

Waynesboro

#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)
1	Customer Service Rep.	1	Indeed-1
2	Tech Support Rep.	1	Indeed-1
3	Tech Support Rep.	1	Indeed-1
4	Tech Support Rep.	1	Indeed-1

5	Dispatcher - Fiber	1	Careers-1
6	Manager, Field Ops Center - Fiber	1	Recruiter-1
7	Customer Service Rep.	1	Employee Referral-1
8	Manager, Project Accounting	1	siefrieds Group

9	Broadband Technician II	1	Indeed-1
10	Broadband Technician I	1	Indeed-1

11	Customer Service Rep.	1	Client Careers Site-1
12	Tech Support Rep.	1	Indeed-1

13	IT Delivery Analyst II	1	Careers-1
	Tech Support Rep	1	glassdoor-1

	Quality Advocate Coach	1	Careers-1
	Dispatch – Fiber	1	Indeed-1

	Manager, IT Business Process	1	Employee Referral-1
	Customer Service Rep	1	Indeed-1
	Workforce Specialist	1	Careers-1

	Customer Service Rep	1	indeed-1
#	Name of Recruitment Source	Address	Contact Person
1	Board	Website	Method of Posting
2	Hire a Hero	http://www.hireahero.org/	Feed
3	Military1	https://www.military1.com	Feed
4	JOFDAV	https://www.jofdav.com/	Feed
5	Glass Door	http://www.glassdoor.com	Feed
6	JuJu	http://www.juju.com	Feed
7	JobInventory.com	http://www.jobinventory.com	Feed
8	CareerAlerts.com	http://www.careeralerts.com	Feed
9	Employment Crossings	https://www.employmentcrossing.com/	Feed
10	Jobs Trovit	https://job.trovit.com/	Feed
11	EARN	https://www.askeam.org/	Feed
12	RecruitABILITY	http://www.recruit-ability.com/	Feed
13	LinkedIn	www.linkedin.com	Feed
14	Kimble Group	https://kimblegroup.com/	Feed
15	David Careers	https://davidcareers.com/	Feed
16	Jobcase	https://www.jobcase.com/	Feed
17	US Diversity	https://www.usdiversity.com/	Feed
18	African American Careers	https://www.africanamericancareers.org	Feed

19	African American Jobs	https://www.africanamericanjobs.org/	Feed
20	Asian Careers	https://www.asiancareers.org/	Feed
21	Asian Workforce	https://www.usd-asianworkforce.com/	Feed
22	Asian Jobs	https://www.asianjobs.org/	Feed
23	Disability Jobs	https://www.disabilityjobs.org/	Feed
24	Disability Careers	https://www.disabilitycareers.org/	Feed
25	USD Veterans	https://www.usd-veterans.com/	Feed
26	Veteran Careers	https://www.veterancareers.org/	Feed
27	Veteran Jobs	https://www.veteranjobs.org/	Feed
28	USD Disabled Vets	https://www.usd-disabledvets.com/	Feed
29	Gay Careers	https://www.gaycareers.org/	Feed
30	Gay Jobs	https://www.gayjobs.org/	Feed
31	Hispanic Careers	https://www.hispaniccareers.org/	Feed
32	USD Hispanic Workforce	https://www.usd-hispanicworkforce.com/	Feed
33	Hispanic Jobs	https://www.hispanicjobs.org/	Feed
34	Native American Careers	https://www.nativeamericancareers.org/	Feed
35	American Indian Jobs	https://www.americanindianjobs.org/	Feed
36	Senior Careers	https://www.seniorecareers.org/	Feed
37	Senior Jobs	https://www.seniorejobs.org/	Feed
38	USD Working Women	https://www.usd-workingwomen.com/	Feed
39	Womans Careers	https://www.womenscareers.org/	Feed
40	Womens Jobs	https://www.womensjobs.org/	Feed
41	US Diversity	https://www.usdiversity.net/	Feed
42	US Diversity	https://www.usdiversity.org/	Feed
43	South Branch WORKFORCE WV Career Center	Moorfield, WV 26836	(Tammy Hesse) tammy.l
44			
45			
46	Appalachian Crossroads Inc	Oakland, MD 21550	(Diana Ashby) dashby@
47			
48			
49	Culpeper Career Resource Center	Culpeper, VA 22701	ccrc@ccrc-jobs.com
50			
51			
52	Department of Veteran Affairs - GOALS Program	Martinsburg, WV 25405	(Robin Wilson) roberta.w
53			

