

CO= 9229220

U= 9229220

**EQUAL EMPLOYMENT OPPORTUNITY
2014 EMPLOYER INFORMATION REPORT
CONSOLIDATED REPORT - TYPE 2**

SECTION B - COMPANY IDENTIFICATION

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

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

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

c. Y

NAICS:

SECTION D - EMPLOYMENT DATA

| 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 | 7 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 11 |
| FIRST/MID OFFICIALS & MGRS | 1 | 0 | 82 | 0 | 0 | 0 | 0 | 0 | 45 | 0 | 0 | 0 | 0 | 0 | 0 | 128 |
| PROFESSIONALS | 1 | 1 | 148 | 4 | 2 | 1 | 0 | 1 | 53 | 2 | 0 | 0 | 0 | 0 | 0 | 213 |
| TECHNICIANS | 2 | 0 | 83 | 7 | 0 | 0 | 1 | 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 103 |
| SALES WORKERS | 0 | 0 | 13 | 2 | 0 | 0 | 0 | 0 | 22 | 0 | 0 | 0 | 0 | 0 | 0 | 37 |
| ADMINISTRATIVE SUPPORT | 2 | 10 | 31 | 6 | 0 | 0 | 0 | 0 | 259 | 5 | 0 | 1 | 1 | 1 | 316 | |
| CRAFT WORKERS | 4 | 0 | 125 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 132 |
| OPERATIVES | 1 | 0 | 43 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 48 |
| LABORERS & HELPERS | 1 | 0 | 24 | 0 | 0 | 0 | 0 | 0 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 42 |
| SERVICE WORKERS | 1 | 2 | 33 | 0 | 0 | 0 | 0 | 0 | 65 | 0 | 2 | 0 | 0 | 0 | 0 | 103 |
| TOTAL | 13 | 13 | 589 | 20 | 2 | 1 | 1 | 2 | 479 | 8 | 2 | 1 | 1 | 1 | 1 | 1133 |
| PREVIOUS REPORT TOTAL | 14 | 12 | 595 | 14 | 1 | 1 | 1 | 1 | 470 | 6 | 1 | 2 | 1 | 1 | 1 | 1120 |

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 08/03/2014 THRU 08/16/2014

SECTION G - CERTIFICATION

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

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

CERTIFIED DATE[EST]: 09/16/2014 02:05 PM

CO= 9229220

U= 9229220

**EQUAL EMPLOYMENT OPPORTUNITY
2014 EMPLOYER INFORMATION REPORT
HEADQUARTERS REPORT - TYPE 3**

SECTION B - COMPANY IDENTIFICATION

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

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

CARBON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
Subscription Programming

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | | |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|----------------|-------------------|----|
| | MALE | FEMALE | ***** MALE ***** | | | | | | ***** FEMALE ***** | | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | | TWO OR MORE RACES | |
| EXECUTIVE/SR OFFICIALS & MGRS | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| FIRST/MID OFFICIALS & MGRS | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| PROFESSIONALS | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SALES WORKERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ADMINISTRATIVE SUPPORT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| CRAFT WORKERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| OPERATIVES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LABORERS & HELPERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SERVICE WORKERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 24 |
| PREVIOUS REPORT TOTAL | 0 | 0 | 17 | 0 | 0 | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 29 |

SECTION F - REMARKS

CO= 9229220

U= DT94090

**EQUAL EMPLOYMENT OPPORTUNITY
2014 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

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

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

CARBON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 722511 Full-Service Restaurants

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | | |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|----------------|-------------------|-----|
| | MALE | FEMALE | ***** MALE ***** | | | | | | ***** FEMALE ***** | | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | | TWO OR MORE RACES | |
| EXECUTIVE/SR OFFICIALS & MGRS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FIRST/MID OFFICIALS & MGRS | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| PROFESSIONALS | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| 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 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| ADMINISTRATIVE SUPPORT | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| CRAFT WORKERS | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| 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 | 1 | 0 | 27 | 0 | 0 | 0 | 0 | 0 | 47 | 0 | 2 | 0 | 0 | 0 | 0 | 77 |
| TOTAL | 1 | 0 | 37 | 0 | 0 | 0 | 0 | 0 | 59 | 0 | 2 | 0 | 0 | 0 | 0 | 99 |
| PREVIOUS REPORT TOTAL | 2 | 0 | 39 | 0 | 0 | 0 | 0 | 0 | 63 | 0 | 1 | 0 | 0 | 0 | 0 | 105 |

SECTION F - REMARKS

CO= 9229220

U= T628958

**EQUAL EMPLOYMENT OPPORTUNITY
2014 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

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

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

CARBON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
Subscription Programming

