

EEO Report 2014-2015

Zito Media		October 1, 2014 - September 30, 2015		
Position	Recruitment sources used	Number of interviews referred by each source	Recruitment source that referred hiree	Total number of persons interviewed for vacancy
Customer Service Rep Bryson City, NC	NC Works online Zito Media website	1 1	Zito Media website	2 People interviewed Start date 10/20/2014
Technical Operations/ Dispatch Manager Coudersport, PA	CABL.com Community Channel PA CareerLink Zito Media website	2 0 2 3	Zito Media website	7 People interviewed Start date 10/20/2014
Service/Installation Tech Western, KY	Internal Referral Kentucky Career Center Zito Media website	1 1 1	Internal Referral	3 People interviewed Start date 10/20/2014
Service/Installation Tech Susanville, CA	CaJOBS Internal Referral Lassen Work Force Alliance Posting in local office Community Channel Zito Media website	0 1 0 0 1 0	Internal Referral	2 People interviewed Start date 10/20/2014
Service/Installation Tech South East NE	Internal Referral NE Works Voice News via the Southeast Regional Advertising Package Zito Media website	2 1 0 1	Internal Referral Zito Media website	4 People interviewed 2 People hired Start dates 11/02/2014 & 11/24/2014
Service/Installation Tech Coudersport, PA	Community Channel Internal Referral Zito Media website	1 2 1	Internal Referral	4 People interviewed Start date 11/04/2014
Maintenance Tech Coudersport, PA	Community Channel Zito Media website Saw Zito truck driving around and thought he would apply	0 1 1	Zito Media website	2 People interviewed Start date 11/04/2014
Service/Installation Tech Graham, TX	Community Channel Graham Leader Sign in Office Window Texas Workforce Commission Zito Media website	0 1 1 0 0	Sign in Office Window	2 People interviewed Start date 11/07/2014
Technical Operations Supervisor Baileyton, AL	AL JobLink CABL.com Zito Media website	0 8 2	CABL.com	10 People interviewed Start date 11/17/2014
Service/Installation Tech Canton/Cogan Station, PA	CABL.com The Canton Independent-Sentinel Community Channel Zito Media website	3 0 1 1	CABL.com	5 People interviewed Start date 12/15/2014
Service/Installation Tech Evarts, KY	Kentucky Career Center Referred by member of community Zito Media website	0 2 2	Referred by member of community	4 People interviewed Start date 12/15/2014

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Maintenance Technician Coudersport, PA	CABL.com	3	CABL.com	5 People interviewed
	Community Channel	0		Start date 12/22/2014
	Internal Referral	2		
	PA CareerLink	0		
	Zito Media website	0		
Marketing Coordinator Coudersport, PA	Community Channel in Coudersport area	0	Zito Media website	6 People interviewed
	Community Channel in Palestine, TX	0		Start date 1/07/2015
	Endeavor News	1		
	Internal Referral	1		
	PA CareerLink	0		
	Palestine Herald-Press	0		
	Potter Leader Enterprise	0		
	St. Marys Daily Press	3		
Zito Media website	1			
Service/Installation Tech Rock Creek, OH	CABL.com	1	CABL.com	4 People interviewed
	The News-Herald	3		Start date 2/09/2015
	Zito Media website	0		
Operations Manager Tech Coudersport, PA	Community Channel	0	PA CareerLink	5 People interviewed
	Internal Referral	1		Start date 2/16/2015
	PA CareerLink	3		
	Zito Media website	1		
Service/Installation Tech Port Allegany/Coudersport, PA	Community Channel	0	Internal Referral	3 People interviewed
	Internal Referral	1		Start date 2/23/2015
	PA CareerLink	1		
	Zito Media website	1		
Inbound Sales Representative Coudersport, PA	Community Channel	0	Internal Referral	5 People interviewed
	Internal Referral	2		Start date 3/12/2015
	PA CareerLink	1		
	Referred by member of community	1		
	Zito Media website	1		
Service/Installation Tech Chillicothe, MO	Internal Referral	2	Missouri CareerLink	4 People interviewed
	Missouri CareerLink	2		Start date 3/16/2015
	Zito Media website	0		
Dispatcher Coudersport, PA	Community Channel	0	Internal Referral	6 People interviewed
	Internal Referral	2		Start date 3/30/2015
	PA CareerLink	2		
	Zito Media website	2		
Service/Installation Tech West Kentucky	Internal Referral	1	Zito Media website	4 People interviewed
	Zito Media website	3		Start date 4/06/2015
				*had to hire in a hurry
Inbound Sales Coudersport, PA	Community Channel	3	Zito Media website	8 People interviewed
	Guide Channel	0		Start date 4/20/2015
	Internal Referral	1		
	PA CareerLink	1		
	Solomon's Words BlogSpot	2		
	Zito Media website	1		

