	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
1				
Fiber Technician Trainee	Indeed.com	7	Indeed.com	7 People interviewed
Liberal, KS	Internal Posting	0		Start date 10/3/2022
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
2				
Service Installation Technician	Indeed.com	2	Internal Referral	3 People interviewed
Frazier Park, CA	Internal Posting	0		Start date 10/3/2022
	Internal Referral	1		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
3				
Service Installation Technician	Indeed.com	2	Zito Website	3 People interviewed
Longview, TX	Internal Posting	0		Start date 10/10/2022
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
4				
Fiber Tech Trainee	Indeed.com	6	Indeed.com	6 People interviewed
Liberal, KS	Internal Posting	0		Start date 10/17/2022
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
5				
Maintenance Technician	Employ NV	0	Zito Website	2 People interviewed
Elko, NV	Indeed.com	1		Start date 10/17/2022
	Internal Posting	0		
	NAMIC Career Center	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
6				
Maintenance Technician	CABL.com	0	Internal Referral	7 People interviewed
Coudersport, PA	Indeed.com	2		Start date 10/19/2022
	Internal Posting	0		
	Internal Referral	2		
	Right Prospects	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	3		
7				
Fiber Technician	Indeed.com	4	Internal Referral	5 People interviewed
Chillicothe, MO	Internal Posting	0		Start date 10/24/2022
	Internal Referral	1		
	MO Jobs	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
8				
Inbound Sales Representative	Indeed.com	0	Internal Posting	3 People interviewed
Coudersport, PA	Internal Posting	2		Start date 10/24/2022
	NAMIC Career Center	0		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
9				
Service Installation Technician	Indeed.com	3	Indeed.com	3 People interviewed
Chillicothe, MO	Internal Posting	0		Start date 10/24/2022
	MO Jobs	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
10				
Service Installation Technician	Indeed.com	4	Indeed.com	4 People interviewed
Danville, VA	Internal Posting	0		Start date 10/24/2022
	NAMIC Career Center	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
11				
Service Installation Technician	Indeed.com	7	Indeed.com	7 People interviewed
Treasure Lake, PA	Internal Posting	0		Start date 10/24/2022
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
12				
Conversion Specialist	Indeed.com	0	Zito Website	4 People interviewed
Coudersport, PA	Internal Posting	0		Start date 10/31/2022
	NAMIC Career Center	0		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	4		
13				
Local Office Customer Service Representative	Indeed.com	4	Internal Referral	6 People interviewed
Waynesville, NC	Internal Posting	0		Start date 10/31/2022
	Internal Referral	2		
	NC Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
14				
Fiber Splicer	Indeed.com	5	Indeed.com	5 People interviewed
Milledgeville, GA	Internal Posting	0		Start date 10/31/2022
	NAMIC Career Center	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
15				
Fiber Technician	Indeed.com	9	Indeed.com	9 People interviewed
Treasure Lake, PA	Internal Posting	0		Start date 10/31/2022
	NAMIC Career Center	0		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
16				
Service Installation Technician	Indeed.com	3	Internal Referral	4 People interviewed
Coudersport, PA	Internal Posting	0		Start date 10/31/2022
	Internal Referral	1		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
17				
Technical Operations Director	Indeed.com	0	Right Prospects	6 People interviewed
Western Region, NV, CA, ID	Internal Posting	0		Start date 10/31/2022
	Internal Referral	1		
	LinkedIn	0		
	Right Prospects	1		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	4		
18				
Customer Service and Sales Representative	Indeed.com	1	Internal Referral	7 People interviewed
Coudersport, PA	Internal Referral	5		Start date 11/7/2022
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
19				
Customer Service and Sales Representative	Indeed.com	1	Internal Referral	7 People interviewed
Coudersport, PA	Internal Referral	5		Start date 11/7/2022
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
20				
Customer Service and Sales Representative	Indeed.com	1	Internal Referral	7 People interviewed
Coudersport, PA	Internal Referral	5		Start date 11/7/2022
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
21				
Customer Service and Sales Representative	Indeed.com	1	Internal Referral	7 People interviewed
Coudersport, PA	Internal Referral	5		Start date 11/7/2022
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
22				
Customer Service and Sales Representative	Indeed.com	1	Internal Referral	7 People interviewed
Coudersport, PA	Internal Referral	5		Start date 11/7/2022
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
23				
Maintenance Technician	Indeed.com	0	Internal Referral	4 People interviewed
Palestine, TX	Instant Serve Recruiting	2		Start date 11/7/2022
	Internal Posting	0		
	Internal Referral	1		
	Right Prospects	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
24				
Service Installation Technician	Indeed.com	4	Zito Website	5 People interviewed
Palestine, TX	Zito Facebook	0		Start date 11/8/2022
	Zito Twitter	0		
	Zito Website	1		
25				
Maintenance Technician	Indeed.com	6	Indeed.com	6 People interviewed
Carbondale, IL	Internal Posting	0		Start date 11/10/2022
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
26				
Collections Agent	Indeed.com	0	Internal Posting	1 Person interviewed
Coudersport, PA	Internal Posting	1		Start date 11/14/2022
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
27				
Dispatcher	Indeed.com	0	Internal Posting	3 People interviewed
Coudersport, PA	Internal Posting	2		Start date 11/15/2022
	Internal Referral	1		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
28				
Dispatcher	Indeed.com	0	Internal Posting	3 People interviewed
Coudersport, PA	Internal Posting	2		Start date 11/21/2022
	Internal Referral	1		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
29				
Fiber Splicer	CABL.com	0	Zito Website	4 People interviewed
Bryson City, NC	Indeed.com	2		Start date 11/21/2022
	Internal Posting	0		
	Internal Referral	1		
	NAMIC Career Center	0		
	NC Works Online	0		
	Right Prospects	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
30				
Fiber Technician Trainee	Indeed.com	7	Indeed.com	7 People interviewed
Liberal, KS	Internal Posting	0		Start date 11/21/2022
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
31				
Service Installation Technician	Indeed.com	4	Zito Website	5 People interviewed
Palestine, TX	Zito Facebook	0		Start date 11/21/2022
	Zito Twitter	0		
	Zito Website	1		
32				
Service Installation Technician	Indeed.com	2	Internal Referral	3 People interviewed
Walnut Bottom, PA	Internal Posting	0		Start date 11/21/2022
	Internal Referral	1		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
33				
Service Installation Technician	Indeed.com	5	Indeed.com	5 People interviewed
Williamsburg, KY	Internal Posting	0		Start date 11/21/2022
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
34				
Fiber Technician Trainee	Indeed.com	6	Indeed.com	6 People interviewed
Canton, PA	Internal Posting	0		Start date 11/28/2022
	NAMIC Career Center	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
35				
Service Installation Technician	Indeed.com	4	Indeed.com	4 People interviewed
Burnsville, NC	Internal Posting	0		Start date 11/28/2022
	NC Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
36				
Service Installation Technician	Cameron Herald Classified Ads	0	Indeed.com	1 Person interviewed
Cameron, TX	Indeed.com	1		Start date 11/28/2022
