

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2015 – May 22, 2016.

- 1) Employment Unit: CBS Radio- Washington, DC
- 2) Unit Members (Stations and Communities of License):

WJFK-FM, Manassas, VA
WJFK-AM, Morningside, MD
WPGC-FM, Morningside, MD
WIAD-FM, Bethesda, MD
WLZL-FM, College Park, MD

3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number: 202-971-8000
1015 Half Street S.E. Suite 200 Washington, DC 20003	Contact Person/Title: Steve Swenson Market Manager
	E-mail Address: Steve.Swenson@cbs.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
(1) Account Executive*	Employee Referral
(2) Account Executive*	Employee Referral
(3) Account Executive*	Employee Referral
(4) Account Executive*	Employee Referral
(5) Account Executive*	Employee Referral
(6) Account Executive*	CBSRadio.com
(7) Account Executive*	Employee Referral
(8) Assistant Promotions Manager (WLZL/WNEW)	Employee Referral
(9) WLZL Local Sales Manager	Employee Referral
(10) Credit & Collections Coordinator	CBSRadio.com
(11) Finance Coordinator	CBSRadio.com
(12) Accounting Clerk	Internal Promotion

Stations WJFK-FM, WJFK (AM), WPGC-FM, WLZL-FM are Equal Opportunity Employers

Job Title	Recruitment Source Referring Hiree
(13) Public Outreach Specialist	Employee Referral
(14) Digital Sales Assistant**	CBSRadio.com
(15) Digital Sales Assistant**	CBSRadio.com
(16) Digital Content Specialist	Indeed.com
(17) Sports Sales Manager	Employee Referral
(18) Digital Sales Specialist	CBSRadio.com
(19) Digital Sales Specialist	CBSRadio.com
(20) WLZL Sales Assistant	Employee Referral
(21) Market Controller	LinkedIn
(22) Assistant Market Controller***	Employee Referral
(23) Assistant Market Controller***	CBSRadio.com
(24) Assistant Promotions Manager	Employee Referral
(25) Special Events Coordinator	CBSRadio.com
(26) Promotions Coordinator(WLZL)	Employee Referral
(27) Promotions Coordinator(WIAD/ WJFK)	Employee Referral
(28) Promotions Coordinator (WPGC)	CBSRadio.com
(29) Executive Assistant to the VP	Transfer from another CBS Radio market
(30) Staff Accountant****	Indeed.com
(31) Staff Accountant****	CBSRadio.com
(32) FT On- Air Talent (WLZL)	Transfer from another CBS Radio market
(33) Music Sales Assistant	Employee Referral
(34) Digital Traffic Coordinator	CBSRadio.com
(35) Production Director	CBSRadio.com
(36) Air Talent/APD	Internal Promotion

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5) **Job Title:** Account Executive (1)(2)(3)(4)(5)(6)(7) **Referral Source(s) of Hiree:** CBS Website Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				2	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@cabc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A	34	No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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5) **Job Title:** Assistant Promotions Manager (8)(24) **Referral Source(s) of Hiree:** **Employee Referral**
CBS Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				5	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A	3	No
Indeed	N/A	N/A	N/A	4	No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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5) **Job Title:** WLZL Local Sales Manager (9) **Referral Source(s) of Hiree:** **Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*					
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A	1	No
Corporate Recruiter	N/A	N/A	N/A	3	No

5) **Job Title:** Credit & Collections Coordinator (10) **Referral Source(s) of Hiree:** **CBS Radio**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				5	

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Indeed.com	N/A	N/A	N/A		No

5) Job Title: Finance Coordinator (11) Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com [†]				6	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No

5) Job Title: Accounting Clerk (12) **Referral Source(s) of Hiree:** **Internal Promotion**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com *					
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A		No
Internal Promotion	N/A	N/A	N/A	1	No

5) **Job Title:** Public Outreach Specialist (13) **Referral Source(s) of Hiree:** **Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				8	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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Community College of Baltimore County	Sellis2@cabc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A	2	No

5) **Job Title:** Digital Sales Assistant (14) (15) **Referral Source(s) of Hiree:** CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				23	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@cabc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A		No

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5) Job Title: Digital Sales Specialist (18)(19) Referral Source(s) of Hiree: CBS Radio

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				6	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@cabc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Indeed.com	N/A	N/A	N/A	2	

5) Job Title: Digital Content Specialist (16) Referral Source(s) of Hiree: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				6	

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Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Indeed.com	N/A	N/A	N/A	2	No
JournalismJobs.Com	N/A	N/A	N/A	1	No

5) Job Title: Sports Sales Manager (17) **Referral Source(s) of Hiree:** **Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com [†]					
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No