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Customer Service Rep Mountain Home, ID	Idaho Works	6	Internal Referral	8 People interviewed Start date 5/03/2015
	Internal Referral	1		
	Zito Media website	1		
Service/Installation Tech York, NE (East)	Beyond.com	0	Internal Referral for both	6 People interviewed 2 People hired Start dates 5/08/2015 & 5/12/2015
	CABL.com	1		
	Craigslist.org	1		
	Internal Referral	3		
	Lincoln Journal Star	0		
	Monster.com	1		
NE Works	0			
Marketing Coordinator Coudersport, PA	Community Channel	0	PA CareerLink	4 People interviewed Start date 5/18/2015
	Internal Referral	1		
	PA CareerLink	2		
	Zito Media website	1		
Customer Advocate Coudersport, PA	Community Channel	0	PA CareerLink	4 People interviewed Start date 6/01/2015
	Guide Channel	0		
	Internal Referral	1		
	PA CareerLink	2		
	Zito Media website	1		
Technical Operations Supervisor East NE area	Beyond.com	1	CABL.com	4 People interviewed Start date 6/01/2015
	CABL.com	3		
	Craigslist.org	0		
	Guide Channel	0		
	Monster.com	0		
	NE Works	0		
Zito Media website	0			
Service/Installation Tech Canton, PA	CABL.com	2	Community Channel	3 People interviewed Start date 6/01/2015
	Community Channel	1		
	Zito Media website	0		
Service/Installation Tech York, NE	CABL.com	0	Internal Referral	2 People interviewed Start date 6/01/2015
	Internal Referral	2		
	Zito Media website	0		
Recruiting/Regulatory Coordinator Coudersport, PA	Community Channel	0	PA CareerLink	5 People interviewed Start date 6/08/2015
	Internal Referral	1		
	PA CareerLink	3		
	Zito Media website	1		
Service/Installation Tech St. Marys, PA	Community Channel	3	Community Channel	4 People interviewed Start date 6/08/2015
	Internal Referral	1		
	Zito Media website	0		
Sales Director Coudersport, PA	CABL.com	1	Internal Referral	4 People interviewed Start date 6/15/2015
	Guide Channel	0		
	Internal Referral	3		
	PA CareerLink	0		
	Zito Media website	0		

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Service/Installation Tech York, NE	CABL.com	0	Internal Referral	2 People interviewed
	Facebook	0		2 People hired
	Guide Channel	0		Start dates 7/07/2015 & 7/8/2015
	Indeed.com	0		
	Internal Referral	2		
	NE Works	0		
	Zito Media website	0		
Technical Operations Director Coudersport, PA	CABL.com	3	Zito Media website	6 People interviewed
	Community Channel	0		Start date 7/20/2015
	PA CareerLink	0		
	Resume Bucket	0		
	Zito Media website	3		
Customer Service Rep Susanville, CA	Beyond.com	0	Indeed.com	4 People interviewed
	CalJOBS	0		Start date 7/20/2015
	Craigslist.org	1		
	Guide Channel	0		
	Indeed.com	3		
	Zito Media website	0		
Service/Installation Tech Palestine, TX	Community Channel	0	Internal Referral	4 People interviewed
	Indeed.com	0		Start date 7/20/2015
	Internal Referral	1		
	Sign in Local Office	0		
	Texas Workforce Commission	3		
	Zito Media website	0		
Service/Installation Tech Baileyton, AL	AL JobLink	1	Referred by member of community	3 People Interviewed
	Indeed.com	0		Start date 7/21/2015
	Referred by member of community	2		
	Zito Media website	0		
Customer Service Supervisor Coudersport, PA	Community Channel	0	Internal Referral	4 People Interviewed
	Craigslist.org	0		Start date 7/23/2015
	Guide Channel	0		
	Indeed.com	2		
	Internal Referral	2		
	PA CareerLink	0		
	Zito Media website	0		
Dispatcher Coudersport, PA	Community Channel	0	Internal Referral	7 People Interviewed
	Guide Channel	0		Start date 7/25/2015
	Indeed.com	4		
	Internal Referral	2		
	PA CareerLink	1		
	Zito Media website	0		
Direct Sales Representative/ Residential Account Executive (title change) Clanton, AL	AL JobLink	0	Indeed.com	3 People Interviewed
	Beyond.com	0		Start date 8/3/2015
	Craigslist.org	0		
	Indeed.com	3		
	Zito Media website	0		

