

Zito Media

October 1, 2012- September 30, 2013

Position	Recruitment sources used	Number of interviews referred by each source	Recruitment source that referred hiree	Total number of persons interviewed for vacancy	
Collections Agent	Zito Media Website	X	3	Zito Media Website	6 People interviewed
	PA Career Link	X	2	PA Career Link	Start date 10/15/12
	Company-wide posting	X			
Full-Time CSRs	Community Channel	X	1		
	Zito Media Website	X	6	Zito Media Website	19 People interviewed
	PA Career Link	X	7	PA Career Link	8 people hired
Full-Time Dispatchers	Community Channel	X		Employee Referral	Start date 10/15/12
	Employee Referral	X	6		
	Company-wide posting	X			
CSR Supervisor	Zito Media Website	X	2	Zito Media Website	6 People interviewed
	PA Career Link	X	1		Start date 10/8/12
	Community Channel	X			
Full-Time Dispatchers	job.postings@zitomedia.com	X	3		
	Internal candidates	X			
	Zito Media Website	X	3	Employee Referral	12 people interviewed
Accounting Assistant	PA Career Link	X	6	PA Career Link	Start date 10/15/12
	Community Channel	X			
	job.postings@zitomedia.com	X	3		
Marketing Assistant	Employee Referral	X			
	Zito Media Website	X	5	Zito Media Website	5 people interviewed
	PA Career Link	X			Start date 11/12/12
Marketing Assistant	Solomon's Words (website)	X			
	Zito Media Website	X			
Marketing Assistant				PA Career Link and	10 People interviewed

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Position	Recruitment sources used	Number of interviews referred by each source	Recruitment source that referred hire	Total number of persons interviewed for vacancy
Outbound Sales Representative	PA Career Link	X	Employee Referral	Start date 10/29/12
	Community Channel	X		
	Company-wide posting	X		
Outbound Sales Representative	Employee Referral	X		
	Zito Media Website	X	Employee Referral	11 people interviewed
	PA Career Link	X		Start date 11/13/12
	Company-wide posting	X		
	Community Channel	X		
Service Tech	Company-wide posting	X		
	Employee Referral	X		
	Zito Media Website	X	Zito Media Website	3 people interviewed
	Alabama Job Link	X		Start date 10/8/12
Service Technician	Company-wide posting	X		
	Zito Media Website	X	Bristol Herald newspap	3 people interviewed
	Bristol Herald newspaper	X		Start date 10/25/12
	Monster.com	X		
	Tomahawk	X		
	Company-wide posting	X		
	Referred by friend	X	1	
Service Tech	Zito Media Website	X	Alabama Job Link	4 people interviewed
	Alabama Job Link	X		Start date 11/18/12
	Company-wide posting	X		
Billing Support Specialist	PA Career Link	X	PA Career Link	4 people interviewed
	Community Channel	X		Start date 1/28/13
	Zito Media Website	X		
	Company-wide posting	X		

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Position	Recruitment sources used	Number of interviews referred by each source		Recruitment source that referred hire	Total number of persons interviewed for vacancy
Maintenance Tech	Employee Referral	X	1		
	Zito Media Website	X	1	Zito Media Website	2 people interviewed Start date 1/3/13
	Kansas Works	X			
	High Plains Leader newspaper	X			
	Employee Referral	X	1		
	Company-wide posting	X			
Service Tech	Zito Media Website	X	2	Zito Media Website	3 people interviewed Start date 1/21/13
	Kansas Works	X			
	High Plains Leader newspaper	X	1		
	Company-wide posting	X			
	Bristol Herald newspaper	X	2	Bristol Herald newspap	2 people interviewed Start date 1/28/13
Service Tech	Tennessee Job Service	X			
	monster.com	X			
	Zito Media Website	X			
	Company-wide posting	X			
	Tricities.com	X			
Customer Service Rep	Zito Media Website	X	2	Zito Media Website-2	8 people interviewed
	PA Career Link	X	2	PA Career Link-2	4 people hired Start dates: 5/14/13 5/20/13 5/28/13
	Community Channel	X			
	Job Fair	X	1		
	Employee Referral	X	3		
	Company-wide posting	X			
Customer Service Rep	Community Channel	X	1	High Plains Leader	3 people interviewed Start date 3/25/13
	High Plains Leader newspaper	X	2		
Service Installation Tech	Zito Media Website	X		Ohio Means Jobs Web:2 people interviewed	

