

EEO PUBLIC FILE REPORT

Shentel Unit # 12743 – Oakland, MD

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

Total Number of Full-Time Vacancies Filled During This Period: 2

Total Number of People Interviewed for Full-Time Vacancies During This Period: 8

#	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	Inventory Clerk	1	Indeed	Shentel Website; The Republican, Indeed, Employee Referral	Indeed (4); Employee Referral (2), Shentel Website (0), The Republican (0)	6
2	Business Solutions Rep	1	Employee Referral	Shentel website, Yard Sign, Civilian Jobs, ZipRecruiter, Simply Local Oakland, Simply Local Petersburg, Maryland Workforce Exchange	Employee Referral (1); Current Customer (1), Shentel Website (0), Yard Signs (0), Civilian Jobs (0), ZipRecruiter (0), Simply Local Oakland (0), Simply Local Petersburg (0), Maryland Workforce Exchange (0)	2

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.

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#	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	0	0
2	Indeed	177 Broad St, 6 th Floor, Stamford CT 06901	NA	NA	NO	4	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	Simply Local – Oakland	Shentel Local Access Channel 3	Shentel - Robin Laird	540-984-5185	NO	0	0
6	Simply Local - Petersburg	Shentel Local Access Channel 2	Shentel - Robin Laird	540-984-5184	NO	0	0
7	The Republican	Sincell Publishing, 108 Second St, Oakland, MD 21550	NA	(301) 334-3963	NO	0	0
8	CivilianJobs	1825 Barrett Lakes Blvd, Suite 300, Kennesaw, GA 30144	NA	(866) 801-4418	NO	0	0
9	Maryland Workforce Exchange	1100 N. Eutaw St. Room 316 Baltimore, MD 21201	NA	(877) 634-6361	NO	0	0
10	ZipRecruiter	1753 Third St Promenade, Suite 335, Santa Monica, CA 90401	NA	(877) 252-1602	NO	0	0
11	Employee Referral	NA	NA	NA	NA	3	1
12	Current Customer	NA	NA	NA	NA	1	0