[†] * In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A	4	No

5) **Job Title:** WLZL Sales Assistant (20) **Referral Source(s) of Hire:** Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*					
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No

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United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A	2	No

5) **Job Title:** Market Controller (21) **Referral Source(s) of Hiree:** LinkedIn

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				2	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A		No
LinkedIn	N/A	N/A	N/A	5	No

5) **Job Title:** Assistant Market Controller (22)(23) **Referral Source(s) of Hiree:** CBS Radio Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				12	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A	1	No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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5) Job Title: Special Events Coordinator (25) Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com *				3	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A	2	No

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5) **Job Title:** Promotions Coordinator, WLZL-FM (26)(27)(28) **Referral Source(s) of Hiree:** **Employee Referral**
CBS Radio

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				14	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A	8	No
Indeed.Com	N/A	N/A	N/A	4	No

5) **Job Title:** Executive Assistant to the VP (29) **Referral Source(s) of Hiree:** **Transfer from another CBS Radio Market**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				2	

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Transfer	N/A	N/A	N/A	1	No

5) Job Title: Staff Accountant(30)(31)

Referral Source(s) of Hiree:

CBS Radio
Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com [†]				13	

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Indeed.com	N/A	N/A	N/A	1	No
Monster	N/A	N/A	N/A	1	No
DCNetworks.org	N/A	N/A	N/A	1	No

5) **Job Title:** FT On-Air Talent, WLZL-FM (32) **Referral Source(s) of Hiree:** **Transfer from Another CBS Radio Market**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com [*]				2	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A	3	No
Transfer	N/A	N/A	N/A	1	No

5) **Job Title:** Music Sales Assistant (33) **Referral Source(s) of Hiree:** Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				2	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A	4	No

5) **Job Title:** Digital Traffic Coordinator (34) **Referral Source(s) of Hiree:** CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				6	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No

5) **Job Title:** Production (35) **Referral Source(s) of Hire:** CBS Radio

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				4	
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

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Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Employee Referral	N/A	N/A	N/A		No

5) **Job Title:** Air Talent/APD (36) **Referral Source(s) of Hiree:** **Internal Promotion**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*					
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	202-462-4267		No
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	202-274-5000		No
Washington Bureau	washingtonbureau@naacpnet.org	1156 15 th Street, NW Suite 915 Washington, DC 20005	202-463-2940		No
UMBC Career Opp	careers@umbc.edu	University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	410.455.2216		No
Shabach Ministries Inc.	Kersha Wintz	3600 Brightseat Road Landover, MD 20785	301-773-3600		No
Prince George's Community College	jacksoam@pgcc.edu	301 Largo Rd Largo, MD 20774	301-546-7422		No
United States Department of Labor	Rose.sydney.t@dol.gov	200 Constitution Ave., NW, Washington, DC 20210	202-693-6002		No
Department of Human Resources	dchr@dc.gov	441 4th Street, NW, Suite 330 South, Washington, DC 20001	202-442-9700		No
Department of Veteran Affairs	Wendolyn.brown@va.gov	16 Francis Street 4 th Floor Annapolis, MD 21401	410-260-3842		No
Community College of Baltimore County	Sellis2@ccbc.md.edu	800 South Rolling Road, Catonsville, MD 21228	443-840-4739		No
Internal Promotion	N/A	N/A	N/A	1	No

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6) **Total # of Interviewees Referred:** For the period from May 23, 2015 – May 22, 2016, this Employment Unit interviewed 223 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) Participation in Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Hollywood Elementary School, College Park: Robert Dawson, spoke at Hollywood Elementary School to share the importance of future responsibilities, figure out to get into their career and to get inspired.	May 29, 2015	Reporter
2. Seat Pleasant Elementary School: WPGC morning show, Joe Clair and family spoke to the audience about life in the radio industry. There was also an opportunity at the end of the panel to network with Joe and the staff.	May 29, 2015	WPGC Morning Team
3. NAACP Diversity Career Fair: CBS Entertainment participated in this annual event and engaged with Corporate leaders to make connections that would help build a solid network of professionals.	February 24, 2015	WPGC Team
4. 2016 Multicultural Job Fair: The station's WLZL Promotion Manager and street team participated in this event to create a presence of radio on the population and the local communities.	May 19, 2016	WLZL Promotion Manager, WLZL Street Team

b) Participation in Career Events Sponsored by Educational Institutions

<p>1. <u>Prince Georges Community College</u>: The objective of this event was so that alumni and prospective candidates were able to speak with individuals who worked with CBS Radio, as well as speak to the Human Resource Manager representing the company.</p>	<p>April 6,2015</p>	<p>Advisor</p>
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c) Sponsorship of Community Events to Inform Public of Careers in Broadcasting