The Workplace Career Resource Center	Warrenton, VA 20186	workplace320@g
Virginia Employment Commission - Fishersville Office	Staunton, VA 24401	fishersville@vec.v
Western Maryland Consortium	Oakloand, MD 21550	(Oakland, MD 215
Western Maryland Consortium - Oakland	Oakland, MD 21550	jwynn@westernn
Winchester VEC Office	Winchester, VA 22602	carrie.stuby@vec
Winchester VEC Office	Winchester, VA 22602	winchester@vec.v
Work Force Job Center	Luray, VA 22835	jobcenterluray@v
Workforce West Virginia Martinsburg Career Center	Martinsburg, WV 25403	(Lori Turner) work
Workforce West Virginia Martinsburg Career Center - Vet Rep	Martinsburg, WV 25403	(Charles Crist) Cha
WV DHHR - Hardy County Office (Dept of Health & Human Resources) (Also fo Virginia Workforce Connection	Moorefield, WV 26836 https://usr57.dayforcehcm.com/CandidatePortal/en-L	(Cindy Myers) cinc
Career CafÃ©	Buena Vist, VA 24416	(Buena Vista, VA 24416) buenavista@vec.vi rginia.gov

Career Caf��	Buena Vista, VA 24416	fishersville@vec.virginia.gov
Culpeper Career Resource Center	Culpeper, VA 22701	ccrc@ccrc-jobs.com
Fishersville VEC Field Office	Staunton, VA 24401	fishersville@vec.virginia.gov
Harrisonburg VEC Office	Harrisonburg, VA 22801	harrisonburg@vec.virginia.gov
Lynchburg College	Lynchburg, VA 24501	(Dr Kenneth Garren) President@lynchburg.edu
Lynchburg Community Action Group	Lynchburg, VA 24504	(James Mundy) jmundy@lyncag.org
Madison Department of Social Services	Madison, VA 22727	Leslie.jones@dss.virginia.gov
Monticello Area Community Action Agency	Charlottesville, VA 22901	g_bell@macaa.org
National College	Lynchburg, VA 24502	(William Baker) klcaldwell@national-college.edu
Randolph College	Lynchburg, VA 24503	(John Kline) kleighton@randolphcollege.edu
Region 2000 Career Center	Lynchburg, VA 24501	CumboL@cvcc.vccs.edu
Sweet Briar College	Sweet Briar, VA 24595	(Carolyn Burton) cburton@sbc.edu

University of Virginia Office of Equal Opportunity Programs	Charlottesville, VA 22904	(Rachel Spraker) ras7c@eservices.virginia.edu
University of Virginia Women's Center	Charlottesville, VA 22908	(Rosemary Millar) wochues@virginia.edu
Virginia Community College	Lynchburg, VA 24502	(Dianne Sykes) SykesD@cvcc.vccs.edu
Virginia Employment Commission - Fishersville Office	Staunton, VA 24401	fishersville@vec.virginia.gov
Virginia Workforce Center- Charlottesville	Charlottesville, VA 22901	michael.barnes@vec.virginia.gov
Washington and Lee University (W&L JobLink) Lexington, VA	Lexington, VA 24450	careers@wlu.edu
Work Force Job Center	Luray, VA 22835	jobcenterluray@yahoo.com