	Internal Posting	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
38				
Service Installation Technician	ERA Solutions	1	Zito Website	7 People interviewed
Lewistown, PA	Indeed.com	5		Start date 11/28/2022
	Internal Posting	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
39				
Fiber Technician Trainee	Indeed.com	8	Indeed.com	8 People interviewed
Elko, NV	Internal Posting	0		Start date 11/30/2022
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
40				
Fiber Technician Trainee	Indeed.com	7	Indeed.com	7 People interviewed
Liberal, KS	Internal Posting	0		Start date 12/5/2022
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
41				
Maintenance Technician	CABL.com	1	CABL.com	3 People interviewed
Bryson City, NC	Indeed.com	1		Start date 12/12/2022
	Instant Serve Recruiting	0		
	Internal Posting	0		
	Right Prospects	1		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
42				
Service Installation Technician	Indeed.com	4	Indeed.com	4 People interviewed
Palestine, TX	Internal Posting	0		Start date 12/12/2022
	WorkinTexas.com	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
43				
Collections Agent	Indeed.com	0	Zito Website	4 People interviewed
Coudersport, PA	Internal Posting	0		Start date 12/14/2022
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	4		
44				
Dispatcher	Indeed.com	2	Indeed.com	3 People interviewed
Coudersport, PA	Internal Posting	0		Start date 12/21/2022
	Internal Referral	1		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
45				
Service Installation Technician	Indeed.com	1	Internal Referral	4 People interviewed
Ocala, FL	Internal Posting	0		Start date 12/19/2022
	Internal Referral	3		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
46				
Service Installation Technician	Indeed.com	5	Indeed.com	5 People interviewed
Lewistown, PA	Internal Posting	0		Start date 12/21/2022
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
47				
Inbound Sales Representative	Indeed.com	2	Zito Website	5 People interviewed
Coudersport, PA	Internal Posting	1		Start date 12/27/2022
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	2		
48				
Service Installation Technician	Indeed.com	4	Indeed.com	4 People interviewed
Lewistown, PA	Internal Posting	0		Start date 12/27/2022
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
49				
Customer Service and Support Supervisor	Indeed.com	0	Zito Website	8 People interviewed
Coudersport, PA	PA CareerLink	0		Start date 1/1/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	8		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
50				
Customer Service and Support Supervisor	Indeed.com	0	Zito Website	8 People interviewed
Coudersport, PA	PA CareerLink	0		Start date 1/1/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	8		
51				
Fiber Technician Trainee	Indeed.com	3	Internal Referral	4 People interviewed
Mountain Home, ID	Internal Referral	1		Start date 1/3/2023
	IdahoWorks	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
52				
Inbound Sales Representative	Indeed.com	1	Internal Posting	4 People interviewed
Coudersport, PA	Internal Posting	1		Start date 1/3/2023
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	2		
53				
Maintenance Technician	CABL.com	0	Zito Website	1 Person interviewed
Coudersport, PA	Indeed.com	0		Start date 1/3/2023
	Instant Serve Recruiting	0		
	Internal Posting	0		
	Right Prospects	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
54				
Maintenance Technician	Indeed.com	2	Indeed.com	2 People interviewed
Susanville, PA	Internal Posting	0		Start date 1/3/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
55				
Service Installation Technician	Indeed.com	3	Indeed.com	3 People interviewed
Cameron, WV	Internal Posting	0		Start date 1/3/2023
	Work Force West Virginia	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
56				
Fiber Technician Trainee	Indeed.com	4	Internal Referral	5 People interviewed
Wickliffe, KY	Internal Referral	1		Start date 1/5/2023
	Kentucky Career Center	0		
	NAMIC Career Center	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
57				
Customer Service and Sales Representative	Indeed.com	4	Internal Referral	8 People interviewed
Coudersport, PA	Internal Posting	0		Start date 1/9/2023
	Internal Referral	4		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
58				
Customer Service and Sales Representative	Indeed.com	4	Indeed.com	8 People interviewed
Coudersport, PA	Internal Posting	0		Start date 1/9/2023
	Internal Referral	4		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
59				
Customer Service and Sales Representative	Indeed.com	4	Internal Referral	8 People interviewed
Coudersport, PA	Internal Posting	0		Start date 1/9/2023
	Internal Referral	4		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
60				
Customer Service and Sales Representative	Indeed.com	4	Internal Referral	8 People interviewed
Coudersport, PA	Internal Posting	0		Start date 1/9/2023
	Internal Referral	4		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
61				
Inbound Sales Representative	Indeed.com	0	Zito Website	4 People interviewed
Coudersport, PA	Internal Posting	1		Start date 1/9/2023
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	3		
62				
Fiber Technician Trainee	Indeed.com	4	Indeed.com	4 People interviewed
St. Marys, PA	Zito Facebook	0		Start date 1/16/2023
	Zito Twitter	0		
	Zito Website	0		
63				
Technical Operations Director	Indeed.com	0	Right Prospects	2 People interviewed
Western Region, NV, CA, ID	Right Prospects	1		Start date 1/16/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
64				
Customer Service and Sales Representative	Indeed.com	0	Internal Referral	5 People interviewed
Coudersport, PA	Internal Posting	0		Start date 1/23/2023
	Internal Referral	5		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
65				
Customer Service and Sales Representative	Indeed.com	0	Internal Referral	5 People interviewed
Coudersport, PA	Internal Posting	0		Start date 1/23/2023
	Internal Referral	5		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
66				
Customer Service and Sales Representative	Indeed.com	0	Internal Referral	5 People interviewed
Coudersport, PA	Internal Posting	0		Start date 1/23/2023
	Internal Referral	5		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
67				
Fiber Technician Trainee	Indeed.com	3	Indeed.com	3 People interviewed
Treasure Lake, PA	Zito Facebook	0		Start date 1/23/2023
	Zito Twitter	0		
	Zito Website	0		
68				
Mobile Service Installation Technician	Indeed.com	4	Indeed.com	4 People interviewed
Coudersport, PA	Internal Posting	0		Start date 1/23/2023
	NAMIC Career Center	0		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
69				
Service Installation Technician	Indeed.com	4	Zito Website	5 People interviewed
Susanville, CA	Internal Posting	0		Start date 1/23/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
70				
Technical Operations Manager	Indeed.com	2	Indeed.com	5 People interviewed
Palestine, TX	Instant Serve Recruiting	0		Start date 1/23/2023
	Internal Posting	0		
	Internal Referral	1		
	NAMIC Career Center	0		
	Right Prospects	0		
	WorkinTexas.com	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
71				
Customer Service and Sales Representative	Indeed.com	0	Internal Referral	7 People interviewed
Coudersport, PA	Internal Posting	0		Start date 1/29/2023
	Internal Referral	5		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
72				
Customer Service and Sales Representative	Indeed.com	0	Internal Referral	7 People interviewed
Coudersport, PA	Internal Posting	0		Start date 1/29/2023
	Internal Referral	5		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
73				
