

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Ashland, OH
 For Calendar Year: 8/1/2023 - 7/31/2024
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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
Senior Account Executive Commercial	Active	Company Website, Employee Referral, Indeed, Internal Applicant, Career Builder, Search Engine, LinkedIn, Other
Broadband Technician 1	4/22/2024	Company Website, Indeed, Search Engine, LinkedIn, Other

II. Total number of persons interviewed: 17

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	1
Indeed	1
Internal Applicant	1
Search Engine	1
Linkedin	10
Other	3

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

Online job postings with Indeed, Career Builder, Glassdoor, LinkedIn. Company website job postings and internal job postings
76.75(b)(2) (iv) - Ashland County Fair-9/20/2023, Lorain County Fair-8/20/2023-8/27/2023, Ashland Cancer Association Events, Candlewood Lake Community Picnic Event-6/30/2023, Ashland Area Chamber of Commerce Business Expo, Veteran's Appreciation Event
76.75(b)(2) (xvi) - Display of yard signs announcing employment opportunities
76.75(b)(2) (viii) - ALA Forum 4-Developing Self & Others- 8/17/2023, First Manager Job- 10/19/2023, Servant Leadership 101- 1/18/2024 & 7/18/2024, Top Ops Foundations Day-Excel & Project Management- 1/19/2024, Manager Foundations-2/15/2024 Build the Team-4/11/2024, Grow Inside Out Coaching-4/25/2024, Field Ops Summit-5/15/2024 & 5/16/2024, Excel Advanced 5/22/2024, Armstrong Leadership Conference-6/20/2024