

**ANNUAL EEO
PUBLIC FILE REPORT**

System: South Point, OH
 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 4 (System)	5/11/2025	Internal Applicant
Commercial Account Executive	7/21/2025	Employee Referral, Indeed , LinkedIn

II. Total number of persons interviewed: 2

Source	#Interviewed
Indeed	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) - 58th Annual Greenup Old Fashion Days, 28th Annual Chesapeake Octoberfest, Lawrence County Chamber Annual Meeting, Lawrence County Chamber Festival of Trees & Christmas Market, Winter Wonderland of Lights Christmas Parade, Young Professionals Association NEKY Chamber's Inaugural Winter Classic, United Way of the River Cities Celebration of Excellence, Marshall University 2025 Alumni Awards Ceremony, Lawrence County Chamber 4th Friday Luncheon (x2), Generation WV "Pathways to Progress - Charting a Course for WV's Future Workforce" Conference, Ashland Rotary WWII Wall Dedication Ceremony, United Way of the River Cities Inaugural Community Leaders Congress, Lawrence County Chamber Business after Hours
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)