

ANNUAL EEO
PUBLIC FILE REPORT

System: Zelienople, PA
For Calendar Year: 7/1/2024 to 8/31/2025
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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	3/2/2025	Company Website, Employee Referral, Internal Applicant, Career Builder, Glassdoor, Indeed, LinkedIn, Search Engine, Other
Broadband Technician 4 (System) Lead	2/2/2025	Internal Applicant
Commercial Account Executive	2/2/2025	Internal Applicant, Indeed, LinkedIn, Other
Broadband Tech 1	3/17/2025	Indeed
Broadband Tech 1	3/10/2025	Company Website, Employee Referral, CareerBuilder, Glassdoor, Indeed, LinkedIn, Other
Customer Service Representative	4/14/2025	Career Fair, Company Website, Employee Referral, Internal Applicant, Glassdoor, Indeed, LinkedIn
Broadband Tech 1	3/24/2025	Indeed
Plant Maintenance Lineman 2	5/18/2025	Company Website, Internal Applicant, Indeed, Other
Direct Sales Representative		Company Website, Employee Referral, Internal Applicant, Indeed, Other
Plant Maintenance Lineman 1		Internal Applicant
Operations Manager		Internal Applicant
Broadband Technician 3	7/20/2025	Employee Referral, Internal Applicant, Indeed, Other
Broadband Technician 1		Employee Referral
Broadband Technician Lead		Internal Applicant
Plant Maintenance Lineman 1	9/15/2024	Company Website, Employee Referral, Glassdoor, Indeed, Other
Sr. Commercial Account Executive	10/13/2024	Company Website, Internal Applicant, Indeed, LinkedIn

II. Total number of persons interviewed: 50

Source	#Interviewed
Career Fair	1
Company Website	3
Employee Referral	8
Internal Applicant	15
Indeed	20
Other	3

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) - BC3 Pioneer 5k (9/14/24), Mars Home for Youth Open House (9/19/24), Cranberry Township Farmers Market (9/27/24), Woman Shaping Our Region (10/11/24), Richland Township Trunk or Treat (10/20/24), Beaver County Career Fair (10/22/24), Cranberry Township Trunk or Treat (10/25/24), Leadership Pittsburgh (11/7/24), Santa's First Stop (11/22/24), Cranberry CUP Donor Recognition Night (12/3/24), Operation Networking - Beaver County (1/8/25, 2/12/25), Adventures in Training with a Purpose 5k (4/13/25), Cranberry Twp Easter Egg Hunt (4/13/25), Seneca Valley Job Fair (5/15/25), PA State Representative Stephanie Schialabba Health Fair (5/15/25), Eden Hall Move Up Night (PR) (5/21/25), Mars New Year (6/6/25, 6/7/25), Cranberry Town Square Market (6/6,6/20,7/11,7/25/25), Business Before Breakfast (SBCBA) (5/21/25, 6/18/25), ABC Broadband Expansion Kickoff Event (7/16/25)
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)