Recruitment Source(s) Used to Fill the Vacancy	Number of Interviews Referred by Each Recruitment Source	Total Number Interviewed	Recruiter	Req #	Date Posted	Date Filled
Shared from 1076	Indeed-1	1	Matthew Fravel	1100	9/16/19	10/4/2019
Shared from 991	Indeed-1	1	Matthew Fravel	1122	10/1/19	10/5/2019
Shared from 565	Indeed	1	Matthew Fravel	1135	10/7/19	10/11/2019
Hire a Hero, Military1, JOF DAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruitABILITY, LinkedIn, Kimble Group, David Careers, Jobcase, US Diversity, African American Careers, African American Jobs, Asian Careers, Asian Workforce, Asian Jobs, Disability Jobs, Disability Careers, USD Veterans, Veteran Careers, Veteran Jobs, USD Disabled Vets, Gay Careers, Gay Jobs, Hispanic Careers, USD Hispanic Workforce, Hispanic Jobs, Native American Careers, American Indian Jobs, Senior Careers, Senior Jobs, USD Working Women, Womans Careers, Womens Jobs, US Diversity, US Diversity, Virginia Workforce Connection Career CafÃ©, Career CafÃ©, Culpeper Career Resource Center, Fishersville VEC Field Office, Harrisonburg VEC Office, Lynchburg College, Lynchburg Community Action Group, Madison Department of Social Services, Monticello Area Community Action Agency, National College, Randolph College, Region 2000 Career Center, Sweet Briar College, University of Virginia Office of Equal Opportunity Programs, University of Virginia Women's Center, Virginia Community College, Virginia Employment Commission Fishersville Office, Virginia Workforce Center- Charlottesville, Washington and Lee University (W&L JobLink)Ã Lexington,Ã VA, Work Force Job Center	Indeed-2	2	Matthew Fravel	1136	10/7/19	10/21/2019

<p>Hire a Hero, Military1, JOFDAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruitABILITY, LinkedIn, Kimble Group, David Careers, Jobcase, US Diversity, African American Careers, African American Jobs, Asian Careers, Asian Workforce, Asian Jobs, Disability Jobs, Disability Careers, USD Veterans, Veteran Careers, Veteran Jobs, USD Disabled Vets, Gay Careers, Gay Jobs, Hispanic Careers, USD Hispanic Workforce, Hispanic Jobs, Native American Careers, American Indian Jobs, Senior Careers, Senior Jobs, USD Working Women, Womans Careers, Womens Jobs, US Diversity, US Diversity, Virginia Workforce ConnectionCareer CafÃ©, Career CafÃ©, Culpeper Career Resource Center, Fishersville VEC Field Office, Hamisonburg VEC Office, Lynchburg College, Lynchburg Community Action Group, Madison Department of Social Services, Monticello Area Community Action Agency, National College, Randolph College, Region 2000 Career Center, Sweet Briar College, University of Virginia Office of Equal Opportunity Programs, University of Virginia Women's Center, Virginia Community College, Virginia Employment Commission Fishersville Office, Virginia Workforce Center- Charlottesville, Washington and Lee University (W&L JobLink)Ã Lexington,Ã VA, Work Force Job Center</p>	<p>Careers-2</p>	<p>2</p>	<p>Mirah Fields</p>	<p>1144</p>	<p>10/23/19</p>	<p>11/26/2019</p>
<p>Hire a Hero, Military1, JOFDAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruitABILITY, LinkedIn, Kimble Group, David Careers, Jobcase, US Diversity, African American Careers, African American Jobs, Asian Careers, Asian Workforce, Asian Jobs, Disability Jobs, Disability Careers, USD Veterans, Veteran Careers, Veteran Jobs, USD Disabled Vets, Gay Careers, Gay Jobs, Hispanic Careers, USD Hispanic Workforce, Hispanic Jobs, Native American Careers, American Indian Jobs, Senior Careers, Senior Jobs, USD Working Women, Womans Careers, Womens Jobs, US Diversity, US Diversity, Virginia Workforce ConnectionCareer CafÃ©, Career CafÃ©, Culpeper Career Resource Center, Fishersville VEC Field Office, Hamisonburg VEC Office, Lynchburg College, Lynchburg Community Action Group, Madison Department of Social Services, Monticello Area Community Action Agency, National College, Randolph College, Region 2000 Career Center, Sweet Briar College, University of Virginia Office of Equal Opportunity Programs, University of Virginia Women's Center, Virginia Community College, Virginia Employment Commission Fishersville Office, Virginia Workforce Center- Charlottesville, Washington and Lee University (W&L JobLink)Ã Lexington,Ã VA, Work Force Job Center</p>	<p>Recruiter-1, Careers-2, Clients Careers site-1, Shentel jobs-1</p>	<p>5</p>	<p>Mirah Fields</p>	<p>1193</p>	<p>11/21/19</p>	<p>12/5/2019</p>
<p>Shared From 1192</p>	<p>Employee Referral-1</p>	<p>1</p>	<p>Matthew Fravel</p>	<p>1285</p>	<p>2/6/20</p>	<p>2/10/2020</p>
<p>External recruiter</p>	<p>recruiter-1</p>	<p>1</p>	<p>Matthew Fravel</p>	<p>1330</p>	<p>3/13/20</p>	<p>3/1/2020</p>

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<p>Hire a Hero, Military1, JOFDAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruitABILITY, LinkedIn, Kimble Group, David Careers, Jobcase, US Diversity, African American Careers, African American Jobs, Asian Careers, Asian Workforce, Asian Jobs, Disability Jobs, Disability Careers, USD Veterans, Veteran Careers, Veteran Jobs, USD Disabled Vets, Gay Careers, Gay Jobs, Hispanic Careers, USD Hispanic Workforce, Hispanic Jobs, Native American Careers, American Indian Jobs, Senior Careers, Senior Jobs, USD Working Women, Womans Careers, Womens Jobs, US Diversity, US Diversity, Virginia Workforce ConnectionCareer CafÃ©, Career CafÃ©, Culpeper Career Resource Center, Fishersville VEC Field Office, Hamisonburg VEC Office, Lynchburg College, Lynchburg Community Action Group, Madison Department of Social Services, Monticello Area Community Action Agency, National College, Randolph College, Region 2000 Career Center, Sweet Briar College, University of Virginia Office of Equal Opportunity Programs, University of Virginia Women's Center, Virginia Community College, Virginia Employment Commission Fishersville Office, Virginia Workforce Center- Charlottesville, Washington and Lee University (W&L JobLink)Ã Lexington,Ã VA, Work Force Job Center</p>	Ondeed-2 Client Careers Site-1	3	Matthew Fravel	1452	7/17/20	8/7/2020

<p>Hire a Hero, Military1, JOFDAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruitABILITY, LinkedIn, Kimble Group, David Careers, Jobcase, US Diversity, African American Careers, African American Jobs, Asian Careers, Asian Workforce, Asian Jobs, Disability Jobs, Disability Careers, USD Veterans, Veteran Careers, Veteran Jobs, USD Disabled Vets, Gay Careers, Gay Jobs, Hispanic Careers, USD Hispanic Workforce, Hispanic Jobs, Native American Careers, American Indian Jobs, Senior Careers, Senior Jobs, USD Working Women, Womans Careers, Womens Jobs, US Diversity, US Diversity, Virginia Workforce ConnectionCareer CafÃ©, Career CafÃ©, Culpeper Career Resource Center, Fishersville VEC Field Office, Hamisonburg VEC Office, Lynchburg College, Lynchburg Community Action Group, Madison Department of Social Services, Monticello Area Community Action Agency, National College, Randolph College, Region 2000 Career Center, Sweet Briar College, University of Virginia Office of Equal Opportunity Programs, University of Virginia Women's Center, Virginia Community College, Virginia Employment Commission Fishersville Office, Virginia Workforce Center- Charlottesville, Washington and Lee University (W&L JobLink)Ã Lexington,Ã VA, Work Force Job Center</p>	<p>Client Careers Site-1, Indeed-1</p>	<p>2</p>	<p>Matthew Fravel</p>	<p>1413</p>	<p>6/26/20</p>	<p>7/6/2020</p>
<p>Hire a Hero, Military1, JOFDAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruitABILITY, LinkedIn, Kimble Group, David Careers, Jobcase, US Diversity, African American Careers, African American Jobs, Asian Careers, Asian Workforce, Asian Jobs, Disability Jobs, Disability Careers, USD Veterans, Veteran Careers, Veteran Jobs, USD Disabled Vets, Gay Careers, Gay Jobs, Hispanic Careers, USD Hispanic Workforce, Hispanic Jobs, Native American Careers, American Indian Jobs, Senior Careers, Senior Jobs, USD Working Women, Womans Careers, Womens Jobs, US Diversity, US Diversity, Virginia Workforce ConnectionCareer CafÃ©, Career CafÃ©, Culpeper Career Resource Center, Fishersville VEC Field Office, Hamisonburg VEC Office, Lynchburg College, Lynchburg Community Action Group, Madison Department of Social Services, Monticello Area Community Action Agency, National College, Randolph College, Region 2000 Career Center, Sweet Briar College, University of Virginia Office of Equal Opportunity Programs, University of Virginia Women's Center, Virginia Community College, Virginia Employment Commission Fishersville Office, Virginia Workforce Center- Charlottesville, Washington and Lee University (W&L JobLink)Ã Lexington,Ã VA, Work Force Job Center</p>	<p>Client Careers Site-1, Indeed-1</p>	<p>2</p>	<p>Matthew Fravel</p>	<p>1405</p>	<p>6/23/20</p>	<p>7/22/2020</p>

