

Zito Media		Vacancies filled at Zito Media from October 1, 2010 through September 30, 2011		
Position	Recruitment sources used	Number of interviews referred by each source	Recruitment source that referred hiree	Total number of persons interviewed for vacancy
Service Tech	Mayfield Messenger	1	Referral and Mayfield	1
	Zito Media Website		Messenger Newspaper	
	Employee Referral	1		
Service Tech	Bradford Era	2	Walk-in	7
	Zito Website	1		
	Community Channel			
	PA Career Link	1		
	Endeavor News	1		
	Walk-in	2		
	Internal Referral	1		
Service Tech	Bradford Era	2	Zito Media Job Fair	7
	Zito Website	1		
	Community Channel			
	PA Career Link	1		
	Endeavor News	1		
	Walk-in	2		
	Zito Media Job Fair	1		
Service Tech	Zito Website	2	Zito Website	7
	PA Career Link website	2		
	Endeavor News			
	Bradford Era	1		
	Olean Times Herald			
	Community Channel	1		
	Employee referral	1		
Accounts Payable Clerk	Zito Website	3	Employee Referral	4
	PA Career Link website			
	Employee referral	1		
Customer Service Rep	Nebraska Dept of Labor websi	3	Nebraska Dept of Labor	3

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Payroll/HR Administrator	Community Channel		Bradford Era newspaper	4
	Zito Website	1		
	PA Career Link	1		
	Leader Enterprise newspaper	1		
	Bradford Era newspaper	1		
Director of Call Center	Community Channel	1	Had applied for another	9
	Zito Website	5	position (Director of	
	PA Career Link	1	Sales and Marketing)	
	Leader Enterprise newspaper			
	Bradford Era newspaper			
	Endeavor News			
	Bulletin Boards at headend			
	Sent to mgrs to post			
	Had applied for another position	1		
	Employee referrals	1		
Service Tech	Zito Website		Ad in window	4
	Harlan County Leader Newspaper			
	Company-wide posting			
	Kentucky Workforce sight			
	Word of mouth	1		
	Employee referrals	1		
	Family member referrals	1		
	Ad in Window	1		
CSR-PT – 7 hrs	Zito Website	1	Zito Website	7
	Headend			
	Company-wide posting			
	Smokey Mt Times	2		
	Walk-in	1		
	Referral by friend	3		
Service Tech	Zito Website		Referred by a friend	4
	Smokey Mt Times	3		
	Local Access Channel			
	Referral by a friend	1		
	Headend			

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Service Tech	Zito Website		Osage County Herald	4
	The Gazette (Emporia, KS)	2		
	Osage County Herald	2		
	Company-wide posting			
	Headend Posting			
	Employee referral			
Service Installation Tech-Da	Company-wide posting		Local Access Channel	5
	PA Career Link	2		
	Community Channel	2		
	Zito Media Website			
	The Daily Express newspaper			
	DuBois Courier Express			
	Headend Posting			
	Referral	1		
Direct Sales Representative	Headend Posting		York Career Center	4
	Zito Website			
	Company-wide posting			
	Fairbury Journal	2		
	York Career Center	1		
Direct Sales Representative	Headend Posting		Employee Referral	4
	Zito Website			
	Company-wide posting			
	Fairbury Journal Newspaper	2		
	York Career Center	1		
	Employee referral			
Lead CSR-Nebraska	Nebraska Workforce	4	York News Times	5
	York News Times	1		
Service Installation Tech	Zito Website	1	Texas Emp. Commission	2
	Company-wide posting			
	Texas Employment Commiss.			
	KMIL Radio			
	Waco Tribune			

