

**ANNUAL EEO  
PUBLIC FILE REPORT**

System: Ashland, OH  
 For Calendar Year: 2016  
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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
Cable Installer	4/4/2016	Post-Gazette, company website, careerbuilder.com
	9/8/2016	Indeed.com, LinkedIn.com, Craigslist.com,
	10/17/2016	fire&securityjobs.net, Pittsburgh Tech Council
Plant Maintenance	10/31/2016	fire&securityjobs.net, company website, monster.
		careerbuilder.com, post-gazette
Customer Service Rep	10/31/2016	Indeed.com, LinkedIn.com, Craigslist.com,
		Company website, careerbuilder.com, fire&securityjobs.net

II. Total number of persons interviewed: 8

III. Total number of interviews by recruitment source:

Source	#Interviewed
Post-gazette.com	1
Company website	1
Indeed.com	5
Fire and security jobs.net	1

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

advertising on national career sites, company site, Ashland Times-Gazette, Ohiojobsfinder.com, Ashland University

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