<p>Hire a Hero, Military1, JOFDAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruitABILITY, LinkedIn, Kimble Group, David Careers, Jobcase, US Diversity, African American Careers, African American Jobs, Asian Careers, Asian Workforce, Asian Jobs, Disability Jobs, Disability Careers, USD Veterans, Veteran Careers, Veteran Jobs, USD Disabled Vets, Gay Careers, Gay Jobs, Hispanic Careers, USD Hispanic Workforce, Hispanic Jobs, Native American Careers, American Indian Jobs, Senior Careers, Senior Jobs, USD Working Women, Womans Careers, Womens Jobs, US Diversity, US Diversity, Virginia Workforce ConnectionCareer CafÃ©, Career CafÃ©, Culpeper Career Resource Center, Fishersville VEC Field Office, Hamisonburg VEC Office, Lynchburg College, Lynchburg Community Action Group, Madison Department of Social Services, Monticello Area Community Action Agency, National College, Randolph College, Region 2000 Career Center, Sweet Briar College, University of Virginia Office of Equal Opportunity Programs, University of Virginia Women's Center, Virginia Community College, Virginia Employment Commission Fishersville Office, Virginia Workforce Center- Charlottesville, Washington and Lee University (W&L JobLink)Ã Lexington,Ã VA, Work Force Job Center</p>	<p>Careers-1.Indeed-2</p>	<p>3</p>	<p>Matthew Fravel</p>	<p>1437</p>	<p>7/9/20</p>	<p>8/7/2020</p>
<p>Hire a Hero, Military1, JOFDAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruitABILITY, LinkedIn, Kimble Group, David Careers, Jobcase, US Diversity, African American Careers, African American Jobs, Asian Careers, Asian Workforce, Asian Jobs, Disability Jobs, Disability Careers, USD Veterans, Veteran Careers, Veteran Jobs, USD Disabled Vets, Gay Careers, Gay Jobs, Hispanic Careers, USD Hispanic Workforce, Hispanic Jobs, Native American Careers, American Indian Jobs, Senior Careers, Senior Jobs, USD Working Women, Womans Careers, Womens Jobs, US Diversity, US Diversity, Virginia Workforce ConnectionCareer CafÃ©, Career CafÃ©, Culpeper Career Resource Center, Fishersville VEC Field Office, Hamisonburg VEC Office, Lynchburg College, Lynchburg Community Action Group, Madison Department of Social Services, Monticello Area Community Action Agency, National College, Randolph College, Region 2000 Career Center, Sweet Briar College, University of Virginia Office of Equal Opportunity Programs, University of Virginia Women's Center, Virginia Community College, Virginia Employment Commission Fishersville Office, Virginia Workforce Center- Charlottesville, Washington and Lee University (W&L JobLink)Ã Lexington,Ã VA, Work Force Job Center</p>	<p>Employee Refer</p>	<p>7</p>	<p>Matthew Fravel</p>	<p>991</p>	<p>7/28/20</p>	<p>9/27/2019</p>

