

**ANNUAL EEO  
PUBLIC FILE REPORT**

System: Hamlin, WV  
 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
Plant Maintenance Lineman 1	7/24/2023	Indeed Free, Company Website, LinkedIn+Limited, ZipRecruiter Free
System Technician 1	6/2/2023	Internal Applicant

II. Total number of persons interviewed: 8

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	1
Indeed Free	6
Internal Applicant	1

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

Online postings on LinkedIn+Limited, ZipRecruiter Free. Job postings on company website, internal job postings  
76.75(b)(2) (iv) - Hamlin Street Fair-Sept. 2022, Workforce Simulation at GV Middle School-April 2023, Southern West Virginia Health System Career Day-August 2023  
76.75(b)(2) (xvi) - Display of yard signs announcing employment opportunities  
76.75(b)(2) (viii) - Armstrong Leadership Conference June 21, 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