

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Boardman, OH
 For Calendar Year: 8/25/2022 - 8/24/2023
 Prepared By: Dana Muth

- I. Job Vacancies Filled - List all job vacancies filled by job title and the recruitment sources used, including their address, contact and phone number.
 Highlight the name of the recruitment source that referred the candidate who filled the position.

Position	Date Filled	Recruitment Sources
Strategic Sales Executive	12/14/2022	Internal Applicant , Indeed Free, LinkedIn+Limited, Indeed, Company Website, LinkedIn, Site Applicant
Premise Technician I	8/11/2023	Company Website
Premiste Technician 1	8/9/2023	Indeed Free , Company Website, Site Applicant
Premise Technician 1	4/27/2023	Site Applicant , Indeed Free, Internal Applicant
PT CSR	4/17/2023	Indeed Free , Company Website, LinkedIn+Limited,
Premise Technician 4 Lead	2/15/2023	Internal Applicant
Premise Technician 1	3/7/2023	Indeed , Company Website
PT CSR	11/29/2022	Indeed Free , Company Website, Site Applicant
Premiste Technician 4 Lead	10/10/2022	Internal Applicant , Company Website

II. Total number of persons interviewed: 17

Source	#Interviewed
Company Website	3
Indeed Free	4
Indeed	2
Site Applicant	1
Internal Applicant	7

- IV. Recruitment Initiatives - briefly list and describe the initiatives taken the preceding year:

Online job postings with Indeed Free, LinkedIn+Limited, Indeed. Company website job postings and internal job postings

76.75(b)(2) (iv) - Presented to Youngstown State of opportunities for those in a specialized training to join us with prepared skills - July 6, 2023. Armstrong Annual Street Scene - July 22, 2023

76.75(b)(2) (viii) - Armstrong Leadership Conference June 21, 2023

76.75(b)(2) (xvi) - Display of yard signs announcing employment opportunities

76.75(b)(2) (viii) - Leadership Development - Servant Leadership 3/22 & 3/23/23, First Manager Job 4/20/23,

Inside Out Coaching 11/10/22 & 5/18/23, ALA Forum 7/20/23 & 8/17/23, Top Ops 12/2022, Leadership Conference 6/2023