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | | |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|----------------|-------------------|-----|
| | MALE | FEMALE | ***** MALE ***** | | | | | | ***** FEMALE ***** | | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | | TWO OR MORE RACES | |
| EXECUTIVE/SR OFFICIALS & MGRS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FIRST/MID OFFICIALS & MGRS | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 17 |
| PROFESSIONALS | 0 | 1 | 27 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 33 |
| TECHNICIANS | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| SALES WORKERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ADMINISTRATIVE SUPPORT | 0 | 2 | 15 | 0 | 0 | 0 | 0 | 0 | 67 | 4 | 0 | 0 | 1 | 0 | 0 | 89 |
| CRAFT WORKERS | 0 | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 |
| OPERATIVES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LABORERS & HELPERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| SERVICE WORKERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 0 | 3 | 71 | 0 | 0 | 0 | 0 | 0 | 84 | 4 | 0 | 0 | 1 | 0 | 0 | 163 |
| PREVIOUS REPORT TOTAL | 1 | 2 | 72 | 0 | 0 | 0 | 0 | 0 | 81 | 3 | 0 | 1 | 1 | 0 | 0 | 161 |

SECTION F - REMARKS

CO= 9229220

U= T628960

**EQUAL EMPLOYMENT OPPORTUNITY
2014 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

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

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

LANCASTER COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
Subscription Programming

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | | |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|----------------|-------------------|----|
| | MALE | FEMALE | ***** MALE ***** | | | | | | ***** FEMALE ***** | | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | | TWO OR MORE RACES | |
| EXECUTIVE/SR OFFICIALS & MGRS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FIRST/MID OFFICIALS & MGRS | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| PROFESSIONALS | 0 | 0 | 27 | 1 | 1 | 0 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 36 |
| TECHNICIANS | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| SALES WORKERS | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| ADMINISTRATIVE SUPPORT | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 8 | 0 | 0 | 1 | 0 | 0 | 0 | 15 |
| 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 | 54 | 15 | 1 | 0 | 0 | 1 | 18 | 0 | 0 | 1 | 0 | 0 | 0 | 92 |
| PREVIOUS REPORT TOTAL | 2 | 0 | 67 | 0 | 0 | 0 | 0 | 0 | 17 | 0 | 0 | 1 | 0 | 0 | 0 | 87 |

SECTION F - REMARKS

CO= 9229220

U= T628982

**EQUAL EMPLOYMENT OPPORTUNITY
2014 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

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

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

CARBON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 519190 All Other Information Services

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | | |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|----------------|-------------------|-----|
| | MALE | FEMALE | ***** MALE ***** | | | | | | ***** FEMALE ***** | | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | | TWO OR MORE RACES | |
| EXECUTIVE/SR OFFICIALS & MGRS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| FIRST/MID OFFICIALS & MGRS | 0 | 0 | 29 | 0 | 0 | 0 | 0 | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 42 |
| PROFESSIONALS | 1 | 0 | 62 | 3 | 0 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 82 |
| TECHNICIANS | 2 | 0 | 66 | 0 | 0 | 0 | 1 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 76 |
| SALES WORKERS | 0 | 0 | 11 | 1 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 18 |
| ADMINISTRATIVE SUPPORT | 1 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 115 | 0 | 0 | 0 | 0 | 0 | 0 | 123 |
| CRAFT WORKERS | 0 | 0 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19 |
| OPERATIVES | 1 | 0 | 22 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 23 |
| LABORERS & HELPERS | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| SERVICE WORKERS | 0 | 2 | 5 | 0 | 0 | 0 | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 21 |
| TOTAL | 5 | 3 | 222 | 4 | 0 | 0 | 1 | 1 | 171 | 0 | 0 | 0 | 0 | 0 | 0 | 407 |
| PREVIOUS REPORT TOTAL | 5 | 3 | 217 | 3 | 0 | 0 | 1 | 1 | 169 | 0 | 0 | 0 | 0 | 0 | 1 | 400 |

SECTION F - REMARKS

CO= 9229220
 U= W495140

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY IDENTIFICATION

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

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

CARBON COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 511110 Newspaper Publishers

