CO = 9229220 - 0

EQUAL EMPLOYMENT OPPORTUNITY

U = W49512-2

2020 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

1. PENCOR SERVICES INC

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

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

PO BOX 215

PO BOX 141

PALMERTON

TUNKHANNOCK

WYOMING

SECTION E - ESTABLISHMENT INFORMATION

PA 18071

PA 18657 2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA					****	*****	*****	****	***Non	-Hispan	ic or I	atino	****	****	****	****	
		Hisp	anic	/Latino						*****	****					*****	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	O	0	0	0	0	O	0	O	0	0	0	۰	0	
First / Middle Level Mgmt	(1.2	2)	0	0	1	Ö	ō	0	0	n	1	0	0	_	0	U	U
Professionals	(2	2)	0	0	1	0	0	a	0	n	0	_	_	0	0	0	2
Technicians	•	3)	ō	0	2	0 -	0	0	0	0	-	0	0	0	0	0	1
Sales Workers	•	1)	0	o o	0	0	0	0	0	0	0	0	0	0	0	0	2
Administrative Support		5)	ů.	ő	0	0	0	0	-	=	0	0	0	0	0	0	0
Craft Workers	-	5)	0	0	9	0	a	0	0	0	5	0	0	0	0	0	5
Operatives	,	1}	0	0	0	0	0	-	0	Ţ	0	0	0	0	0	0	10
Laborers and Helpers	(8	•	o	0	0	_		0	0	0	0	0	0	0	0	Ü	. 0
Service Workers))	0			0	0	0	0	0	0	0	0	0	O	O	0
WOLVE TO THOU MAN TO THE TOTAL THE TOTAL TO THE TOTAL TOT	(2	,,	U	O	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL (1	0)	0	0	13	0	0	0	0	1	6	0	0	0	0	0	20
PREVIOUS REPORT	TOTAL (1	1)	0	0	14	0	0	0	0	0	rs,	n	n	n	n	٥	10

* OTHER QUESTIONS *

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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

TITLE: VP OF HUMAN RESOURCES

SIGNATURE:

DATE: 9/14/2020

PAGE 1 of 1

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

EQUAL EMPLOYMENT OPPORTUNITY

2020 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

PO BOX 215

2.a. BLUE RIDGE CABLE TECH, INC SOUTHERN 1-Y 2-N 3-N DUNS NO.: 804 ACADEMY HEIGHTS AVE

PALMERTON

CARBON EPHRATA LANCASTER

SECTION E - ESTABLISHMENT INFORMATION

PA 1807I

PA 17522 2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA TOTAL JOB CATEGORIES (A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) A-NExecutive / Senior Level Mamt (1.1)Ω 0 Ö Ω 0 0 Ö 0 First / Middle Level Mgmt (1.2)۵ 0 n O. 0 2 0 8 Professionals (2) 1 0 0 0 1 D 0 0 10 Technicians (3) 0 0 0 0 2 Sales Workers (4) 0 0 0 0 0 0 0 1 Administrative Support (5) 1 8 0 0 D n O 1 0 0 Û 16 Craft Workers (6) 16 1. 0 0 Ω 0 Û 19 Operatives (7) 1 0 0 0 0 0 0 1. Laborers and Helpers (8) Ð 0 0 0 0 0 Û Ü Service Workers (9) 0 n 0 0 0 0 0 0 0 a 0 TOTAL (10) 1 41 0 0 0 9 0 0 1 57 PREVIOUS REPORT TOTAL (11) 3 1 57 2 0 0 0 11 1 75

* OTHER QUESTIONS *

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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

TITLE: VP OF HUMAN RESOURCES

SIGNATURE:

