

# ARMSTRONG®

EXHIBIT D

## ANNUAL EEO PUBLIC FILE REPORT

System: South Point, Ohio  
For Calendar Year: 2007  
Prepared By: Gordon Waters

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.

<b>Position</b>	<b>Date Filled</b>	<b>Recruitment Sources</b>
<u>Installer</u>	<u>3/12/2007</u>	<u>Herald Dispatch, WV Job Service</u> <u>Ironton Job Service</u>
<u>Installer</u>	<u>Not filled - posted 8-20</u>	<u>Herald Dispatch, WV Job Service, Career</u>
<u>Installer</u>	<u>Not filled - posted 10-23</u>	<u>Herald Dispatch, WV Job Service</u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>

(Attach additional pages as necessary)

II. Total number of persons interviewed: 18

III. Total number of interviews by recruitment source:

<b>Source</b>	<b>#Interviewed</b>
<u>Herald Dispatch</u>	<u>12</u>
<u>Ironton Job Service</u>	<u>1</u>
<u>Career Builder</u>	<u>1</u>
<u>WV Job Service</u>	<u>0</u>
<u>Referrals</u>	<u>4</u>
<u> </u>	<u> </u>

IV. Recruitment Initiatives - briefly list and describe the initiatives taken the preceding year:

Utilized local area newspaper and employment recruitment agencies. Also used Career Builder as an  
additional resource.

Builder