



Corporate Office

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Equal Employment Opportunity Information

Pencor Services, Inc. and each of its subsidiaries, including Blue Ridge Cable Technologies, Inc. is committed to the concept and practice of Equal Employment Opportunity (EEO) in all decisions relative to employment with the Company. It is our policy to provide equal opportunity for all employment and advancement to qualified individuals without regard to race, color, gender, disability, religion, creed, national origin, marital status, sexual orientation, ancestry or status as a veteran or any other characteristic protected by federal law. EEO applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, training terminating and all other terms and conditions of employment.

If you have a complaint regarding Blue Ridge's EEO policy or its practice, please contact cvakiener@pencor.com or you may notify the Equal Employment Opportunity Commission, the Federal Communications Commission, the Pennsylvania Human Relations Commission or other appropriate agency if you believe you have been discriminated against.

Attention Employment Referring Organizations:

If you represent an Organization that distributes information about employment opportunities to job seekers or refers job seekers to employers and you wish to be notified of Blue Ridge Communications full time vacancies, please email to cvakiener@pencor.com the organizations name, mailing address, email address, telephone number, contact person, and identify the category or categories of vacancies of which it requests notices.

Blue Ridge Communications employment vacancies may be found at: www.pencor.com

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