Local Office Customer Service Representative	Indeed.com	4	Indeed.com	4 People interviewed
Waynesville, NC	Internal Posting	0		Start date 1/30/2023
	NAMIC Career Center	0		
	NC Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
74				
Maintenance Technician	CABL.com	0	LinkedIn via Indeed	1 Person interviewed
Lewistown, PA	Indeed.com	0		Start date 1/30/2023
	Instant Serve Recruiting	0		
	Internal Posting	0		
	LinkedIn	1		
	Right Prospects	0		
	Softcom Systems, Inc.	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
75				
Service Installation Technician	Indeed.com	4	Indeed.com	5 People interviewed
Cameron, TX	Internal Posting	0		Start date 1/30/2023
	NAMIC Career Center	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
76				
Customer Service and Sales Representative	Indeed.com	2	Internal Referral	10 People interviewed
Coudersport, PA	Internal Posting	0		Start date 2/6/2023
	Internal Referral	8		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
77				
Customer Service and Sales Representative	Indeed.com	2	Internal Referral	10 People interviewed
Coudersport, PA	Internal Posting	0		Start date 2/6/2023
	Internal Referral	8		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
78				
Customer Service and Sales Representative	Indeed.com	2	Internal Referral	10 People interviewed
Coudersport, PA	Internal Posting	0		Start date 2/6/2023
	Internal Referral	8		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
79				
Customer Service and Sales Representative	Indeed.com	2	Internal Referral	10 People interviewed
Coudersport, PA	Internal Posting	0		Start date 2/6/2023
	Internal Referral	8		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
80				
Customer Service and Sales Representative	Indeed.com	2	Indeed.com	10 People interviewed
Coudersport, PA	Internal Posting	0		Start date 2/6/2023
	Internal Referral	8		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
81				
Dispatcher	Indeed.com	0	Zito Website	4 People interviewed
Coudersport, PA	Internal Posting	0		Start date 2/7/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	4		
82				
Dispatch Manager	Indeed.com	2	Internal Referral	4 People interviewed
Coudersport, PA	Internal Referral	1		Start date 2/10/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
83				
Fiber Conversion Specialist	Indeed.com	2	Internal Referral	3 People interviewed
Coudersport, PA	Internal Posting	0		Start date 2/13/2023
	Internal Referral	1		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
84				
Fiber Technician Trainee	Indeed.com	3	Indeed.com	3 People interviewed
Crowley, TX	WorkinTexas.com	0		Start date 2/13/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
85				
Fiber Technician Trainee	Indeed.com	3	Indeed.com	3 People interviewed
Treasure Lake, PA	Zito Facebook	0		Start date 2/13/2023
	Zito Twitter	0		
	Zito Website	0		
86				
Fiber Technical Operations Manager	Breezy HR	0	CABL.com	2 People interviewed
Two Harbors, MN	CABL.com	1		Start date 2/13/2023
	Craig's List	1		
	Indeed.com	0		
	Internal Posting	0		
	LinkedIn	0		
	NORTHFORCE	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
87				
Service Installation Technician	Indeed.com	4	Indeed.com	5 People interviewed
Chillicothe, MO	Internal Posting	0		Start date 2/13/2023
	Internal Referral	1		
	MO Jobs	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
88				
Fiber Technician Trainee	Indeed.com	4	Indeed.com	4 People interviewed
Elko, NV	Internal Posting	0		Start date 2/14/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
89				
Fiber Splicer	IdahoWorks	0	Indeed.com	2 People interviewed
Mountain Home, ID	Indeed.com	2		Start date 2/20/2023
	Internal Posting	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
90				
Customer Service and Sales Representative	Indeed.com	1	Zito Website	4 People interviewed
Coudersport, PA	Internal Referral	1		Start date 2/20/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	2		
91				
Service Installation Technician	Indeed.com	4	Indeed.com	4 People interviewed
Palestine, TX	WorkinTexas.com	0		Start date 2/20/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
92				
Customer Service and Sales Representative	Indeed.com	2	Indeed.com	5 People interviewed
Coudersport, PA	Internal Referral	1		Start date 2/27/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	2		
93				
Customer Service and Sales Representative	Indeed.com	2	Indeed.com	5 People interviewed
Coudersport, PA	Internal Referral	1		Start date 2/27/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	2		
94				
Fiber Technician Trainee	Indeed.com	2	Internal Referral	3 People interviewed
York, NE	Internal Posting	0		Start date 2/27/2023
	Internal Referral	1		
	NAMIC Career Center	0		
	NE Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
95				
Local Office Customer Service Representative	Indeed.com	7	Indeed.com	7 People interviewed
Burnsville, NC	Internal Posting	0		Start date 2/27/2023
	NC Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
96				
Local Office Customer Service Representative	Indeed.com	2	Indeed.com	2 People interviewed
Waynesville, NC	NC Works Online	0		Start date 2/27/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
97				
Customer Service and Sales Representative	Indeed.com	0	Internal Referral	1 Person interviewed
Coudersport, PA	Internal Referral	1		Start date 2/28/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
98				
E-Support Agent	Indeed.com	0	Zito Website	4 People interviewed
Coudersport, PA	Internal Referral	1		Start date 3/6/2023
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	3		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
99				
Maintenance Technician	Claz.org	0	Internal Posting	3 People interviewed
Emporium, PA	Indeed.com	2		Start date 3/1/2023
	Internal Posting	1		
	NAMIC Career Center	0		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
100				
Fiber Splicer	Indeed.com	1	Zito Website	2 People interviewed
Longview, TX	WorkinTexas.com	0		Start date 3/20/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
101				
Marketing Coordinator	Handshake	0	Indeed.com	3 People interviewed
Coudersport, PA	Indeed.com	2		Start date 3/20/2023
	Internal Posting	1		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
102				
Technical Operations Director	CABL.com	0	Right Prospects	3 People interviewed
Western Region, NV, CA, ID	Employ NV	0		Start date 3/20/2023
	Indeed.com	0		
	Internal Posting	0		
	Right Prospects	2		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
103				
Underground Construction Foreman	Indeed.com	3	Indeed.com	3 People interviewed
Borrego Springs, CA	Internal Posting	0		Start date 3/20/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
104				
Dispatcher	Indeed.com	0	Internal Posting	3 People interviewed
Coudersport, PA	Internal Posting	3		Start date 3/27/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
105				
Dispatcher	Indeed.com	0	Internal Posting	3 People interviewed
Coudersport, PA	Internal Posting	3		Start date 3/27/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
106				
Fiber Splicer	Indeed.com	3	Indeed.com	3 People interviewed
Elko, NV	Internal Posting	0		Start date 3/27/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
107				
Service Installation Technician	Indeed.com	2	Indeed.com	2 People interviewed
Rock Creek, OH	Internal Posting	0		Start date 3/27/2023
	Learn 4 Good	0		
	NAMIC Career Center	0		
	Ohio Means Jobs	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
108				
Service Installation Technician	Indeed.com	4	Indeed.com	4 People interviewed
Palestine, TX	Internal Posting	0		Start date 3/27/203
	WorkinTexas.com	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
109				