<p>1 . <u>Merrill Lynch Station Tour</u>: The AE introduced the roles of the different departments and explained their contributions to the finished product.</p>	<p>May 4, 2016</p>	<p>Account Executive</p>
<p>2. <u>Envoy Mortgage Station Tour</u>: The AE introduced the roles of the different departments and explained their contributions to the finished product.</p>	<p>May 6,2016</p>	<p>Account Executive</p>
<p>3. <u>Adams Restaurant Group Station Tour</u>: The AE introduced the roles of the different departments and explained their contributions to the finished product.</p>	<p>May 13,2016</p>	<p>Account Executive</p>
<p>4. <u>Prince George’s Count Police Department Station Tour</u>: The objective was to show the Youth Camp children an actual radio studio, DJ’s and our equipment.</p>	<p>July 23, 2015</p>	<p>Officer</p>

d) Training of Management-Level Personnel

<p>1. <u>CBS Corporation Compliance Training Program:</u> Employment Unit employees, including management-level personnel, participated in CBS Corporation’s Compliance Training Program, which included online training regarding the Corporation’s Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. Employees received the 2015-2016 CBS Corporation Business Conduct Statement in July 2015-2016 and were required to complete related online training during the period October to November 2015-2016. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation quarterly compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: the Company’s anti-retaliation policy, appropriate use of social media and financial integrity. In addition, all full time employees were required to take the “Preventing Sexual Harassment in Today’s Workplace” online course and all supervisory managers were required to complete “Addressing Sexual Harassment in Today’s Workplace” in July/August 2015-2016.</p>	<p>Ongoing: May 2015 – May 2016</p>	<p>All full time employees, including management-level personnel</p>

e) Participate in General Outreach Efforts Using Job Banks or Internet Programs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>1. <u>Contributions to CBS Radio Career Website:</u> The Employment Unit has made significant contributions to the CBS Radio career website (www.cbsradio.com), which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio Washington.</p> <p>2. <u>On-air Announcements:</u> Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio DC. Recruitment spots run regularly on each station, stating that, “Stations WJFK-FM/AM, WIAD-FM, WLZL-FM and WPGC-FM, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the station. We seek the help of local Community Organizations in referring qualified applicants to our station. Community organizations that wish to receive our vacancy information should contact the Stephanie Saint-Aubin at WJFK-FM/AM, WIAD-FM, WLZL-FM and WPGC-FM by calling 202-479-9227. In addition, all listeners are encouraged to visit www.cbsradio.com for an online listing of job openings at all CBS Radio stations.”</p>	<p>Ongoing: May 2015 – May 2016</p> <p>Ongoing May 2015-May 2016</p>	<p>Human Resources Manager</p> <p>Human Resources Manager</p>

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Attachment A

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DirectEmployers Association Job Syndication Alliances – Revised October 14, 2014. **Please Note:** *DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to “third party” alliance websites. Any and all alteration performed to said job feed by a “third party” alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company’s job feed by a “third party” alliance website.*

Diversity Sites	
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
BabyBoomerJobs.net	http://www.babyboomerjobs.net/ (DE Member Jobs Only)
The Black Collegian Online	http://jobsearch.blackcollegian.com/
The Black Perspective	http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	http://fatherresource.jobs/ (DE Member Jobs Only - Indiana Locations Only)
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	http://www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine/
IMDiversity	http://jobsearch.imdiversity.com/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
MinorityJobsite.com	http://www.minorityjobsite.com/ (DE Member Jobs Only)
The North 40 Network	http://www.thenorth40network.com/job-search-links/job-board.aspx
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Teachers of Color	http://jobs.teachersofcolor.com/
US.jobs Diversity	http://diversity.jobs/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	http://www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine

Disability Sites	
Agency for Persons with Disabilities (APD)	http://apd.myflorida.jobs/
Bosma Enterprises	http://bosma.jobs/ (Indiana Located Jobs Only)
Deaf To Work	http://deaftowork.jobs/
Enable America	http://enableamerica.jobs
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	http://mdworks.jobs/ (Maryland Located Jobs Only)
Options Unlimited Inc.	http://optionsunlimitedinc.jobs/ (Louisville, KY Located Jobs Only)
Quest	http://questinc.jobs/ (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
United Spinal Association	http://spinalcord.jobs/
US.jobs Disability	http://disability.jobs
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop. Jobs also appear on VetCentral search engine at http://vetcentral.us.jobs/vet_index.asp?stype=moc
Workforce Recruitment Program	http://wrp.jobs/
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/

