

Zito Media		October 1, 2017 - September 30, 2018		
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 Technician Clay Center, NE	CABL.com	0	Employee Referral	5 People interviewed Start date 10/2/2017
	College Central Network	0		
	Guide Channel	0		
	Indeed.com	4		
	Internal Referral	1		
	NE Works Online	0		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			
Service/Installation Technician Palestine, TX	CABL.com	0	Indeed.com	5 People interviewed Start date 10/2/2017
	Indeed.com	4		
	Posting in Local Office	0		
	Texas Workforce Commission	0		
	Zito Media Website	1		
	Zito Facebook	0		
	Zito Twitter	0		
Residential Project & Outage Management Director Coudersport, PA	CABL.com	0	Zito Media Website	3 People interviewed Start date 10/23/2017
	Community Channel	0		
	Guide Channel	0		
	Indeed.com	0		
	Internal Posting	1		
	Posting in Local Office	0		
	Solomon's Words Blogspot	0		
	Zito Media Website	2		
	Zito Facebook	0		
	Zito Twitter	0		
Customer Sales/Service Representative Coudersport, PA	Community Channel	1	Zito Media Website	10 People interviewed Start date 11/6/2017
	Guide Channel	0		
	Indeed.com	2		
	LinkedIn (via Indeed.com)	1		
	PA CareerLink	2		
	Posting in Local Office	1		
	Referred by member of the community	1		
	Zito Media Website	2		
	Zito Facebook	0		
Zito Twitter	0			
Customer Sales/Service Representative Coudersport, PA	Community Channel	1	Indeed.com	10 People interviewed Start date 11/20/2017
	Guide Channel	0		
	Indeed.com	2		
	LinkedIn (via Indeed.com)	1		
	PA CareerLink	2		
	Posting in Local Office	1		
	Referred by member of the community	1		
	Zito Media Website	2		
	Zito Facebook	0		
Zito Twitter	0			
Service/Installation Technician Mountain Home, ID	Idaho Works	0	Zito Media Website	3 People interviewed Start date 11/27/2017
	Indeed.com	1		
	Zito Media Website	2		
	Zito Facebook	0		
	Zito Twitter	0		
Maintenance Technician Susanville, CA	CABL.com	0	Internal Referral	1 Person interviewed Start date 12/4/2017
	Indeed.com	0		
	Internal Referral	1		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			
Service/Installation Technician Clay Center, NE	Guide Channel	0	Indeed.com	4 People interviewed Start date 12/13/2017
	Indeed.com	4		
	Zito Media Website	0		
	Zito Facebook	0		
	Zito Twitter	0		

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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
Customer Service Trainer & Quality Assurance Coudersport, PA	Community Channel	0	Internal Posting	9 People interviewed Start date 12/24/2017
	Guide Channel	0		
	Indeed.com	1		
	Internal Posting	8		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	0		
	Zito Facebook	0		
Customer Advocate Coudersport, PA	Community Channel	0	PA CareerLink	13 People interviewed Start date 12/26/2017
	Guide Channel	0		
	Indeed.com	4		
	Internal Posting	5		
	Internal Referral	2		
	PA CareerLink	2		
	Posting in Local Office	0		
	Zito Media Website	0		
Tier 2 Technical Support Coudersport, PA	Community Channel	0	Internal Posting	8 People interviewed Start date 1/14/2018
	Guide Channel	0		
	Indeed.com	2		
	Internal Posting	4		
	PA CareerLink	1		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Customer Sales/Service Representative Coudersport, PA	Community Channel	0	Indeed.com	6 People interviewed Start date 1/15/2018
	Guide Channel	0		
	Indeed.com	4		
	Internal Referral	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Customer Sales/Service Representative Coudersport, PA	Community Channel	0	Zito Media Website	6 People interviewed Start date 1/15/2018
	Guide Channel	0		
	Indeed.com	4		
	Internal Referral	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Maintenance Technician Cameron/Littleton, WV	CABL.com	1	Zito Facebook	3 People interviewed Start date 1/29/2018
	Indeed.com	0		
	Zito Media Website	1		
	Zito Facebook	1		
	Zito Twitter	0		
Service/Installation Technician Bollingbroke, GA	Indeed.com	2	Zito Media Website	3 People interviewed Start date 2/21/2018
	Zito Media Website	1		
	Zito Facebook	0		
	Zito Twitter	0		