Service Installation Technician	Indeed.com	2	Indeed.com	2 People interviewed
Cameron, TX	Internal Posting	0		Start date 4/3/2023
	WorkinTexas.com	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
110				
Service Installation Technician	Indeed.com	0	Internal Referral	2 People interviewed
Waynesville, NC	Internal Posting	0		Start date 4/3/2023
	Internal Referral	2		
	NC Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
111				
Customer Service and Sales Representative	Indeed.com	5	Indeed.com	8 People interviewed
Coudersport, PA	Internal Posting	0		Start date 4/10/2023
	Internal Referral	2		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
112				
Customer Service and Sales Representative	Indeed.com	5	Zito Website	8 People interviewed
Coudersport, PA	Internal Posting	0		Start date 4/10/2023
	Internal Referral	2		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
113				
Customer Service and Sales Representative	Indeed.com	5	Indeed.com	8 People interviewed
Coudersport, PA	Internal Posting	0		Start date 4/10/2023
	Internal Referral	2		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
114				
Fiber Splicer	Indeed.com	4	Internal Referral	5 People interviewed
Wickliffe, KY	Internal Posting	0		Start date 4/16/2023
	Internal Referral	1		
	NAMIC Career Center	0		
	National Labor Exchange	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
115				
Service Installation Technician	Illinois JobLink	0	Zito Website	1 Person interviewed
Carrier Mills, IL	Indeed.com	0		Start date 4/18/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
116				
Fiber Technician Trainee	Indeed.com	12	Indeed.com	12 People interviewed
Liberal, KS	KansasWorks.com	0		Start date 4/19/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
117				
Fiber Technician Trainee	Indeed.com	0	Zito Website	1 Person interviewed
St. Marys, PA	Zito Facebook	0		Start date 4/12/2023
	Zito Twitter	0		
	Zito Website	1		
118				
Service Installation Technician	Indeed.com	0	Internal Referral	1 Person interviewed
Burnsville, NC	Internal Posting	0		Start date 4/24/2023
	Internal Referral	1		
	NC Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
119				
Service Installation Technician	Indeed.com	5	Zito Website	7 People interviewed
Snowshoe, PA	Internal Posting	0		Start date 4/26/2023
	NAMIC Career Center	0		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	2		
120				
Fiber Conversion Specialist	Indeed.com	2	Indeed.com	2 People interviewed
Coudersport, PA	PA CareerLink	0		Start date 5/1/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
121				
Service Installation Technician	Indeed.com	0	Internal Referral	2 People interviewed
Waynesville. NC	Internal Posting	0		Start date 5/1/2023
	Internal Referral	2		
	NC Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
122				
Service Installation Technician	Indeed.com	2	Indeed.com	2 People interviewed
Danville, VA	Virginia Workforce Connection	0		Start date 5/2/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
123				
Inbound Sales Representative	Indeed.com	0	Zito Website	6 People interviewed
Coudersport, PA	Internal Posting	0		Start date 5/3/2023
	PA CareerLink	0		
	Zito Facebook	6		
	Zito Twitter	0		
	Zito Website	0		
124				
Inbound Sales Representative	Indeed.com	0	Zito Website	6 People interviewed
Coudersport, PA	Internal Posting	0		Start date 5/3/2023
	PA CareerLink	0		
	Zito Facebook	6		
	Zito Twitter	0		
	Zito Website	0		
125				
Fiber Splicer	Indeed.com	8	Indeed.com	8 People interviewed
Lewistown, PA	Internal Posting	0		Start date 5/8/2023
	NAMIC Career Center	0		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
126				
Service Installation Technician	Indeed.com	3	Internal Referral	5 People interviewed
Frazier Park, CA	Internal Posting	0		Start date 5/8/2023
	Internal Referral	1		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
127				
Technical Operations Manager	Indeed.com	2	Internal Referral	3 People interviewed
Coudersport, PA	Internal Posting	0		Start date 5/8/2023
	Internal Referral	1		
	NAMIC Career Center	0		
	PA CareerLink	0		
	Right Prospects	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
128				
Maintenance Technician	Claz.org	0	Zito Website	1 Person interviewed
Waynesville, NC	Craig's List	0		Start date 5/10/2023
	Indeed.com	0		
	Internal Posting	0		
	NC Works Online	0		
	Right Prospects	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
129				
Service Installation Technician	Indeed.com	3	Indeed.com	3 People interviewed
Ocala, FL	Internal Posting	0		Start date 5/16/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
130				
Collections Agent	Indeed.com	0	Internal Posting	4 People interviewed
Coudersport, PA	Internal Posting	1		Start date 5/18/23
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	3		
131				
Customer Service and Sales Representative	Indeed.com	6	Internal Referral	7 People interviewed
Coudersport, PA	Internal Posting	0		Start date 5/22/2023
	Internal Referral	1		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
132				
Customer Service and Sales Representative	Indeed.com	6	Indeed.com	7 People interviewed
Coudersport, PA	Internal Posting	0		Start date 5/22/2023
	Internal Referral	1		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
133				
Customer Service and Sales Representative	Indeed.com	6	Indeed.com	7 People interviewed
Coudersport, PA	Internal Posting	0		Start date 5/22/2023
	Internal Referral	1		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
134				
Fiber Technician Trainee	Craig's List	2	Indeed.com	2 People interviewed
Two Harbors, MN	NORTHFORCE	0		Start date 5/24/2023
	MinnesotaWorks.net	0		
	Indeed.com	0		
	Internal Posting	0		
	The Fiber School	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
135				
Service Installation Technician	Indeed.com	1	Indeed.com	1 Person interviewed
Danville, VA	Internal Posting	0		Start date 5/24/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
136				
Fiber Technician	Indeed.com	3	Internal Referral	5 People interviewed
Burnsville, NC	Internal Referral	2		Start date 6/1/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
137				
Fiber Technical Operations Manager	Indeed.com	1	Internal Referral	3 People interviewed
Burnsville, NC	Internal Referral	2		Start date 6/1/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
138				
Customer Service and Sales Representative	Indeed.com	4	Internal Referral	7 People interviewed
Coudersport, PA	Internal Posting	0		Start date 6/5/2023
	Internal Referral	3		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
139				
Customer Service and Sales Representative	Indeed.com	4	Indeed.com	7 People interviewed
Coudersport, PA	Internal Posting	0		Start date 6/5/2023
	Internal Referral	3		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
140				
Customer Service and Sales Representative	Indeed.com	4	Internal Referral	7 People interviewed
Coudersport, PA	Internal Posting	0		Start date 6/5/2023
	Internal Referral	3		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
141				
Service Installation Technician	Indeed.com	1	Indeed.com	1 Person interviewed
Danville, VA	Zito Facebook	0		Start date 6/7/2023
	Zito Twitter	0		
	Zito Website	0		
142				
Service Installation Technician	Indeed.com	5	Indeed.com	5 People interviewed
Palestine, TX	Internal Posting	0		Start date 6/7/2023
	WorkinTexas.com	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
143				
Service Installation Technician	Indeed.com	0	Zito Website	3 People interviewed
Robbinsville, NC	Internal Posting	0		Start date 6/7/2023
	NC Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	3		
144				
Service Installation Technician	Indeed.com	0	Zito Website	3 People interviewed
Robbinsville, NC	Internal Posting	0		Start date 6/7/2023
	NC Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	3		
145				
Fiber Technician	Indeed.com	3	Internal Referral	4 People interviewed
Burnsville, NC	Internal Referral	1		Start date 6/12/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
146				
Service Installation Technician	Indeed.com	0	Internal Referral	2 People interviewed
Burnsville, NC	Internal Posting	0		Start date 6/12/2023
	Internal Referral	1		
	Zito Website	1		
147				
Technical Operations Manager	Indeed.com	5	Indeed.com	6 People interviewed
St. Marys, PA	Internal Posting	0		Start date 6/12/2023
	Internal Referral	1		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
148				
Service Installation Technician	Illinois JobLink	0	Indeed.com	2 People interviewed
Carbondale, IL	Indeed.com	2		Start date 6/14/2023
	Internal Posting	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
149				
Customer Service and Sales Representative	Indeed.com	4	Indeed.com	4 People interviewed
Coudersport, PA	Internal Posting	0		Start date 6/19/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
150				
Customer Service and Sales Representative	Indeed.com	4	Indeed.com	4 People interviewed
Coudersport, PA	Internal Posting	0		Start date 6/19/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
151				
Customer Service and Sales Representative	Indeed.com	4	Indeed.com	4 People interviewed
Coudersport, PA	Internal Posting	0		Start date 6/19/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
152				
Underground OSP Construction Technician	Indeed.com	5	Indeed.com	5 People interviewed
Borrego Springs, CA	Internal Posting	0		Start date 6/19/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
153				
Underground OSP Construction Technician	Indeed.com	5	Indeed.com	5 People interviewed
Borrego Springs, CA	Internal Posting	0		Start date 6/19/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
154				
Fiber Splicer	Avance Consulting	0	Indeed.com	3 People interviewed
Two Harbors, MN	BDI DataLynk	0		Start date 6/21/2023
	Breezy HR	0		
	CABL.com	0		
	Craig's List	0		
	Ezone Staffing	1		
	Indeed.com	2		
	Internal Posting	0		
	Lake County Press	0		
	MinnesotaWorks.net	0		
	NAMIC Career Center	0		
	NORTHFORCE	0		
	Northshore Journal	0		
	The Fiber School	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
155				
Maintenance Technician	Indeed.com	1	Indeed.com	1 Person interviewed
Frazier Park, CA	Zito Facebook	0		Start date 6/26/2023
	Zito Twitter	0		
	Zito Website	0		
156				
Underground OSP Construction Technician	Indeed.com	5	Indeed.com	5 People interviewed
Borrego Springs, CA	Internal Posting	0		Start date 6/26/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
		0		
157				
Technical Operations Manager	Avance Consulting	1	Indeed.com	2 People interviewed
Wickliffe, KY	Indeed.com	1		Start date 7/5/2023
	Internal Posting	0		
	LinkedIn	0		
	National Labor Exchange	0		
	Right Prospects	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
158				
Fiber Technician Trainee	Craig's List	0	MinnesotaWorks.net	2 People interviewed
Two Harbors, MN	Facebook Groups - MN Help Wanted	0		Start date 7/5/2023
	Indeed.com	1		
	Internal Posting	0		
	Lake County Press	0		
	LinkedIn	0		
	MinnesotaWorks.net	1		
	NORTHFORCE	0		
	Northshore Journal	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
159				
Service Installation Technician	Indeed.com	1	Zito Website	3 People interviewed
Liberal, KS	KansasWorks.com	0		Start date 7/6/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	2		
160				
Fiber Technician Trainee	Indeed.com	2	Zito Website	3 People interviewed
Borrego Springs, CA	Internal Posting	0		Start date 7/10/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
161				
Maintenance Technician	Indeed.com	5	Indeed.com	5 People interviewed
Coudersport, PA	Internal Posting	0		Start date 7/14/2023
	PA CareerLink	0		
	Right Prospects	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
162				
Customer Service and Sales Representative	Indeed.com	3	Indeed.com	3 People interviewed
Coudersport, PA	Internal Posting	0		Start date 7/17/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
163				
Customer Service and Sales Representative	Indeed.com	3	Indeed.com	3 People interviewed
Coudersport, PA	Internal Posting	0		Start date 7/17/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
164				
Fiber Splicer	Avance Consulting	1	Avance Consulting	4 People interviewed
Two Harbors, MN	Breezy HR	0		Start date 7/17/2023
	BDI DataLynk	0		
	CABL.com	0		
	Craig's List	0		
	Ezone Staffing	1		
	Indeed.com	2		
	Internal Posting	0		
	Lake County Press	0		
	MinnesotaWorks.net	0		
	NAMIC Career Center	0		
	NORTHFORCE	0		
	Northshore Journal	0		
	The Fiber School	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
165				
Fiber Technician Trainee	Craig's List	0	Indeed.com	2 People interviewed
Two Harbors, MN	Facebook Groups - MN Help Wanted	0		Start date 7/17/2023
	Indeed.com	2		
	Internal Posting	0		
	Lake County Press	0		
	MinnesotaWorks.net	0		
	NORTHFORCE	0		
	Northshore Journal	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
166				
Inbound Sales Representative	Indeed.com	0	Internal Referral	10 People interviewed
Coudersport, PA	Internal Posting	0		Start date 7/17/2023
	Internal Referral	5		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	5		
167				
Inbound Sales Representative	Indeed.com	0	Zito Website	10 People interviewed
Coudersport, PA	Internal Posting	0		Start date 7/17/2023
	Internal Referral	5		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	5		
168				
Service Installation Technician	Indeed.com	3	Internal Referral	5 People interviewed
Borrego Springs, CA	Instagram	0		Start date 7/17/2023
	Internal Posting	0		
	Internal Referral	2		
	NAMIC Career Center	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
169				
Customer Service Representative Supervisor	Indeed.com	0	Zito Website	5 People interviewed
Coudersport, PA	Internal Posting	0		Start date 7/24/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	5		
170				
Fiber Technician Trainee	Employ NV	0	Zito Website	5 People interviewed
Winnemucca, NV	Zito Facebook	0		Start date 7/24/2023
	Zito Twitter	0		
	Zito Website	5		
171				
Maintenance Technician	Indeed.com	4	Indeed.com	5 People interviewed
Treasure Lake/Dubois, PA	Internal Posting	0		Start date 7/24/2023
	Internal Referral	1		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
172				
Fiber Technician	Indeed.com	3	Indeed.com	3 People interviewed
Treasure Lake/Dubois, PA	Internal Posting	0		Start date 7/31/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
173				
Maintenance Technician	Claz.org	0	Zito Website	9 People interviewed
Longview, TX	Indeed.com	3		Start date 8/1/2023
	Internal Posting	0		
	Internal Referral	2		
	NAMIC Career Center	0		
	Right Prospects	1		
	WorkinTexas.com	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	3		
174				
Customer Service and Sales Representative	Indeed.com	2	Internal Referral	5 People interviewed
Coudersport, PA	Internal Posting	0		Start date 8/7/2023
	Internal Referral	3		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
175				
Customer Service and Sales Representative	Indeed.com	2	Internal Referral	5 People interviewed
Coudersport, PA	Internal Posting	0		Start date 8/7/2023
	Internal Referral	3		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
176				
Customer Service and Sales Representative	Indeed.com	2	Internal Referral	5 People interviewed
Coudersport, PA	Internal Posting	0		Start date 8/7/2023
	Internal Referral	3		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
177				