Military Network Sites	
ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	http://casy.msccn.jobs/
eBenefits Employment Center Veterans Job Bank	https://www.ebenefits.va.gov/ebenefits/jobs
Honor Guard Network	http://www.honorguardnetwork.org/Jobs/DirectJobsDatabase.aspx
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://msepjobs.militaryonesource.mil/job-map (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse Connections	http://militaryspouseconnection.jobs
Military Spouse Corporate Career Network (MSCCN)	http://www.msccn.org/Employers/DirectEmployers_Job_Board.html
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
RecruitMilitary	http://recruitmilitary.com/
Save Our Veterans	http://board.jobcentral.com/saveourveterans
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
USA Cares	http://board.jobcentral.com/usacares
US.jobs Veterans	http://veterans.jobs/
US Military Pipeline	https://usmilitarypipeline.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral search engine http://vetcentral.us.jobs/vet_index.asp?stype=moc
Veteran's Enterprise	http://www.veteransenterprise.com/index.php/career-opportunities
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)

State Workforce Agency Veteran/Military Sites	
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInAZ Veterans (Arizona State Workforce)	http://workinaz-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/

Federal Government Sites

American Job Center (USDOL)	http://jobcenter.usa.gov/find-a-job
CareerOneStop (USDOL/ETA)	http://www.careeronestop.org/JobSearch/JobSearch.aspx
eBenefits Employment Center Veterans Job Bank	https://www.ebenefits.va.gov/ebenefits/jobs
Hero 2 Hired (H2H)	https://h2h.jobs/
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' and 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org
Summer.jobs (White House Sponsored Initiative)	http://www.whitehouse.gov/economy/jobs/youthjobs/
Virtual Career Network Healthcare (USDOL/ETA)	https://www.vcn.org/healthcare/findwork

State Government Sites	
US. Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	http://US.jobs/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your <u>Member Desktop</u> Jobs also appear on VetCentral search engine http://vetcentral.us.jobs/vet_index.asp?stype=moc
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	https://3rivers.rescaretalentmarket.com/
Rescare Workforce Services - Indiana	https://indiana.rescaretalentmarket.com/
State & US Territory Workforce Agency Job Banks	All DE member jobs are delivered to over 3500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities. Members access your VEVRAA Compliance Reporting through the <u>Member Desktop</u> for confirmation of job listing delivery
State of Alabama	https://joblink.alabama.gov/ada/
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ders/ea/wcmrs/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	http://www.caljobs.ca.gov/
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	http://connecticut.us.jobs/
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://explorer.dol.state.ga.us/jobfeeds/
Guam Job Bank	http://guam.us.jobs/
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/

State of Illinois	https://illinoisjoblink.illinois.gov/ada/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www1.iowajobs.org/jobs/login.seek
State of Kansas	https://www.kansasworks.com/ada/
State of Kentucky	https://focuscareer.ky.gov/career/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	http://www.mainecareercenter.com/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://web.detma.org/JobQuest/
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://jobs.mt.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	http://nevada.us.jobs/
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	http://jobs4jersey.com/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	http://newyork.us.jobs/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://ohiomeansjobs.com/omj/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.emp.state.or.us/jobs/
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	http://puertorico.us.jobs/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://wit.twc.state.tx.us/
State of Utah	https://jobs.utah.gov/

State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	http://www.vec.virginia.gov/
State of Washington	https://fortress.wa.gov/esd/worksource/
State of West Virginia	http://www.wvcommerce.org/business/workforcewv/default.aspx
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx
State Workforce Agency Microsites (See list of specific state microsites below).	Several State Workforce Agencies have added .jobs microsites to target specific recruiting populations, allowing states to drive more jobseeker traffic to their niche microsites and state job banks (see below).
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
EmployNevada (Nevada State Workforce)	http://employnevadavets.jobs
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
Missouri Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInAZ Veterans (Arizona State Workforce)	http://workinaz-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/

Other Sites	
Adsdeck	http://www.adsdeck.com/
Beyond.com	http://www.beyond.com/
Career Bliss	http://www.careerbliss.com/jobs/
Facebook Social Jobs Partnership	https://www.facebook.com/socialjobs/app_417814418282098
Info.com	http://info.com/
Jobalot	http://www.jobalot.com/
Job Inventory	http://www.jobinventory.com/
Jobsearch.net	http://www.jobsearch.net/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
Meelieu	http://meelieu.com (Engineering Jobs Only)
Mitula	http://www.mitula.com/
mybrightmountain.com	http://www.mybrightmountain.com/classifiedjobs.aspx
Recruiter.com	http://www.recruiter.com
Servant@Heart Christian Business Directory	http://jobs.servantatheart.org/
SimplyHired	http://www.simplyhired.com/
St. Christopher Parish	http://jobs.saintchristopherparish.org/
TalentPlanet	http://talentplanet.com/index.php
Trovit	http://job.trovit.com/
Universal Technical Institute	http://uti.jobs/ *Automotive Industry Related Job Content

