

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Harrisville, WV
 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 Maintenance Lineman 1	Active	Indeed, Site Applicant, Company Website, Indeed Free, ZipRecruiter Free
Fiber Technician 1	5/18/2023	Internal Applicant , Indeed, Company Web, Indeed Free, LinkedIn+Limited
Fiber Technician 4	1/22/2023	Internal Applicant

II. Total number of persons interviewed: 10

III. Total number of interviews by recruitment source:

Source	#Interviewed
Indeed	6
Site Applicant	2
Company Website	1
Internal Applicant	1

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

Online postings on Indeed, Indeed Free, ZipRecruiter Free, LinkedIn+Limited. Company website job postings, internal postings
76.75(b)(2) (xi) - Richie County Career Fair - August 11, 2023
76.75(b)(2) (xvi) - Display of yard signs announcing employment opportunities
76.75(b)(2) (viii) - Armstrong Leadership Conference June 21, 2023
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