Technical Operations Manager	Avance Consulting	4	Avance Consulting	4 People interviewed
Duluth, MN	Facebook Groups - MN Help Wanted	0		Start date 8/7/2023
	Indeed.com	0		
	Internal Posting	0		
	Lake County Press	0		
	MinnesotaWorks.net	0		
	NORTHFORCE	0		
	Northshore Journal	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
178				
Marketing Coordinator	PA CareerLink	0	Zito Website	3 People interviewed
Coudersport, PA	Zito Facebook	0		Start date 8/9/2023
	Zito Twitter	0		
	Zito Website	3		
179				
Service Installation Technician	Indeed.com	2	Indeed.com	3 People interviewed
Danville, VA	Internal Posting	0		Start date 8/9/2023
	Virginia Workforce Connection	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
180				
Fiber Technician Trainee	Indeed.com	3	Indeed.com	3 People interviewed
Liberal, KS	KansasWorks.com	0		Start date 8/14/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
181				
Maintenance Technician	Claz.org	0	Indeed.com	3 People interviewed
Cameron, WV	Indeed.com	1		Start date 8/14/2023
	Instant Serve Recruiting	0		
	Internal Posting	0		
	NAMIC Career Center	0		
	Right Prospects	2		
	Work Force West Virginia	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
182				
Service Installation Technician	Indeed.com	2	Zito Website	3 People interviewed
Danville, VA	Internal Posting	0		Start date 8/14/2023
	Virginia Workforce Connection	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
183				
Service Installation Technician	Indeed.com	4	Indeed.com	4 People interviewed
Treasure Lake, PA	Internal Posting	0		Start date 8/14/2023
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
184				
Tier 2 Technical Representative	Indeed.com	0	Zito Website	4 People interviewed
Coudersport, PA	Zito Facebook	0		Start date 8/14/2023
	Zito Twitter	0		
	Zito Website	4		
185				
Tier 2 Technical Representative	Indeed.com	0	Zito Website	4 People interviewed
Coudersport, PA	Zito Facebook	0		Start date 8/14/2023
	Zito Twitter	0		
	Zito Website	4		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
186				
Inbound Sales Representative	Indeed.com	0	Zito Website	4 People interviewed
Coudersport, PA	Internal Posting	0		Start date 8/15/2023
	Internal Referral	0		
	PA CareerLink	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	4		
187				
Service Installation Technician	Indeed.com	0	Internal Referral	1 Person interviewed
Bryson City, NC	Internal Referral	1		Start date 8/15/2023
	NC Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
188				
Service Installation Technician	Indeed.com	6	Indeed.com	6 People interviewed
Ocala, FL	Zito Facebook	0		Start date 8/16/2023
	Zito Twitter	0		
	Zito Website	0		
189				
Maintenance Technician	Indeed.com	1	Indeed.com	1 Person interviewed
Canton, TX	Internal Posting	0		Start date 8/22/2023
	WorkinTexas.com	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
190				
Service Installation Technician	Indeed.com	6	Indeed.com	6 People interviewed
Ocala, FL	Zito Facebook	0		Start date 8/22/2023
	Zito Twitter	0		
	Zito Website	0		
191				
Dispatcher	Indeed.com	0	Zito Website	3 People interviewed
Coudersport, PA	PA CareerLink	0		Start date 8/23/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	3		
192				
Fiber Technician Trainee	Indeed.com	5	Indeed.com	5 People interviewed
Liberal, KS	KansasWorks.com	0		Start date 8/28/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
193				
Construction Technician Assistant	Indeed.com	0	Internal Referral	1 Person interviewed
Burnsville, NC	Internal Referral	1		Start date 9/5/2023
	NC Works Online	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
194				
Fiber Technician Trainee	Indeed.com	4	Zito Website	5 People interviewed
Liberal, KS	KansasWorks.com	0		Start date 9/7/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		
195				
Maintenance Technician	Avance Consulting	2	Zito Website	11 People interviewed
Ocala, FL	Indeed.com	8		Start date 9/13/2023
	Internal Posting	0		
	Right Prospects	0		
	Team Eminence	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	1		

	October 1, 2022 - September 30, 2023			
Position	**Recruitment sources used**	**Number of interviews referred by each source**	**Recruitment source that referred hiree**	**Total number of persons interviewed for vacancy**
196				
Service Installation Technician	Connecting Colorado	0	Indeed.com	2 People interviewed
Pagosa Springs, CO	Indeed.com	2		Start date 9/18/2023
	Internal Posting	0		
	Pagosa Springs Sun	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
197				
Service Installation Technician	Connecting Colorado	0	Indeed.com	2 People interviewed
Pagosa Springs, CO	Indeed.com	2		Start date 9/18/2023
	Internal Posting	0		
	Pagosa Springs Sun	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
198				
Service Installation Technician	Indeed.com	3	Indeed.com	3 People interviewed
Palestine, TX	WorkinTexas.com	0		Start date 9/18/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
199				
Maintenance Technician	Indeed.com	1	Zito Website	3 People interviewed
Canton, TX	Internal Posting	0		Start date 9/19/2023
	WorkinTexas.com	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	2		
200				
Fiber Technician Trainee	Indeed.com	3	Indeed.com	3 People interviewed
Liberal, KS	Zito Facebook	0		Start date 9/20/2023
	Zito Twitter	0		
	Zito Website	0		
201				
Local Office Customer Service Representative	Indeed.com	4	Indeed.com	4 People interviewed
Waynesville, NC	NC Works Online	0		Start date 9/21/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
202				
Service Installation Technician	Indeed.com	3	Indeed.com	3 People interviewed
Palestine, TX	WorkinTexas.com	0		Start date 9/21/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
203				
Fiber Technician Trainee	Indeed.com	2	Internal Referral	3 People interviewed
Liberal, KS	Internal Referral	1		Start date 9/25/2023
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		
204				
Maintenance Technician	Adroitone	0	Avance Consulting	2 People interviewed
Waynesville, NC	Avance Consulting	2		Start date 9/25/2023
	CABL.com	0		
	Claz.org	0		
	Indeed.com	0		
	Right Prospects	0		
	Source Force Global	0		
	Team Eminence	0		
	WorkinTexas.com	0		
	Zito Facebook	0		
	Zito Twitter	0		
	Zito Website	0		

Zito Media – October 1, 2022 – September 30, 2023	
Recruitment Source	**# of candidates referred by each source**
Adroitone	0
Avance Consulting	10
Breezy HR	0
BDI DataLynk, LLC	0
CABL.com	2
Cameron Herald Classified Ads	0
Claz.org Classified Ads	0
Connecting Colorado	0
Craig's List	3
Employ NV	0
ERA Solutions	1
Ezone Staffing	2
Facebook Groups - MN Help Wanted	0
Handshake	0
IdahoWorks	0
Illinois JobLink	0
Indeed.com	505
Instagram	0
Instant Serve Recruiting	2
Internal Posting	19
Internal Referral	195
KansasWorks.com	0
Kentucky Career Center	0
Lake County Press	0
Learn4Good Ltd	0
LinkedIn	1
MinnesotaWorks.net	1
MOJobs	0
NAMIC Career Center	0
National Labor Exchange	0
NC Works Online	0
NE Works Online	0
NORTHFORCE	0
Northshore Journal	0
Ohio Means Jobs	0
PA CareerLink	0
Pagosa Springs Sun	0
Right Prospects	8
Softcom Systems, Inc	0
Source Force Global	0
Team Eminence LLC	0
The Fiber School	0
Virginia Workforce Connection	0
Work Force West Virginia	0
WorkinTexas.com	0
Zito Facebook	12
Zito Twitter	0
Zito Media Website	141
TOTAL	**902**

RECRUITMENT INITIATIVES October 1, 2022 – September 30, 2023
Zito Media
Potter County CareerLink Job Fair, Coudersport, PA - October 6, 2022
On Thursday, October 6, 2022, Tina Mason from the recruiting department at Zito Media participated in the Job Fair at the Potter County CareerLink in Coudersport, PA from 10am to 2pm. The CareerLink office had rooms with tables set up for each company that attended the job fair.
