

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Meadville, PA
 For Calendar Year: 8/25/2022 - 8/24/2023
 Prepared By: Dana Muth

- 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 Tech 1	Active	Indeed Free, Site Applicant, Company Website, Internal Applicant
Plan Maint Lineman1	Active	Indeed Free, Company Website, ZipRecruiter Free, Site Applicant
Premise Tech 1	7/19/2023	Indeed Free, Company Website
Plan Maint Lineman 1	7/17/2023	Indeed Free, Company Website, Site Applicant
General Manager	Active	Internal Applicant, Indeed Free, Company Website, Site Applicant
Premise Tech 1	5/26/2023	Indeed, Company Website
Premise Tech 1	12/22/22&5/23/23	Company Website, Internal Applicant, Indeed Free, Indeed, Site Applicant
Community Marketing Mgr	Active	Indeed Free, Internal Applicant, Company Website, Site Applicant LinkedIn+Limited
Premise Tech	12/22/2022	Company Website, Indeed Free
Plant Maint Lineman 1	11/28/2022	Site Applicant
Premise Tech	11/30/22&11/20/22	Internal Applicant, Company Website, Indeed Free
Plant Maint Lineman 1	12/2/2022	Company Website, Indeed Free
System Tech 1	12/7/2022	Internal Applicant
System Tech 1	12/7/2022	Internal Applicant, Company Website, Indeed Free, LinkedIn+Limited Site Applicant
Field Operations	11/8/2022	Internal Applicant, Indeed Free

II. Total number of persons interviewed: 84

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	18
Indeed Free	31
Indeed	21
Site Applicant	5
LinkedIn+Limited	1
Internal Applicant	8

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

Online postings with Indeed Free, ZipRecruiter Free, Indeed, LinkedIn+Limited. Company website job postings. Internal postings.

76.75(b)(2) (iv) - Women in Business Expo-Meadville Chamber of Commerce - October 22, 2022. Erie County Fair - Aug 22, 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
