

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Butler, PA
 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
Broadband Technician 1	6/3/2024, 6/25/2024, 7/21/2024	Company Website, Employee Referral , Indeed, Internal Applicant , Search Engine, LinkedIn, Other
Customer Service Rep 1 Field	5/19/2024	Agency, Career Fair, Company Website, Employee Referral, Indeed, Internal Applicant , Glassdoor, LinkedIn, Other
Customer Service Rep 3 CSC	5/19/2024	Internal Applicant
Fiber Splicer-Construction Team	Active	Indeed, Site Applicant
Fiber Splicer 1	3/4/2024, 5/26/2024, 8/4/2024	Agency, Career Fair, Company Website, Employee Referral , Indeed , Internal Applicant , Career Builder, LinkedIn, Other, Search Engine
Fiber Splicing Lead	2/4/2024	Company Website, Indeed, Internal Applicant , Glassdoor, Other
General Manager	6/9/2024	Internal Applicant
Lineman 1	1/25/2024, 8/20/2024	Agency, Company Website , Employee Referral , Indeed, Career Builder, Glassdoor, Monster, Search Engine, Other
Lineman 2	3/5/2024, 4/16/2024, 4/22/2024, 7/9/2024	Agency, Company Website , Employee Referral , Indeed, Glassdoor , Search Engine, Other
Plant Maintenance Lineman 1	Active	Company Website, Indeed, ZipRecruiter Free
Plant Maintenance Lineman 2	1/22/2024	Company Website, Employee Referral, Indeed, LinkedIn, Other
Premise Technician 1	10/30/2023, 11/13/2023	Company Website , Indeed, LinkedIn, Site Applicant , ZipRecruiter Free, Internal Applicant
Supervisor - Operations	3/17/2024	Company Website, Indeed, Internal Applicant , Career Builder

II. Total number of persons interviewed: 46

III. Total number of interviews by recruitment source:

Source	#Interviewed
Career Fair	<u>1</u>
Company Website	<u>10</u>

Employee Referral	8
External Career Site	4
Indeed	8
Internal Applicant	12
Glassdoor	2
Site Applicant	1

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

Online postings on Indeed, Glassdoor, LinkedIn, External Career Sites. Company Website Job Postings, Internal Postings.
76.75(b)(2) (xi) - Slippery Rock University Career Fair 2/1/2024, Superior Career Fair 5/21/2024, Butler County Vo Tech 4/2/2024 & 4/25/2024, Rosedale Tech Vocational School 7/1/2024, SRU Career Fair 3/28/2024, CAP Interviews at BSHS 4/3/2024 & 5/16/2024, BC3 Job Fair 4/10/2024, Priority2Work Night 4/30/2024, Seneca Valley HS Job Fair 5/9/2024
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