

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Zelienople 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
Fiber Technician 1	Active	Indeed Free, ZipRecruiter Free, Company Website, Site Applicant
Fiber Technician 1	5/14/2021	Internal Applicant , Indeed Free, LinkedIn+Limited, Site Applicant
Plant Maintenance Lineman 2	12/18/2020	Internal Applicant , Company Website
Fiber Technician 1	2/25&3/1/2021	Indeed Free, Company Website, ZipRecruiter , Site Applicant

II. Total number of persons interviewed: 13

III. Total number of interviews by recruitment source:

Source	#Interviewed
Internal Applicant	2
Indeed Free	4
Company Website	4
ZipRecruiter Free	1
Site Applicant	2

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

Online postings, company website, internal job postings

