Zito Media	October 1, 2011 – September 30, 2012	12		7.000
Position	Recruitment sources used	Number of interviews referred by each source	Recruitment source that referred hiree	Total number of persons interviewed for vacancy
Service Installation Tech	Ziko Modio Moboli.			
	Company-wide posting		L Call Sill Million	
	Employee referral			
	Posted in Local Office		TOTALLA	
Service Installation Tech	Zito Media Website		Called and asked if	_
	Company-wide posting	700	we had any openings	The state of the s
proprieta de la constante de l	Called in-asked about openings		TO THE REAL PROPERTY OF THE PR	
Customer Service Representative	Zito Media Website	2	Zito Media Website	9
PROVIDENCE - PROVI	PA Career Link	ω	TOO I I	
VALUE OF THE PROPERTY OF THE P	Community Channel			
TI POLICE TO THE	Employee Referral	2		
	Word of mouth	2		
Customer Service Representative	Zito Media Website	2	Zito Media Website	9
	PA Career Link	3	The state of the s	
	Community Channel		THE PROPERTY OF THE PROPERTY O	TOTAL CONTROL OF THE
	Employee Referral	2		
	Word of mouth	2		
Service Installation Tech	Zito Media Website		Alabama JobLink	Ċī
	Alabama JobLink	On .	- THE CONTRACT OF THE CONTRACT	
	Company-wide posting			
Service Installation Tech	Zito Media Website		Alabama JobLink	5
TOTAL	Alabama JobLink	5	TTO TO TAKE A LABOR.	727 BASTON
	Company-wide posting	T TOTAL AND THE STATE OF THE ST	POR LOCAL DESCRIPTION OF THE PROPERTY OF THE P	
Selvice Histalianon Tech	ZITO Media vvebsite		Alabama JobLink	ഗ

Position	Recruitment sources used	Number of interviews referred by each source	Recruitment source that referred hiree	Total number of persons interviewed for vacancy
100	Alabama JobLink	ڻ. ن		- Annual Control of the Control of t
	Company-wide posting	= ppop(A)	70-70-11	
Director of Administration	Zito Media Website	4	Zito Media Website	V
	Community Channel	The state of the s		4
	Leader Enterprise newspaper		7,11,11,11,11,11,11,11,11,11,11,11,11,11	ANALY CONTRACTOR CONTR
Lead Technician	Zito Media Website	2	Employee Deform	3
	Smokey Mt Times			The state of the s
T TOTAL TOTA	Company-wide posting			145 to 1.5
W	Local Origination Channel	- CANAL		- Proposition - On Statement - In the Statement - I
	Employee Referral	-		TOTAL AND
Service Technician 1	Zito Media Website		Referral from family me	<b>o</b>
The state of the s	Smokey Mt Times	4	772	
711	Company-wide posting	Alvanta	7777	777/11
The state of the s	Local Origination Channel			
	Referral from family member	2	The state of the s	14000-
Service Lechnician 1	Zito Media Website		Employee Referral	4
	Harlan County Paper	STATUTE OF THE STATE OF THE STA		THE PROPERTY OF THE PROPERTY O
	Company-wide posting			
	Posted in Local Office	>	7.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1	
	Employee Referral	2	1704	- THE SANCE STATE
Service Technician	Zito Media Website	_	Community Channel	2
TAIT TO THE THE PROPERTY OF THE TAIT TO TH	Company-wide posting	717776441	The state of the s	770001.
TOTAL AND THE TO	Canton Independent Sentinel		The state of the s	
7.77.70.1.1	PA Career Link		Triables -	THE RESERVE TO THE PARTY OF THE
	Community Channel		7/1	THE THE TRANSPORT OF TH
Service Technician	Canton Independent Sentinel		Referred by Herr Cable	د

Zito Media	October 1, 2011 - September 30, 2012	012		777777
Position	Recruitment sources used	Number of interviews referred by each source	Recruitment source that referred hiree	Total number of persons interviewed for vacancy
	PA Career Link		THE PARTY OF THE P	, Albania
	Zito Media Website		The state of the s	
	Local Origination Channel			
	Referred by Herr Cable			W. Colon and a second a second and a second
Service Technician	Zito Media Website	2	Zito Media Weheite	J.
	Work Force West Virginia	The state of the s		
TOWNS	Posted in Local Office	To the second se		
Translation of the control of the co	Word of mouth		TOTAL THE STATE OF	77777
ALPA CONTROL OF THE C	Company-wide posting	PARTY MILES	7,000,000	
Service Technician	Smoky Mt Times	4	Smoky Mt Times	ກ
Total Control of the	Zito Media Website		2011	771
771777777777777777777777777777777777777	Local Origination Channel		TRANS.	= = = = = = = = = = = = = = = = = = = =
	Employee Referral	2	77.77	The state of the s
				THE PARTY NAMED IN TAXABLE PARTY NAMED IN TAX
Maintenance Tech	Zito Media Website	۷.	7% Modio Moballa	2
	Craig's List (posting not available)	Warden .		7
The state of the s	State office posting	771.11	77.7	
	Local Flyers			7770
	Employee Referral		====(-1)	
Service Technician	Zito Media Website		Alabama JobLink	2
TOTAL AND THE TO	Alabama JobLink		771	To the state of th
				7.000
Coning Tookside				
	Alahama Johl ink	3	Alabama JobLink	2
TOTAL				