DATE: 9/14/2020

PAGE 1 of 1

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

EQUAL EMPLOYMENT OPPORTUNITY

2020 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

NAICS= 515210

PO BOX 215 PALMERTON

PA 18071

CARBON

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

200 N FIRST STREET

LEHIGHTON PA 18235

CAMERON

2.b. EI=

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

SECTION E - ESTABLISHMENT INFORMATION

2.c. Y

1-NAICS: 515210 Cable & Other Subscription

SECTION	D	-	EMPLOYMENT	DATA

SECTION D - EMPLOYMENT DATA					****	****	*****	****	* * * Non	-Hispan	ic or L	atino	****	****	*****	*****	
		Hisp	anic,	/Latino						*****	****						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	۸	
First / Middle Level Mgmt	(1.2	2)	0	0	8	0	0	0	0	0	8	0	-	0	0	0	0
Professionals	(2	2)	1	0	21	1	0	0	0	0	5	_	0	0	0	0	16
Technicians	•	3)	O	0	4	o o	0	0	-		3	0	0	0	0	0	28
Sales Workers	•	1)	Ő	0	0	0	C	-	0	0	1	0	0	0	0	0	5
Administrative Support	-	i)	5	1	13	0	0	0	0	0	0	0	0	0	0	O	0
Craft Workers		5)	0	0	16	0	0	0	0	1	73	3	0	1	1	0	98
Operatives	•	")	0	0	10	0		0	0	0	0	0	0	0	0	0	16
Laborers and Helpers	(8	•	0	0	Ö		0	0	0	0	0	0	0	0	Û	0	0
Service Workers	-	•	-	_		0	0	0	0	0	0	0	0	0	0	0	0
SOB FEED WOLKELE	(5)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL (1	0)	6	1	62	1	0	0	0	1	87	3	0	1	1	0	163
PREVIOUS REPORT	TOTAL (1	L)	6	1	88	1	0	o	0	0	89	0	0	0	1	n	186

* 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

PAGE 1 of 1

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

STREET ADDRESS: 200 N FIRST STREET

TITLE: VP OF HUMAN RESOURCES

CITY/ST: LEHIGHTON PA ZIF: 18235 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0 U= W49505-2

EQUAL EMPLOYMENT OPPORTUNITY

2020 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

1. PENCOR SERVICES INC

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

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

PO BOX 215

920 EHLER STREET

PALMERTON

STROUDSBURG

MONROE

SECTION E - ESTABLISHMENT INFORMATION

PA 18071

PA 18360 2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA					***	****	*****	****	***Non	-Hispan	ic or 1	atino	****	****	****	****	
TOD 03/70000000		His	spanio	:/Latino						*****	****					*****	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				_		
First / Middle Level Mgmt	(1.	-	1	0	2	0	Ö	0	Ö		Û	0	0	0	0	0	0
Professionals		2)	1	Ö	2	0	-	-	-	0	4	Ţ	0	0	0	0	8
Technicians	,	3)	0	0	2	-	0	0	0	0	1	0	0	0	0	0	4
Sales Workers		4)	0	0	_	0	0	0	0	0	0	0	0	0	0	0	2
Administrative Support	-	5)	0	7	0	0	0	0	0	0	0	0	0	0	0	Ó	0
Craft Workers	-	-	1	ì	1	0	0	0	0	0	6	4	0	0	1	2	15
Operatives	-	6)	T	0	14	1	0	0	0	0	0	0	0	0	0	0	16
Laborers and Helpers	,	7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	-	8)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Peratce Morkers	(9)	0	0	0	0	0	0	0	0	0	0	0	0	ð	O	0
	TOTAL (1	.0}	3	1	21	1	0	0	O	0	11	5	0	0	1	2	45
PREVIOUS REPORT	TOTAL (1	1)	3	0	22	2	1	0	0	0	12	7	a	n	1	ว	50

^{*} OTHER QUESTIONS *

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

SECTION G - CERTIFICATION

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CERTIFYING OFFICIAL: VAKIENER, CRAIG

TITLE: VP OF HUMAN RESOURCES

SIGNATURE:

DATE: 9/14/2020

PAGE 1 of 1

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

STREET ADDRESS: 920 EHLER STREET

TITLE: VP OF HUMAN RESOURCES

CITY/ST: STROUDSBURG PA ZIP: 18360 TELEPHONE/AREA CODE: 610-829-9289 EXT:

CO= 9229220-0 U= W49508-5

EQUAL EMPLOYMENT OPPORTUNITY

2020 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

PO BOX 215

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

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

CARBON

MANSFIELD

2.b. EI=

SECTION E - ESTABLISHMENT INFORMATION

PALMERTON PA 18071

PA 16933

46 N ACADEMY STREET

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA					***	****	*****	****	***Non	-Hispan	ic or I	atino	*****	****	****	******	
		H:	ispanio	:/Latino												*****	
JOB CATEGORIES			(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(⋈)	(N)	A-N
Executive / Senior Level Mgmt	(1,	1)	0	0	0	0	0	0	0	٥	0	0	0	0	0	0	0
First / Middle Level Mgmt	(1.	2)	0	0	2	0	ō	ő	Ö	n	Ö	0	0	0	-	0	· · · · ·
Professionals	(2)	0	0	0	0	õ	Õ	Õ	0	Ď	0	0	0	_	0	<u> </u>
Technicians	(3)	0	0	1.	Ö	ō	0	0	0	0	0	0	0	-	-	U
Sales Workers	(4)	0	0	0	0	o	0	0	'n	0	0	0	0	0	0	1
Administrative Support	-	5)	0	0	1	ő	0	Ö	0	o	5	0	0	-	0	0	0
Craft Workers		6)	0	Ö	10	0	ō	0	0	0	0	٥	O O	0	0	0	6
Operatives	i	7)	Ö	0	Q	0	0	0	0	0	0	•	-	0	0	0	10
Laborers and Helpers	-	8)	0	0	0	0	ō	0	0	0	0	0	0	0	0	0	0
Service Workers	· ·	9)	0	0	0	0	0	0	_	0	-	0	0	0	0	Ü	0
	•	<i>J</i> /	•	v	U	U	U	U	0	U	O	0	0	0	0	0	0
•	rotal ()	10)	0	0	14	0	0	O	0	0	5	0	0	0	0	0	19
PREVIOUS REPORT	TOTAL (1	11)	0	0	13	0	0	٥	0	0	5	0	0	0	0	D	18

* 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

PAGE 1 of 1

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

EQUAL EMPLOYMENT OPPORTUNITY 2020 EMPLOYER INFORMATION REPORT EEO-1

PAGE 1 of 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

PO BOX 215

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC 112 BENNETT AVE

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

PALMERTON

CARBON

PIKE

PA 18071

MILFORD PA 18337

2.b. EI=

SECTION E - ESTABLISHMENT INFORMATION

2.c. Y

1-NAICS: 515210 Cable & Other Subscription

SECTION D - EMPLOYMENT DATA						***	*****	****	*****	***Non	-Hispan	ic or 1	atino	****	***	****	*****		
			H	spanio.	/Latino							****					*****	TOTAL	
JOB CATEGORIES				(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(T)	(M)	(N)	A-N	
Executive / Senior Level Mgmt		{1.	1}	0	0	0	0	n	0	0	0			_		_			
First / Middle Level Mgmt		(1.3	2)	0	Ö	Ó	0	0	0	•		v	U	0	0	0	Đ	0	
Professionals			2)	Õ	n	1	0	_		0	U	0	0	0	0	0	0	0	
Technicians			3)	0	0	- A	_	0	Ţ	0	Ü	0	0	0	0	0	0	2	
Sales Workers			3, 4)	-	•	1	0	0	0	0	0	0	0	0	0	0	0	1	
Administrative Support		-	•	0	0	U	0	0	0	0	0	0	0	0	0	0	0	0	
Craft Workers		-	5)	0	0	1.	0	0	0	0	0	1	1	0	Ø	0	0	3	
Operatives		-	5)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
-		•	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	Ò	0	0	
Service Workers		(9	3)	0	0	0	0	0	0	0	0	0	0	0	0	0	Ő	0	
	TOTAL	(1	0}	0	0	3	0	0	1	0	0	1	1	0	0	0	0	б	
PREVIOUS REPO	ORT TOTAL	(1	1)	0	0	4	2	0	1	0	0	1	1	0	0	0	0	9	

* 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:

ÇO≔ 9229220-0

EQUAL EMPLOYMENT OPPORTUNITY

U = W49509 - 6

2020 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

HC 898 BOX 115A CARBON

PALMERTON

POCONO SUMMIT

SECTION E - ESTABLISHMENT INFORMATION

PA 18071

PA 18346 2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA TOTAL JOB CATEGORIES (A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) A-N Executive / Senior Level Mamt (1.1)0 0 0 0 0 First / Middle Level Mgmt (1,2)0 0 ۵ n 0 O Ď 0 Professionals (2) 0 0 0 0 0 0 Technicians (3) 0 0 0 0 0 O 0 0 n a 0 Sales Workers (4) 0 0 0 0 0 0 0 0 0 Administrative Support 5) 0 0 0 O Û 0 Craft Workers (6) 0 0 0 0 0 D n 7 Operatives (7)0 Ø 0 0 0 0 0 0 0 Laborers and Helpers (8) 0 Ø Ö 0 0 Ö 0 Ð 0 Service Workers (9) Ö 0 0 0 0 n 0 0 0 TOTAL (10) 1. 0 0 0 3 0 Ð O 0 13 PREVIOUS REPORT TOTAL (11) n 0 8 1 0 0 O 0 1 12

MONROE

* OTHER QUESTIONS *

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

SECTION G - CERTIFICATION

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CERTIFYING OFFICIAL: VAKIENER, CRAIG

TITLE: VP OF HUMAN RESOURCES

SIGNATURE:

DATE: 9/14/2020

PAGE 1 of 1

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

EQUAL EMPLOYMENT OPPORTUNITY

2020 EMPLOYER INFORMATION REPORT EEO-1

SIC= 515210

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

NAICS= 515210

SECTION B - COMPANY IDENTIFICATION

CARBON

SECTION C - TEST FOR FILING REQUIREMENT

SECTION E - ESTABLISHMENT INFORMATION

1. PENCOR SERVICES INC

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

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

PO BOX 215 PALMERTON

ROUTE 209

GILBERT

MONROE

PA 18071

PA 18331 2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA					****	*****	*****	****	***NO11	-Hispan	ic or I	atino	****	****	****	*****	
			Hispani	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	D	0	o	0	٥	0	O	0	0	0
First / Middle Level Mgmt		(1.2)	0	0	0	0	0	0	0	0	2	0	0	0	0	Ö	2
Professionals		(2)	0	0	0	0	0	0	0	0	1	0	O	0	Ö	0	1
Technicians		(3)	0	0	0	0	Ó	0	0	0	0	0	0	0	0	0	0
Sales Workers		(4)	0	0	O	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support		(5)	0	1	0	0	0	0	0	0	2	0	0	0	0	0	3
Craft Workers		(6)	0	Û	7	0	0	0	0	0	0	1	0	0	0	0	В
Operatives		(7)	0	0	1	0	0	C	0	0	0	0	Q	0	0	0	1
Laborers and Helpers		(8)	0	0	0	0	0	0	0	0	0	0	0	0	Ð	0	0
Service Workers		(9)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	(10	0	1	8	0	0	0	0	0	5	1	0	0	0	0	15
PREVIOUS REPORT	TOTAL.	(11	0	1	7	n	0	٥	ď	ń	_	1	٥	٥	0	n	3.4

* OTHER QUESTIONS *

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

SECTION G - CERTIFICATION

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CERTIFYING OFFICIAL: VAKIENER, CRAIG

TITLE: VP OF HUMAN RESOURCES

SIGNATURE:

DATE: 9/14/2020

PAGE 1 of 1

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRATG

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

EQUAL EMPLOYMENT OPPORTUNITY

U= W49511-3

2020 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

1. PENCOR SERVICES INC

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

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

PO BOX 215

HC6 BOX 6035

PALMERTON

HAWLEY

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 I	atino	****	****	*****	*****	
		Hispa	mic	/Latino	****	*****	*** MA	LE ***	****	****	****	****	** FE	MALE	*****	****	TOTAL
JOB CATEGORIES		(P	()	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(T)	(M)	(N)	A-M
Executive / Senior Level Mgmt	{1.0	.)	0	О	Q	0	0	0	0	0	O	0	0	0	0	O	n
First / Middle Level Mgmt	(1.2	:)	0	0	3	0	0	0	0	0	1	0	0	0	_	0	4
Professionals	(2)	0	0	0	0	0	٥	0	0	1	0	0	0		0	1
Technicians	(3)	0	0	1	0	0	0	0	0	O	ò	0	O	_	o o	1
Sales Workers	(4)	0	0	0	0	0	0	0	0	0	ō	0	0		Ö	0
Administrative Support	(5)	0	0	2	Q	0	0	0	0	4	1	0	0		0	7
Craft Workers	(6)	0	0	11	0	0	0	0	0	0	0	0	0	•	Ô	11
Operatives	(7)	0	0	0	D	0	0	0	0	0	Ö	0	0	_	0	0
Laborers and Helpers	(8)	0	0	0	0	0	0	0	0	0	0	0	0	_	0	o o
Service Workers	(9)	0	O	0	0	0	0	0	0	0	0	0	0		Ō	0
Tota	ът (10))	0	0	17	0	0	0	0	0	6	1	0	0	0	0	24
PREVIOUS REPORT TOT	AL (1	L)	0	0	19	0	0	0	0	0	8	1	0	0	0	0	28