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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
Customer Sales/Service Representative Coudersport, PA	Community Channel	0	Indeed.com	12 People interviewed Start date 2/5/2018
	Google Search	1		
	Guide Channel	0		
	Indeed.com	6		
	Internal Referral	1		
	PA CareerLink	2		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Service/Installation Technician Graham, TX	Indeed.com	3	LinkedIn (via Indeed.com)	4 People interviewed Start date 2/12/2018
	Internal Referral	0		
	LinkedIn (via Indeed.com)	1		
	Posting in Local Office	0		
	Texas Workforce Commission	0		
	Zito Media Website	0		
	Zito Facebook	0		
	Zito Twitter	0		
Customer Sales/Service Representative Coudersport, PA	Community Channel	0	Indeed.com	12 People interviewed Start date 2/26/2018
	Google Search	1		
	Guide Channel	0		
	Indeed.com	6		
	Internal Referral	1		
	PA CareerLink	2		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Service/Installation Technician Rock Creek, OH	Indeed.com	3	Indeed.com	4 People interviewed Start date 2/27/2018
	Ohio Means Jobs	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Tier 2 Technical Support Coudersport, PA	Community Channel	0	Internal Posting	6 People interviewed Start date 3/4/2018
	Guide Channel	0		
	Indeed.com	1		
	Internal Posting	4		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Dispatcher Coudersport, PA	Community Channel	0	Internal Posting	4 People interviewed Start date 3/13/2018
	Guide Channel	0		
	Indeed.com	1		
	Internal Posting	2		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Community Channel	0	Indeed.com	4 People interviewed Start date 3/19/2018
	Guide Channel	0		
	Indeed.com	2		
	Internal Referral	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Zito Media Website	0		
Zito Facebook	0			
Zito Twitter	0			

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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/Installation Technician Clay Center, NE	Indeed.com	0	Internal Referral	2 People interviewed Start date 3/19/2018
	Internal Referral	2		
	NE Works Online	0		
	Zito Media Website	0		
	Zito Facebook	0		
	Zito Twitter	0		
Service/Installation Technician Bryson City, NC	Indeed.com	2	Indeed.com	3 People interviewed Start date 4/2/2018
	Internal Referral	1		
	NC Works online	0		
	Posting in Local Office	0		
	Zito Media Website	0		
	Zito Facebook	0		
Service/Installation Technician Rock Creek, OH	Indeed.com	1	Indeed.com	2 People interviewed Start date 4/2/2018
	Ohio Means Jobs	1		
	Zito Media Website	0		
	Zito Facebook	0		
	Zito Twitter	0		
Service/Installation Technician Rock Creek, OH	Indeed.com	1	Ohio Means Jobs	2 People interviewed Start date 4/9/2018
	Ohio Means Jobs	1		
	Zito Media Website	0		
	Zito Facebook	0		
	Zito Twitter	0		
CMTS/Network Engineer Coudersport, PA	Cablefax search	1	Internal Posting	3 People interviewed Start date 4/15/2018
	Community Channel	0		
	Guide Channel	0		
	Indeed.com	0		
	Internal Posting	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
	Zito Twitter	0		
Acquisition Support Engineer Coudersport, PA	Indeed.com	0	Internal Posting	3 People interviewed Start date 4/15/2018
	Internal Posting	3		
	Posting in Local Office	0		
	Zito Media Website	0		
	Zito Facebook	0		
	Zito Twitter	0		
Service/Installation Technician Clay Center, NE	Indeed.com	2	Indeed.com	2 People interviewed Start date 5/9/2018
	NE Works Online	0		
	Zito Media Website	0		
	Zito Facebook	0		
	Zito Twitter	0		
Customer Service/Sales Representative Coudersport, PA	Indeed.com	2	Indeed.com	4 People interviewed Start date 4/26/2018
	PA CareerLink	2		
	Posting in Local Office	0		
	Zito Media Website	0		
	Zito Facebook	0		
	Zito Twitter	0		
Customer Service/Sales Representative Coudersport, PA	Indeed.com	3	Indeed.com	6 People interviewed Start date 5/7/2018
	Internal Referral	1		
	Internet Search	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
	Zito Twitter	0		

