

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Zelienople, PA
 For Calendar Year: 7/1/2023 to 8/31/2024
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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	2/26/2024, 3/4/2024, 2/26/2024, 3/4/2024, 6/10/2024	Company Website, Employee Referral , Indeed, Internal Applicant, Monster, Search Engine, LinkedIn, Other
Broadband Technician 2	1/29/2024	Agency, Career Fair , Company Website, Employee Referral, Indeed, Internal Applicant, Other
Broadband Technician 4	9/1/2024	Internal Applicant
Fiber Technician 1	10/30/2023	Company Website , Indeed, LinkedIn, Site Applicant, ZipRecruiter Free, Career Fair, Employee Referral, Search Engine
Fiber Technician 4	8/18/2024	Company Website, Internal Applicant ,
General Manager	3/31/2024	Internal Applicant
Plant Maintenance - Lineman 1	Active	Company Website, Employee Referral, Indeed, Glassdoor, Search Engine, Other

II. Total number of persons interviewed: 25

III. Total number of interviews by recruitment source:

Source	#Interviewed
Employee Referral	5
Internal Applicant	5
Indeed	4
Other	2
Career Fair	1
Company Website	7
Site Applianct	1

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) (iv) - Slippery Rock Career Fair 2/1/2024, 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) (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