

**EEO PUBLIC FILE REPORT**  
**Shentel Unit # 12283 – Lebanon, VA**  
**Reporting Period: October 1, 2011 through September 30, 2012**

Total Number of Full-Time Vacancies Filled During This Period: 1  
 Total Number of People Interviewed for Full-Time Vacancies During This Period: 5

#	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	Network Technician I	1	Indeed	Shentel Website; Indeed, Yard Signs, Payment Center Posters, Harrisburg Job & Internship Fair	Shentel Website (3); Indeed (2), Yard Signs, Payment Center Posters, Harrisburg Job & Internship Fair (0)	5

**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.

#	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	3	0
2	Indeed	177 Broad St, 6th Floor, Stamford CT 06901	NA	NA	NO	2	1
3	Yard Signs	Shentel Locations	Shentel Marketing	Shentel	NA	0	0
4	Payment Center Posters	Shentel Locations	Shentel Marketing	Shentel	NA	0	0
5	Harrisburg Job & Internship Fair	3211 N. Front St, Suite 201 Harrisburg, PA 17110	Christine Brindle	717-213-5048	NO	0	0