

**ANNUAL EEO  
PUBLIC FILE REPORT**

System: Medina  
 For Calendar Year: 8/1/2023 to 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
Customer Service Rep 1 Field	3/18/2024	<b>Employee Referral</b> , Agency, Company Website, Indeed, Internal Applicant, Career Builder, LinkedIn
Fiber Technician 1	6/3/2024	<b>Indeed</b> , Agency, Career Fair, Company Website, Employee Referral, Indeed, Career Builder, Monster, Search Engine, LinkedIn, Other
Plant Maintenance Lineman	Active	Company Website, Indeed, Career Builder
Project Coordinator	8/4/2024	<b>Internal Applicant</b> , Career Fair, Company Website, Employee Referral, Indeed, Career Builder, Monster, LinkedIn

II. Total number of persons interviewed: 29

III. Total number of interviews by recruitment source

Source	#Interviewed
Employee Referral	3
Indeed	25
Other	1

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

Online postings on LinkedIn, Indeed, Career Builder, Monster, ZipRecruiter Free. Company website job postings and internal job postings.
76.75(b)(2) (xi) - Medina County Career Internship and Job Fair 3/20/24
76.75(b)(2) (xvi) - Display of yard signs announcing employment opportunities, cards/flyers of marketing events
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