

**ANNUAL EEO  
PUBLIC FILE REPORT**

System: Butler, PA

For Calendar Year: 9/1/2021 - 8/31/2022

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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
Premise Technician 1	Active	Indeed Free, LinkedIn+Limited
Premise Technician 1	8/9/2022	Indeed Free, Company Website
CSR	7/13/2022	Internal Applicant, Company Website
Premise Technician 1	6/1/22,6/14/22	Company Website, Indeed Free, LinkedIn+Limited
Fiber Technician	4/21/22,4/21/22	Internal Applicant
Premise Technician 1	4/20/2022	Company Website, ZipRecruiter Free, Indeed Free, Site Applicant
Lead Premise Technician	4/1/2022	Internal Applicant
Operations Manager	3/2/2022	Internal Applicant, Company Website, Site Applicant
Fiber Technician 4	12/22/2021	Internal Applicant, Indeed Free
CSR	2/28/2022	Internal Applicant, Company Website, Indeed Free
Premise Technician 1	2/24/2022	Company Website, Indeed Free, ZipRecruiter Free, Site Applicant
Construction Foreman	10/28/2021	Company Website, Indeed Free
Lineman 1/Corp Const Team	9/27/21, 9/27/21 10/12/21, 1/24/22, 3/8/22, 3/10/22, 3/14/22, 3/10/22, 5/11/22, 4/13/22, 3/31/22, 4/6/22, 4/11/22, 4/25/22, 4/25/22, 4/25/22, 5/10/22, 5/11/22, 6/21/22, 6/29/22, 7/19/22, 7/14/22, 7/15/22, 7/14/22,	LinkedIn+Limited, Indeed, Indeed Free, Company Website, Referral, Indeed VHE, Site Applicant, Glassdoor, ZipRecruiter Free
Lineman 2/Corp Const Team	Active	Indeed Free, Company Website

II. Total number of persons interviewed: 133

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	15
Indeed Free	21
Site Applicant	3
Indeed	76
ZipRecruiter Free	2
Recruiting Target	2
Indeed VHI	1
Referral	3
Internal Applicant	10

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

Online postings, company website, internal job postings