT:

SIGNATURE:

TITLE: VP OF HUMAN RESOURCES

DATE: 9/16/2019

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

EQUAL EMPLOYMENT OPPORTUNITY 2019 EMPLOYER INFORMATION REPORT EEO-1

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC.

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC HC 898 BOX 115A

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

PO BOX 215

CARBON

POCONO SUMMIT

SECTION E - ESTABLISHMENT INFORMATION

PALMERTON PA 18071

PA 18346

2.b. EI=

MONROE

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA					***	****	*****	****	***Non	-Hispan	ic or I	atino	*****	****	*****	*****	
		I	Hispanio	c/Latino	****	****	*** MA	LE **:	****	*****	****	* * * * *	** FE	MALE	*****	*****	TOTAL
JOB CATEGORIES			(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	A-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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

SECTION G - CERTIFICATION

1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS CHECK

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS ONE

STREET ADDRESS: HC 898 BOX 115A

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

SIGNATURE:

TITLE: VP OF HUMAN RESOURCES

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

DATE: 9/16/2019

U = W49507 - 4SIC= 515210

EQUAL EMPLOYMENT OPPORTUNITY 2019 EMPLOYER INFORMATION REPORT EEO-1

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

NAICS= 515210

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC 1-Y 2-N 3-N DUNS NO.:

PO BOX 215 PALMERTON

CARBON

2800 LEWISBERRY ROAD YORK HAVEN

YORK

SECTION E - ESTABLISHMENT INFORMATION

PA 18071

PA 17370

2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA				***	*****	*****	****	***Non	-Hispar	nic or I	atino	*****	*****	*****	*****	
		Hispa	nic/Latir	10 ****	****	*** MA	LE **:	****	****	****	*****	** FE	MALE	****	*****	TOTAL
JOB CATEGORIES		(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	A-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	1	0	0	0	0	0	3
Professionals	(2)	0 0	0	0	- 0	0	0	0	0	0	0	0	0	0	0
Technicians	(3	i)	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	1.0	. 0
Administrative Support	(5)	0 0	0	0	0	0	0	0	4	0	0	0	0	0	4
Craft Workers	(6	i)	0 0	3	0	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	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
TC	TAL (10	D)	0 0	5	0	0	0	0	0	5	0	0	. 0	0	0	10
PREVIOUS REPORT TO	отат. (13	1.)	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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

SECTION G - CERTIFICATION

1 - [] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS CHECK

2 - [X] THIS REPORT IS ACCURATE AND WAS PREPARED IN ACCORDANCE WITH INSTRUCTIONS

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

STREET ADDRESS: 2800 LEWISBERRY ROAD

SIGNATURE:

TITLE: VP OF HUMAN RESOURCES

TITLE: VP OF HUMAN RESOURCES

CITY/ST: YORK HAVEN PA ZIP: 17370 TELEPHONE/AREA CODE: 610-829-9289 EXT: