

**ANNUAL EEO  
PUBLIC FILE REPORT**

System: Ashland, OH  
 For Calendar Year: September 1, 2017 - August 31, 2018  
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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.

| <b>Position</b> | <b>Date Filled</b> | <b>Recruitment Sources</b>  |
|-----------------|--------------------|---|
| Cable Installer | 8/21/2017          | Indeed, Ashland Gazette, <b>Employee Referral</b> ,<br>careerbuilder, ohiomeansjobs.com, Ashland University |
| General Manager | 10/2/2017          | Indeed, Ashland Gazette, <b>Employee Referral</b> ,<br>Linkedin, the Ladders                                |
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II. Total number of persons interviewed: \_\_\_\_\_

III. Total number of interviews by recruitment source:

| <b>Source</b> | <b>#Interviewed</b> |
|---------------|---------------------|
|               |                     |
|               |                     |
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|               |                     |

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

Armstrong Leadership Academy - 16 hours annually of training on various management/leadership topics

Armstrong Leadership Conference - Annual meeting focusing on company goals/strategy and leadership development

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