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | | |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|----------------|-------------------|-----|
| | MALE | FEMALE | ***** MALE ***** | | | | | | ***** FEMALE ***** | | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | | TWO OR MORE RACES | |
| EXECUTIVE/SR OFFICIALS & MGRS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FIRST/MID OFFICIALS & MGRS | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 19 |
| PROFESSIONALS | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 24 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SALES WORKERS | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| ADMINISTRATIVE SUPPORT | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 21 |
| CRAFT WORKERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| OPERATIVES | 0 | 0 | 20 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 23 |
| LABORERS & HELPERS | 1 | 0 | 22 | 0 | 0 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 39 |
| SERVICE WORKERS | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| TOTAL | 1 | 0 | 72 | 0 | 0 | 0 | 0 | 0 | 65 | 0 | 0 | 0 | 0 | 0 | 0 | 138 |
| PREVIOUS REPORT TOTAL | 1 | 0 | 69 | 0 | 0 | 0 | 0 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 130 |

SECTION F - REMARKS

CO= 9229220
 U= W495012

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

LEHIGH COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 511110 Newspaper Publishers

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | | |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|----------------|-------------------|----|
| | MALE | FEMALE | ***** MALE ***** | | | | | | ***** FEMALE ***** | | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | | TWO OR MORE RACES | |
| EXECUTIVE/SR OFFICIALS & MGRS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FIRST/MID OFFICIALS & MGRS | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| PROFESSIONALS | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 8 | 1 | 0 | 0 | 0 | 0 | 0 | 16 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SALES WORKERS | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| ADMINISTRATIVE SUPPORT | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 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 | 10 | 0 | 0 | 0 | 0 | 0 | 20 | 1 | 0 | 0 | 0 | 0 | 0 | 31 |
| PREVIOUS REPORT TOTAL | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 18 | 1 | 0 | 0 | 0 | 0 | 0 | 27 |

SECTION F - REMARKS

CO= 9229220
 U= W495021

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

CARBON COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= 9229220
 U= W495030

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

MONROE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= 9229220
 U= W495041

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

PIKE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= 9229220
 U= W495052

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

MONROE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | | |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|----------------|-------------------|----|
| | MALE | FEMALE | ***** MALE ***** | | | | | | ***** FEMALE ***** | | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | | TWO OR MORE RACES | |
| EXECUTIVE/SR OFFICIALS & MGRS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FIRST/MID OFFICIALS & MGRS | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| PROFESSIONALS | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |
| TECHNICIANS | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| SALES WORKERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ADMINISTRATIVE SUPPORT | 1 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 1 | 15 |
| CRAFT WORKERS | 1 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 |
| OPERATIVES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LABORERS & HELPERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SERVICE WORKERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 3 | 5 | 20 | 0 | 1 | 0 | 0 | 0 | 9 | 1 | 0 | 0 | 0 | 0 | 1 | 40 |
| PREVIOUS REPORT TOTAL | 2 | 5 | 20 | 0 | 1 | 0 | 0 | 0 | 8 | 1 | 0 | 0 | 0 | 0 | 0 | 37 |

SECTION F - REMARKS

CO= 9229220
 U= W495063

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

PERRY COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= 9229220
 U= W495074

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

YORK COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= 9229220
 U= W495085

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

TIOGA COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | | |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|----------------|-------------------|----|
| | MALE | FEMALE | ***** MALE ***** | | | | | | ***** FEMALE ***** | | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | | TWO OR MORE RACES | |
| EXECUTIVE/SR OFFICIALS & MGRS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FIRST/MID OFFICIALS & MGRS | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| SALES WORKERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ADMINISTRATIVE SUPPORT | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| 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 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 20 |
| PREVIOUS REPORT TOTAL | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 19 |

SECTION F - REMARKS

CO= 9229220
 U= W495096

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

MONROE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= 9229220
 U= W495104

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

TIOGA COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= 9229220
 U= W495113

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

PIKE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | | |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|----------------|-------------------|----|
| | MALE | FEMALE | ***** MALE ***** | | | | | | ***** FEMALE ***** | | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | | TWO OR MORE RACES | |
| EXECUTIVE/SR OFFICIALS & MGRS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FIRST/MID OFFICIALS & MGRS | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 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 | 2 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 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 | 20 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 29 |
| PREVIOUS REPORT TOTAL | 0 | 0 | 21 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 30 |

SECTION F - REMARKS

CO= 9229220
 U= W495122

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

WYOMING COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 515210 Cable and Other
 Subscription Programming

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= 9229220
 U= W495131

EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

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

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

SCHUYLKILL COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 511110 Newspaper Publishers

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | | |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|----------------|-------------------|---|
| | MALE | FEMALE | ***** MALE ***** | | | | | | ***** FEMALE ***** | | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | | TWO OR MORE RACES | |
| EXECUTIVE/SR OFFICIALS & MGRS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FIRST/MID OFFICIALS & MGRS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS | 0 | 0 | 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 | 2 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |

SECTION F - REMARKS