EXHIBIT D

ANNUAL EEO
PUBLIC FILE REPORT

System: Zelienople, pA

For Calendar Year: 2017

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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
Residential Sales Representative	9/18/2017	Butler Eagle, Employee referrals, Indeed
		Company website

II. Total number of persons interviewed: 3

III. Total number of interviews by recruitment source:

Source	#Interviewed
Indeed.com	3

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

internal job postings, enhanced referral bonus program, online postings, newspaper advertising