

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Meadville, PA
 For Calendar Year: 8/01/2023 - 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	6/9/2024 & 6/24/2024 & 7/8/2024	Indeed, Career Fair, Employee Referral , LinkedIn, Company Website, Agency, Career Builder, Internal Applicant , Other
Broadband Technician 4	5/12/2024	Company Website, Indeed, Internal Applicant
Broadband Technician 4 Apprentice	Active	Internal Applicant, LinkedIn, Other
Customer Service Rep 2 Field	7/21/2024	Agency, Internal Applicant , CareerBuilder, Indeed, Company Website, Other
Customer Service Representative 1	10/17/2023	Internal Applicant, Indeed, Company Website, Site Applicant
Material Control 1	10/29/2023	Indeed, Company Website, Internal Applicant
Plant Maintenance - Lineman 1	5/20/2024	Company Website, Employee Referral, Indeed , LinkedIn, Other
Plant Maintenance Lineman 1	10/30/2023	Company Website, Indeed
Premise Technician 1	10/1/2023	Company Website, Indeed, Internal Applicant , Site Applicant
Premise Technician 2	1/2/2024 & 1/2/2024	Other , Company Website, Employee Referral, Indeed, Search Engine, LinkedIn
Supervisor - Customer Operations	10/22/2023	Indeed, Internal Applicant
Supervisor - Customer Service Field	3/11/2024	Agency, Company Website, Indeed , Internal Applicant, Search Engine. Other, Site Applicant, ZipRecruiter Free

II. Total number of persons interviewed: 108

III. Total number of interviews by recruitment source:

Source	#Interviewed
Agency	1
Career Fair	1
Company Website	12
Employee Referral	7
Indeed	60
Internal Applicant	20
Other	4
Site Applicant	3

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

Online postings on Indeed, LinkedIn, Monster, Glassdoor, ZipRecruiter Free, PA CareerLink. Job postings on Company Website, Internal Postings.

76.75(b)(2) (xi) - Meadville Community Fair- 2/21/2024, Career Awareness Fair at Allegheny College- 4/16/2024, Bigfoot Festival- 6/8/2024, Crawford County Chamber of Commerce Job Fair- 7/16/2024, Crawford County Fair- 8/24, Cochran Community Fair- 8/2024, Meadville Second Saturday- 5/2024-9/2024

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