

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Butler, PA
 For Calendar Year: 8/25/2022 - 8/24/2023
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- 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
Plant Maint Lineman 1	Active	
Premise Tech 1	Active	Internal Applicant
Premise Tech 1	Active	Indeed Free, Company Website, LinkedIn+Limited ZipRecruiter Free
Plant Maint Lineman 1	Active	Indeed Free, ZipRecruiter Free, Internal Applicant, Company Website Site Applicant LinkedIn+Limited
Fiber Technician 4	Active	Internal Applicant
Premise Tech 1	8/21/2023	Company Website, Indeed Free, Site Applicant, LinkedIn+Limited
Construction Foreman	8/1/2023	Internal Applicant, Indeed Free, Company Website
Site Acquis/Permitting	Active	Indeed Free, LinkedIn+Limited, Indeed, LinkedIn
Premise Tech 1	6/20/2023	Company Website, Indeed Free
OSP Inspector	Active	Indeed Free, Company Website, Internal Applicant, Agency Resume Site Applicant
Premise Tech 1	3/15,5/9,5/9/23	Company Website, Other, Indeed Free, Internal Referral, LinkedIn+Limited
Plant Maint Lineman 1	4/24/2023	Company Website, Indeed Free, Internal Applicant
Fiber Technician 4	1/25/2023	Internal Applicant, Indeed Free, Company Website
Premise Tech 4 Lead	1/16/2023	Internal Applicant
Fiber Tech 4	1/17/2023	Internal Applicant
System Tech Lead	12/14/2022	Internal Applicant
Fiber Tech 4	1/24/2023	Internal Applicant
Premise Tech 1	12/8/2022	Internal Applicant
Premise Tech 1	10/18/2022	Company Website, Indeed Free, LinkedIn+Limited, Indeed, Site Applicant
Construction Foreman	Active	Company Website, Indeed Free, Site Applicant
Lineman 1	Active	
Lineman 2	3/14/2023	Indeed Free

II. Total number of persons interviewed: 18

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	7
Indeed Free	2
Internal Applicant	7
LinkedIn	1
Other	1

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

Online postings on Indeed Free, ZipRecruiter Free, LinkedIn+Limited, Indeed. Company website job postings, internal postings.

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

76.75(b)(2) (xi) - Butler High School Apprenticeship/Employment Opportunities Presentation

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