Global Sites	
Australia.recruit.net	Jobrapido.de – Germany
China.recruit.net	Jobrapido.nl – Holland
HongKong.recruit.net	Jobrapido.ie – Ireland
India.recruit.net	Jobrapido.it – Italy
Japan.recruit.net	Jobrapido.mx – Mexico
Malaysia.recruit.net	Jobrapido.nz – New Zealand
NewZealand.recruit.net	Jobrapido.pl – Poland
Singapore.recruit.net	Jobrapido.es – Spain
Jobespresso.net – Italy	Jobrapido.se – Sweden
Jobrapido.com.ar – Argentina	Jobrapido.ch – Switzerland
Jobrapido.at – Austria	Jobrapido.co.uk – UK
Jobrapido.com.au – Australia	Jobrapido.com – USA
Jobrapido.br – Brazil	Jumpstation.com.au
Jobrapido.cl – Chile	Jobrapido.cl
Jobrapido.fr – France	Jobrapido.fr

Simply Hired Global Sites	
Simply Hired – Australia	Simply Hired – India
Simply Hired – Brazil	Simply Hired – Ireland
Simply Hired – Belgium	Simply Hired – Italy
Simply Hired – Canada	Simply Hired – Netherlands
Simply Hired – France	Simply Hired – Spain
Simply Hired – Germany	Simply Hired – United Kingdom

Abilene Christian University
Alabama State
Albany College of Pharmacy & Health Sciences
Albany State University
Alcorn State University
Alfred University
Alma College
American Jewish University
American Public University System
American Sentinel University
Amherst College
Amridge University
Anderson University (IN)
Anne Arundel
Appalachian State University
Arizona State University
Arkansas Northeastern College
Arkansas State University
Arkansas State University Beebe
Arkansas State University Mountain Home
Arkansas State University Newport
Armstrong Atlantic
Assumption College
Athens State University
Auburn University
Augsburg College
Augustana College, Illinois
Averett University
Azusa Pacific University
Babson College
Baker College
Ball State
Barnard College
Bates College
Bay Path College
Bellevue College (WA)
Belmont Abbey College
Beloit College
Bennington College
Bentley University, Career Services
Berkeley College

Berklee College of Music
Monroe College
Moorpark College
Morehead State University
Morton College
Moultrie Technical College
Mount St. Mary's College (Los Angeles)
Mt. Holyoke College
Mt. Hood Community College, Business Center
Mt. San Antonio College
Mt. San Jacinto College
National Park Community College
National University
Navarro College
Nevada State College
New Jersey Institute of Technology
New York University
New York University, Abu Dhabi
Newberry College
Norfolk State University
North Carolina A&T State University
North Carolina Central University
North Carolina State University
North Central University
North Dakota State University
Northeast Alabama Community College
Northern Essex Community College
Northwest Arkansas Community College
Northwest Missouri
Northwestern University
Northwestern University School of Communication
Norwich University
Notre Dame de Namur
Nova Southeastern
Nyack College
Oakland University
Oberlin College
Occidental College
Ohio Christian University
Ohio Northern University
Ohio State, Arts & Sciences Career Services
Ohio State, Buckeye Careers Network
Ohio State, College of Food, Agriculture &
Environmental Sciences

Bethel University (Minnesota)
Biola University
BJU Press
Black River Technical College
Bloomsburg University of Pennsylvania (PASSHE)
Bluegrass Community and Technical College
Bob Jones University
Boise State University
Boston Architectural College
Boston College
Boston University
Boston University, College of Communication
Boston University, College of Engineering
Boston University, School of Hospitality
Boston University, School of Management

Boston University, School of Public Health
Bow Valley College
Bowie State University
Bowling Green
Brandeis University, Graduate School of Arts & Sciences
Brandeis University, Hiatt Career Center
Brandman University

Bridgepoint Education - Ashford University
Brigham Young University
Brigham Young University, Hawaii
Brigham Young University, Idaho
Brown University
Brown University, Alumni
Bucks County Community College
Burlington County College
Butler Community College
Cabrillo College
Cabrini College
Cairn University
Cal Poly Pomona
Cal Poly San Luis Obispo
California Baptist University
California Institute of Integral Studies
California Institute of Technology (Caltech)
California Lutheran University
California Lutheran University, Institute of Finance
California State University Channel Islands
California State University Fresno
California State University Fullerton