PIKE

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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

TITLE: VP OF HUMAN RESOURCES

SIGNATURE:

DATE: 9/14/2020

PAGE 1 of 1

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:

^{*} OTHER QUESTIONS *

CO= 9229220-0 U= W49502-1

EQUAL EMPLOYMENT OPPORTUNITY 2020 EMPLOYER INFORMATION REPORT EEO-1

PAGE 1 of 1

SIC= 515210

NAICS= 515210

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

PO BOX 215

PA 18071

20 W RIDGE STREET

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

PALMERTON

CARBON

LANSFORD

PA 18232

CAMERON 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	****	*****	****	*****	
		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	O	0	0	0	n	n	O	n	0
First / Middle Level Mgmt	(1	.2}	0	0	1	0	0	0	ā	Õ	0	0	0	0	=	0	1
Professionals	(2)	0	0	0	0	0	0	Ö	ō	ō	0	0	o o	0	n	Ų.
Technicians	(3)	0	0	0	0	Ö	ū	0	Ď	ō	0	0	0	0	0	0
Sales Workers	(4)	0	0	0	0	ō	ō	0	n	0	0	a	0	0	0	0
Administrative Support	(5)	0	0	0	Ö	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	(6)	0	0	7	D	0	0	0	0	n	0	0	0	0	n	7
Operatives	(7)	0	0	0	0	o	0	0	Ô	0	0	0	0	0	n	0
Laborers and Helpers	(8)	٥	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	Ö	0	Ô	0	0	0
:	COTAL (10)	0	0	8	0	Q	0	0	0	0	0	0	0	0	0	8
PREVIOUS REPORT	TOTAL (11)	0	0	10	0	0	0	0	0	n	0	0	O	0	n	1.0

* OTHER QUESTIONS *

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

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

EQUAL EMPLOYMENT OPPORTUNITY 2020 EMPLOYER INFORMATION REPORT EEO-1

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

PAGE 1 of 1

NAICS= 515210

SECTION B - COMPANY IDENTIFICATION

CARBON

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

PO BOX 215

PALMERTON PA 18071

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC.

1 WATER STREET

DUNCANNON PA 17020

PERRY 2.b. EI= 1-Y 2-N 3-N DUNS NO.:

SECTION E - ESTABLISHMENT INFORMATION

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D - EMPLOYMENT DATA				***	****	*****	****	***Non	-Hispan	ic or I	atino	****	****	****	****	
TOD COMPROSE TO]	Hispani	c/Latino	****	****	** MA	LE **:	*****	*****	****					****	
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			_
First / Middle Level Mgmt	(1.2)	0	0	1	0	0	Ö	0	Ö	7	0	v	0	0	0	0
Professionals	(2)	0	0	0	0	0	ō	0	0	0	-	0	0	0	0	2
Technicians	(3)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	(4)	0	0	ō	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	(5)	0	0	1	ō	0	0	0	0	- 1	0	0	0	0	0	0
Craft Workers	(6)	0	0	4	0	ō	0	0	0	0	0	0	0	0	0	2
Operatives	(7)	0	0	O	Ö	0	0	0	0	0	O O	0	0	0	0	4
Laborers and Helpers	(B)	0	0	0	0	ō	0	ρ	0	0	0	J	0	0	0	0
Service Workers	(9)	0	0	0	0	ō	0	0	0	0	=	0	0	0	0	0
						•	•	v	υ	U	0	0	0	0	0	0
TO	TAL (10)	0	0	6	0	0	0	0	0	2	0	0	0	0	O	8

