

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Ashland, OH
 For Calendar Year: 8/25/2022 - 8/24/2023
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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 |
|---------------------------|-------------|--|
| Premise Technician 1 | Active | Indeed Free, Indeed, Company Website, Site Applicant |
| Premise Technician 1 | 7/5/2023 | ZipRecruiter Free |
| Plant Maint Lineman 1 | 7/6/2023 | Site Applicant |
| Plant Maint Lineman 1 | 6/2/2023 | ZipRecruiter Free , Indeed Free, Site Applicant, Company Website |
| Premise Technician 1 | 2/9/2023 | Site Applicant , Indeed Free, Company Website |
| Premise Technician 3 Lead | 1/20/2023 | Internal Applicant |
| Plant Maint Lineman 1 | 11/29/2022 | Indeed Free , Company Website, Site Applicant |
| Customer Ops Supvr | 12/9/2022 | Internal Applicant |
| Strategic Sales Exect | 12/14/2022 | Internal Applicant , LinkedIn, Indeed, Indeed Free, LinkedIn+Limited Company Website, Site Applicant |

II. Total number of persons interviewed: 15

III. Total number of interviews by recruitment source:

| Source | #Interviewed |
|--------------------|--------------|
| Company Website | 2 |
| Indeed Free | 2 |
| Indeed | 3 |
| Site Applicant | 3 |
| Zip Recruiter Free | 2 |
| Internal Applicant | 3 |

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

- Online job postings with Indeed Free, Indeed, ZipRecruiter Free, LinkedIn, and LinkedIn+Limited. Internal job postings and
- Job postings on the company website
- 76.75(b)(2) (viii) - Armstrong Leadership Conference June 21, 2023
- 76.75(b)(2) (xvi) - Display of yard signs announcing employment opportunities