West Virginia Statewide Virtual Job Fair Day - February 1, 2023
On Wednesday, February 1, 2023, Tammy VanScoter, Recruiter for Zito Media, participated in the West Virginia Statewide Virtual Job Fair Day held by WorkForce West Virginia from 12pm to 3pm. The WV Statewide Virtual Job Fair had virtual booths set up through the Premier Virtual system. Zito Media's booth was set up for anyone who was interested, qualified and who would like to apply for the Maintenance Technician position available in WV. WorkForce West Virginia had 673 registered attendees.
University of Pittsburgh at Bradford, PA Career & Internship Fair - March 22, 2023
On Wednesday, March 22, 2023, Maycie Howard from Zito Media's recruiting team participated in the 2023 UPB Career & Internship Fair at the University of Pittsburgh at Bradford, PA. Approximately 25 businesses attended this event, and Zito Media had 20 people visit their booth. Most of the potential prospects were interested in the commercial office and customer sales and service representative positions.
Penn State DuBois Career Fair & Networking Luncheon - March 29, 2023
On Wednesday, March 29, 2023, Maycie Howard from Zito Media's recruiting team participated in the 2023 Career Fair & Networking Luncheon which was held at Penn State DuBois PAW Center in DuBois, PA. Zito Media was able to speak with multiple students between the fair and the luncheon with approximately 35 other businesses who attended the fair. Most of the potential prospects were Interested in the service technician position.
Education Council Post-Secondary Fair - March 31, 2023
On Friday, March 31, 2023, Maycie Howard from Zito Media's recruiting department participated in the Spring 2023 Post-Secondary Fair at the Northern Potter field house hosted by The Potter County Education Council and the Northern Potter School district in Ulysses, PA. Zito Media had 30-40 people at their table with approximately 20 other businesses attending the fair. Most of the potential prospects were interested in service technician and office positions.
Cattaraugus-Allegany County Job Fair - April 27, 2023
On Thursday, April 27, 2023, Maycie Howard from Zito Media's recruiting team participated in the Cattaraugus-Allegany County Job Fair at the Reilly Center in Olean, NY. There were approximately 35 businesses at this event including Zito Media. Most of the potential prospects were interested in the office positions.
Western New York Regional Virtual Career Fair - June 21, 2023
On Wednesday, June 21, 2023, Tracey Adams, Recruiting Assistant for Zito Media, participated in the Western New York Regional Virtual Career Fair hosted by the New York State Department of Labor from 11am to 2pm. The Western NY Regional Career Fair had 43 employer virtual booths set up through the NYS DOL system. Zito Media's booth was set up for anyone who was interested, qualified, and who would like to apply for the 11 various position we had available in PA. The WNY Regional Career Fair had 273 registered attendees.
West Virginia Statewide Virtual Job Fair Day - July 5, 2023
On Wednesday, July 5, 2023, Tracey Adams, Recruiting Assistant for Zito Media, participated in the West Virginia Statewide Virtual Job Fair held by WorkForce West Virginia from 1pm to 3:30pm. The West Virginia Statewide Virtual job fair had virtual booths set up through the Workforce West Virginia system, Zito Media's booth was set up for anyone who was interested, qualified, and who would like to apply for the Maintenance Technician position available in WV. WorkForce West Virginia had 197 registered attendees.
Western New York Regional Career Fair - July 19, 2023
On Wednesday, July 19, 2023, Tracey Adams, Recruiting Assistant for Zito Media, participated in the Western NY Regional Virtual Career Fair hosted by the NYS Department of Labor from 11 am - 2 pm. The Western NY Regional Career Fair had 42 employer virtual booths set up through the NYS DOL system, Zito Media's booth was set up for anyone who was interested, qualified, and who would like to apply for the 14 various position we had available in PA. The Western New York Regional Career Fair had 347 registered attendees.
Western New York Virtual Career Fair - August 16, 2023
On Wednesday, August 16, 2023, Tracey Adams, Recruiting Assistant for Zito Media, participated in the Western New York Virtual Career Fair hosted by the New York State Department of Labor from 11am to 2pm. The Western NY Virtual Career Fair had 60 employer virtual booths set up through the NYS DOL system. Zito Media's booth was set up for anyone who was interested, qualified, and who would like to apply for the 11 various positions available in PA.
West Virginia Statewide Virtual Job Fair Day - September 6, 2023
On Wednesday, September 6, 2023, Tracey Adams, Recruiting Assistant for Zito Media, participated in the West Virginia Statewide Virtual Job Fair hosted by Workforce West Virginia from 1pm to 3:30pm. The West Virginia Virtual Job Fair had 443 registered attendees. Zito Media's booth was set up for anyone who was interested, qualified, and who would like to apply for any of the 3 positions we had available in VA.
Western New York Virtual Career Fair - September 20, 2023
On Wednesday, September 20, 2023, Tracey Adams, Recruiting Assistant for Zito Media, participated in the Western New York Virtual Career Fair hosted by the New York State Department of Labor from 11am to 2pm. The Western New York Virtual Career Fair had 53 employer virtual booths set up through the NYS DOL system. Zito Media's booth was set up for anyone who was interested, qualified, and who would like to apply for the 14 various positions we had available in PA.

