

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Meadville, PA
 For Calendar Year: 09/01/2019 - 8/31/2020
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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
Customer Operations Supervisor	2/6/2020	Indeed, Internal Job Posting , Glassdoor, LinkedIn, Company Website
Fiber Tech 4	3/23/2020	Internal Job Posting , Indeed, Company Website
Lead Premise Technician	5/7/2020	Internal Job Posting , Company Website
Material Control	10/21/2019	Company Website, Indeed, Glassdoor
Plant Maintenance Lineman 1	11/19/2019	Internal Job Posting , Indeed, Company Website, Glassdoor
Premise Technician	1/29/2020	Indeed , Company Website, LinkedIn
Premise Technician I	1/29/2020	Indeed , Linked In

II. Total number of persons interviewed: 40

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	4
Indeed	22
Internal Job Posting	12
Glassdoor	1
LinkedIn	1

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

Internal job postings, enhanced referral bonus program, online postings

