

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Corporate

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
HRIS Analyst-1208	Active	Indeed Free, Site Applicant, Company Website, ZipRecruiter Free
Legal Admin Asst-1206	Active	Indeed Free, LinkedIn+Limited, Site Applicant, Company Website, Indeed
Talent Acq Specialist-1175	Active	Indeed Free, Internal Applicant, Company Website, LinkedIn+Limited
Sr. Commercial Acct Exec-1151	8/21/2023	Internal Applicant , Indeed Free, Site Applicant, Company Website
Marketing Manager-1149	Active	Indeed Free, LinkedIn, Company Website, ZipRecruiter Free, Indeed Internal Referral, LinkedIn+Limited
Financial Analyst-1136	Active	LinkedIn+Limited, Indeed Free, Company Website, Agency Candidate Site Applicant, ZipRecruiter Free
Sr. Financial Accountant-1064	4/24,7/12/23	Agency Candidate, Indeed Free , LinkedIn+Limited, Company Website
Director of Regulatory-1097	Active	Internal Applicant, Company Website, LinkedIn+Limited, Indeed Free Other, ZipRecruiter Free, Site Applicant
Chief Technology Officer-1091	Active	Indeed Free, LinkedIn+Limited, Company Website, ZipRecruiter Free Agency Candidate, Internal Applicant
HR Administrator-1088	4/17/2023	Indeed Free , Site Applicant, LinkedIn+Limited, Company Website, ZipRecruiter Free, Internal Applicant
Groundskeeper-1080	2/28,5/17/23	Indeed Free, Company Website
Sr. Financial Accountant-1040	3/7/2023	Agency Candidate , Indeed Free, Internal Applicant, Company Website, LinkedIn+Limited
HRIS Supervisor-1031	4/3/2023	Agency Candidate , Indeed, Company Website, Site Applicant Indeed Free
Const Account Manager-1022	1/24/2023	Internal Applicant , Indeed Free, Company Website, Agency Candidate
Purchasing Director-1021	7/7/2023	Agency Candidate , Indeed Free, LinkedIn+Limited, Company Website, Site Applicant, ZipRecruiter Free, Company Website
Controller-1017	12/7/2023	Internal Applicant
Talent Acq Manager-1006	Active	Indeed Free, Company Website, Internal Applicant, LinkedIn+Limited Indeed, Site Applicant, ZipRecruiter Free, Past Candidate Referral LinkedIn

Legal Assistant-986	1/14/2023	LinkedIn+Limited, Indeed Free, Company Website, Site Applicant
Org Development Professional-977	Closed	Indeed Free, Internal Applicant, Company Website, LinkedIn+Limited
Marketing Coordinator-973	11/29/2022	Indeed Free, Other, LinkedIn+Limited
HR Administrator-966	11/29,11/29/22	Indeed, LinkedIn+Limited, Indeed Free, Internal Applicant, Company Website, ZipRecruiter Free, Site Applicant

II. Total number of persons interviewed: 50

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	6
Indeed Free	11
Internal Applicant	9
LinkedIn	3
Indeed	3
LinkedIn+Limited	3
Agency Candidate	12
Other	1
Site Applicant	2

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

Online postings on Indeed, Indeed Free, LinkedIn+Limited, ZipRecruiter Free. Job postings on company website, internal postings.

76.75(b)(2) (viii) - Armstrong Leadership Conference June 21, 2023

76.75(b)(2)(x) - Grove City College Job Fair September 23, 2022 and Butler High School Mock Interview Preparation Day
June 7, 2023

76.75(b)(2) (viii) - Leadership Development - Servant Leadership 3/22 & 3/23/23, First Manager Job 4/20/23,

Inside Out Coaching 11/10/22 & 5/18/23, ALA Forum 7/20/23 & 8/17/23, Top Ops 12/2022, Leadership Conference 6/2023