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CSR-PT – Coudersport, PA	Zito Media Website	2	Zito Media website	5
	Community Channel	1		
	PA Career Link	1		
CSR-PT – Coudersport, PA	Zito Media Website	2	Community Channel	5
	Community Channel	1		
	PA Career Link	1		
	Referral	1		
CSR – FT Port Allegany	Zito Media Website	1	Zito Media Website	5
	PA Career Link	2		
	Community Channel	2		
CSR	Zito Media Website	1	Zito Media Website	5
	PA Career Link	2		
	Community Channel	2		
CSR – PT – St Marys	Community Channel	1	Community Channel	3
	PA Career Link	1		
	Employee referral	1		
CSR – PT Coudersport (1 of 2)	Zito Website		Employee Referral	5
	Community Channel	1		
	PA Career Link	1		
	Employee referral	3		
CSR – PT DuBois (2 of 2)	Zito Website		Employee Referral	5
	Community Channel	1		
	PA Career Link	1		
	Employee referral	3		
CSR – FT Coudersport	Community Channel	1	Referred by family	7
	PA Career Link	2		
	Zito Media Website			

Zito Media	Vacancies filled at Zito Media from October 1, 2010 through September 30, 2011			
	Referral	2		
	Referred by family	2		
CSR – FT Coudersport	Community Channel	1	Careerlink Website	7
	PA Career Link	2		
	Zito Media Website			
	Referral	2		
	Referred by family	2		
CSR – FT Coudersport	Community Channel	1	Referred by family	7
	PA Career Link	2		
	Zito Media Website			
	Referral	2		
	Referred by family	2		
CSR – FT	Community Channel		Referral	7
Chris Ruding	PA Career Link			
	Zito Media Website			
	Referral	2		
	Referred by family	2		
CSR – FT – Coudy Cable	PA Career Link	1	Employee Referral	6
	Zito Media Website	2		
	Community Channel	1		
	Zito Media Job Fair	1		
	Employee referral	1		
CSR – FT – Coudersport	PA Career Link	1	Zito Media Website	6
	Zito Media Website	2		
	Community Channel	1		
	Zito Media Job Fair	1		
	Employee referral	1		
CSR – PT	PA Career Link	1	PA Career Link	6
Coudersport	Zito Media Website	2		
	Community Channel	1		
	Zito Media Job Fair	1		
	Employee referral	1		
Dispatcher – Full Time	Community Channel	2	Community Channel	6

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	PA Career Link	3	
	Zito Media Website		
	Employee referral	1	
Dispatcher – Part Time	Community Channel	2	Careerlink
	PA Career Link	3	
	Zito Media Website		
	Employee referral	1	
Entry Level Network Tech	The Independent.com	2	The Independent.com
	The Independent	3	
CSR – FT	Community Channel		Ballard Weekly newspaper
	The Ballard Weekly newspaper		
	Advance Yeoman newspaper		
	Employee referral	1	
	Newspaper	3 from a newspaper	
CSR – FT	Community Channel		Former employee referral
	The Ballard Weekly newspaper	3 from a newspaper	
	Advance Yeoman newspaper		
	Employee referral	1	
CSR – FT	Community Channel		Advance Yeoman newspaper
	Advance Yeoman newspaper	2	
	The Ballard Weekly newspaper		
	Employee referral		
Service Installation Tech Southern Ohio	Zito Media Website		Employee Referral
	Company-wide posting		1 person interviewed and hired as a temp
	Employee referral	1	
CSR - PT - Coudersport	Community Channel		Employee Referral
	PA Career Link	1	

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	ZitoMedia Website	2		
	Employee referral	3		
CSR – Full Time	Advance Yeoman newspaper	1	Advance Yeoman newspaper	3
	Ballard Weekly newspaper			
	Community Channel			
		2 from a newspaper		
Clanton, Thorsby, Lay Lake, Columbiana Area, Alabama - Maintenance Tech & Svc Installation Tech	Alabama Job Link			
	Zito Media Website			
	Company-wide posting			
Rainsville/Henagar AL Area. Maintenance Technician and Svc Installation Technician	Alabama Job Link			
	Zito Media Website			
	Company-wide posting			
Alabama: Haleyville/Elgin/Leighton Area. Maintenance Technician and Svc Installation Technician	Alabama Job Link			
	Zito Media Website			
	Company-wide posting			
Alabama: Baileyton/Heflin Area. Maintenance Technician	Alabama Job Link			

