

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Medina
 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
Business/Account Executive	3/15/2023	Internal Applicant, LinkedIn, Indeed, Indeed Free
Premise/Fiber Technician	Active	
Plant Maintenance Lineman	Active	Internal Applicant, Indeed Free, Company Website
Fiber Technician 1	Active	Indeed, Company Website, ZipRecruiter Free, Indeed Free, Site Applicant LinkedIn+Limited
Fiber Technician 1	5/23/2023	Indeed Free
Fiber Technician 1	3/2/23&5/15/23	Company Website, Indeed Free, Indeed, Site Applicant
Fiber Technician 4	3/1/2023	Internal Applicant, Indeed Free, Company Website

II. Total number of persons interviewed: 15

III. Total number of interviews by recruitment source:

Source	#Interviewed
Indeed	5
Company Website	3
Internal Applicant	4
Indeed Free	3

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

Online postings on LinkedIn, Indeed, Indeed Free, ZipRecruiter Free, LinkedIn+Limited. Company website job postings,
 Internal job postings
 76.75(b)(2) (xi) - Cloverleaf High School Career Day - October 5, 2022
 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