

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Boardman, OH
 For Calendar Year: 8/1/2023-7/31/2024
 Prepared By: Ken Wunschel

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
Broadband Technician I	1/30/2024, 4/15/2024, 6/11/2024, 6/25/24, 8/20/2024	Agency, Company Website , Employee Referral , Indeed, internal Applicant, Career Builder, Glassdoor, Handshake, Search Engine, LinkedIn, Other
Broadband Technician 4	5/5/2024	Company Website, Indeed, Internal Applicant , LinkedIn
Broadband Technician 4	6/9/2024 and 6/9/2024	Indeed, Internal Applicant
Manager - Operations	11/12/2023	Internal Applicant
Material Control 1	4/29/2024	Agency, Career Fair, Company Website, Indeed , Career Builder, Glassdoor, Search Enginer, Linkedlin, Other
Plant Maintenance - Lineman 1	8/12/204	Company Website, Employee Referral, Indeed, Glassdoor, Internal Applicant
Plant Maintenance - Lineman 2	2/11/2024	Company Website, Indeed, Internal Applicant , Glassdoor, LinkedIn
Premise Technician 1	8/29/2023	Company Website
System Technician Lead	Active	Internal Applicant, Company Website

II. Total number of persons interviewed: 13

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	3
Indeed	1
Internal Applicant	7
Employee Referral	2

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) - Street Scene Car & Custom Bike Show -7/21/2024, Armstrong Movie Nights- 6/21/2024 & 7/27/2024, Potential Development Earth Day Celebration-4/22/2024, Exclusive Local Programming on Armstrong Neighborhood, Avenge Hunger Month 8/26/23 to 10/5/2024, Smooth Summer Session at Youngstown Playhouse 5/25/2024 & 6/28/2024, Regional Chamber Events: Salute to Business, Economic Forecast, ATHENA Award, YSU Scholarship Banquet-2/29/2024, Breaking Bread-3/8/2024, Pinwheel for Prevention with Mahoning County Children Services-Month of April, Angel Tree Gift Drive-1st two weeks in Dec., Easter Seals Fashion Show, Armstrong Night for MV Scrappers-6/8/2024
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