

	Waynesboro									
#	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	Supervisor, Customer Service	1	Internal	Career Caf@, 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) Lexington, VA, Work Force Job Center, 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, Womens Careers, Womens Jobs, US Diversity, VA Workforce connection	Internal-1	1	Matthew Fravel	518	09/28/18	11/05/18
2	Customer Service Rep.	1	Indeed	Career Caf@, 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) Lexington, VA, Work Force Job Center, 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, Womens Careers, Womens Jobs, US Diversity, VA Workforce connection	Indeed-1, Client Career Site-1	2	Matthew Fravel	295	05/01/18	11/07/18

3	Customer Service Rep.			<p>Career Caf@, 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&amp;L JobLink) Lexington, VA, Work Force Job Center, 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, Womens Careers, Womens Jobs, US Diversity, VA Workforce connection</p>	Indeed-26, careers-2	28					
4	Customer Service Rep.	1	Indeed	Shared from Req 517	Indeed-1	1	Matthew Fravel	517	02/28/19	01/18/19	
5	Customer Service Rep.			<p>Career Caf@, 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&amp;L JobLink) Lexington, VA, Work Force Job Center, 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, Womens Careers, Womens Jobs, US Diversity, VA Workforce connection</p>	Indeed-2	2					
6	Customer Service Rep.	1	Indeed	Shared from Req 517	Indeed-1	1	Matthew Fravel	569	11/01/18	11/08/18	
7	Tech Support Rep.	2	Indeed	Shared from Req 516	Indeed-1, Glassdoor-1	2	Matthew Fravel	571	11/05/18	11/08/18	
							Matthew Fravel	505	10/02/18	11/02/18	

8	Tech Support Rep.			<p>Career Caf@, 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&amp;L JobLink) Lexington, VA, Work Force Job Center, 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, Womens Careers, Womens Jobs, US Diversity, VA Workforce connection</p>	Indeed-5	5							
9	Tech Support Rep.	1	Indeed	Shared from Req 516	Indeed-1	1	Matthew Fravel	516	09/28/18	11/05/18			
10	Tech Support Rep.	1	Employee Referral	Shared from Req 516	employee referral-1	1	Matthew Fravel	519	10/05/18	10/08/18			
11	Customer Service Rep.			<p>Career Caf@, 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&amp;L JobLink) Lexington, VA, Work Force Job Center, 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, Womens Careers, Womens Jobs, US Diversity, VA Workforce connection</p>	Indeed-29, Client career site-1, careers-1, VEC 1	32							
12	Customer Service Rep.	1	Indeed	Shared from 673, open position actively recruiting from	Indeed-1	1	Matthew Fravel	566	11/05/18	11/06/18			
13	Customer Service Rep.	1	Indeed	Shared from 570	Indeed-2	2	Matthew Fravel	570					
14	Customer Service Rep.	1	Indeed	Shared from Req 516	Indeed	1	Matthew Fravel	618	12/06/18	12/17/18			
15	Customer Service Rep.	1	Indeed	Shared from 570	Indeed-2	2	Matthew Fravel	620	12/06/18	01/10/19			
16	Customer Service Rep.	1	Indeed	Shared from 570	Indeed-1	1	Matthew Fravel	621	01/14/19	01/16/19			
17	Customer Service Rep.	1	Indeed	Shared from 570	Indeed-1	1	Matthew Fravel	670	01/18/19	01/18/19			

