

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Rising Sun, MD
 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	5/13/2024, 5/26/2024	Company Website, Employee Referral, Indeed, Internal Applicant, Serch Engine, LinkedIn, Other
Customer Service Rep 1 Field	6/24/2024	Company Website, Employee Referral, Indeed, Career Builder, Ghlassdoor, Mo
Customer Service Representative	11/6/2023	Company Website, Indeed, Site Applicant, ZirRecruiter Free
Material Control i	3/10/2024	Agency, Company Website, Indeed, Internal Applicant, LinkedIn, Other
Plant Maintenance - Lineman 1	3/18/2024	Agency, Company Website, Employee Referral, Indeed, Career Builder, Search
Premise Technician 1	9/25/2023	Company Website

II. Total number of persons interviewed: 16

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	5
Indeed	6
Internal Applicant	1
Glassdoor	1
Other	2
Employee Referral	1

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

Online postings on Indeed, ZipRecruiter Free, LinkedIn. Job Postings on company website and internal job postings.
76.75(b)(2) (iv) - Oxford HS Job Fair-11/19/2023
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