Ohio State, Engineering Career Services
Ohio University
Old Dominion University
Oral Roberts
Oregon State University
Oregon State University, Cascades
Ouachita Baptist
Palm Beach Atlantic University
Pasadena City College
Peirce College
Penn State University, Schreyer Honors College
Penn State, Alumni
Penn State, Behrend
Penn State, College of Agricultural Sciences
Penn State, College of Engineering
Penn State, College of Information Sciences & Technology
Penn State, College of the Liberal Arts
Penn State, Consortia
Penn State, Eberly College of Science
Penn State, Harrisburg
Penn State, University Park
Pennsylvania College of Technology
Pepperdine University, Graduate School of Education & Psychology
Pepperdine University, School of Public Policy
Pepperdine University, Seaver Career Center
Philadelphia University
Philander Smith College
Piedmont Community College
Piedmont Virginia Community College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical Institute
Pitzer (Claremont MSE)
Pomona College (Claremont MSE)
Prairie View A&M University
Purdue University
Quinnipiac University
Rasmussen College
Reed College
Regent University
Rensselaer Polytechnic Institute
Rice University
Roane State Community College
Rochester Institute of Technology

California State University Long Beach	Rockhurst University
California State University Monterey Bay	Rocky Mountain College
California State University Northridge	Rollins College
California State University Sacramento	Ron Brown Scholar Fund
California State University San Bernardino	Russell Sage College
California University of Pennsylvania (PASSHE)	Rutgers University Camden
Calvin College	Rutgers University New Brunswick
	Rutgers University New Brunswick, Environmental & Biological Sciences (E MSE)
Cañada College	Rutgers University New Brunswick, Professional Science Master's Program
	Rutgers University New Brunswick, School of Management and Labor Relations
Cape Fear Community College	Rutgers University New Brunswick, School of Planning and Public Policy
	Rutgers University New Brunswick, Undergraduate Business
Capella University	Rutgers University Newark
Capitol College	Rutgers University Newark, Undergrad Business
Carleton College	Sacred Heart University
Carnegie Mellon	Saddleback College
Carnegie Mellon, Heinz School of Public Policy & Management	Saginaw Valley State University
Case Western Reserve University	Saint Josephs College
Case Western Reserve University, School of Engineering	Saint Peter's University
Catholic University of Portugal	Samford University
Cedarville University	San Diego State University
Central Arizona College	San Jose State University
Central College	Santa Barbara City College
Central Lakes College at Brainerd	Santa Clara University
Central Methodist University	Sarah Lawrence
Central New Mexico Community College	Savannah College of Art and Design
Central Oregon Community College	Savannah State University
Central State	School of Visual Arts
Central Virginia Community College	Scripps (Claremont MSE)
Centre College	Seattle Pacific University
Chadwick School	Sewanee, the University of the South
Chaffey College	Shippensburg University of Pennsylvania (PASSHE)
Chaminade University of Honolulu	Siena College
Champlain College	Simpson College
Chapman University	SIT Graduate Institute
Charleston Southern University	Skidmore College
Chatham University	Skyline College
Cheyney University of Pennsylvania (PASSHE)	Slippery Rock University of Pennsylvania (PASSHE)
Chicago State University	Smith College
Christian Brothers University	Soka University of America
City Colleges of Chicago	
Claremont Graduate University (Claremont MSE)	
Claremont McKenna College (Claremont MSE)	

Clarion University of Pennsylvania (PASSHE)	Sonoma State University
Clark University	South Central College
Clarkson University	Southeast Arkansas College
Clayton State University	Southeastern Oklahoma State University
Clemson University	Southern Adventist University
Clemson University, Alumni Association	Southern Connecticut State University
Clemson University, Cooperative Education Program	Southern Crescent Technical College
Coastal Carolina University	Southern Oregon University
Coker College	Southern University and A & M College
Colby College	Southern Wesleyan University
Colgate University	Southwestern University
College of Coastal Georgia	Spokane Community College, Career Services
	Spokane Falls Community College, Student Employment Office
College of Idaho	Spring Arbor University
College of Marin	Springfield College
College of New Jersey	St. Ambrose University
College of San Mateo	St. Bonaventure University
College of Southern Nevada	St. John's University
College of St. Benedict & St. John's University	St. Joseph's University
College of St. Rose	St. Lawrence University
College of Staten Island	St. Leo University
College of the Bahamas	St. Louis University
College of the Holy Cross	St. Mary's College of California
College of Wooster	St. Michael's College (VT)
Colorado School of Mines	St. Olaf College
Columbia College	St. Paul College
Columbia College of South Carolina	St. Thomas Aquinas College
Columbia Southern University	St. Thomas University
Columbus College Of Art and Design	St. Xavier University
Columbus State Community College	Stanford University (MSE)
Columbus State University	Stanford University School of Medicine
Concordia College at Moorhead	Stanford University, School of Education
Concordia College, New York	Stevenson University
Concordia University (St. Paul)	Stratford University
Concordia University Ann Arbor	SUNY Albany, Rockefeller College of Public Affairs & Policy
	SUNY Alfred State College
Concordia University Irvine	SUNY Buffalo State College
Cornell College	SUNY College at Brockport
Cornerstone University	SUNY College at Oneonta
Cuesta College	SUNY College of Plattsburgh
Cumberland University	SUNY Fredonia
CUNY Baruch College	SUNY Jefferson Community College
CUNY Baruch College, School of Public Affairs	SUNY Oswego
CUNY Baruch College, Weissman School of Arts & Sciences	SUNY Purchase College
CUNY Borough of Manhattan Community College	
CUNY Central Internship Programs	

