

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Medina

For Calendar Year: 8/1/2024 to 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
Broadband Technician 1	12/16/2024	Company Website , Indeed, Other
Warehouse Material Control	3/23/2025	Company Website, Internal Applicant , Indeed, Other
Plant Maintenance - Lineman 1		Career Fair, Company Website, Employee Referral, Career Builder, Indeed, Other
Broadband Technician 1		Indeed
Broadband Technician 1		Company Website, Employee Referral, Indeed, LinkedIn, Other
Plant Maintenance - Lineman 1	1/13/2025	Company Website, Employee Referral, Indeed , LinkedIn, Other
Broadband Technician 4 (System) Apprentice	10/27/2024	Internal Applicant
Broadband Technician 1	10/28/2024	Agency, Company Website, Employee Referral, Indeed , LinkedIn, Other

II. Total number of persons interviewed: 71

III. Total number of interviews by recruitment source:

Source	#Interviewed
Employee Referral	1
Indeed	69
Other	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) (iv) - Medina County Career Center - Job & Internship Fair (4/10/25)
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)