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<p>Hire a Hero, Military1, JOF DAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruitABILITY, LinkedIn, Kimble Group, David Careers, Jobcase, US Diversity, African American Careers, African American Jobs, Asian Careers, Asian Workforce, Asian Jobs, Disability Jobs, Disability Careers, USD Veterans, Veteran Careers, Veteran Jobs, USD Disabled Vets, Gay Careers, Gay Jobs, Hispanic Careers, USD Hispanic Workforce, Hispanic Jobs, Native American Careers, American Indian Jobs, Senior Careers, Senior Jobs, USD Working Women, Womans Careers, Womens Jobs, US Diversity, US Diversity, Virginia Workforce Connection Career CafÃ©, Career CafÃ©, Culpeper Career Resource Center, Fishersville VEC Field Office, Harisonburg VEC Office, Lynchburg College, Lynchburg Community Action Group, Madison Department of Social Services, Monticello Area Community Action Agency, National College, Randolph College, Region 2000 Career Center, Sweet Briar College, University of Virginia Office of Equal Opportunity Programs, University of Virginia Women's Center, Virginia Community College, Virginia Employment Commission - Fishersville Office, Virginia Workforce Center- Charlottesville, Washington and Lee University (W&L JobLink)Â Lexington,Â VA, Work Force Job Center</p>	<p>Indeed-2</p>	<p>2</p>	<p>Mirah Fields</p>	<p>1145</p>	<p>10/15/19</p>	<p>12/11/2019</p>

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<p>Hire a Hero, Military1, JOF DAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruitABILITY, LinkedIn, Kimble Group, David Careers, Jobcase, US Diversity, African American Careers, African American Jobs, Asian Careers, Asian Workforce, Asian Jobs, Disability Jobs, Disability Careers, USD Veterans, Veteran Careers, Veteran Jobs, USD Disabled Vets, Gay Careers, Gay Jobs, Hispanic Careers, USD Hispanic Workforce, Hispanic Jobs, Native American Careers, American Indian Jobs, Senior Careers, Senior Jobs, USD Working Women, Womans Careers, Womens Jobs, US Diversity, US Diversity, Virginia Workforce Connection Career CafÃ©, Career CafÃ©, Culpeper Career Resource Center, Fishersville VEC Field Office, Harisonburg VEC Office, Lynchburg College, Lynchburg Community Action Group, Madison Department of Social Services, Monticello Area Community Action Agency, National College, Randolph College, Region 2000 Career Center, Sweet Briar College, University of Virginia Office of Equal Opportunity Programs, University of Virginia Women's Center, Virginia Community College, Virginia Employment Commission - Fishersville Office, Virginia Workforce Center- Charlottesville, Washington and Lee University (W&L JobLink)Â Lexington,Â VA, Work Force Job Center</p>	<p>nd-14, Client Care</p>	<p>15</p>	<p>Matthew Frave</p>	<p>1192</p>	<p>11/18/19</p>	<p>2/11/2020</p>
<p></p>	<p>Careers-4</p>	<p>4</p>	<p>Matthew Frave</p>	<p>1293</p>	<p>2/6/20</p>	<p>4/9/2020</p>

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<p style="text-align: center;">Telephone Number</p>	<p style="text-align: center;">Entitled to Notification</p>	<p style="text-align: center;">Total Number of Referrals</p>	<p style="text-align: center;">Total Number Full-Time Hires</p>			

.johnson5@va.gov			
net.net			
ov			
is			
state.md.us			

iov

.k12.wv.us

iov

ww.gov

forcefederalcontractorjoblist@wv.gov

mail.com

irginia.gov

50)jwynn@westernmarylandconsortium.org

marylandconsortium.org

.virginia.gov

virginia.gov

yahoo.com

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arles.T.Crist@wv.gov

dy.l.myers@wv.gov

JS/Shentel/Posting/View/4475