

**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	<u>6</u>
	Employee Referral	<u>5</u>
	Internal Applicant	<u>7</u>
	Indeed	<u>42</u>
	Other	<u>5</u>

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)