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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
Technical Operations Manager Clay Center, NE	CABL.com	0	Indeed.com	12 People interviewed Start date 5/15/2018
	Cablefax	0		
	Guide Channel	0		
	Indeed.com	12		
	NE Works Online	0		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Indeed.com	5	Indeed.com	7 People interviewed Start date 5/29/18
	PA CareerLink	0		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Indeed.com	2	Internal Referral	4 People interviewed Start date 5/29/2018
	Internal Referral	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Service/Installation Technician Cameron, TX	Indeed.com	1	Internal Referral	2 People interviewed Start date 6/11/2018
	Internal Referral	1		
	Texas Workforce Commission	0		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			
Service/Installation Technician Bryson City, NC	Indeed.com	0	Zito Media Website	2 People interviewed Start date 6/14/2014
	NC Works online	0		
	Posting in Local Office	0		
	Zito Media Website	2		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Indeed.com	3	Indeed.com	8 People interviewed Start date 6/18/2018
	Internal Referral	2		
	PA CareerLink	1		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Solomon's Words Blogspot	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Indeed.com	1	Internal Referral	3 People interviewed Start date 6/18/2018
	Internal Referral	2		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Indeed.com	3	PA CareerLink	8 People interviewed Start date 6/18/2018
	Internal Referral	2		
	PA CareerLink	1		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Solomon's Words Blogspot	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			

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Customer Service/Sales Representative Coudersport, PA	Indeed.com	3	Indeed.com	8 People interviewed Start date 6/25/2018		
	Internal Referral	2				
	PA CareerLink	1				
	Posting in Local Office	0				
	Referred by member of the community	1				
	Solomon's Words Blogspot	0				
	Zito Media Website	1				
	Zito Facebook	0				
	Zito Twitter	0				
Customer Service/Sales Representative Coudersport, PA	Indeed.com	3	Internal Referral	8 People interviewed Start date 6/25/2018		
	Internal Referral	2				
	PA CareerLink	1				
	Posting in Local Office	0				
	Referred by member of the community	1				
	Solomon's Words Blogspot	0				
	Zito Media Website	1				
	Zito Facebook	0				
	Zito Twitter	0				
Customer Service/Sales Representative Coudersport, PA	Contacted local High Schools	1	Referred by member of the community	7 People interviewed Start date 6/25/2018		
	Indeed.com	2				
	PA CareerLink	1				
	Posting in Local Office	0				
	Referred by member of the community	2				
	Zito Media Website	0				
	Zito Facebook	1				
	Zito Twitter	0				
	Customer Service/Sales Representative Coudersport, PA	Contacted local High Schools	1		Referred by member of the community	7 People interviewed Start date 6/25/2018
Indeed.com		2				
PA CareerLink		1				
Posting in Local Office		0				
Referred by member of the community		2				
Zito Media Website		0				
Zito Facebook		1				
Zito Twitter		0				
Customer Service/Sales Representative Coudersport, PA		Contacted local High Schools	1	Indeed.com	7 People interviewed Start date 6/25/2018	
	Indeed.com	2				
	PA CareerLink	1				
	Posting in Local Office	0				
	Referred by member of the community	2				
	Zito Media Website	0				
	Zito Facebook	1				
	Zito Twitter	0				
	Residential Services Technical Assistant Coudersport, PA	Indeed.com	0	Internal Referral		4 People interviewed Start date 6/25/2018
Internal Posting		1				
Internal Referral		1				
PA CareerLink		0				
Posting in Local Office		0				
Zito Media Website		2				
Zito Facebook		0				
Zito Twitter		0				
Service/Installation Technician Palestine, TX		Indeed.com	4	Internal Referral	5 People interviewed Start date 6/25/2018	
	Internal Referral	1				
	Posting in Local Office	0				
	Texas Workforce Commission	0				
	Zito Media Website	0				
	Zito Facebook	0				
	Zito Twitter	0				
	Service/Installation Technician Coudersport, PA	Indeed.com	2	Internal Referral		4 People interviewed Start date 6/25/2018
		Internal Referral	1			
PA CareerLink		1				
Zito Media Website		0				
Zito Facebook		0				
Zito Twitter		0				

