

**Zito Media, Potter County,
Pennsylvania**

**Vacancies filled from
October 1, 2009 through
September 30, 2010**

Job Title	Recruitment sources used	Number of interviews referred by each source	Recruitment source that referred hiree	Total number of persons interviewed for vacancy
Customer Service Manager	PA Career Link		Internal Job Posting	Filled 7/8/09 3 people interviewed
	Zito Website	2		
	Channel 9			
	Newspaper (Endeavor News)			
	Internal Job Posting	1		
Attorney	Craig's List--Pittsburgh and maybe other locations	1 (Craig's list Pittsburgh)	Symplicity Recruiting - Penn St Dickinson School of Law	Filled 1/11/10 8 people interviewed
	Local Referral	2		
	Symplicity Recruiting System:			
	University of Penn			
	University of Buffalo	1		
	Temple University	1		
	Duquesne University			
University of Pitt	1			
	Penn St Dickinson School of Law	2		
CSR	Posted in Office Window	3	Posting in office window	Filled 3/10/10 4 people interviewed
	Employee Referral	1		
Accountant	Channel 9			Closed, not filled
	Zito Website			
	Careerlink Website			
	Potter Leader Enterprise			
	Endeavor News			
	Bradford Era			
Payroll/HR Administrator	Channel 9			Open, not filled

ZITO MEDIA

RECRUITMENT INITIATIVES SEPTEMBER 30, 2009 – OCTOBER 1, 2010

- 1 Participated in Cameron County Career Day 2009 – November 18, 2009 held at Cameron County High School in Emporium, Pennsylvania for high school students from Cameron and Elk Counties, Pennsylvania. The company's presentation highlighted the type of employment opportunities found in a telecommunications company generally and the specific positions open at Zito Media. It also emphasized that Zito Media is an equal opportunity employer encouraging applications from minority and female applicants.
- 2 Advertised open positions on Pennsylvania Career Link and Kentucky Office of Employment and Training, Zito Media website, and the Channel 9 Community Bulletin Board, as well as appropriate local newspapers
- 3 Prominently featured Zito Media as an equal opportunity employer, encouraging applications from female and minority applicants, on the Zito Media website, on the local origination/local access channel, and in a crawl message on the Weather Channel. There is also a link on the Zito Media website to PA Career Link.
- 4 Zito Media held a job fair at its corporate office in Coudersport, Pennsylvania at 611 Vader Hill Road on September 16, 2010. The event was publicized in the Potter Leader Enterprise, in the Endeavor News, on Cable Channel 9 (the local origination/local access channel), on Solomon's Word – a local internet site, and on the PA CareerLink website. It was attended by approximately sixty job seekers. The company notified participants of both job positions that were currently open and positions that might be opening in the future. Company representatives took the names of attendees and accepted resumes from them.

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	Zito Website			
	Careerlink Website			
	Potter Leader Enterprise			
	Bradford Era			
VP of Residential/Cable Engineering Operations-JPR	Channel 9	No other applicants interviewed as none met minimum requirements for position	Zito Website	Filled 7/12/10 1 person interviewed
	Zito Website			
	Careerlink Website			
	Craig's List – Buffalo, NY			
Service Installation Tech	Bradford Era	2	Walk-in	Filled 9/20/10 7 people interviewed
	Zito Website	1		
	Channel 9			
	PA Career Link	1		
	Endeavor News	1		
	Walk-in	2		
	Employee Referral	1		
Service Installation Tech	Employee Referral	1 There were no other applicants for this position	Employee Referral	Filled 10/12/09 1 person interviewed
Service Installation Tech	KY Ofc of Employment & Training	1 There were no other applicants for this position	KY Ofc of Emp. & Training	Filled 1/18/10 1 person interviewed
Service Installation Tech	Tennessee Dept. of Labor & Workforce Development Newspaper – Don't have copy	There were no other applicants for this position 1	Newspaper	Filled 2/22/10 1 person interviewed

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<i>Recruitment Sources Used</i>	<i>Total number of interviews referred by each source</i>
Bradford Era	3
Community Bulletin Board Channel	
Craig's List - Buffalo, NY	
Craig's List-St. College, PA	
Craig's List – Pittsburgh, PA	1
Craig's List Williamsport, PA	
Employee Referral	4
Endeavor News	1
Internal Job Posting	1
KY Ofc of Employment & Training	1
Leader Enterprise newspaper	
Local Referral	2
Newspaper-Don't have ad	1
TN Dept of Labor & Workforce Development	
Office window	3
PA Career Link	1
Symplicity Recruiting System	5
Walk-in	2
Zito Media Website	6

Total Number of persons interviewed for full-time
vacancies 10/1/09-9/30/10

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CONTACTS FOR POSTING JOBS

Publication	Contact	Address	City	Phone
Bradford Era (newspaper)	Julie Pettitt	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	Mary Fleckenstein	611 Vader Hill Rd	Coudersport, PA 16701	814-260-9575
Craig's List	Filed online	http://twintiers.craigslist.org/		
Endeavor News (newspaper)	Lori Hansen	29 E 4 th St	Emporium, PA 15834	814-486-3200
KY Office of Employment	Filed online	www.e3.ky.gov		502-564-0871
Leader Enterprise (newspaper)	Larry McCullen	6 W 2 nd St.	Coudersport, PA 16701	814-274-8044
Olean Times Herald (newspaper)	classifieds@oleantimesherald.com	639 W Norton Dr.	Olean, NY 14760	716-372-3121
TN Dept of Labor & Workforce Development	Filed online	119 Nashville Hwy Suite 106	Columbia, TN 38402	931-380-2500
Zito Media website	John Adduci	246 West Mahoning Street	Punxsutawney, PA 15767	814-938-5864
Solomon's Words website	Jim Jones	P.O. Box 250	Roulette, PA 16746	814-544-9004

Symplicity:

Penn Law School	https://law-upenn-csm.symplicity.com/	3400 Chestnut Street	Philadelphia, PA 19104	215-898-7493
University of Buffalo	http://buffalo-csm.symplicity.com//employers	259 Capen Hall	Buffalo, NY 14260-1635	716-645-2231
Temple University	https://law-temple-csm.symplicity.com/	1719 North Broad St	Philadelphia, PA 19122	215-204-8806
Duquesne University	https://law-duq-csm.symplicity.com/	600 Forbes Avenue	Pittsburgh PA 15282	412-396-6300
University of Pittsburgh	https://law-pitt-csm.symplicity.com/	3900 Forbes Avenue	Pittsburgh, PA 15260	412-648-1411
Penn State Dickinson School of Law	https://law-psu-csm.symplicity.com/	Lewis Katz Building	University Park, PA 16802	814-865-8900