

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Rising Sun, MD
 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
Commercial Account Exec	Active	Indeed, Indeed Free, Site Applicant
Dispatcher	7/19/2022	Internal Applicant , Indeed Free, Site Applicant, Company Website
System Tech 1	Active	Company Website, Internal Applicant
Premise Tech 1	8/7/2023	Indeed , Company Website, Site Applicant, Indeed Free, ZipRecruiter Free
Plant Maint Lineman 1	7/10/2023	Company Website , Indeed Free, ZipRecruiter Free, Site Applicant
Premise Tech 1	5/9/2023	Internal Referral , Indeed Free, Company Website, Site Applicant ZipRecruiter Free
Project Coordinator 1	5/22/2023	Internal Applicant , Company Website
Plant Maint Lineman 1	4/10/2023	Company Website , Indeed Free, ZipRecruiter Free
Premise Tech 1	Closed	
Premise Tech 1	1/18/2023	Internal Applicant , Indeed Free, Company Website
Plant Maint Lineman 1	12/5/2022	Company Website , Indeed Free, LinkedIn+Limited
Commercial Account Exec	Closed	Indeed Free, Internal Applicant, Indeed, LinkedIn, Site Applicant

II. Total number of persons interviewed: 22

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	5
Indeed Free	2
Indeed	10
Site Applicant	1
Internal Referral	1
Internal Applicant	3

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

Online postings on Indeed, Indeed Free, ZipRecruiter Free, LinkedIn+Limited, LinkedIn.

Job postings on company website and internal job postings.

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

76.75(b)(2) (iv) - Mason Dixon Community Services Recruiting Event - March 8, 2023. Havre de Grace Community Outreach Event - July 7, 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
