

**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

III. Total number of interviews by recruitment source:

| 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)