18	Customer Service Rep.	1	Indeed	Career Caf�, 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) Lexington, VA, Work Force Job Center, JOFDAV, Glass Door, Juju, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruABILITY, 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, Womens Careers, Womens Jobs, US Diversity, VA Workforce connection	Indeed-1	1	Matthew Fravel	674	01/21/19	01/28/19
19	Customer Service Rep.	1	Indeed	Shared from 673, open position actively recruiting from	Indeed-1	1	Matthew Fravel	944	07/02/19	07/05/19
20	Customer Service Rep.	1	client career	Shared from 673, open position actively recruiting from	client career-1	1	Matthew Fravel	945	06/28/19	07/05/19
21	Customer Service Rep.	1	Indeed	Shared from 673, open position actively recruiting from	Indeed-1	1	Matthew Fravel	946	06/28/19	07/06/19
22	Customer Service Rep.	1	Employee Referral	Shared from 673, open position actively recruiting from	Employee Referral-1	1	Matthew Fravel	967	06/28/19	07/18/19
23	Tech Support Rep.	1	Indeed	Shared from 991, open position actively recruiting from	Indeed-1, Client Career Site-1	2	Matthew Fravel	938	06/19/19	06/22/19
24	Tech Support Rep.	1	Indeed	Career Caf�, 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) Lexington, VA, Work Force Job Center, JOFDAV, Glass Door, Juju, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, RecruABILITY, 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, Womens Careers, Womens Jobs, US Diversity, VA Workforce connection	Indeed-25, Client Career-4, Employee referral-2	31	Matthew Fravel	565	4/22/19	11/05/18
25	Tech Support Rep.	1	Indeed	Shared from 565	Indeed-1	1	Matthew Fravel	640	02/25/19	03/13/19
26	Tech Support Rep.	1	Indeed	Shared from 565	Indeed-1	1	Matthew Fravel	663	03/21/19	03/22/19
27	Tech Support Rep.	1	Indeed	Shared from 565	Indeed-1	1	Matthew Fravel	669	03/14/19	03/22/19
28	Tech Support Rep.	1	Indeed	Shared from 565	Indeed-1	1	Matthew Fravel	668	04/18/19	04/23/19
29	Tech Support Rep.	1	Indeed	Shared from 565	Indeed-1	1	Matthew Fravel	941	06/19/19	06/25/19
30	Tech Support Rep.	1	Indeed	Shared from 565	Indeed-1	1	Matthew Fravel	955	06/28/19	07/02/19
31	Tech Support Rep.	1	Employee Referral	Shared from 991, open position actively recruiting from	Employee Referral-1, Indeed-1	2	Matthew Fravel	958	06/25/19	08/08/19

				Career Cat@, 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), JobLinkVA Lexington, VA, Work Force Job Center, JOFNAV, Glass Door, JuLu, 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, Womens Careers, Womens Jobs, US Diversity, VA Workforce connection	Indeed-5	5					
32	Tech Support Rep.	1	Indeed				Matthew Fravel	456	8/28/2018	1/7/2019	
33	Tech Support Rep.	1	Indeed	Shared from Req 456	Indeed-1	1	Matthew Fravel	567	11/7/2018	1/8/2019	
34	Tech Support Rep.	1	Indeed	Shared from 565	Indeed-1	1	Matthew Fravel	604	12/6/2018	2/26/2019	
35	Tech Support Rep.	1	Indeed	Shared from 565	Indeed-1	1	Matthew Fravel	631	12/21/18	02/25/19	
36	Tech Support Rep.	1	Indeed	Shared from 991, open position actively recruiting from	Indeed-1	1	Matthew Fravel	655	03/15/19	08/02/19	
37	Tech Support Rep.	1	Indeed	Shared from 565	Indeed-1	1	Matthew Fravel	661	03/14/15	03/15/19	
38	Tech Support Rep.	1	Indeed	Shared from 456	Indeed-1	1	Matthew Fravel	662	03/14/19	03/15/19	
39	Tech Support Rep.	1	Indeed	Shared from 565	Indeed-1	1	Matthew Fravel	664	03/21/19	03/22/19	
40	Tech Support Rep.	1	Indeed	Shared from 565	Indeed-1	1	Matthew Fravel	665	03/28/19	04/02/19	
Multiple positions filled from one widely disseminated posting reflected as a "Shared Req."											
b. SUPPLEMENTAL OUTREACH INITIATIVES. A non-exclusive list of supplemental initiatives include: i) Training programs: Shenel University and outside educational resources training program that enables unit personnel to acquire skills that could qualify them for higher level positions, ii) Education Assistance program: tuition reimbursement plan that encourages employees to further job related skills and improve performance; iii) Job Fairs: human resources personnel routinely attend local job fairs in areas surrounding employment units when possible.											
#	Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification	Total Number of Referrals	Total Number Full-Time Hires				
1	Career Cat@	Buena Vista, VA 24416	buenavista@vec.virginia.gov	24416 Email 9/30/2018 Opened: True Status: Sent	no						
2	Career Cat@	Buena Vista, VA 24416	fishersville@vec.virginia.gov	24416 Email 9/30/2018 Opened: True Status: Sent	no						
3	Culpeper Career Resource Center	Culpeper, VA 22701	ccrc@ccrc-jobs.com	24416 Email 9/30/2018 Opened: True Status: Sent	no						
4	Fishersville VEC Field Office	Staunton, VA 24401	fishersville@vec.virginia.gov	24416 Email 9/30/2018 Opened: True Status: Sent	no						
5	Harrisonburg VEC Office	Harrisonburg, VA 22801	harrisonburg@vec.virginia.gov	24416 Email 9/30/2018 Opened: True Status: Sent	no						
6	Lynchburg College	Lynchburg, VA 24501	(Dr Kenneth Garren) President@lynchburg.edu	24416 Email 9/30/2018 Opened: True Status: Sent	no						
7	Lynchburg Community Action Group	Lynchburg, VA 24504	(James Mundy) jmundy@lincag.org	24416 Email 9/30/2018 Opened: True Status: Sent	no						
8	Madison Department of Social Services	Madison, VA 22727	Leslie.jones@dss.virginia.gov	24416 Email 9/30/2018 Opened: True Status: Sent	no						
9	Monticello Area Community Action Agency	Charlottesville, VA 22901	g_bell@macaa.org (William Baker)	24416 Email 9/30/2018 Opened: True Status: Sent	no						



