

## ANNUAL EEO PUBLIC FILE REPORT

System: Corporate, Butler PA  
 For Calendar Year: 9/1/2020 - 8/31/2021  
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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   |
|------------------------------|-------------|---|
| Division Counsel             | Active      | Agency Candidate  |
| Strategic Account Exec       | Active      | Internal Applicant, Hamilton Barnes, LinkedIn, Indeed Free  |
| Staff Accountant 2           | Active      | Internal Applicant, Company Website, Indeed Free, Internal Appl   |
| Financial Accountant         | Closed      |   |
| Senior Financial Accountant  | 7/8/2021    | Company Website, <b>Internal Applicant</b> , Indeed Free  |
| Data Analyst                 | 7/8/2021    | <b>LinkedIn+Limited</b> , Company Website, Indeed Free, Glassdoor<br>Internal Applicant   |
| Senior Financial Accountant  | Active      | Oxford Solutions, IFG, Company Website, Keystone Staffing<br>Indeed Free, Site Applicant, ZipRecruiter Free, Robert Half<br>A.C. Coy, Parker & Lynch, LinkedIn+Limited, Internal Appl<br>Accountstaff, Inc., SSi People, Matt Shaffer |
| Maintenance/Groundskeeper    | 3/30/2021   | <b>Indeed Free</b> , Company Website  |
| Chief Financial Officer      | 3/28/2021   | Robert Half, O'Connor-Barrett, Inc., LinkedIn+Limited<br>Company Website, <b>Internal Applicant</b> , Indeed Free, SSi People<br>Accounting Principals, ZipRecruiter Free, AccountStaff, Inc.<br>Site Applicant                       |
| Business Analyst 2           | 1/4/2021    | Indeed Free, <b>Internal Applicant</b>  |
| Controller - AUI             | 1/21/2021   | Company Website, Indeed Free, LinkedIn+Limited, Site Appl<br><b>SSi People</b> , Indeed, Internal Appl, Kyler Professional Search   |
| Digital Marketing Content Sp | 3/3/2021    | <b>Company Website</b> , Indeed, LinkedIn, LinkedIn+Limited,<br>Indeed Free, Ziprecruiter Free, Internal Applicant, Site Appl   |
| Instructional Designer       | 3/18/2021   | <b>Internal Applicant</b> , Indeed Free, LinkedIn Limited, LinkedIn<br>Indeed, Company Website, Internal Appl, LinkedIn+Limited<br>ZipRecruiter Free  |
| Financial Accountant         | 7/26/2021   | <b>Internal Applicant</b> , AccountStaff, Inc., Company Website<br>A.C.Coy, Indeed Free, Robert Half, O'Connor-Barrett, Inc.<br>LinkedIn+Limited, IFG   |

II. Total number of persons interviewed: 58

| III. Total number of interviews by recruitment source | Source                           | #Interviewed |
|---|----------------------------------|--------------|
|   | <u>LinkedIn Limited</u>          | <u>1</u>     |
|   | <u>LinkedIn+Limited</u>          | <u>8</u>     |
|   | <u>LinkedIn</u>                  | <u>3</u>     |
|   | <u>Internal Applicant</u>        | <u>8</u>     |
|   | <u>Indeed</u>                    | <u>4</u>     |
|   | <u>Indeed Free</u>               | <u>11</u>    |
|   | <u>Keystone Staffing</u>         | <u>2</u>     |
|   | <u>Matt Shaffer</u>              | <u>3</u>     |
|   | <u>IFG</u>                       | <u>1</u>     |
|   | <u>ZipRecruiter Free</u>         | <u>1</u>     |
|   | <u>AccountStaff, Inc.</u>        | <u>2</u>     |
|   | <u>Parker &amp; Lynch</u>        | <u>1</u>     |
|   | <u>SSi People</u>                | <u>3</u>     |
|   | <u>Kyler Professional Search</u> | <u>1</u>     |
|   | <u>Company Website</u>           | <u>9</u>     |

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

Online postings, company website, internal job postings, agency candidate