

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Corporate, Butler, PA
 For Calendar Year: 09/01/2019 - 08/31/2020
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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
Accounting Manager	6/16/2020	Company Website, Indeed, Agency
Accounts Payable Clerk	2/28/2020	Indeed, Company Website
Commercial Account Executive	9/25/2020	Company Website, Internal Posting, LinkedIn, Employee Referral
Commercial Account Executive	3/6/2020	Company Website, Internal Posting, LinkedIn, Employee Referral
Commercial Account Executive	3/6/2020	Company Website, Internal Posting, LinkedIn, Employee Referral
Commercial Inside Sales Account Executive	4/15/2020	Internal Posting, Indeed, Company Website, Glassdoor
Compensation and Benefits Specialist	2/20/2020	Company Website, Indeed, Internal Posting, LinkedIn
Director - Procurement	6/3/2020	Agency, Indeed, Company Website
Director of Talent Management	11/22/2019	Agency, Indeed, Company Website, LinkedIn, Glassdoor
Enterprise Solutions Specialist	5/13/2020	Internal Posting, LinkedIn, Company Website
HRIS Supervisor	11/21/2019	Company Website, Indeed
Legal Assistant	5/6/2020	Indeed, Company Website, Internal Posting, LinkedIn
Marketing Coordinator 2	12/11/2019	Internal Posting, Indeed, Company Website, LinkedIn
Network Administrator	9/9/2019	Agency, Company Website, Indeed
Payroll Specialist I	11/18/2019	Indeed, Glassdoor, Company Website
Pilot	12/26/2019	Agency
Senior Financial Accountant	3/31/2020	Agency, Company Website, Indeed, LinkedIn
Sr Systems Analyst	11/21/2019	Company Website, Agency, Indeed, LinkedIn
Sr. Solution Developer, BI	10/22/2019	Agency, Company Website
Strategic Account Executive - Wholesale	8/3/2020	Company Website, Internal Posting, Indeed, LinkedIn, Glassdoor
Talent Acquisition Specialist	11/15/2019	Indeed, Company Website
Talent Acquisition Specialist	9/23/2019	Indeed, Company Website
Web Marketing Manager	2/25/2020	Indeed, LinkedIn, Company Website, Glassdoor, Internal Posting

II. Total number of persons interviewed: 83

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	21
Indeed	18
Glassdoor	1
LinkedIn	9
Agency	13
Internal Posting	20
Employee Referral	1

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

Conducted Virtual Job Fair, Enhanced the Indeed Employer Brand, Instituted Weekly Internal Job Posting, Ensured Company Website was up to date