

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Meadville, PA

For Calendar Year: 8/01/2024 - 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
Manager - Operations	11/24/2024	Company Website, Employee Referral, Internal Applicant , Career Builder, Glassdoor, Indeed, LinkedIn, Search Engine, Other
Plant Maintenance Lineman 1	1/13/2025	Company Website , Employee Referral, Career Builder, Indeed, Other
Broadband Technician 4 (System) Lead	12/22/2024	Internal Applicant , Indeed
Broadband Technician 1	4/14/2025	Company Website, Employee Referral , Indeed, Other
Full Time Customer Service Representative - Field	4/28/2025	Company Website, Employee Referral, Indeed , LinkedIn, Search Engine, Other
Broadband Technician 1	6/16/2025	Employee Referral, Indeed , Other
Plant Maintenance Lineman 3	8/3/2025	Company Website, Employee Referral, Internal Applicant , Indeed, LinkedIn
Broadband Technician 1		Company Website, Employee Referral, Indeed
Broadband Technician 4 Apprentice (System)	8/11/2024	Company Website, Career Builder, Indeed, LinkedIn, Internal Applicant
Project Coordinator	9/15/2024	Company Website, Internal Applicant , Career Builder, Indeed, LinkedIn, Other

II. Total number of persons interviewed: 65

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	6
Employee Referral	5
Internal Applicant	7
Indeed	42
Other	5

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) - Women in Business Expo (10/16/24), 8th Grade Career Awareness Fair (4/9/25), Job Jackpot Career Fair (4/26/25)
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)