CUNY Graduate Center	SUNY University at Buffalo
CUNY Graduate School of Journalism	Susquehanna University
CUNY Hostos Community College	Syracuse University
CUNY Hunter College	Tallahassee Community College
CUNY John Jay College of Criminal Justice	Tarleton State
CUNY LaGuardia Community College	Tennessee State
CUNY Lehman College	Texas A&M Central Texas
CUNY Macaulay Honors College	Texas A&M College Station
CUNY Medgar Evers College	Texas A&M Kingsville
CUNY Queens College	Texas A&M San Antonio
CUNY Service Corps	Texas A&M Texarkana
CUNY York College	Texas A&M University Qatar
Cypress College	Texas Tech, Health Sciences Center School of Nursing
Dallas County Community College District (DCCCD)	Texas Tech, Rawls College of Business
Daniel Webster College	Texas Wesleyan University
Dartmouth College, Health Policy & Clinical Practice	Texas Woman's University
Dartmouth College, Thayer School of Engineering	The Citadel
Davidson College	The College of New Rochelle
Dean College	The King's College
Delaware State University	The New School
Delaware Technical Community College	The Universities at Shady Grove
Delaware Valley College	The University of the Arts
Delta State	Thomas Jefferson University
Denison University	Touro College
Depauw University	Trident Technical College
DeSales University	Trine University
Dominican College	Trinity College (CT)
Dominican University of California	Trinity Washington University
Dowling College	Troy University
Drake University	Truckee Meadows Community College
Drew University	Tufts University, Office of Public Health
Drexel University	Tulane University
Dunwoody College of Technology	Tuskegee
Earlham College	UCAN, University Career Action Network
East Georgia State College	UCLA
East Stroudsburg University of Pennsylvania (PASSHE)	UCLA, School of Public Affairs
Eastern Illinois University	University of Akron
Eastern Washington University	University of Alabama
Eckerd College	University of Alaska Fairbanks
Edinboro University of Pennsylvania (PASSHE)	University of Arizona
EduK Group	University of Arkansas at Fayetteville
Ehove Career Center	University of Arkansas at Fort Smith
Elmhurst College	University of Arkansas at Little Rock
Emerson College, Los Angeles Center	University of Arkansas at Little Rock, College of Engineering & Information Technology

Emmanuel College	University of Arkansas at Pine Bluff
Emory University	University of Arkansas Community College at Batesville
Emory University, Alumni Association	University of Baltimore
Emory University, Public Health	University of California Berkeley
Everest University	University of California Berkeley Haas Undergrad Alumni
Excelsior College	University of California Berkeley, Goldman School of Public Policy
Fairmont State University	University of California Berkeley, School of Public Health
Fashion Institute of Design & Merchandising (FIDM)	University of California Berkeley, School of Social Welfare
Fashion Institute of Technology, Career Services Office	University of California Davis
Fayetteville State University	University of California Irvine
Ferris State University	University of California Merced
Florida International	University of California Riverside
Florida State University	University of California San Diego
Florida State University, College of Social Work	University of California San Diego, Graduate School of International Relations & Pacific Studies
Fordham University	University of California Santa Barbara
Fordham University, Gabelli School of Business	University of California Santa Cruz
Fort Lewis College	University of Central Missouri
Foundation for California Community Colleges	University of Charleston
Franklin and Marshall College	University of Chicago
Franklin W. Olin College of Engineering	University of Chicago, Harris School of Public Policy
Friends University	University of Colorado Denver, College of Architecture and Planning
Full Sail University	University of Connecticut
Furman University	University of Delaware
Gadsden State Community College	University of Denver
Gallaudet University	University of Denver, Graduate School of International Studies
Gateway Community College	University of Evansville
Geneva College	University of Florida
George Washington University, Career Services	University of Georgia
George Washington University, College of Professional Studies	University of Great Falls
George Washington University, School of Education	University of Houston, College of Technology
Georgetown College	University of Houston, Health and Human Performances
Georgetown University	University of Idaho
Georgetown University, Communication, Culture & Technology	University of Illinois at Chicago
Georgia Regents University	University of Illinois at Springfield

