

**ANNUAL EEO  
PUBLIC FILE REPORT**

System: Boardman, 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
Plant Maintenance Lineman 2	1/5/2025	Company Website, <b>Internal Applicant</b> , Indeed, Other
Broadband Technician 1	8/26/2025	Career Fair, <b>Company Website</b> , Employee Referral, Indeed, LinkedIn, Monster, Search Engine, Other
Project Coordinator	1/5/2025	<b>Internal Applicant</b>
Broadband Technician 4 Lead	2/2/2025	<b>Internal Applicant</b>
Broadband Technician 1		Agency, Company Website, Indeed, LinkedIn, Other
Broadband Technician 1	11/5/2024	Career Fair, <b>Company Website</b> , Employee Referral, Indeed, LinkedIn, Monster, Search Engine, Other
Warehouse Material Control	12/8/2024	Company Website, <b>Internal Applicant</b> , Career Builder, Indeed, Monster, Other
Project Coordinator	8/18/2024	<b>Internal Applicant</b>
General Manager	10/27/2024	<b>Internal Applicant</b>
Dispatcher	9/29/2024	<b>Internal Applicant</b>

II. Total number of persons interviewed: 9

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	1
Employee Referral	1
Indeed	6
Search Engine	1

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)(x) - Street Scene Car & Custom Bike Show - 7/20/25, Armstrong Movie Nights - 7/24/25, Potential Development Earth Day Celebration - 4/22/25, Exclusive Local Programming on Armstrong Neighborhood Channel: Street Scene, Street Scene Power Hour, Loose Change, Bottom Line Sports Talk, Counterpoint-A Musician's Tale, Business as Usual, Various other parades, events and other community engagements, Avenge Hunger Month - 8/25/25 – 10/5/25, Regional Chamber Events - Salute to Business 8/25/25, Family Owned Business - 2/27/25, Good Evening Austintown - 6/10/25, Youngstown State University Scholarship/Ring Banquet - 2/24/25, Breaking Bread Day - 3/7/25, St. Patrick's Day Parade - 3/16/25, Armstrong Day at the Scrappers - 6/21/25
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)