

ANNUAL EEO
PUBLIC FILE REPORT

System: Butler, PA
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 - Butler	1/6/2025	Company Website, Employee Referral, Internal Applicant, Indeed, Other
Broadband Technician 3	1/6/2025	Company Website, Employee Referral, Internal Applicant, Indeed, LinkedIn
Construction Lineman 1	1/21/2025	Company Website, Employee Referral, Career Builder, Indeed, LinkedIn, Search Engine, Other
Plant Maintenance	3/3/2025	Company Website, Employee Referral, Indeed, Other
Construction Lineman 1	4/7/2025	Company Website, Employee Referral, Indeed, Search Engine, Other
Broadband Technician Lead	4/27/2025	Internal Applicant
Construction Lineman 1	5/12/2025	Agency, Company Website, Employee Referral, Handshake, Indeed, LinkedIn, Other
Construction Lineman 2	7/7/2025	Career Fair, Company Website
Construction Lineman 1	8/11/2025	Company Website, Employee Referral, Career Builder, Indeed, Other
Broadband Technician 4	8/24/2025	Career Fair, Company Website, Employee Referral, Internal Applicant, Indeed, LinkedIn, Search Engine, Other
Full Time Customer Service Representative 3	6/22/2025	Internal Applicant
Construction Lineman 2		Employee Referral, Indeed, Other
Fiber Splicer 1	9/16/2024	Company Website, Employee Referral, Indeed, Other
Construction Lineman 1	8/20/2024	Company Website, Employee Referral, Search Engine, Other
Manager of Internet Operations	1/5/2025	Company Website, Internal Applicant, Career Builder, Glassdoor, Indeed, LinkedIn
Broadband Technician 4 (System) Apprentice	10/13/2024	Internal Applicant

II. Total number of persons interviewed: 31

Source	#Interviewed
Company Website	8
Employee Referral	6
Internal Applicant	2
Indeed	12
LinkedIn	1
Other	2

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) - Broad Street Elementary Career Day, Saxonburg Fire Dept Touch a Truck, Connoquenessing Blizzard Party, Concordia Lutheran Ministries Golf Outing, Independence Health System Golf Outing, Butler Co. Chamber State of the Commonwealth, Butler Co. Chamber Women Shaping Our Region, Butler Co. Chamber State of the County, Butler County Annual Celebrate Business Dinner, Butler County Clay Shoot, Katie's Kitchen, Leadership Butler County
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)