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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/Installation Technician Coudersport, PA	Indeed.com	2	Indeed.com	4 People interviewed Start date 6/25/2018
	Internal Referral	1		
	PA CareerLink	1		
	Zito Media Website	0		
	Zito Facebook	0		
	Zito Twitter	0		
Customer Service/Sales Representative Coudersport, PA	Indeed.com	1	PA CareerLink	8 People interviewed Start date 7/9/2018
	Internal Referral	2		
	PA CareerLink	1		
	Posting in Local Office	0		
	Zito Media Website	4		
	Zito Facebook	0		
Customer Service/Sales Representative Coudersport, PA	Indeed.com	1	Zito Media Website	8 People interviewed Start date 7/9/2018
	Internal Referral	2		
	PA CareerLink	1		
	Posting in Local Office	0		
	Zito Media Website	4		
	Zito Facebook	0		
Customer Service/Sales Representative Coudersport, PA	Indeed.com	1	Internal Referral	8 People interviewed Start date 7/9/2018
	Internal Referral	2		
	PA CareerLink	1		
	Posting in Local Office	0		
	Zito Media Website	4		
	Zito Facebook	0		
Customer Service/Sales Representative Coudersport, PA	Indeed.com	1	Zito Media Website	8 People interviewed Start date 7/9/2018
	Internal Referral	2		
	PA CareerLink	1		
	Posting in Local Office	0		
	Zito Media Website	4		
	Zito Facebook	0		
Customer Service/Sales Representative Coudersport, PA	Indeed.com	1	Internal Referral	8 People interviewed Start date 7/9/2018
	Internal Referral	2		
	PA CareerLink	1		
	Posting in Local Office	0		
	Zito Media Website	4		
	Zito Facebook	0		
Regional Engineer Dallas/Fort Worth, TX	CABL.com	0	Referred by member of the community	4 People interviewed Start date 7/16/2018
	Indeed.com	1		
	Internal Referral	1		
	LinkedIn	0		
	Referred by member of the community	1		
	Workpop	1		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			
Inbound Retention Representative Coudersport, PA	Indeed.com	1	Internal Referral	3 People interviewed Start date 7/16/2018
	Internal Referral	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Customer Service/Sales Representative Coudersport, PA	Indeed.com	1	Zito Media Website	3 People interviewed Start date 7/23/2018
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	2		
	Zito Facebook	0		
	Zito Twitter	0		

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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
Customer Service/Sales Representative Coudersport, PA	Indeed.com	1	Zito Media Website	3 People interviewed Start date 7/23/2018
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	2		
	Zito Facebook	0		
	Zito Twitter	0		
Maintenance Technician Nebraska	CABL.com	0	Internal Posting	2 People interviewed Start date 7/24/2018
	Indeed.com	0		
	Internal Posting	1		
	NE Works Online	0		
	Zito Media Website	0		
	Zito Facebook	1		
Zito Twitter	0			
Regional Manager Susanville, CA	Cablefax (via Indeed.com)	1	Internal Referral	4 People interviewed Start date 8/1/2018
	CABL.com	1		
	Indeed.com	0		
	Internal Referral	1		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			
Service/Installation Technician Syracuse, NE	Indeed.com	1	Internal Referral	2 People interviewed Start date 8/1/2018
	Internal Referral	1		
	NE Works Online	0		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Community Channel	0	Zito Media Website	8 People interviewed Start date 8/6/2018
	Indeed.com	2		
	Internal Referral	1		
	PA CareerLink	1		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Zito Media Website	3		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Community Channel	0	Zito Media Website	8 People interviewed Start date 8/6/2018
	Indeed.com	2		
	Internal Referral	1		
	PA CareerLink	1		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Zito Media Website	3		
	Zito Facebook	0		
Zito Twitter	0			
Service/Installation Technician St. Marys PA	Indeed.com	2	Indeed.com	2 People interviewed Start date 8/6/2018
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Community Channel	0	Internal Referral	5 People interviewed Start date 8/6/2018
	Indeed.com	3		
	Internal Referral	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			

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Service/Installation Technician I Coudersport, PA	Community Channel	0	Internal Referral	3 People interviewed Start date 8/13/2018
	Indeed.com	2		
	Internal Referral	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Community Channel	0	Indeed.com	5 People interviewed Start date 8/13/2018
	Indeed.com	3		
	Internal Referral	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Community Channel	0	Indeed.com	5 People interviewed Start date 8/13/2018
	Indeed.com	3		
	Internal Referral	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Community Channel	0	Indeed.com	5 People interviewed Start date 8/13/2018
	Indeed.com	3		
	Internal Referral	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Community Channel	0	Zito Media Website	5 People interviewed Start date 8/13/2018
	Indeed.com	3		
	Internal Referral	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Dispatcher Coudersport, PA	Community Channel	0	Internal Posting	4 People interviewed Start date 8/19/2018
	Indeed.com	1		
	Internal Referral	1		
	Internal Posting	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			
Customer Service/Sales Representative Coudersport, PA	Community Channel	0	Indeed.com	7 People interviewed Start date 8/20/2018
	Indeed.com	5		
	Internal Referral	0		
	PA CareerLink	0		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Zito Media Website	1		
Zito Facebook	0			
Zito Twitter	0			

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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
Customer Service/Sales Representative Coudersport, PA	Community Channel	0	Indeed.com	7 People interviewed Start date 8/20/2018
	Indeed.com	5		
	Internal Referral	0		
	PA CareerLink	0		
	Posting in Local Office	0		
	Referred by member of the community	1		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Service/Installation Technician Wickliffe/Mayfield, KY	Indeed.com	3	Indeed.com	3 People interviewed Start date 8/27/2018
	Kentucky Career Center	0		
	Zito Media Website	0		
	Zito Facebook	0		
	Zito Twitter	0		
Local Office Customer Service Representative St. Marys, PA	Community Channel	0	Indeed.com	3 People interviewed Start date 9/5/2018
	Indeed.com	3		
	PA CareerLink	0		
	Posting in Local Office	0		
	St. Marys Chamber of Commerce	0		
	Zito Media Website	0		
	Zito Facebook	0		
	Zito Twitter	0		
Marketing Coordinator Coudersport, PA	Community Channel	0	Internal Referral	3 People interviewed Start date 9/10/2018
	Indeed.com	0		
	Internal Referral	1		
	Job Fair	1		
	PA CareerLink	0		
	Posting in Local Office	0		
	Zito Media Website	1		
	Zito Facebook	0		
Zito Twitter	0			
Service/Installation Technician Susanville, CA	CaJobs	0	Posting in Local Office	4 People interviewed Start date 9/11/2018
	Indeed.com	3		
	Posting in Local Office	1		
	Zito Media Website	0		
	Zito Facebook	0		
Zito Twitter	0			

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CABL.com	2
Cablefax	0
Cablefax (via Indeed.com)	1
Cablefax search	1
CalJobs	0
College Central Network	0
Community Channel	2
Contacted Local High School	3
Google Search	2
Guide Channel	0
Idaho Works	0
Indeed.com	167
Internal Posting	31
Internal Referral	53
Internet Search	1
Job Fair	1
Kentucky Career Center	0
LindedIn	0
LinkedIn (via indeed.com)	3
NC Works online	0
NE Works online	0
Ohio Means Jobs	2
PA CareerLink	29
Posting in Local Office	3
Referred by member of the community	23
Solomon's Words Blogspot	0
St. Marys Chamber of Commerce	0
Texas Workforce Commission	0
Workpop	1
Zito Facebook	5
Zito Media Website	70
Zito Twitter	0
TOTAL	400

RECRUITMENT INITIATIVES October 1, 2017 – September 30, 2018

Zito Media

1. Pitt-Bradford's Career Fair – Tuesday, March 20, 2018

The University of Pittsburgh at Bradford invited representatives from Zito Media to attend their 31st annual Career Fair. Anne Gerner, Recruiting and Regulatory Compliance Coordinator of Zito Media, accepted this invitation and on Tuesday, March 20, 2018, she joined approximately 30 other participating organizations in the Mukaiyama University Room in the Frame-Westerberg Commons Building to speak with students, alumni, and members of the Bradford community. Ms. Gerner met with several students and returned with 4 resumes from students interested in working at Zito Media, and the company extended an offer for a summer internship to one of them. Although this student declined the offer, Zito Media ended up hiring two other students from Pitt-Bradford as summer interns in its IT department and Voice Services department.

2. Annual Penn State DuBois Networking & Career Fair Event – Wednesday, March 28, 2018

Anne Gerner, Recruiting and Regulatory Compliance Coordinator of Zito Media, attended the 6th Annual Networking and Career Fair Event at Penn State DuBois Campus on Wednesday, March 28, 2018. This event was hosted by the Penn State DuBois Career Services, the Penn State DuBois Alumni Society, and the DuBois Educational Foundation Board. The Networking and Career Fair brought in approximately 55 businesses and organizations from DuBois and surrounding communities. Anne met with several students and returned with 4 resumes and 3 business cards from students interested in working at Zito Media.

3. Annual Elk and Cameron County High School Job Fair – Tuesday, May 1, 2018

On Tuesday, May 1, 2018, Anne Gerner, Recruiting and Regulatory Compliance Coordinator of Zito Media, attended the Annual Elk and Cameron County High School Job Fair at St. Marys Area High School in St. Marys, PA. The event was sponsored by the Community Education Center's DISCOVER Partnership, the St. Marys Area School District, the Stackpole Hall Foundation, the George and Margaret Mee Charitable Foundation and the Workforce Solutions for North Central PA. Approximately 22 businesses and organizations sent representatives to meet with participating students from St. Marys Public High School, Elk County Catholic High School, Ridgeway Area High School, Johnsonburg Area High School and Cameron County High School. Anne spoke with several students about Zito Media, job opportunities after graduation, and skills required for set jobs. Zito Media offers voice, video, and data services to most homes and businesses in Cameron County.

4. David A. Howe Public Library Job Fair - Saturday, August 11, 2018

The David A. Howe Public Library in Wellsville, NY hosted a job fair on Saturday, August 11th with the help of Allegany County Library directors from the Alfred Box of Books Library, the Belfast Public Library, and the Genesee Library. The Allegany County Employment and Training Center attended this event to give advice to job seekers and professionals were there ready to help with resume writing and answer any questions. Zito Media, represented by Julie Petruzzi, was one of 14 employers participating in the event, which attracted over 50 candidates in search of careers. Although Zito Media has employees who commute from Wellsville, NY to work at its headquarters in Coudersport, PA, there were still many people at the job fair who had not thought about Zito Media as a career choice. Ms. Petruzzi returned with five resumes from the event, and many more participants applied online afterwards.