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Direct Sales Representative/ Residential Account Executive (title change) Wickliffe, KY	Beyond.com Craigslist.org Indeed.com Kentucky Career Center Zito Media website	0 0 2 0 0	Indeed.com	2 People Interviewed Start date 8/3/2015
Service/Installation Tech York, NE	CABL.com Facebook Guide Channel Indeed.com Internal Referral NE Works Zito Media website	0 0 0 0 2 0 0	Internal Referral	2 People interviewed Start date 8/6/2015
Inbound Sales Representative Coudersport, PA	Community Channel Guide Channel Indeed.com PA CareerLink Zito Media website	0 0 3 1 1	Indeed.com	5 People Interviewed Start date 8/10/2015
Service/Installation Tech Susanville, CA	CalJOBS Craigslist.org Guide Channel Internal Referral Indeed.com Zito Media website	3 0 0 1 0 0	Internal Referral	4 People Interviewed Start date 8/10/2015
Service/Installation Tech Mountain Home, ID	Guide Channel Idaho Works Indeed.com Referred by member of community Zito Media website	0 2 1 2 0	Referred by member of the community	5 People Interviewed Start date 8/17/2015
Customer Service Representative Emporium, PA	Community Channel Guide Channel Indeed.com Internal Referral PA CareerLink Zito Media website	2 0 0 3 2 3	Internal Referral	10 People Interviewed Start date 8/31/2015
Direct Sales Representative/ Residential Account Executive (title change) Coudersport, PA	Beyond.com Community Channel Craigslist.org Guide Channel Indeed.com PA CareerLink Zito Media website	0 0 3 0 3 2 0	PA CareerLink	8 People Interviewed Start date 9/8/2015
Service/Installation Tech Palestine, TX	Community Channel Indeed.com Internal Referral Texas Workforce Commission Zito Media website	0 4 1 0 0	Internal Referral	5 People Interviewed Start date 9/8/2015

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Tax Manager	Computer Plus Staffing Solutions - a recruitment company for accounting and finance professionals	1	Internal Referral	42 Candidates contacted by Computer Staffing Solutions. 1 person presented to Zito by the recruiting agency.
Coudersport, PA	Internal Referral	1		Everyone else was not qualified/over qualified or declined to pursue. Start date 9/8/2015
Service/Installation Tech	Indeed.com	3	Internal Referral	6 People interviewed
Wickliffe, KY	Internal Referral	1	Indeed.com	2 People hired
	Kentucky Career Center	1		Start date 9/08/2015
	Local flyer	0		
	Zito Media website	1		
Maintenance Technician	Indeed.com	1	Internal Referral	3 People Interviewed
Palestine, TX	Internal Referral	2		Start date 9/21/2015
	Texas Workforce Commission	0		
	Zito Media website	0		
Service/Installation Tech	CABL.com	0	Indeed.com	4 People Interviewed
York, NE	Guide Channel	0		Start date 9/28/2015
	Indeed.com	1		
	NE Works	2		
	Zito Media website	1		
Direct Sales Representative/ Residential Account Executive (title change)	AL JobLink	0	Indeed.com	4 People Interviewed
Clanton, AL	Beyond.com	0	Internal Referral	2 People hired
	Craigslist.org	0		Start dates 9/21/2015 & 9/28/2015
	Indeed.com	3		
	Internal Referral	1		
	Zito Media website	0		