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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	Ohio Means Jobs Website	X	1	Start date 4/22/13
	Marletta Times newspaper	X	1	
	Company-wide posting	X		
Marketing Assistant	Zito Media Website	X	Alabama Job Link	3 people interviewed Start date 5/28/13
	Alabama Job Link	X		
	www.cabl.com	X		
	Company-wide posting	X		
Technical Operations Mana	Zito Media Website	X	Zito Media Website	3 people interviewed Start date 8/1/13
	Advance Yeoman	X		
	Ballard Weekly	X		
	Community Channel	X		
Provisioning/Addressable Analyst	Zito Media Website	X	Internal candidate	4 people interviewed Start date 9/2/12
	Community Channel	X		
	PA Career Link	X		
	Employee Referral	X		
Dispatcher	Zito Media Website	X	PA Career Link	5 people interviewed Start date 9/16/13
	PA Career Link	X		
	Community Channel	X		
	Solomon's Words (website)	X		
	Employee Referral	X		2

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Position	Recruitment sources used	Number of interviews referred by each source	Recruitment source that referred hiree	Total number of persons interviewed for vacancy
Maintenance/Line Technician	Zito Media Website	1	Zito Media Website	3 people interviewed Start date 9/3/13
	Alabama Job Link	X		
	cabl.com website	X		
	Employee Referral	2		
Service Technician	Zito Media Website	2	Zito Media Website	3 people interviewed Start date 9/9/13
	Alabama Job Link	1		
Accounting Assistant	Zito Media Website	5	Zito Media Website	5 people interviewed Start date 12/17/12
	PA Career Link	X		
	Solomon's Words (website)	X		
Service Installation Tech	Zito Media Website	X	Lassen County Times	4 people interviewed Start date 4/15/03
	Company-wide posting	X		
	Community Channel	X		
	Work Force Alliance	X		
	Lassen County Times	3		

CONTACTS FOR POSTING JOBS

Publication	Contact	Address	City	Phone
Advance Yeoman (newspaper)	www.ky-news.com	701 Jefferson St	Paducah, KY 42001	270-442-7389
Alabama Job Link	https://joblink.alabama.gov/vada/	2010 9th Avenue North	Haleyville, AL 35565	(205) 486-4154
The Ballard Weekly (newspaper)	Email: weekly@bcky.net	P.O. Box 725	LaCenter, KY 42056	(270) 665-9335
Bradford Era (newspaper)	Julie Pettit	43 Main St	Bradford, PA 16701	814-368-3173
Bristol Herald (newspaper)	www.tricities.com	320 Bob Morrison Blvd	Bristol, VA 24201	276-669-2181
cabl.com	www.cabl.com	3501 Route 42 Ste 130 #117	Turnersville, NJ 08012	856-782-8900
CareerLink (Pennsylvania)	Terry Cole	279 US Hwy 6 W	Coudersport, PA 16701	814-274-9330
Channel 9	communitychannel@zitomedia.com	611 Vader Hill Rd	Coudersport, PA 16701	814-260-9575
Endeavor News (newspaper)	Lori Hansen	29 E 4th St	Emporium, PA 15834	814-486-3200
High Plains Leader (newspaper)	www.leaderandtimes.com	24 W Second St	Liberal, KS 67905	620-624-2559
Kansas Works (website)	www.kansasworks.com			877-509-6757
KY Office of Employment	www.e3.ky.gov	100 Grand Avenue	Susanville, CA 96130	502-564-0871
Lassen County Times		700 Channel Lane	Marietta, OH 45750	530-257-5321
Marietta Times (newspaper)	www.mariettatimes.com	201 N 8th St	Mayfield, KY	740-373-2121
Mayfield Messenger				270-247-5223
monster.com (website)	www.monster.com			
Nebraska Dept of Labor	http://networks.nebraska.gov			
Ohio Means Jobs (website)	www.ohiommeansjobs.com			888-296-7541
Olean Times Herald (newspaper)	classifieds@oleantimesherald.com	639 W Norton Dr.	Olean, NY 14760	716-372-3121
Solomon's Words website	Jim Jones	P.O. Box 250	Roulette, PA 16746	814-544-9004
Tomahawk (newspaper)	www.thetomahawk.com	118 S. Church St	Mountain City, TN 37683	423-727-6121
TN Dept of Labor & Workforce Development	http://www.tn.gov/labor-wrfd/jobserv.shtml	119 Nashville Hwy Suite 106	Columbia, TN 38402	931-380-2500
tricitie.com	www.tricitie.com			
Work Force Alliance	www.afwd.org	1616 Chestnut St	Susanville, CA 96130	530-257-5057
Zito Media website	Mike Zenns	102 S Main St	Coudersport, PA 16701	814-260-9575

