

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

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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	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	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	5	0	0	0	0	0	5
Craft Workers	( 6)	0	0	9	0	0	0	0	1	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
<b>TOTAL</b>	<b>( 10)</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>
<b>PREVIOUS REPORT TOTAL</b>	<b>( 11)</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 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: 9/14/2020

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= T62896-0  
 SIC= 515210  
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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

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	8	1	0	0	0	1	0	0	0	0	0	10
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	5	1	0	0	0	1	16
Craft Workers	( 6)	2	0	16	1	0	0	0	0	0	0	0	0	0	19
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
<b>TOTAL</b>	<b>( 10)</b>	<b>2</b>	<b>1</b>	<b>41</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>57</b>
<b>PREVIOUS REPORT TOTAL</b>	<b>( 11)</b>	<b>3</b>	<b>1</b>	<b>57</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>75</b>

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 2 - N

SECTION G - CERTIFICATION

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CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: \_\_\_\_\_ DATE: 9/14/2020

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= T62895-8  
 SIC= 515210  
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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	*****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	8	0	0	0	0	8	0	0	0	0	0	16
Professionals	( 2)	1	0	21	1	0	0	0	5	0	0	0	0	0	28
Technicians	( 3)	0	0	4	0	0	0	0	1	0	0	0	0	0	5
Sales Workers	( 4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	( 5)	5	1	13	0	0	0	1	73	3	0	1	1	0	98
Craft Workers	( 6)	0	0	16	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
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
<b>TOTAL</b>	<b>( 10)</b>	<b>6</b>	<b>1</b>	<b>62</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>87</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>163</b>
<b>PREVIOUS REPORT TOTAL</b>	<b>( 11)</b>	<b>6</b>	<b>1</b>	<b>88</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>89</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>186</b>

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 2 - N

SECTION G - CERTIFICATION

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CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: \_\_\_\_\_ DATE: 9/14/2020

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= W49505-2  
 SIC= 515210  
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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 EHLEH 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	0
First / Middle Level Mgmt	(1.2)	1	0	2	0	0	0	0	4	1	0	0	0	0	0	8
Professionals	( 2)	1	0	2	0	0	0	0	1	0	0	0	0	0	0	4
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	1	1	0	0	0	0	6	4	0	0	1	2	15	
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	
<b>TOTAL</b>	<b>( 10)</b>	<b>3</b>	<b>1</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>45</b>	
<b>PREVIOUS REPORT TOTAL</b>	<b>( 11)</b>	<b>3</b>	<b>0</b>	<b>22</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>50</b>	

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 2 - N

SECTION G - CERTIFICATION

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CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: \_\_\_\_\_ DATE: 9/14/2020

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

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

CO= 9229220-0  
 U= W49508-5  
 SIC= 515210  
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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  
 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

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	0	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	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	5	0	0	0	0	0	6
Craft Workers	( 6)	0	0	10	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
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
<b>TOTAL</b>	<b>( 10)</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>
<b>PREVIOUS REPORT TOTAL</b>	<b>( 11)</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 2 - N

SECTION G - CERTIFICATION

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CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: \_\_\_\_\_ DATE: 9/14/2020

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= W49504-1  
 SIC= 515210  
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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  
 112 BENNETT AVE  
 MILFORD PIKE  
 PA 18337 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	1	0	0	1	0	0	0	0	0	0	0	0	2
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	1	1	0	0	0	0	0	3
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	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>( 10)</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>
<b>PREVIOUS REPORT TOTAL</b>	<b>( 11)</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 2 - N

SECTION G - CERTIFICATION

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CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: \_\_\_\_\_ DATE: 9/14/2020  
 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:

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

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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.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	0	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)	1	0	0	0	0	0	0	3	0	0	0	0	0	4
Craft Workers	( 6)	0	0	6	1	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
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
<b>TOTAL</b>	<b>( 10)</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>
<b>PREVIOUS REPORT TOTAL</b>	<b>( 11)</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>12</b>

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 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: 9/14/2020

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= W49503-0  
 SIC= 515210  
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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  
 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	1	0	0	0	0	0	1
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
Craft Workers	( 6)	0	0	7	0	0	0	0	0	1	0	0	0	0	8
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
<b>TOTAL</b>	<b>( 10)</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>
<b>PREVIOUS REPORT TOTAL</b>	<b>( 11)</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 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: 9/14/2020

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= W49511-3  
 SIC= 515210  
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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 *****								
	(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	2	0	0	0	0	0	4	1	0	0	0	0	0	7
Craft Workers	( 6)	0	0	11	0	0	0	0	0	0	0	0	0	0	0	0	11
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
<b>TOTAL</b>	( 10)	0	0	17	0	0	0	0	0	6	1	0	0	0	0	0	24
<b>PREVIOUS REPORT TOTAL</b>	( 11)	0	0	19	0	0	0	0	0	8	1	0	0	0	0	0	28

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 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: 9/14/2020

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= W49502-1  
 SIC= 515210  
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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	1	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	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	7	0	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
<b>TOTAL ( 10)</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>
<b>PREVIOUS REPORT TOTAL ( 11)</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [ ] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS  
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CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: \_\_\_\_\_ DATE: 9/14/2020

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= W49506-3  
 SIC= 515210  
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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	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	1	0	0	0	0	0	1	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	1	0	0	0	0	0	1	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
<b>TOTAL</b>	<b>( 10)</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>
<b>PREVIOUS REPORT TOTAL</b>	<b>( 11)</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 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: 9/14/2020

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= W49507-4  
 SIC= 515210  
 NAICS= 515210

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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	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	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)	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	4	0	0	0	0	0	4
Craft Workers	( 6)	1	0	3	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
<b>TOTAL</b>	<b>( 10)</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>
<b>PREVIOUS REPORT TOTAL</b>	<b>( 11)</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 2 - N

SECTION G - CERTIFICATION

CHECK 1 - [ ] ALL REPORTS ARE ACCURATE AND WERE PREPARED IN ACCORDANCE WITH THE INSTRUCTIONS  
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CERTIFYING OFFICIAL: VAKIENER, CRAIG TITLE: VP OF HUMAN RESOURCES SIGNATURE: \_\_\_\_\_ DATE: 9/14/2020

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:

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

EQUAL EMPLOYMENT OPPORTUNITY  
 2020 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
First / Middle Level Mgmt	(1.2)	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
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	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
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	1	0	0	0	0	0	1
<b>TOTAL</b>	<b>( 10)</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>PREVIOUS REPORT TOTAL</b>	<b>( 11)</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>

\* OTHER QUESTIONS \*

1 - 8/23/2020 THRU 9/5/2020 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: 9/14/2020

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: