

EEO PUBLIC FILE REPORT

Shentel Unit # 10702 – Shenandoah County, VA

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

Total Number of Full-Time Vacancies Filled During This Period: 3

Total Number of People Interviewed for Full-Time Vacancies During This Period: 25

#	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	Manager, Training & Quality	1	ASTD Professional Organization	Shentel Website, Zip Recruiter, LinkedIn, ASTD, Employee Referral, Indeed, Career Builder, Yard Signs, PowerHouse	Indeed (1); LinkedIn (1); ASTD (14); Shentel Website (0), Employee Referral (0), Yard Signs (0), CareerBuilder (0), PowerHouse (0)	16
2	Purchasing Agent	1	Indeed	Shentel Website, Zip Recruiter, Indeed, Current Customer, Internal Candidate, Yard Signs, CPEC Job Fair	Indeed (2); Internal Candidate (2); Shentel Website (2), ZipRecruiter (0), Current Customer (0), Yard Signs (0)	5
3	Sr. Network Administrator	1	International Search Consultants	Shentel Website, Dice, Careerbuilder, LinkedIn, International Search Consultants, Indeed, Harrisburg Job and Internship Fair	LinkedIn (1); Indeed (1); International Search Consultants (1); Dice (1), Careerbuilder (0), Harrisburg Job and Internship Fair (0) , Shentel Website (0)	4

Supplemental Recruitment Initiatives:

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

- Maintaining a tuition reimbursement 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 FT Hires
1	Shentel Website	Shentel	NA	Shentel	NA	2	0
2	Employee Referral	NA	NA	NA	NA	0	0
3	Current Customer	NA	NA	NA	NA	0	0
4	Internal	NA	NA	NA	NA	2	0
5	Indeed	177 Broad St, 6th Floor, Stamford CT 06901	NA	NA	NO	4	1
6	ZipRecruiter	1753 Third St Promenade, Suite 335, Santa Monica, CA 90401	NA	(877) 252-1602	NO	0	0
7	LinkedIn	2029 Stierlin Ct, Mountain View, CA 94043	NA	NA	NO	1	0
8	International Search Consultants (Agency)	7650 S. McClintock Rd, Suite, 103-158, Tempe, AZ 85284	Ann Zaslow-Rethaber	(888) 866-7276	NO	1	1
9	CareerBuilder	200 N. LaSalle St, Suite 1100, Chicago, IL 60601	NA	NA	NO	0	0
10	ASTD Website	Boxwood Technology, Inc,	NA	1-888-491-8833 x 1032	NO	14	1
11	Yard Signs	Shentel Locations	Shentel Marketing	Shentel	NO	0	0
12	Now Hiring signs in CS lobby	Shentel Locations	Shentel Marketing	Shentel	NO	0	0
13	Dice	12150 Meredith Drive; Urbandale, IA 50323	NA	877-386-3323	NO	1	0
14	Harrisburg Job & Internship Fair	3211 N. Front St, Suite 201 Harrisburg, PA 17110	Christine Brindle	717-213-5048	NO	0	0
15	PowerHouse (Agency)	Rt. 101 Suite 6 Bedford, NH 03110	Deborah Gestis	603-488-0231	NO	0	0