ZITO MEDIA

RECRUITMENT INITIATIVES SEPTEMBER 30, 2012 – OCTOBER 1, 2013

1 Eighth Annual Marshall County Job Fair, Moundsville, WV (May 17, 2013) – An annual job fair sponsored by the West Virginia Department of Health and Human Resources, West Virginia Marshall County Commissioners and Bayer Heritage Federal Credit Union, this year's event was attended by over 71 organizations. Zito Media has a cable system in Marshall County. Rose Dobbs, Customer Service Supervisor, represented Zito Media at the event.

2 St. Bonaventure CareerFest 2013 (March 8, 2013) – The St. Bonaventure CareerFest is an annual event sponsored by the St. Bonaventure Career and Professional Readiness Center. It is the main forum for St. Bonaventure students to interact with representatives of business firms and other organizations offering employment in New York State, Pennsylvania, and beyond. Forty organizations and 106 students participated in this year's event. Michael Rigas, Co-President, attended CareerFest on behalf of Zito Media.

3 University of Pittsburgh-Bradford Career Fair 2013 (March 26, 2013) – The UPB Career Fair is an annual event sponsored by UPB's Office of Career Services designed to give attendees the opportunity to speak with potential employers from the region in an informal setting. Attendees consisted mainly of UPB students and other job seekers from Zito Media service areas. Thirty-one organizations participated in the event. Michael Rigas, Co-President, represented Zito Media at CareerFair 2013.

4 Cameron County High School Career Day 2013 (April 25, 2013) - CCHS Career Day is an annual event sponsored by PA CareerLink-Elk/Cameron Counties and the office of the CCHS guidance counselor. Students from grades 7-12 and presenters from forty organizations participated in the event. Cameron County is serviced by Zito Media. Michael Rigas represented Zito Media at Career Day 2013.

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Recruitment Sources Used	Total number of interviews referred by each source
Advance Yeoman (newspaper)	0
Alabama Job Link	7
The Ballard Weekly (newspaper)	0
Bristol Herald (newspaper)	4
cabl.com	1
CareerLink (Pennsylvania)	35
Community Channel	3
Company-wide postings	2
Harlan County Leader (Newspaper)	0
High Plains Leader (newspaper)	3
Internal candidates	3
Job fair	1
Kansas Works (website)	0
KY Office of Employment	0
Lassen County Times	3
Marietta Times (newspaper)	1
monster.com (website)	0
Ohio Means Jobs (website)	1
Referral by employee	23
Referral by friend	1
Solomon's Words website	0
Tomahawk (newspaper)	0
TN Dept of Labor & Workforce Development	0
tricities.com	0
Work Force Alliance	0
Zito Media website	45
Total Number of persons interviewed for full-time vacancies 10/1/12-9/30/13:	133