

ANNUAL EEO PUBLIC FILE REPORT

System: Zelienople, PA
 For Calendar Year: 9/1/2019 - 8/31/2020
 Prepared By: Dana Muth

- 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
Fiber Technician 1	1/29/2020	Company Website, Indeed, Glassdoor
Fiber Technician 1	1/29/2020	Indeed, Company Website, Glassdoor
Fiber Technician 1	1/22/2020	Indeed, Company Website, Glassdoor
Fiber Technician 4	2/18/2020	Company Website, Indeed, Internal Posting
Fiber Technician 4	2/18/2020	Internal Posting, Company Website, Indeed
Fiber Technician 4	2/18/2020	Internal Posting, Company Website, Indeed
Lead Premise Technician	2/27/2020	Internal Posting
Premise Technician	9/11/2019	Internal Referral, LinkedIn, Indeed

- II. Total number of persons interviewed:

14

- III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	3
Indeed	7
Internal Job Posting	4

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

Internal job postings, enhanced referral bonus program, online postings