Zito Media	October 1, 2011 - September 30, 2012	312		
Position	Recruitment sources used	Number of interviews referred by each source	Recruitment source that referred hiree	Total number of persons interviewed for vacancy
Alabama Tech Manager	Zito Media Website		Zito Media Website	9
	Local newspapers	77.11.11		7
	Word of mouth			
			4	
Alabama Tech Manager	Zito Media Website		Word of Mouth	2
7704	Local newspapers	7,000		fu.
TOTAL	Word of mouth			
Customer Service Supervisor	Community Channel		Zito Media Wehsite	5
THE	Zito Media Website	2	77/24/14	
Trival	PA Career Link			
1000	Company-wide posting		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	TO A STATE OF THE
	Employee Referral	3		The state of the s
Fiher Optic Technician	l incoln Journal Star			
	Grand Island Independent	-	MOLISICI	4
THE PROPERTY OF THE PROPERTY O	Monster	ယ		
Accountant	Zito Media Website		Employee Referral	3
	PA Career Link		11102.1.1.1	
	Leader Enterprise newspaper	7.111777774	The state of the s	The state of the s
	Employee Referral	1		THE PROPERTY OF THE PROPERTY O
entice Installation Took				
COLARDO HIORARCHOTT LOCAL				TO CONTROL OF THE PROPERTY OF
			777	Transfer in the second

TANADA TERMINA	CONTACTS FOR POSTING JOBS	TING JOBS	7/2000	7781
Publication	Contact	Address	City	Phone
Alabama JobLink	www.joblink.alabama.gov		1100	
Bradford Era (newspaper)	www.bradfordera.com	43 Main St	Bradford DA 18701	811-268-2172
Careerl ink	Torry Colo	070 110 11	1	0/4-000-0/0
Calcalcin	Terry Cole	279 US Hwy 6 W	Coudersport, PA 16701	814-274-9330
Channel 9	communitychannel@zitomedia.com	611 Vader Hill Rd		814-260-9575
Canton Independent Sentinel		4 West Main St	- 1	570-673-5151
Craig's List	www.craigslist.com	TOWARD.		
Endeavor News (newspaper)	Transition of the state of the	29 E 4th St	Emporium, PA 15834	814-486-3200
Grand Island Independent (newspaper)	Transport Control of the Control of	422 W. 1st St	ន	308-382-1000
Harlan Gazette newspaper	The state of the s	P.O. Box 1155	Harlan, KY 40831	606-573-4510
Leader Enterprise (newspaper)	77771	6 W 2nd St.	16701	814-274-8044
Lincoln Journal Star (newspaper)	www.journalstar.com	926 P Street	1	402-473-7373
Monster	www.monster.com	7700000		THE PARTY AND TH
Olean Times Herald (newspaper)	classifieds@oleantimesherald.com	639 W Norton Dr.	Olean, NY 14760	716-372-3121
Smokey Mountain Times	www.thesmokymountaintimes.com	1 River St. Suite #3	8713	828-488-2180
Work Force West Virginia	TO THE STATE OF TH	1275 Warwood Ave		304-232-6280
Zito Media website	deb.kelley@zitomedia.com	611 Vader Hill Rd	ᅬ	814-260-9575

## ZITO MEDIA RECRUITMENT INITIATIVES SEPTEMBER 30, 2011 – OCTOBER 1, 2012

Elk County Career Day (November 16, 2011) — A career event sponsored by North Central Careerlink and the local high schools for the benefit of high school students in Elk County, PA. Michael Rigas, co-president, represented Zito at the event. He had the opportunity to meet and 1 discuss career opportunities with students from different high schools.

Elk County Job Fair (December 6, 2011) — A job fair sponsored by the North Central Work Force Investment board in conjunction with the North central Pennsylvania Regional Planning and Development Commission and the Pennsylvania Careerlink. Twenty-two companies participated in the event which was attended by 138 job-seekers from Elk and Cameron Counties. Michael Rigas 2 represented Zito at the event.

St. Bonaventure CareerFest 2012 (March 9, 2012) – Mike Rigas – The St. Bonaventure University is one of the main universities in Zito Media's service area. The CareerFest is the primary forum for St. Bonaventure students to interact with area businesses and organizations. Numerous St. Bonaventure students seeking employment participate in this event along with the area's leading employers.

Michael Rigas, co-president, attended CareerFest 2012 on behalf of Zito Media.

Cameron County job fair – April 25, 2012 - Michael Rigas, Co-President of Zito Media, participated in this event which brought together students from one of the counties the company services. Mr. Rigas presented background about Zito Media and the telecommunications industry and distributed information about present and future job 4 opportunities at the company.

Rose Dobbs, Operational Manager attended the 7th Annual Marshall County (WV) Job Fair on May 5 16, 2012. Seventy-one employers participated in the fair.

Zito Media	October 1, 2011 – September 30, 2012
Recruitment Sources Used	Total number of interviews referred by each source
Alabama JobLink	13
Bradford Era Newspaper	
Call-in	1
Canton Independent Sentinel	
Craig's List	
Community Bulletin Board Channel	3
Endeavor News newspaper	
Grand Island Independent newspaper	
Harlan Gazette Newspaper	
Internal Job Posting	
Leader Enterprise newspaper	
Lincoln Independent Star newspaper	1
Local Access Channel	
Local Referral	
Monster	3
Olean Times Herald Newspaper	
PA CareerLink	4
Posted in office	2
Referred by employee	12
Referred by family member	2
Referred by word of mouth	5
Smokey Mt Times	8
Walk-in	
Work Force West Virginia	
Zito Media Website	17
Total Number of persons interviewed for full-	
time vacancies 10/1/11-9/30/12:	69 71