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Recruitment Sources Used	Total Number of Interviews Referred by Each Source
AL JobLink	1
Beyond.com	1
CABL.com	27
CalJOBS	3
The Canton Independent-Sentinel Newspaper	0
Community Channel - Coudersport area	11
Community Channel - Palestine, TX	0
Community Channel - Susanville, CA	1
Computer Plus Staffing Solutions	1
Craigslist.org	5
Endeavor News newspaper	1
Graham Leader	1
Guide Channel	0
Idaho Works	8
Indeed.com	35
Internal Referral	47
Kentucky Career Center	2
Lassen Workforce Alliance	0
Lincoln Journal Star	0
Missouri CareerLink	2
Monster.com	1
NC Works online	1
NE Works online	5
The News-Herald	3
PA CareerLink	23
Palestine Herald-Press	0
Posting in local office	1
Potter Leader Enterprise newspaper	0
Saw Zito truck driving around and thought he would apply	1
Solomon's Words for the Wise Blogspot	2
Referred by member of community	7
Resume Bucket	0
St. Marys Daily Press	3
Texas Workforce Commission	3
Voice News (contacted via Southeast Regional Advertising)	0
Zito Media Website	36
Total	232

Contacts for Posting Jobs

Publication	Contact Person	Website and/or Email	Street Address	City & State	Phone Number
AL JobLink	Any Employee	www.joblink.alabama.gov	State Wide	Alabama	List available on website.
Beyond.com	N/A	www.beyond.com	1060 First Ave., Suite 100	King of Prussia, PA 19406	610-878-2800
CABL.com	N/A	www.cabl.com	DBMV Solutions 3501 Route 42 Ste.130 #117	Turnersville, NJ 08012	856-782-8900
CalJOBS	Any Employee	www.caljobs.ca.gov - CalJOBS@edd.ca.gov	Lassen Career Network 1616 Chestnut Street	Susanville, CA 96130	530-251-8200
The Canton Independent-Sentinel Newspaper	David Preston	http://www.thecantonsentinel.com/ - cisnews@frontiernet.net	4 West Main St.	Canton, PA 17724	570-673-5151
Community Channel - Coudersport area	Rob Giebel	communitychannel@zitomedia.com	102 South Main St.	Coudersport, PA 16915	814-260-9575
Community Channel - Palestine, TX	Hollis Thatcher	hollis.thatcher@zitomedia.com	418 Old Elkhart Rd	Palestine, TX 75801	800-365-6988
Community Channel - Susanville, CA	Kristy Olsen	kristy.olsen@zitomedia.com	235 N Weatherlow St.	Susanville, CA 96130	800-365-6988
Computer Plus Staffing Solutions	Debbie Kriess	http://www.cpstaffing.com - FinancialPeople@cpstaffing.com	1780 Wehrle Dr. Suite 105	Williamsville, NY 14221	716-332-5972
Craigslist.org	N/A	www.craigslist.org	N/A	San Francisco, CA	N/A
Endeavor News newspaper	Any Employee	http://www.endeavornews.com/	29 East 4 th St.	Emporium, PA 15834	814-486-1400
Graham Leader	Trish Shifflett	http://www.grahamleader.com/ - advmgr@grahamleader.com	620 Oak St. PO Box 600	Graham, TX 76450	940-549-7800
Guide Channel	Stephanie Furman	stephanie.furman@zitomedia.com	102 South Main St.	Coudersport, PA 16915	814-260-9575
Idaho Works	Any Employee	https://idahoworks.gov/	317 West Main St.	Boise, ID 83735	208-332-3570
Indeed.com	Any Employee	www.indeed.com	7501 N. Capital of Texas Hwy, Building B	Austin, TX 78731	N/A
Kentucky Career Center	Any Employee	http://focustalent.ky.gov - KentuckyCareerCenterSupport@ky.gov	Old Murray State University Crisp Center 3000 Irvin Cobb Drive	Paducah, KY 42003	270-575-7000
Lassen Workforce Alliance	Any Employee	http://afwd.org/	Lassen Business and Career Network 1616 Chestnut Street	Susanville, CA 96130	530-257-5057
Lincoln Journal Star	Doug Palmer	http://journalstar.com/ - dpalmer@journalstar.com	926 P Street	Lincoln, NE 68508	402-473-7185
Missouri CareerLink	Any Employee	https://jobs.mo.gov/ - dwcdcommunications@ded.mo.gov	Division of Workforce Development (Central Office) 421 East Dunklin, PO Box 1087	Jefferson City, MO 65102	866-506-0251
Monster.com	Any Employee	www.monster.com -	133 Boston Post Road	Weston, MA 02493	1-800-666-7837 or 978- 461-8000
NC Works online	Any Employee	www.ncworks.gov - ncws.2100@nccommerce.com	Bryson City Workforce Center Federal Building, 50 Main St. PO Box 280	Bryson City, NC 28713	828-488-2149
NE Works online	Ruth Peters or any other Workforce Coordinator	www.neworks.gov - ruth.peters@nebraska.gov	Nebraska Department of Labor 510 Lincoln Ave.	York, NE 68467	402-362-5891
The News-Herald	News Department	http://www.news-herald.com/ - editor@news-herald.com	7085 Mentor Avenue	Willoughby, OH 44094	440-951-0000
PA CareerLink	James Mitchell	https://www.cwds.pa.gov - jamesmitch@pa.gov	Potter County PA CareerLink 279 US Highway 6 W	Coudersport, PA 16915	814-274-9330
Palestine Herald-Press	Jake Mienk	www.palestineherald.com - jmienk@palestineherald.com	519 Elm Street, PO Box 379	Palestine, TX 75802	903-729-0281

