

**ANNUAL EEO
PUBLIC FILE REPORT**

System: Boardman
 For Calendar Year: 2008
 Prepared By: Dan McGahagan

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
<u>Local Origination</u>	<u>1/21/2008</u>	<u>Newspaper Ad</u>
<u>Installers (2)</u>	<u>2/4/2008</u>	<u>Resumes</u>
<u>Installer</u>	<u>2/25/2008</u>	<u>Resume</u>
<u>Installer</u>	<u>4/3/2008</u>	<u>Resume</u>
<u>Installers (2)</u>	<u>7/7/2008</u>	<u>Resumes</u>
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(Attach additional pages as necessary)

II. Total number of persons interviewed: 19

III. Total number of interviews by recruitment source:

Source	#Interviewed
<u>Newspaper</u>	<u>2</u>
<u>Resume</u>	<u>14</u>
<u>YSU</u>	<u>3</u>
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IV. Recruitment Initiatives - briefly list and describe the initiatives taken the preceding year:

Internal posting, Posting on company website, Resumes received at local office, Newspaper ad in Youngstown Vindicator, YSU website and placement services, ITT technical school