41	Disability Careers	<a href="https://www.disabilitycareers.org/">https://www.disabilitycareers.org/</a>				no							
42	USD Veterans	<a href="https://www.usd-veterans.com/">https://www.usd-veterans.com/</a>				no							
43	Veteran Careers	<a href="https://www.veterancareers.org/">https://www.veterancareers.org/</a>				no							
44	Veteran Jobs	<a href="https://www.veteranjobs.org/">https://www.veteranjobs.org/</a>				no							
45	USD Disabled Vets	<a href="https://www.usd-disabledvets.com/">https://www.usd-disabledvets.com/</a>				no							
46	Gay Careers	<a href="https://www.gaycareers.org/">https://www.gaycareers.org/</a>				no							
47	Gay Jobs	<a href="https://www.gayjobs.org/">https://www.gayjobs.org/</a>				no							
48	Hispanic Careers	<a href="https://www.hispaniccareers.org/">https://www.hispaniccareers.org/</a>				no							
49	USD Hispanic Workforce	<a href="https://www.usd-hispanicworkforce.com/">https://www.usd-hispanicworkforce.com/</a>				no							
50	Hispanic Jobs	<a href="https://www.hispanicjobs.org/">https://www.hispanicjobs.org/</a>				no							
51	Native American Careers	<a href="https://www.nativeamericancareers.org/">https://www.nativeamericancareers.org/</a>				no							
52	American Indian Jobs	<a href="https://www.americanindianjobs.org/">https://www.americanindianjobs.org/</a>				no							
53	Senior Careers	<a href="https://www.seniorecareers.org/">https://www.seniorecareers.org/</a>				no							
54	Senior Jobs	<a href="https://www.seniorjobs.org/">https://www.seniorjobs.org/</a>				no							
55	USD Working Women	<a href="https://www.usd-workingwomen.com/">https://www.usd-workingwomen.com/</a>				no							
56	Womens Careers	<a href="https://www.womenscareers.org/">https://www.womenscareers.org/</a>				no							
57	Womens Jobs	<a href="https://www.womensjobs.org/">https://www.womensjobs.org/</a>				no							
58	US Diversity	<a href="https://www.usdiversity.net/">https://www.usdiversity.net/</a>				no							
59	US Diversity	<a href="https://www.usdiversity.org/">https://www.usdiversity.org/</a>				no							
60	VA Workforce connection					no	1	0					
61	Indeed	6433 Champion Granview Way Buidlign 1, Austin, TX 78750	Matthew Dearing	646-895-8034		no	118	35					
62	client Career Site	500 Shentel Way Edinburg, VA 22824	Human Resources	540-984-5241		no	8	1					
63	Internal	Current Shentel Employee	Human Resources	540-984-5241		no	1	1					
64	Careers	Ceridian for employees	Human Resources	540-984-5241		no	3	0					
65	Employee Referral	500 Shentel Way Edinburg, VA 22824	Human Resources	540-984-5241		no	10	3					