

**ANNUAL EEO
PUBLIC FILE REPORT**

System: South Point, OH
 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 5 Lead	8/4/2024	Internal Applicant
Customer Service Rep 1 Field	3/4/2024	Agency, Company Website, Employee Referral, Indeed, Internal Applicant, Career Builder, ZipRecruiter Free, Site Applicant, Other, Search Engine, Internal Applicant
Customer Service Representative 1	Active	Company Website, Indeed , Internal Applicant
Manager - Operations	5/12/2024	Internal Applicant
Project Coordinator	10/19/2023	Company Website, Indeed , Internal Applicant, Site Applicant , ZipRecruiter Free
Supervisor - Technical	Active	Internal Applicant

II. Total number of persons interviewed: 26

III. Total number of interviews by recruitment source:

Source	#Interviewed
Internal Applicant	11
Indeed	8
Company Website	6
Site Applicant	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.
76.75(b)(2) (xi) - Old Fashion Days Event, Poague Landing Event, Oktoberfest
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