

CO= 9229220
 U= 9229220

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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 EIN :240820653

c. Y

SECTION E - ESTABLISHMENT INFORMATION

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	10	0	0	0	0	0	3	0	0	0	0	0	13
HRST/MID OFFICIALS & MGRS	1	1	76	0	0	0	0	0	44	0	0	0	0	0	122
PROFESSIONALS	3	1	153	3	1	1	0	0	53	1	0	0	0	0	216
TECHNICIANS	2	0	87	0	0	0	1	1	12	0	0	0	0	0	103
SALES WORKERS	0	0	15	1	0	0	0	0	30	1	0	0	0	0	47
ADMINISTRATIVE SUPPORT	1	10	39	0	0	0	0	1	244	6	0	0	2	3	306
CRAFT WORKERS	3	0	124	3	0	0	0	0	2	1	0	0	0	0	133
OPERATIVES	1	0	41	0	0	0	0	0	5	0	0	0	0	0	47
LABORERS & HELPERS	1	0	19	0	0	0	0	0	15	0	0	0	0	0	35
SERVICE WORKERS	1	12	5	0	0	0	0	0	33	0	0	0	0	0	51
TOTAL	13	24	569	7	1	1	1	2	441	9	0	0	2	3	1073
PREVIOUS REPORT TOTAL	14	14	598	8	1	1	1	3	473	9	1	0	1	3	1127

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 07/17/2016 THRU 07/30/2016

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]: 08/09/2016 11:55 AM

CO= 9229220
 U= 9229220

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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 EIN :240820653

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	10	0	0	0	0	0	3	0	0	0	0	0	13
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	1	0	0	0	0	0	4	0	0	0	0	0	5
TECHNICIANS	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
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	4	0	0	0	0	0	4
CRAFT WORKERS	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
LABORERS & HELPERS	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
TOTAL	0	0	12	0	0	0	0	0	11	0	0	0	0	0	23
PREVIOUS REPORT TOTAL	0	0	12	0	0	0	0	0	11	0	0	0	0	0	23

SECTION F - REMARKS

CO= 9229220

U= DT94090

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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 EIN :208131708

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	6	0	0	0	0	0	2	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	2	0	0	0	0	0	0	0	0	0	0	0	0	2
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	6	0	0	0	0	0	0	7
CRAFT WORKERS	0	0	0	0	0	0	0	0	2	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	10	0	0	0	0	0	0	17	0	0	0	0	0	0	28
TOTAL	1	10	11	0	0	0	0	0	30	0	0	0	0	0	0	52
PREVIOUS REPORT TOTAL	1	0	35	0	0	0	0	0	58	0	1	0	0	0	1	96

SECTION F - REMARKS

Outsourced the restuaraut staff to a management company on February 22 2016

co= 9229220
 u= T628958

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880
 200 N FIRST ST
 LEHIGHTON, PA 18235

CARBON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

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
HRST/MID OFFICIALS & MGRS	0	0	7	0	0	0	0	0	9	0	0	0	0	0	0	16
PROFESSIONALS	1	1	24	0	0	0	0	0	6	0	0	0	0	0	0	32
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	3	17	0	0	0	0	0	65	4	0	0	1	1	91	
CRAFT WORKERS	0	0	13	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	
LABORERS & HELPERS	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	
TOTAL	1	4	70	0	0	0	0	0	81	4	0	0	1	1	162	
PREVIOUS REPORT TOTAL	1	4	79	1	0	0	0	0	89	5	0	0	1	1	181	

SECTION F - REMARKS

CO= 9229220
 U= T628960

EQUAL EMPLOYMENT OPPORTUNITY
 2016 EMPLOYER INFORMATION REPORT
 INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

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

2.a. BLUE RIDGE CABLE TECH INC SOUTHERN 1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880
 804 ACADEMY HEIGHTS AVE
 EPHRATA, PA 17522

LANCASTER COUNTY
 c. Y

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	2	0	0	0	0	0	0	9
PROFESSIONALS	0	0	28	0	0	0	0	0	7	0	0	0	0	0	0	35
TECHNICIANS	0	0	6	0	0	0	0	0	2	0	0	0	0	0	0	8
SALES WORKERS	0	0	1	0	0	0	0	0	10	1	0	0	0	0	0	12
ADMINISTRATIVE SUPPORT	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	7
CRAFT WORKERS	2	0	17	0	0	0	0	0	0	0	0	0	0	0	0	19
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	67	0	0	0	0	0	21	1	0	0	0	0	0	91
PREVIOUS REPORT TOTAL	2	0	66	0	0	0	0	0	19	1	0	0	0	0	0	88

SECTION F - REMARKS

CO= 9229220
 U= T628982

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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 EIN :240820653

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	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	27	0	0	0	0	0	15	0	0	0	0	0	0	42
PROFESSIONALS	2	0	68	2	0	0	0	0	17	0	0	0	0	0	0	89
TECHNICIANS	2	0	62	0	0	0	1	1	9	0	0	0	0	0	0	75
SALES WORKERS	0	0	12	1	0	0	0	0	5	0	0	0	0	0	0	18
ADMINISTRATIVE SUPPORT	1	1	5	0	0	0	0	0	113	0	0	0	0	0	1	121
CRAFT WORKERS	0	0	17	0	0	0	0	0	0	0	0	0	0	0	0	17
OPERATIVES	1	0	21	0	0	0	0	0	0	0	0	0	0	0	0	22
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	2	5	0	0	0	0	0	13	0	0	0	0	0	0	20
TOTAL	6	3	217	3	0	0	1	1	172	0	0	0	0	0	1	404
PREVIOUS REPORT TOTAL	6	3	218	3	0	0	1	1	167	0	0	0	0	0	0	399

SECTION F - REMARKS

CO= 9229220
 UI= W495140

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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 EIN :232537331

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	7	0	0	0	0	0	0	18
PROFESSIONALS	0	0	18	0	0	0	0	0	8	0	0	0	0	0	0	26
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	8	0	0	0	0	0	0	8
ADMINISTRATIVE SUPPORT	0	0	2	0	0	0	0	0	20	0	0	0	0	0	0	22
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	19	0	0	0	0	0	4	0	0	0	0	0	0	23
LABORERS & HELPERS	1	0	19	0	0	0	0	0	15	0	0	0	0	0	0	35
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	69	0	0	0	0	0	62	0	0	0	0	0	0	132
PREVIOUS REPORT TOTAL	1	0	70	0	0	0	0	0	64	0	0	0	0	0	0	135

SECTION F - REMARKS

CO= 9229220
 UE= W495012

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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 EIN :232537331

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	2	0	0	0	0	0	0	3
PROFESSIONALS	0	0	6	0	0	0	0	0	6	1	0	0	0	0	0	13
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	2	0	0	0	0	0	4	0	0	0	0	0	0	6
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	3	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	1	0	0	0	0	0	0	1
TOTAL	0	0	10	0	0	0	0	0	16	1	0	0	0	0	0	27
PREVIOUS REPORT TOTAL	0	0	9	0	0	0	0	0	18	1	0	0	0	0	0	28

SECTION F - REMARKS

CO= 9229220
 U= W495021

EQUAL EMPLOYMENT OPPORTUNITY
 2016 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

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

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

CARBON COUNTY
 c. Y

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	0	0	0	0	0	0	0	0
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	1	0	0	0	0	0	0	13
PREVIOUS REPORT TOTAL	0	0	11	0	0	0	0	0	2	0	0	0	0	0	0	13

SECTION F - REMARKS

CO= 9229220
 U= W495030

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

MONROE COUNTY

c. Y

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
HRST/MID OFFICIALS & MGRS	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
TECHNICIANS	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
ADMINISTRATIVE SUPPORT	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	7
OPERATIVES	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
LABORERS & HELPERS	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
TOTAL	0	0	6	0	0	0	0	0	1	1	0	0	0	0	8
PRIVIOUS REPORT TOTAL	0	0	7	0	0	0	0	0	1	1	0	0	0	0	9

SECTION F - REMARKS

CO= 9229220
 U= W495041

EQUAL EMPLOYMENT OPPORTUNITY
 2016 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

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

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

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

PIKE COUNTY
 c. Y

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
 II= W495052

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

MONROE COUNTY

c. Y

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
HRST/MID OFFICIALS & MGRS	1	1	2	0	0	0	0	0	3	0	0	0	0	0	0	7
PROFESSIONALS	0	0	2	1	1	0	0	0	1	0	0	0	0	0	0	5
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	4	2	0	0	0	0	1	4	1	0	0	1	1	14	
CRAFT WORKERS	0	0	12	2	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	
LABORERS & HELPERS	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	
TOTAL	1	5	20	3	1	0	0	1	8	1	0	0	1	1	42	
PREVIOUS REPORT TOTAL	2	5	18	3	1	0	0	2	7	0	0	0	0	1	39	

SECTION F - REMARKS

CO= 9229220
 U= W495063

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

PERRY COUNTY

C. Y

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	2	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	5	0	0	0	0	0	3	0	0	0	0	0	0	8
PREVIOUS REPORT TOTAL	0	0	5	0	0	0	0	0	2	0	0	0	0	0	0	7

SECTION F - REMARKS

CO= 9229220
 U= W495074

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

YORK COUNTY

c. Y

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	1	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	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	6	0	0	0	0	0	4	0	0	0	0	0	0	10
PREVIOUS REPORT TOTAL	0	0	6	0	0	0	0	0	5	0	0	0	0	0	0	11

SECTION F - REMARKS

co= 9229220

u= W495085

EQUAL EMPLOYMENT OPPORTUNITY
2016 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

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

TIOGA COUNTY

c. Y

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	5	0	0	0	0	0	0	6
CRAFT WORKERS	0	0	11	0	0	0	0	0	0	0	0	0	0	0	0	11
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	15	0	0	0	0	0	5	0	0	0	0	0	0	20
PREVIOUS REPORT TOTAL	0	0	15	0	0	0	0	0	5	0	0	0	0	0	0	20

SECTION F - REMARKS

CO= 9229220
 U= W495096

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

MONROE COUNTY

c. Y

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	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	8	1	0	0	0	0	1	0	0	0	0	0	0	12
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
 2016 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

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

TIOGA COUNTY

c. Y

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	0
FIRST/MID OFFICIALS & MGRS	0	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	0
TECHNICIANS	0	0	1	0	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	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	3	0	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	0
OPERATIVES	0	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	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
TOTAL	0	0	1	0	0	0	0	0	4	0	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	0	5

SECTION F - REMARKS

CO= 9229220
 U= W495113

EQUAL EMPLOYMENT OPPORTUNITY
 2016 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

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

PIKE COUNTY
 C. Y

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	15	0	0	0	0	0	0	0	0	0	0	0	0	15
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	21	0	0	0	0	0	9	0	0	0	0	0	0	30
PREVIOUS REPORT TOTAL	0	0	19	0	0	0	0	0	9	0	0	0	0	0	0	28

SECTION F - REMARKS

co= 9229220
 u= W495122

EQUAL EMPLOYMENT OPPORTUNITY
 2016 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

SECTION C - TEST FOR FILING REQUIREMENT

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

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

1-Y 2-N 3-N DUNS NO.:014907182 EIN :240864880

WYOMING COUNTY
 c. Y

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	6	0	0	0	0	0	0	6
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	7	0	0	0	0	0	0	21
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
 2016 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 EIN :232537331

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	1	0	0	0	0	0	3	0	0	0	0	0	0	4

SECTION F - REMARKS