

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Rising Sun, MD

For Calendar Year: 8/1/2024-7/31/2025

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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
Broadband Technician 1	1/20/2025	Agency, Company Website, Employee Referral, Indeed , Other
Broadband Technician 1	2/10/2025	Agency, Employee Referral, Indeed , LinkedIn, Search Engine, Other
Broadband Technician 1	2/10/2025	Indeed
Operations Manager	3/30/2025	Internal Applicant
Broadband Technician Lead (System)	7/6/2025	Internal Applicant
Broadband Technician 4 Apprentice	5/11/2025	Internal Applicant
Plant Maintenance Lineman 1	6/16/2025	Company Website , Employee Referral, Indeed, LinkedIn, Search Engine, Other
Broadband Technician 1		Company Website, Employee Referral, Handshake, Indeed, LinkedIn, Other
Plant Maintenance Lineman 1	11/4/2024	Career Weebbsite, Employee Referral , Indeed, LinkedIn, Other
Plant Maintenance Lineman 1	9/30/2024	Agency, Company Website, Indeed, Monster, Search Engine , Other
Broadband Technician 1	10/7/2024	Agency, Company Website, Employee Referral , Indeed, Other

II. Total number of persons interviewed: 18

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	1
Employee Referral	2
Internal Applicant	3
Indeed	10
LinkedIn	1
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) (xi) - Susquehanna Bluegrass Jam (3/15/25), SunFest (6/7/25), Taste of Mason-Dixon (6/12/25), Harford Farm Fair Goat & Sheep Show (7/26/25)

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)