EXHIBIT D

ANNUAL EEO PUBLIC FILE REPORT

System:
For Calendar Year:
Prepared By:

Corporate
8/25/2022 - 8/24/2023
Dana Muth
Dana Muth

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.

HRIS Analyst-1208ActiveIndeed Free, Site Applicant, Company Website, ZipRecruiter FreeLegal Admin Asst-1206ActiveIndeed Free, LinkedIn+Limited, Site Applicant, Company Website, InkedIn+LimitedTalent Acq Specialist-1175ActiveIndeed Free, Internal Applicant, Company Website, LinkedIn+LimitedSr. Commercial Acct Exec-11518/21/2023Internal Applicant, Indeed Free, Site Applicant, Company WebsiteMarketing Manager-1149ActiveIndeed Free, LinkedIn, Company Website, ZipRecruiter Free, IndeedFinancial Analyst-1136ActiveLinkedIn+Limited, Indeed Free, Company Website, Agency CandidateSite Applicant, ZipRecruiter FreeSite Applicant, Company Website, LinkedIn+Limited, Indeed Free, LinkedIn+Limited, Indeed FreeDirector of Regulatory-1097ActiveInternal Applicant, Company Website, LinkedIn+Limited, Indeed FreeChief Technology Officer-1091ActiveIndeed Free, Site ApplicantHR Administrator-10884/17/2023Indeed Free, Site Applicant, LinkedIn+Limited, Company Website,Sr. Financial Accountant-10403/7/2023Indeed Free, Ompany WebsiteSr. Financial Accountant-10403/7/2023Agency Candidate, Internal ApplicantGroundskeeper-10802/28,5/17/23Indeed Free, Internal Applicant, Company Website, Site ApplicantHRS Supervisor-10314/3/2023Indeed Free, Company Website, Site ApplicantHRIS Supervisor-10314/3/2023Agency Candidate, Indeed Free, Company Website, Site ApplicantIndeed FreeIndeed FreeInternal Applicant, Indeed Free, Company Website, Agency CandidateHRIS Supervisor-1031<	Position	Date Filled	Recruitment Sources	
Talent Acq Specialist-1175 Active Indeed Free, Internal Applicant, Company Website, LinkedIn+Limited Sr. Commercial Acct Exec-1151 8/21/2023 Internal Applicant, Indeed Free, Site Applicant, Company Website Marketing Manager-1149 Active Indeed Free, LinkedIn, Company Website,ZipRecruiter Free, Indeed Financial Analyst-1136 Internal Referral, LinkedIn+Limited Internal Referral, LinkedIn+Limited Financial Analyst-1136 Active LinkedIn+Limited, Indeed Free, Company Website, Agency Candidate Sr. Financial Accountant-1064 4/24,7/12/23 Agency Candidate, Indeed Free, LinkedIn+Limited, Company Website Director of Regulatory-1097 Active Internal Applicant, Company Website, ZipRecruiter Free Chief Technology Officer-1091 Active Indeed Free, LinkedIn+Limited, Company Website, ZipRecruiter Free Agency Candidate, Internal Applicant Company Website, ZipRecruiter Free Agency Candidate, Internal Applicant HR Administrator-1088 4/17/2023 Indeed Free, Site Applicant, LinkedIn+Limited, Company Website, ZipRecruiter Free Groundskeeper-1080 2/28,5/17/23 Indeed Free, Company Website ZipRecruiter Free, Internal Applicant, Company Website, LinkedIn+Limited HRIS Supervisor-1031 4/3/2023 Agency Candidate, Indeed Free, Company Website, Site Applicant Indeed Fr	HRIS Analyst-1208	Active	Indeed Free, Site Applicant, Company Website, ZipRecruiter Free	
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Purchasing Director-1021 7/7/2023 Agency Candidate, Indeed Free, LinkedIn+Limited, Company Website, Site Applicant, ZipRecruiter Free, Company Website			Indeed Free	
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	Purchasing Director-1021	7/7/2023	Agency Candidate, Indeed Free, LinkedIn+Limited, Company Website,	
Controller-1017 12/7/2023 Internal Applicant			Site Applicant, ZipRecruiter Free, Company Website	
	Controller-1017	12/7/2023	Internal Applicant	
Talent Acq Manager-1006 Active Indeed Free, Company Website, Internal Applicant, LinkedIn+Limited	Talent Acq Manager-1006	Active	Indeed Free, Company Website, Internal Applicant, LinkedIn+Limited	
Indeed, Site Applicant, ZipRecruiter Free, Past Candidate Referral			Indeed, Site Applicant, ZipRecruiter Free, Past Candidate Referral	
LinkedIn			LinkedIn	

Legal Assistant-986	1/14/2023	LinkedIn+Limited, Indeed Free, Company Website, Site Applicant	
Org Development Professional-977	Closed	Indeed Free, Internal Applicant, Company Website, LinkedIn+Limited	
Marketing Coordinator-973	11/29/2022	Indeed Free, Other, LinkedIn+Limited	
HR Administrator-966	11/29,11/29/22	Indeed, LinkedIn+Limited, Indeed Free, Internal Applicant,	

Company Website, ZipRecruiter Free, Site Applicant

II. Total number of persons interviewed:

50

III. Total number of interviews by recruitment source:

Source	#Interviewed
Company Website	6
Indeed Free	11
Internal Applicant	9
LinkedIn	3
Indeed	3
LinkedIn+Limited	3
Agency Candidate	12
Other	1
Site Applicant	2

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

Online postings on Indeed, Indeed Free, LinkedIn+Limited, ZipRecruiter Free. Job postings on company website, internal postings.

76.75(b)(2) (viii) - Armstrong Leadership Conference June 21, 2023

76.75(b)(2)(x) - Grove City College Job Fair September 23, 2022 and Butler High School Mock Interview Preparation Day

June 7, 2023

76.75(b)(2) (viii) - Leadership Development - Servant Leadership 3/22 & 3/23/23, First Manager Job 4/20/23,

Inside Out Coaching 11/10/22 & 5/18/23, ALA Forum 7/20/23 & 8/17/23, Top Ops 12/2022, Leadership Conference 6/2023