

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Ashland, OH
 For Calendar Year: 8/1/2024 - 7/31/2025
 Prepared By: Ken Wunschel

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
Sr Commercial Account Executive	7/21/2025	Company Website, Employee Referral, Glassdoor, Indeed , LinkedIn, Search Engine, Other
Sr Account Executive	9/3/2024	Company Website, Employee Referral, Career Builder, LinkedIn , Search Engine

II. Total number of persons interviewed: 13

III. Total number of interviews by recruitment source:	Source	#Interviewed
	Employee Referral	1
	Indeed	12

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

Online posting on Indeed, LinkedIn, Career Website, Search Engine, CareerBuilder, Glassdoor, Handshake, Monster. Job postings on Company Website and Internal Postings.

76.75(b)(2) (iv) - Lorain County Fair (8/18/24 - 8/25/24), Ashland County Fair (9/15/24 - 9/21/24)

76.75(b)(2) (xvi) - Display of yard signs announcing employment opportunities

76.75(b)(2) (viii) - Trainings provided during the period of 8/1/24 - 7/31/25: Mini Servant Leadership (8/5/24, 3/13/25), Manager Foundations (8/15/24, 2/20/25), Own Your Title (9/19/24, 2/19/25, 3/20/25), Build The Team (10/1/24, 4/17/25), Making Meetings Matter (10/29/24, 1/28/25), Presenting with Impact (11/7/24), Grow the Team (11/21/24), Servent Leadership 101 (1/16/25, 7/17/25), Top Ops Foundation Day (1/16/25), The Year of Servent Leadership with GMs (5/21/25), Leadership Conference (6/25/25)