

| | Waynesboro | | | | | | | | | | | | | |
|----|---|--------------|---|--|------------------------|---------------|--|--------------------------|---|-------|-----------------|-------------|------------|------------|
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| # | 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 | Recruiter | Req # | Date Posted | Date Filled | | |
| 1 | Rep Customer Svc I | 1 | Indeed | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 6-Indeed 1-Social Media - LinkedIn 1-Indeed | 8 | Melinda Gardner | 2500 | 7/18/2022 | 10/18/2022 |
| 2 | Billing Assurance I | 1 | Employee Referral | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 4-Careers 2-Employee Referral | 6 | Matthew Fravel | 2488 | 7/1/2022 | 9/1/2022 |
| 3 | Billing Assurance I | 1 | Careers | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 6-Careers 3-Indeed | 9 | Matthew Fravel | 2725 | 2/6/2023 | 4/17/2023 |
| 4 | Billing Assurance I | 1 | Careers | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 7-Careers | 7 | Matthew Fravel | 2849 | 7/14/2023 | 9/4/2023 |
| 5 | Project Mgr Constr II | 1 | General internet search - Internet | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 1-Careers 1-General Internet Search-Internet | 2 | Megan Kleinberg | 2515 | 7/27/2022 | 9/14/2022 |
| 6 | Engineer Network Fiber OSP Sr | 1 | Recruiter | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 1-Indeed 2-Recruiter | 3 | Megan Kleinberg | 2534 | 8/9/2022 | 10/14/2022 |
| 7 | Manager Project Management | 1 | Careers | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 1-Employee Referral 1-Indeed 2-www.shentel.jobs - ShentelLandingPage 1-Careers | 5 | Megan Kleinberg | 2568 | 9/12/2022 | 1/17/2023 |
| 8 | Director OSP Engineering & Construction | 1 | Careers | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 4-Careers 1-Online Job Board - telecomcareers 2-Recruiter | 7 | Megan Kleinberg | 2605 | 10/11/2022 | 12/12/2022 |
| 9 | Coord Project I | 1 | Careers | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 2-Careers 2-Indeed | 4 | Megan Kleinberg | 2610 | 10/11/2022 | 2/6/2023 |
| 10 | Analyst Business Operations I | 1 | Employee Referral | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 1-Employee Referral | 1 | Megan Kleinberg | 2616 | 10/17/2022 | 11/14/2022 |
| 11 | Coord Project Prin | 1 | Indeed | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 1-Indeed | 1 | Megan Kleinberg | 2753 | 3/16/2023 | 4/4/2023 |
| 12 | Coord Project II | 1 | Careers | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 1-Careers | 1 | Megan Kleinberg | 2776 | 4/5/2023 | 5/1/2023 |
| | Intern | 1 | Careers | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 2-Careers 1-Indeed | 3 | Megan Kleinberg | 2790 | 4/21/2023 | 5/30/2023 |
| | Intern | 1 | Indeed | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 5-Indeed | 5 | Megan Kleinberg | 2802 | 5/8/2023 | 6/16/2023 |
| | Analyst Business Operations Sr | 1 | Employee Referral | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 1-Indeed 1-Other 1-Employee Referral | 3 | Megan Kleinberg | 2815 | 5/25/2023 | 7/13/2023 |
| | Project Mgr I | 1 | Careers | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 1-Indeed 1-Careers | 2 | Mirah Fields | 2698 | 1/20/2023 | 2/23/2023 |
| | Engineer OSP Design II | 1 | Careers | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 2-Careers | 1 | Mirah Fields | 2840 | 7/11/2023 | 8/7/2023 |
| | Engineer OSP Design II | 1 | Careers | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 3-Careers 1-Client Careers Site 1-Indeed | 5 | Mirah Fields | 2533 | 8/22/2022 | 11/28/2022 |
| | Retail Customer Service Rep I | 1 | Indeed | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 6-Indeed | 6 | Melinda Gardner | 2576 | 9/8/2022 | 11/1/2022 |
| | Retail Customer Service Rep I | 1 | Indeed | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 5-Indeed 1-www.shentel.jobs - ShentelLandingPage | 6 | Melinda Gardner | 2675 | 1/6/2023 | 3/20/2023 |
| | Customer Success Specialist I | 1 | Careers | bsHispanic Careers | USD Hispanic Workforce | Hispanic Jobs | Native American Careers | American Indi | 5-Careers 3-Indeed | 8 | Melinda Gardner | 2858 | 7/27/2023 | 9/4/2023 |