

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Boardman, OH
 For Calendar Year: 8/1/2024-7/31/2025
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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 |
|-----------------------------|-------------|--|
| Plant Maintenance Lineman 2 | 1/5/2025 | Company Website, Internal Applicant , Indeed, Other |
| Broadband Technician 1 | 8/26/2025 | Career Fair, Company Website , Employee Referral, Indeed, LinkedIn, Monster, Search Engine, Other |
| Project Coordinator | 1/5/2025 | Internal Applicant |
| Broadband Technician 4 Lead | 2/2/2025 | Internal Applicant |
| Broadband Technician 1 | | Agency, Company Website, Indeed, LinkedIn, Other |
| Broadband Technician 1 | 11/5/2024 | Career Fair, Company Website , Employee Referral, Indeed, LinkedIn, Monster, Search Engine, Other |
| Warehouse Material Control | 12/8/2024 | Company Website, Internal Applicant , Career Builder, Indeed, Monster, Other |
| Project Coordinator | 8/18/2024 | Internal Applicant |
| General Manager | 10/27/2024 | Internal Applicant |
| Dispatcher | 9/29/2024 | Internal Applicant |

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), Servant Leadership 101 (1/16/25, 7/17/25), Top Ops Foundation Day (1/16/25), The Year of Servant Leadership with GMs (5/21/25), Leadership Conference (6/25/25)