

Zito Media	October 1, 2011 – September 30, 2012			
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	Zito Media Website	1	Posting in window	2
	Company-wide posting			
	Employee referral			
	Posted in Local Office	1		
Service Installation Tech	Zito Media Website			
	Company-wide posting		Called and asked if we had any openings	1
	Called in-asked about openings	1		
Customer Service Representative	Zito Media Website	2	Zito Media Website	9
	PA Career Link	3		
	Community Channel			
	Employee Referral	2		
	Word of mouth	2		
Customer Service Representative	Zito Media Website	2	Zito Media Website	9
	PA Career Link	3		
	Community Channel			
	Employee Referral	2		
	Word of mouth	2		
Service Installation Tech	Zito Media Website			
	Alabama JobLink	5	Alabama JobLink	5
	Company-wide posting			
Service Installation Tech	Zito Media Website			
	Alabama JobLink	5	Alabama JobLink	5
	Company-wide posting			
Service Installation Tech	Zito Media Website			
	Alabama JobLink	5	Alabama JobLink	5
Service Installation Tech	Zito Media Website			
	Alabama JobLink	5	Alabama JobLink	5

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	Alabama Joblink	5		
	Company-wide posting			
Director of Administration	Zito Media Website	4	Zito Media Website	4
	Community Channel			
	Leader Enterprise newspaper			
Lead Technician	Zito Media Website	2	Employee Referral	3
	Smokey Mt Times			
	Company-wide posting			
	Local Origination Channel			
	Employee Referral	1		
Service Technician 1	Zito Media Website		Referral from family me	6
	Smokey Mt Times	4		
	Company-wide posting			
	Local Origination Channel			
	Referral from family member	2		
Service Technician 1	Zito Media Website	1	Employee Referral	4
	Harlan County Paper			
	Company-wide posting			
	Posted in Local Office	1		
	Employee Referral	2		
Service Technician	Zito Media Website	1	Community Channel	2
	Company-wide posting			
	Canton Independent Sentinel			
	PA Career Link			
	Community Channel	1		
Service Technician	Canton Independent Sentinel		Referred by Herr Cable	1

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	PA Career Link			
	Zito Media Website			
	Local Origination Channel			
	Referred by Herr Cable	1		
Service Technician	Zito Media Website	2	Zito Media Website	3
	Work Force West Virginia			
	Posted in Local Office			
	Word of mouth	1		
	Company-wide posting			
Service Technician	Smoky Mt Times	4	Smoky Mt Times	6
	Zito Media Website			
	Local Origination Channel			
	Employee Referral	2		
Maintenance Tech	Zito Media Website	1	Zito Media Website	2
	Craig's List (posting not available)			
	State office posting			
	Local Flyers			
	Employee Referral	1		
Service Technician	Zito Media Website	1	Alabama Joblink	2
	Alabama JobLink	1		
Service Technician	Zito Media Website		Alabama Joblink	2
	Alabama JobLink	2		

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Alabama Tech Manager	Zito Media Website	1	Zito Media Website	2	
	Local newspapers				
	Word of mouth	1			
Alabama Tech Manager	Zito Media Website	1	Word of Mouth	2	
	Local newspapers				
	Word of mouth	1			
Customer Service Supervisor	Community Channel				
	Zito Media Website	2	Zito Media Website	6	
	PA Career Link	1			
	Company-wide posting				
	Employee Referral	3			
Fiber Optic Technician	Lincoln Journal Star	1	Monster	4	
	Grand Island Independent				
	Monster	3			
Accountant	Zito Media Website		Employee Referral	3	
	PA Career Link				
	Leader Enterprise newspaper				
	Community Channel	2			
	Employee Referral	1			
Service Installation Tech					

CONTACTS FOR POSTING JOBS

Publication	Contact	Address	City	Phone
Alabama Joblink	www.joblink.alabama.gov			
Bradford Era (newspaper)	www.bradfordera.com	43 Main St.	Bradford, PA 16701	814-368-3173
CareerLink	Terry Cole	279 US Hwy 6 W	Coudersport, PA 16701	814-274-9330
Channel 9	communitychannel@zltomedia.com	611 Vader Hill Rd	Coudersport, PA 16701	814-260-9575
Canton Independent Sentinel		4 West Main St	Canton, PA 17724	570-673-5151
Craig's List	www.craigslst.com			
Endeavor News (newspaper)		29 E 4 th St	Emporium, PA 15834	814-486-3200
Grand Island Independent (newspaper)		422 W. 1st St	Grand Island, NE 68802	308-382-1000
Harlan Gazette newspaper		P. O. Box 1155	Harlan, KY 40831	606-573-4510
Leader Enterprise (newspaper)		6 W 2 nd St.	Coudersport, PA 16701	814-274-8044
Lincoln Journal Star (newspaper)	www.journalstar.com	926 P Street	Lincoln, NE	402-473-7373
Monster	www.monster.com			
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	Bryson City, NC 28713	828-488-2189
Work Force West Virginia		1275 Warwood Ave	Wheeling, WV 26003	304-232-6280
Zito Media website	deb.kelley@zltomedia.com	611 Vader Hill Rd	Coudersport, PA 16701	814-260-9575

ZITO MEDIA	
RECRUITMENT INITIATIVES SEPTEMBER 30, 2011 – OCTOBER 1, 2012	
1	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 discuss career opportunities with students from different high schools.
2	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 represented Zito at the event.
3	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.
4	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 opportunities at the company.
5	Rose Dobbs, Operational Manager attended the 7 th Annual Marshall County (WV) Job Fair on May 16, 2012. Seventy-one employers participated in the fair.

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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