

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Corporate
 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
Accounts Payable Clerk	Active	Company Website, Internal Applicant
Administrative Assistant-Legal	11/12/2023	Company Website, Indeed, LinkedIn
Business Analyst 2	11/13/2023, 12/5/2023	Cgtstaffing, Company Website, Beacon Hill, Indeed, Estaff, LinkedIn, Precision Recruiting Solutions Group, eENGINE LLC
Chief Financial Officer	3/11/2024	Agency, Career Fair, Company Website, Indeed, Career Builder, Glassdoor, LinkedIn, Other
Coordinator Marketing-Product	3/31/2024	Company Website, Employee Referral, Indeed, Internal Applicant, Search Engine, LinkedIn, Other
Digital Marketing Content Specialist	11/6/2023, 3/4/2024	Company Website, Indeed, Internal Applicant, LinkedIn, Site Applicant, ZipRecruiter Free, Career Fair, Employee Referral
Digital Marketing Coordinator	2/21/2024	Company Website, Indeed, Internal Applicant, LinkedIn, ZipRecruiter Free, Employee Referral
Director - Risk Management and Safety	Active	Company Website, LinkedIn
Financial Accountant 1	1/15/2024, 8/26/2024	Company Website, Indeed, Precision Recruiting Solutions Group, LLC, Agency, Employee Referral, Career Builder, Monster, LinkedIn
Financial Analyst 1	Active	Agency, Company Website, Indeed, Career Builder, Monster, LinkedIn, Other
Financial Analyst 2	6/17/2024	Agency, Career Fair, Company Website, Employee Referral, indeed, Career Builder, Glassdoor, Handshake, Monster, Search Engineer, LinkedIn, Other, Site Applicant
HR Generalist 2	2/20/2024	Company Website, Employee Referral, Indeed, Career Builder, Glassdoor, LinkedIn, Other
HRIS Analyst	1/2/2024	Company Website, Indeed. Internal Applicant, LinkedIn, Site Applicant, ZipRecruiter Free, Employee Referral, Career Builder, Glassdoor, Other
Legal Assistant	Active	Company Website, Indeed, LinkedIn, Site Applicant, ZipRecruiter Free
Manager-Marketing	12/3/2023	Internal Applicant
Manager of Field Operations	10/29/2023	Company Website, Internal Applicant

Marketing Coordinator 2	11/12/2023, 3/17/2024, 4/29/2024	Agency, Company Website, Employee Referral, Indeed, Internal Applicant , Glassdoor, LinkedIn , Other, Career Fair
Marketing Coordinator 1	11/12/2023	Internal Applicant
Payroll Specialist	7/22/2024	Agency, Company Website, Indeed, Monster, Other
Project Manager-Commercial	Active	Company Website, Indeed, Internal Applicant, Glassdoor, LinkedIn, Other
Receptionist	3/13/2024	Agency, Company Website, Indeed, Internal Applicant, Career Builder , Search Engine, LinkedIn, Other
Senior Financial Accountant	7/15/2024	Agency , Company Website, Employee Referral, Indeed, Search Engine
Staff Accountant	Active	Company Website, Indeed, LinkedIn
Strategic Account Executive	Active	Company Website, Indeed, Internal Applicant, LinkedIn, Other
System Administrator-End User Devic	5/12/2024	Internal Applicant
Talent Acquisition Manager	1/8/2024	Company Website, Indeed, Glassdoor, LinkedIn, Career Site
Talent Acquisition Specialist	Active	LinkedIn, Glassdoor, Indeed
Vice President - Human Resources	7/29/2024	Agency, Company Website, Employee Referral, Indeed, Career Builder, Glassdoor, Monster, Search Engine, LinkedIn, Other

II. Total number of persons interviewed: 54

III. Total number of interviews by recruitment source:

Source	#Interviewed
<u>Agency</u>	<u>3</u>
<u>Company Website</u>	<u>4</u>
<u>Employee Referral</u>	<u>4</u>
<u>Indeed</u>	<u>6</u>
<u>Internal Applicant</u>	<u>21</u>
<u>Career Builder</u>	<u>1</u>
<u>Search Engine</u>	<u>1</u>
<u>LinkedIn</u>	<u>6</u>
<u>Other</u>	<u>8</u>

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

Online postings on Indeed, LinkedIn, Glassdoor, Career Builder. Job postings on Company Website, Internal Postings.

76.75(b)(2)(x) - 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) (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