

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Zelienople, 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
Fiber Tech 1	Active	Indeed, Site Applicant, LinkedIn+Limited, Indeed Free, Company Website ZipRecruiter Free
Fiber Tech 1	8/21/2023	Indeed Free, Site Applicant, Indeed, Company Website
System Tech Lead	8/31/2023	Internal Applicant
Project Coordinator 1	7/5/2023	Internal Applicant, Company Website, ZipRecruiter Free, Indeed Free
Fiber Tech 1	4/7/23&7/6/23	Company Website, Site Applicant, Internal Referral, Indeed, Other
Direct Sales Rep	4/24/2023	Internal Applicant, Company Website, Indeed, Indeed Free, Site Applicant
Fiber Tech 1	4/25/2023	Indeed Free, Company Website, Site Applicant, LinkedIn+Limited Internal Referral
Fiber Tech	11/1,11/1,11/16/22	Indeed Free, Company Website, Other, Indeed
CSR	10/24/2022	Company Website, Indeed Free, Internal Referral, Internal Applicant Site Applicant, Indeed

II. Total number of persons interviewed: 27

III. Total number of interviews by recruitment source:

Source	#Interviewed
Internal Applicant	2
Company Website	8
Indeed	10
Indeed Free	3
Other	1
Site Applicant	3

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

Online postings on Indeed, LinkedIn+Limited, Indeed Free, ZipRecruiter Free. Job postings on company website, internal postings.

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