Contacts for Posting Jobs

Potter Leader Enterprise newspaper	Sharon Corderman	www.tiogapublishing.com/potter_leader_enterprise/ - sharon@tiogapublishing.com	550 South 16th Street	Coudersport, PA 16915	814-274-8044
Solomon's Words for the Wise Blogspot	James Jones	www.solomonwords.blogspot.com/ - shurfine40@gmail.com	PO Box 250	Roulette, PA 16746	814-544-9004
Resume Bucket	Any Employee	http://www.resumebucket.com/ - Customerservice@livecareer.com	1 Hallidie Plaza, Suite 600	San Francisco, CA 94102	888-816-0576
St. Marys Daily Press	Joseph Bell	www.smdailypress.com - editor3@zitomedia.net	245 Brusselles Street	St. Marys, PA 15857	814-781-1596
Texas Workforce Commission	Any Employee	http://www.twc.state.tx.us/	State Wide	Texas	List available on website.
Voice News (contacted via Southeast Regional Advertising)	Linda Bryant	lindabearbryant@gmail.com	108 Locust St. PO Box 148	Hickman, NE 68372	402-792-2255
Zito Media Website	Mike Zenns	www.zitomedia.com - mike.zenns@zitomedia.com	102 South Main St.	Coudersport, PA 16915	814-260-9575

ZITO MEDIA

RECRUITMENT INITIATIVES October 1, 2014 – September 30, 2015

1. Pitt-Bradford's Career Fair 2015 – March 24, 2015

The University of Pittsburgh at Bradford invited representatives from Zito Media to attend their 28th annual Career Fair. Michael Rigas, Co-President of Zito Media, accepted this invitation and on Tuesday, March 24, 2015, he joined over forty other participating organizations in the Westerberg Commons to speak with students, alumni, and members of the Bradford community.

2. Cameron County Career Day – March 27, 2015

On Friday, March 27, 2015, Michael Rigas, Co-President of Zito Media, attended Cameron County Career Day at Cameron County High School. This event was hosted by Pennsylvania CareerLink of Cameron County and Cameron County High School. Just over thirty businesses and organizations sent representatives to meet with participating students. Zito Media offers voice, video, and data services to most homes and businesses in Cameron County.

3. The Annual Penn State DuBois Networking & Career Fair Event – April 1, 2015

Julie Petruzzi attended the Annual Networking and Career Fair Event at Penn State DuBois Campus this year on Wednesday, April 1, 2015. This event was hosted by Penn State DuBois Career Services, Alumni Society, and the DEF Board. The Career Fair brought in approximately one hundred job-seekers from the DuBois campus and surrounding communities.

4. 10th Annual Marshall County Job Fair – May 15, 2015

On May 15, 2015, Rose Dobbs represented Zito Media at the 10th Annual Marshall County Job Fair in Moundsville, West Virginia. This job fair was sponsored by the West Virginia Department of Health and Human Resources, the West Virginia Marshall County Commissioners, and the Marshall County Chamber of Commerce. There were over eighty organizations participating in this year's event.