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Contacts for Posting Jobs

Recruitment Source	Contact Person	Website and/or Email	Street Address	City & State	Phone Number
CABL.com	Online	www.cabl.com	DBMV Solutions 3501 Route 42 Ste.130 #117	Turnersville, NJ 08012	856-782-8900
Cablefax	Online	www.jobs.cablefax.com	9211 Corporate Blvd., 4th Floor	Rockville, MD 20850	860-437-5700
CalJobs	Any Employee	www.caljobs.ca.gov - CalJOBS@edd.ca.gov	Lassen Career Network 1616 Chestnut Street	Susanville, CA 96130	530-251-8200
College Central Network	Online	https://www.collegecentral.com/	141 W 28th Street, Fl 9	New York, NY 10001	1-212-967-0230
Community Channel	Rob Giebel	communitychannel@zitomedia.com	102 South Main St.	Coudersport, PA 16915	814-260-9575
Contacted Local High Schools					
<i>Coudersport Jr./Sr. High School</i>	Rachel Minard	http://chs.coudyschools.net/	698 Dwight Street	Coudersport, PA 16915	814-274-8500
<i>Port Allegany Jr./Sr. High School</i>		http://pahs.pasdedu.org/	20 Oak Street	Port Allegany, PA 16743	814-642-2596
<i>Oswayo Valley MS/HS</i>	Nedra Gross	http://ovguidance.weebly.com/	318 S. Oswayo Street	Shinglehouse, PA 16748	814-260-1701
<i>Smethport Jr./Sr. High School</i>		https://www.smethportschools.com	414 S. Mechanic Street	Smethport, PA 16749	814-887-5545
<i>Eldred Jr./Sr. High School</i>	Becky	http://www.oehs.org/ - rymanr@eldred.k12.ny.us	143 R.L. Sweitzer Drive	Duke Center, PA 16729	814-817-1380
<i>Seneca Highlands Career and Technical Center</i>	Risha Johnson	https://www.iu9ctc.org/ - rjohnson@iu9.org	219 Edison Bates Drive	Port Allegany, PA 16743	814-642-2573
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/ - mountainhomemail@labor.idaho.gov	1150 American Legion Blvd.	Mountain Home, ID 83647	208-364-7788
Indeed.com	Zach Carlson	www.indeed.com - zcarlson@indeed.com	7501 N. Capital of Texas Hwy, Building B	Austin, TX 78731	N/A
Internal Posting	Anne Gerner	www.zitomedia.com/careers - anne.gerner@zitomedia.com	102 South Main St.	Coudersport, PA 16915	814-260-0499
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
LinkedIn	Online	www.linkedin.com	2029 Stierlin Court	Mountain View, CA 94043	N/A
NC Works Online	Any Employee	www.ncworks.gov - ncworks.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	Any Employee	networks.nebraska.gov - NDOL.networkshelp@nebraska.gov	Nebraska Department of Labor 510 Lincoln Ave.	York, NE 68467	402-362-5891

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Ohio Means Jobs	Any Employee	jobseeker.ohiomeansjobs.monster.com/ - omj-help-desk@jfs.ohio.gov	2247 Lake Ave.	Ashtabula, OH 44004	1-888-296-7541 or 440-994-1234
PA CareerLink	Elaine Davis	https://www.cwds.pa.gov - elaidavis@pa.gov	Potter County PA CareerLink 279 US Highway 6 W	Coudersport, PA 16915	814-274-9330
Solomon's Words Blogspot	James Jones	www.solomonswords.blogspot.com/ - shurfine40@gmail.com	PO Box 250	Roulette, PA 16746	814-544-9004
St. Marys Chamber of Commerce	Online	https://stmaryschamber.org/site/area-employment-opportunities/ - info@stmaryschamber.org	53 South St. Marys St.	St. Marys, PA 15857	814-781-3804
Texas Workforce Commission	Any Employee	http://www.twc.state.tx.us/	State Wide	Texas	List available on website.
Workpop	Online	www.workpop.com - support@workpop.com	2601 Ocean Park Blvd, Suite 120	Santa Monica, CA 90405	888-509-3392
Zito Media Website	Tiffany Crittenden	tiffany.crittenden@zitomedia.com - www.facebook.com/myzitomedia/	102 South Main St.	Coudersport, PA 16915	814-260-9575
Zito Facebook	Tiffany Crittenden	tiffany.crittenden@zitomedia.com - twitter.com/Zito_Media	102 South Main St.	Coudersport, PA 16915	814-260-9575
Zito Twitter	Tiffany Crittenden	tiffany.crittenden@zitomedia.com - www.zitomedia.net	102 South Main St.	Coudersport, PA 16915	814-260-9575