Zito Media	Vacancies filled at Zito Media from October 1, 2010 through September 30, 2011			
	Zito Media Website			
	Company-wide posting			
Headend Technician				
Alabama				

ZITO MEDIA

RECRUITMENT INITIATIVES SEPTEMBER 30, 2010 – OCTOBER 1, 2011

On November 17, 2010, Michael Rigas, Co-President of Zito Media, participated in “Elk County Career Day 2010,” at St. Marys Area High School. Companies and organizations from a wide area were represented. High school students from numerous schools in Elk County, Pennsylvania attended this event: St. Marys Area High School (public), Elk County Catholic High School (parochial), Johnsonburg Area High School, and Ridgway Area High School. Mr. Rigas described, and answered questions concerning, various jobs available in the telecommunications industry and at Zito Media. Altogether, approximately five hundred students participated in this event.

March 11, 2011 – Michael Rigas, Co-President of Zito Media, L.P., participated in St. Bonaventure's Career Fest on March 11, 2011. Approximately forty regional organizations and businesses, mainly from western and central New York and the Northern Tier of Pennsylvania, participated in the event. About 140 St. Bonaventure students also participated. Mr. Rigas spoke to numerous students about their career interests and about the opportunities they would find at Zito Media and in the telecommunications industry. He collected 11 applications/resumes during the event.

Pitt Bradford Job Fair – March 29, 2011-Michael J. Rigas, Co-President of Zito Media, participated in this event on behalf of the company. University of Pittsburgh, Bradford is the branch campus of the University of Pittsburgh which covers the main service area of Zito Media, with its student body derived mainly from residents of Potter, McKean, Cameron, Elk and Warren Counties in Pennsylvania. Twenty-seven organizations from North-central Pennsylvania and the Southern Tier of New York State participated in this year's career fair, as well as approximately eighty students. Mr. Rigas provided potential job seekers with background on Zito Media and the telecommunications industry, offering descriptions of current job openings at the company and typical employment opportunities likely to arise in the future.

Cameron County job fair – March 30, 2011-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. Approximately forty other organizations from the area took part in the Career Day 2011.

ECC job fair-April 5, 2011-George Dubots, Project Manager participated in this event in which 22 companies participated. The job fair was held to acquaint first year students with career opportunities that are available to them and for the second year students to actually find employment or other viable career options. Mr. Dubots presented background about the company and distributed information about present and future job openings and collected resumes.

Rose Dobbs, Operational Manager attended the 6th Annual Marshall County (WV) Job Fair on May 6, 2011. Forty-one employers participated and 212 job seekers attended the fair.

Rose Dobbs, Operational Manager attended a regional job fair on April 29, 2011 at the New Martinsville United Methodist Church, New Martinsville, WV. Approximately 25 businesses participated in the event.

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<i>Recruitment Sources Used</i>		<i>Total number of interviews referred by each source</i>
Advance Yeoman newspaper		3
The Ballard Weekly newspaper		1
Bradford Era Newspaper		4
Community Bulletin Board Channel		13
Endeavor News		1
Fairbury Journal		2
Had applied for a previous opening		1
Harlan Gazette Newspaper		2
The Independent.com		5
Internal Job Posting		
KMIL 105.1 Radio		
KY Ofc of Employment & Training		
Leader Enterprise newspaper		1
Local Access Channel		
Local Referral		
Mayfield Messenger Newspaper		
Nebraska Dept of Labor website		7
Newspaper (Not specific)		2
Olean Times Herald Newspaper		
Osage County Herald		2
PA Career Link		19
Posted in office window		1
Referral (Not specific)		4
Referred by employee		17
Referred by family member		3
Referred by friend		3
Referred by word of mouth		1
Smokey Mt Times		5
TN Dept of Labor & Workforce Development		
Waco Tribune Herald		
Walk-in		3
York Career Center		1
York News Times		1
Zito Media Job Fair		2
Zito Media Website		21

Total Number of persons interviewed for full-time vacancies 10/1/10-9/30/11:		125	