* OTHER QUESTIONS *

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

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

TITLE: VP OF HUMAN RESOURCES

SIGNATURE:

DATE: 9/14/2020

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

PREVIOUS REFORT TOTAL (11)

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

EQUAL EMPLOYMENT OPPORTUNITY

2020 EMPLOYER INFORMATION REPORT EEO-1

SIC= 515210

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

NAICS= 515210

SECTION B - COMPANY IDENTIFICATION

CARBON

SECTION C - TEST FOR FILING REQUIREMENT

1. PENCOR SERVICES INC

2.a. BLUE RIDGE CABLE TECHNOLOGIES, INC

YORK

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

PO BOX 215

2800 LEWISBERRY ROAD

PALMERTON

YORK HAVEN

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	-Hispan	ic or I	atino	*****	****	*****	*****	
		Hispani	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	1	0	0	0	-	a	3
Professionals	(2) 0	0	0	0	0	0	0	0	0	0	o o	0	0	0	0
Technicians	(3) 0	0	0	0	0	0	0	0	0	0	Û	0		0	0
Sales Workers	(4) 0	0	0	0	0	0	0	0	0	0	0	0	-	0	Ö
Administrative Support	(5	0	0	0	0	0	0	0	0	4	0	0	0	-	0	4
Craft Workers	(6	1	0	3	0	0	0	0	O	0	0	0	0	0	0	4
Operatives	(7)	0	0	0	0	0	0	0	0	0	0	0	0	Ō	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) 1	0	5	0	0	0	0	0	5	0	0	0	0	0	11

* OTHER OUESTIONS *

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

SECTION G - CERTIFICATION

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

10

PAGE 1 of 1

PERSON TO CONTACT REGARDING THIS REPORT: VAKIENER, CRAIG

PREVIOUS REPORT TOTAL (11)

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

EQUAL EMPLOYMENT OPPORTUNITY

0 = W49510 - 4

2020 EMPLOYER INFORMATION REPORT EEO-1

SIC= 515210

SINGLE-ESTABLISHMENT EMPLOYER REPORT - TYPE 1

NAICS= 515210

SECTION B - COMPANY IDENTIFICATION

CARBON

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

PALMERTON

WELLSBORO

TIOGA

SECTION E - ESTABLISHMENT INFORMATION

PA 18071

PA 16901 2.b. EI=

1-NAICS: 515210 Cable & Other Subscription

2.c. Y

SECTION D ~ EMPLOYMENT DATA					****	****	*****	****	* * * Non	-Hispan	ic or I	atino	****	****	*****	*****	
		H	ispani	c/Latino						*****	****				*****		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	Ω	0	0	0	0	0	0	0	0	0	0	0	
First / Middle Level Mgmt		(1.2)	0	0	o	0	0	0	Ó	0	n	0	0	0	_	0	0
Professionals		(2)	0	0	o	0	0	0	0	n	0	0	0	0	-	-	0
Technicians		(3)	0	a	ì	ō	0	0	0	n o	0	0	0	0	-	0	U
Sales Workers		(4)	0	a	0	ő	0	0	٥	ν.	0	0	_	Ü	0	0	7
Administrative Support		(5)	0	0	o	0	0	0	0	0	2	0	0	0	_	0	U
Craft Workers		(6)	0	0	0	ő	0	0	0	0	0	0	0	0 0	•	0	2
Operatives		(7)	0	0	ō	õ	Õ	ő	0	0	a	0	0	0	_	0	0
Laborers and Helpers		(8)	0	0	ō	0	0	0	0	0	0	0	-		_	0	٥
Service Workers		(9)	0	0	0	0	0	0	0	0	1	0	0	0	_	0	0
						_	·	•	Ū	· ·		U	b	U	J	U	Т
:	TOTAL	(10)	0	0	1	0	0	0	0	0	3	0	0	0	0	0	4
PREVIOUS REPORT	TOTAL	(11)	0	ø	1	0	0	0	0	0	3	0	0	n	0	n	1

* OTHER QUESTIONS *

1 - 8/23/2020 THRU 9/5/20202 - 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

CERTIFYING OFFICIAL: VAKIENER, CRAIG

TITLE: VP OF HUMAN RESOURCES

SIGNATURE:

DATE: 9/14/2020

PAGE 1 of 1

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: