

EEO PUBLIC FILE REPORT

Shentel Unit # 12281 – Rustburg, VA

Reporting Period: October 1, 2011 through September 30, 2012

Total Number of Full-Time Vacancies Filled During This Period: 12

Total Number of People Interviewed for Full-Time Vacancies During This Period: 90

#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy	Number of Interviews Referred by Each Recruitment Source	Total Number Interviewed
1	Desktop Technician	1	ZipRecruiter	ZipRecruiter, Indeed, Shentel Website, DevBistro, Employee Referral, Lucas Group	Shentel Website (3), ZipRecruiter (3), Employee Referral (0), Indeed (15), DevBistro (0), Lucas Group (0)	21
2	Maintainence Tech	1	Current Customer	Shentel Website, ZipRecruiter, Employee Referral; Current Customer, Glenville State College Career Fair, Fred Eberle Career Fair	Employee Referral (1); Current Customer (1), Shentel Website (0), ZipRecruiter (0), Glenville State College Career Fair (0), Fred Eberle Career Fair (0)	2
3	Construction Tech	1	Current Customer	Shentel Website, ZipRecruiter, Current Customer, Glenville State College Career Fair, Fred Eberle Career Fair	Current Customer (1), Shentel Website (0), ZipRecruiter (0), Glenville State College Career Fair (0), Fred Eberle Career Fair (0)	1
4	Customer Service Rep	1	Employee Referral	Shentel Website, Lucas Group Career Fair	Shentel Website (7), Employee Referral (1), Lucas Group Career Fair (0)	8
5	Customer Service Rep	1	Employee Referral	Shentel Website, Zip Recruiter, Indeed, Employee Referral; Franklin News Post	Indeed (5); Employee Referral (2), ZipRecruiter (0), Franklin News Post (0), Shentel Website (0)	7
6	Customer Service Rep	1	Shentel Website	Shentel Website, Lucas Group Career Fair	Shentel Website (8), Lucas Group Career Fair (0)	8
7	Data Network Technician	1	Indeed	Shentel Website; Zip Recruiter; Current Customer, Fred Eberle Career Fair, Indeed, CareerBuilder, Lucas Group	Indeed (4); Career Builder (1); Internal Candidate (2); Current Customer (1), Fred Eberle Career Fair (0), Shentel Website (0), Lucas Group (2)	10
8	Regional HR Generalist	1	Indeed	ZipRecruiter, Indeed, Shentel Website, SHRM, Monster, CareerBuilder, LinkedIn, Employee Referral, Current Customer, Payment Center Posters, Yard Signs	ZipRecruiter (4), Shentel Website (2), SHRM (0), LinkedIn (0), Indeed (6), Employee Referral (1), CareerBuilder (0), Current Customer (0), Monster (0), Payment Center Posters (0), Yard Signs (0)	13
9	Administrative Assistant	1	Indeed	Shentel Website; ZipRecruiter; Indeed, Yard Signs, Payment Center Posters	Indeed (4), Shentel Website (0), ZipRecruiter (0), Yard Signs (0), Payment Center Posters (0)	4
10	Supervisor, Tech Support	1	News & Advance	Shentel Website, News & Advance, Career Builder	Shentel website (3); Career Builder (5), Lynchburg Paper (3)	11

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11	Network Tech I	1	Current Customer	Shentel Website, ZipRecruiter, Indeed, Current Customer, Customer Advisory Dinner, Region 2000 Meeting	Indeed (1); Current Customer (1), ZipRecruiter (0), Shentel Website (0)	2
12	Field Auditor	1	Indeed.com	Shentel Website, Zip Recruiter, Indeed, Fred Eberle Career Fair, Monster	Indeed(1); Monster (1); Career Builder (1), ZipRecruiter (0), Fred Eberle Career Fair (0), Shentel Website (0)	3

Supplemental Recruitment Initiatives:

This unit executed the following Supplemental Recruitment Initiatives during this reporting period:

- Maintaining a tuition reimbursement program that allows employees to obtain qualifications that would allow them to advance to positions of greater responsibility.
- Establishing an internship program designed to assist members of the community in acquiring skills needed for MVPD employment.
- Participating in multiple job fairs with personnel who have substantial hiring responsibility.

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#	Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification	Total Number of Referrals	Number of FT Hires
1	Shentel Website	Shentel	NA	Shentel	NA	23	1
2	Yard Signs	Shentel Locations	Shentel Marketing	Shentel	NA	0	0
3	Payment Center Posters	Shentel Locations	Shentel Marketing	Shentel	NA	0	0
4	Employee Referral	NA	NA	NA	NA	5	2
	Current Customer	NA	NA	NA	NA	4	3
5	LinkedIn	2029 Stierlin Ct, Mountain View, CA 94043	NA	NA	NO	0	0
6	SHRM (Society for Human Resources Management)	1800 Duke St, Alexandria, VA 22314	NA	(800) 283-7476	NO	0	0
7	DevBistro	450 Lexington Ave, PO Box 2442, New York, NY 10017	NA	NA	NO	0	0
8	Internal	NA	NA	NA	NA	2	0
9	ZipRecruiter	1753 Third St Promenade, Suite 335, Santa Monica, CA 90401	NA	(877) 252-1602	NO	7	1
10	Monster	622 Third Avenue, 39th Floor, New York, NY 10017	NA	NA	NO	1	0
11	CareerBuilder	200 N. LaSalle St, Suite 1100, Chicago, IL 60601	NA	NA	NO	7	0
12	Franklin News Post	PO Box 250, 310 Main St, SW, Rocky Mount, VA 24151	Hillary	540-483-5113	NO	0	0
13	News & Advance	Weekly from News & Advance 101 Wyndale Dr, Lynchburg, VA 24501	C White	434-385-5500	NO	3	1
14	Lucas Group (Career Fairs)	3384 Peachtree Rd, Suite 900, Atlanta, GA 30326	Tiffany Collier	(904) 673-9709	NO	2	0
15	Indeed	177 Broad St, 6th Floor, Stamford CT 06901	NA	NA	NO	36	4
16	Glenville State College Career Fair	200 High Street, Glenville, WV 26351	Bob Edwards	304-462-7361	NO	0	0
17	Fred Eberle Career Fair	Rte 5 Box 2, Buckhannon, WV 26201	NA	304-472-1259	NO	0	0
18	Customer Advisory Dinner	Shentel	Chris Kyle	540-984-5187	NO	0	0
19	Region 2000 Meeting	Shentel	Chris Kyle	540-984-5187	NO	0	0