

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Zelienople, 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
Cable Installer	4/4/2016	company website, indeed.com, careerbuilder.com, linkedin.com, Butler Eagle, internal recruiter, Pittsburgh Technology Council,
	8/8/2016	company website, Butler Co. Comm. College, Central station alarm association, Cranberry Eagle callcenterjobs.com, Post-Gazette, ladders.com

II. Total number of persons interviewed: 5

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company website	2
Butler Co. Comm. College	1
Linkedin.com	1
Indeed.com	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
