

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Medina OH
 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
Fiber Technician 1	Job Open	Indeed Free, Company Website, Indeed, Site Applicant, ZipRecruiter Free
Fiber Technician 1	7/30/2021	Indeed Free, Company Website , Indeed, Site Applicant, ZipRecruiter Free
	7/8/2021	Carl Younglas, Glassdoor
Lead Premise Technician	4/19/2021	Internal Applicant
Construction Lineman	2/23/2021	Indeed Free , Company Website, LinkedIn+Limited, Site Applicant

II. Total number of persons interviewed: 12

III. Total number of interviews by recruitment source:

Source	#Interviewed
Indeed Free	1
Company Website	3
Indeed	5
ZipRecruiter Free	1
Internal Applicant	1
Carl Younglas	1

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

Online postings, company website, internal job postings

