

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Butler, PA
 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
Customer Service Rep	6/22/2016	<u>Internal applicant, Indeed</u>
Lineman	5/21/2016	Internal applicants, <u>internal recruiter, linkedin.com</u>
	7/11/2016	Butler County Comm. College, careerbuilder, indeed
		callcenterjobs.com, Butler Eagle, company website
		fireandsecurityjobs.com

II. Total number of persons interviewed: 35

III. Total number of interviews by recruitment source:

Source	#Interviewed
Internal applicants	31
Indeed	1
Linkedin	1
Internal recruiter	1

IV. Recruitment Initiatives - briefly list and describe the initiatives taken the preceding year:
internal job postings, enhanced referral bonus program, online postings, newspaper advertising