Zito Media – October 1, 2022 – September 30, 2023

Contacts for Posting Jobs

Recruitment Source	Contact Person	Website and/or Email	Street Address	City & State	Phone Number
Adroitone	John Smith	www.adroitone.com - john.smith@adroitone.com	245 E Gun Hill Rd	Bronx, NY 10467	347-549-9922
Avance Consulting	Varun Papani	www.avanceservices.com - varun.papani@avanceservices.us	100 Franklin Sq. Drive, Suite 209	Somerset, NJ 08873	732-226-8073
Breezy HR	Online	www.breezy.hr - support@breezyhr.com	434 Fayetteville Street, 9th Floor	Raleigh, NC 27601	1-877-472-6648
BDI DataLynk, LLC	Sarah Kadson	www.bdidatalynk.com - sarah@bdidatalynk.com	3475 Lenox Road, Suite 300	Atlanta, GA	512.785.9024
CABL.com	Online	www.cabl.com	DBMV Solutions 2720 Route 42, Suite #117	Sicklerville, NJ 08081	856-782-8900
Cameron Herald Classified Ads	Deborah Hail	cameronherald.com - advertising@cameronherald.com	108 E. 1st Street	Cameron, TX 76520	254-697-6671
Claz.org Classified Ads	Online	claz.org/classifieds - feedback@claz.org	5220 Ivy Nole	Cumming, GA 30040	844-536-6505
Connecting Colorado	Online	www.connectingcolorado.com	633 17th Street, Suite 201	Denver, CO 80202	303-318-8000
Craig's List	Online	asheville.craigslist.org - duluth.craigslist.org - support@craigslist.org	989 Market St #200, PO Box 438	San Francisco, CA 94103	415-566-6394
Employ NV	Online	employnv.gov - detrinfo@detr.nv.gov	Winnemucca Job Connect (ES) 475 W. Haskell Street Ste 1	Winnemucca, NV 89445	775-623-6520
ERA Solutions	Michael Hardy	erasolutions.us - m.hardy@erasolutions.us	3841 E Danforth Rd. Suite 105	Edmond, OK 73034	1-405-494-1237
Ezone Staffing	Alex Smith	www.ezonestaffing.com - asmith@ezonestaffing.com	98 Cuttermill Road, Suite 466	Great Neck, NY 11021	646-585-0234
Facebook Groups - MN Help Wanted	Online	facebook.com	102 South Main St.	Coudersport, PA 16915	814-260-0499
Handshake	Online	joinhandshake.com - employers@g.joinhandshake.com	225 Bush St, Suite #1200, P.O. Box 40770	San Francisco, CA 94103	N/A
IdahoWorks	Online	idahoworks.gov - boisemail@labor.idaho.gov	317 W. Main Street	Boise, Idaho 83735	208-332-3570
Illinois JobLink	Online	illinoisjoblink.illinois.gov - DES.IJLSysAdmTech@illinois.gov	2444 W Lawrence Ave.	Chicago, IL 60625	877-342-7533
Indeed.com	Zach Carlson	www.indeed.com - zcarlson@indeed.com	7501 N. Capital of Texas Hwy, Building B	Austin, TX 78731	N/A
Instagram	Tammy VanScoter	www.zitomedia.com/careers - tammy.vanscoter@zitomedia.com	102 South Main St.	Coudersport, PA 16915	814-260-0499
Instant Serve Recruiting	Sam Dyke	iserveworld.com - sam@iserveworld.com - contact@iserveworld.com	175 Strafford Avenue, Suite one # 907	Wayne, PA 19087	215-709-0250
Internal Posting	Tammy VanScoter	www.zitomedia.com/careers - tammy.vanscoter@zitomedia.com	102 South Main St.	Coudersport, PA 16915	814-260-0499
KansasWorks.com	Online	www.kansasworks.com	2215 N. Kansas	Liberal, Kansas 67905	620-417-1958
Kentucky Career Center	Online	kcc.ky.gov	416 S. Sixth St.	Paducah, KY 42003	270-575-7000
Lake County Press	Laura Lee Costley	www.lakecountypress.news - info@lakecountypress.news	629 1st Avenue	Two Harbors, MN 55616	218-830-3250
Learn4Good Ltd	Online	www.learn4good.com	25 Stephen Street	Sligo, Ireland	N/A
LinkedIn	Tammy VanScoter	www.zitomedia.com/careers - tammy.vanscoter@zitomedia.com	102 South Main St.	Coudersport, PA 16915	814-260-0499
MinnesotaWorks.net	Online	minnesotaworks.net - CareerForce@state.mn.us	332 Minnesota St., Suite E200	St. Paul, MN 55101	651-259-7501
MOJobs	Online	jobs.mo.gov	601 W. Mohawk	Chillicothe, MO 64601	1-866-506-0251

Zito Media – October 1, 2022 – September 30, 2023					
Contacts for Posting Jobs					
NAMIC Career Center	Susan Waldman	susan.waldman@namic.com	50 Broad Street, Suite 1801	New York, NY 10004	917-882-7939
National Labor Exchange	Online	usnlx.com - info@usnlx.com	7602 Woodland Drive, Suite 200	Indianapolis, IN 46278	1-866-268-6206
NC Works Online	Online	ncworks.gov - ncworks.2100@nccommerce.com	101 Mitchell Street	Bryson City, NC 28713	828-488-2149
NE Works Online	Online	neworks.nebraska.gov - NDOL.neworkshelp@nebraska.gov	Nebraska Department of Labor 510 Lincoln Ave.	York, NE 68467	402-362-5891
NORTHFORCE	Ali Camps	northforce.org - ali@northforce.org	202 West Superior Street, Suite, 700	Duluth, MN 55812	218-391-0201
Northshore Journal	Christine	www.northshorejournalmn.com - northshorejournal@gmail.com	27 Evans Circle	Silver Bay, MN 55614	218-226-3335
Ohio Means Jobs	Online	ohiomeansjobs.ohio.gov	2247 Lake Ave.	Ashtabula, OH 44004	1-888-296-7541
PA CareerLink	Lora Cope	https://www.cwds.pa.gov - locope@pa.gov	Potter County PA CareerLink 279 US Highway 6 W	Coudersport, PA 16915	814-274-9330
Pagosa Springs Sun	Online	pagosasun.com	457 Lewis Street	Pagosa Springs, CO 81147	970-264-2100
Right Prospects	Christopher Allan	rightprospects.com - christopher.allen@rpro.tech	918 Aqua Vista Lane	Rosenberg, TX 77469	303-513-4673
Softcom Systems, Inc	Joe Malik	softcomsystems.com - j.malik@softcomsystems.com	475 Wall Street	Princeton, NJ 08540	609-333-9000
Source Force Global	Bob Najee	bob@sourceforceglobal.com	1309 Coffeen Ave., Ste. 1200	Sheridan, WY 82801	949-868-1112
Team Eminence LLC	Bryan Sterlyn	teaminence.com - bryan.s@teaminence.com -	2611 Smith St	Rolling Meadows, IL 60008	N/A
The Fiber School	Online	thefiberschool.com - training@fiberoptic.com	121 Park Avenue	Quakertown, PA 18951	877-529-9114
Virginia Workforce Connection	Online	vawc.virginia.gov	211 Nor Dan Drive	Danville, VA 24541	434-549-8220
Work Force West Virginia	Online	https://workforcewv.org/	5707 MacCorkle Ave SE	Charleston, WV 25304	304-352-6568
WorkinTexas.com	Online	twc.texas.gov	101 E 15th Street	Austin, TX 78778	800-628-5115
Zito Facebook	Tammy VanScoter	tammy.vanscoter@zitomedia.com - www.facebook.com/myzitomedia/	102 South Main St.	Coudersport, PA 16915	814-260-9575
Zito Twitter	Tammy VanScoter	tammy.vanscoter@zitomedia.com - twitter.com/Zito_Media	102 South Main St.	Coudersport, PA 16915	814-260-9575
Zito Media Website	Tammy VanScoter	tammy.vanscoter@zitomedia.com - www.zitomedia.net	102 South Main St.	Coudersport, PA 16915	814-260-9575