Georgia Southern University	University of Illinois at Urbana - Champaign, Alumni Assoc.
Georgia Southwestern State University	University of Illinois at Urbana
Georgia State University	University of Illinois Theta Xi
Georgia Tech	University of Iowa
Georgia Tech, Division of Professional Practice	University of Iowa, College of Public Health
Georgian Court University	University of Kansas
Gettysburg College	University of Kentucky
Golden Gate University	University of La Verne
Gonzaga University	University of Louisville
Grambling State University	University of Louisville, Speed School of Engineering
Grantham University	University of Maine
Great Bay Community College	University of Maine at Augusta
Grinnell College	University of Mary Washington
Hamilton College	University of Maryland Baltimore County
Hamline University	University of Maryland College Park
	University of Maryland College Park, Clark School of Engineering
Hampden -Sydney College	University of Maryland College Park, School of Public Policy
Hampshire College	University of Maryland Eastern Shore
Hanover College	University of Michigan Ann Arbor
Harding University	University of Michigan Ann Arbor, Engineering Career Resource Center
Hartwick College	University of Michigan Ann Arbor, School of Information
Harvard University	University of Michigan Ann Arbor, School of Natural Resources and Environment
Harvard University, Institute of Politics	University of Michigan Ann Arbor, School of Public Health
Harvard University, Kennedy School of Government	University of Michigan Athletic Department
Harvey Mudd (Claremont MSE)	University of Michigan Dearborn
Hawaii Pacific University	University of Michigan Flint
Hendrix College	University of Michigan, College of Literature, Science and the Arts
Henry Ford College	University of Missouri Kansas City
Heritage University	University of Nebraska Kearney
Herzing University	University of Nebraska Lincoln
High Point University	University of Nebraska Omaha
Hofstra University	University of Nevada Las Vegas
Hood College	University of Nevada Reno
Houston Community College Engineering	University of New Hampshire
Howard University	University of New Hampshire, College of Health and Human Services
Hudson Valley Community College	University of New Haven
Husson University	University of New Mexico
Illinois Institute of Technology	

Illinois State University	University of North Alabama
Indiana University -Purdue University, Fort Wayne (IPFW)	University of North Carolina at Asheville
Indiana University Alumni Association	University of North Carolina at Chapel Hill
Indiana University Bloomington, Career Development	University of North Carolina at Greensboro
Indiana University Bloomington, School of Education	University of North Texas at Dallas
Indiana University Bloomington, School of Informatics	University of Northern Iowa
Indiana University Bloomington, School of Public & Environmental Affairs	University of Northwestern - St. Paul
Indiana University Bloomington, School of Public Health	University of Notre Dame
Indiana University of Pennsylvania (PASSHE)	University of Oregon
	University of Oregon, School of Architecture & Allied Arts
Indiana University South Bend	University of Pennsylvania
Indiana University Southeast	University of Pittsburgh
Indiana University, East	
	University of Pittsburgh at Bradford
Indiana University, Herron School of Art and Design (Talent)	University of Pittsburgh at Greensburg
Indiana University, Kelley School of Business (Talent)	University of Pittsburgh at Johnstown
Indiana University, Kelley School of Business Bloomington	University of Pittsburgh, Graduate School of Public and International Affairs
	University of Pittsburgh, School of Education
Indiana University, Kokomo	
Indiana University, Northwest	University of Puget Sound
Indiana University, Richard M. Fairbanks School of Public Health (Talent)	University of Rhode Island Office of Experiential Learning and Community Engagement
Indiana University, School of Education (Talent)	University of Richmond
Indiana University, School of Engineering and Technology (Talent)	
Indiana University, School of Health and Rehabilitation Sciences (Talent)	University of Rochester
Indiana University, School of Informatics and Computing (Talent)	
Indiana University, School of Liberal Arts (Talent)	University of San Diego
Indiana University, School of Philanthropy (Talent)	University of San Francisco
Indiana University, School of Physical Education and Tourism Management (Talent)	University of South Carolina Upstate
Indiana University, School of Public and Environmental Affairs (Talent)	
	University of Southern California
Indiana University, School of Science (Talent)	University of Southern California, Annenberg School Undergraduate
Indiana University, School of Social Work (Talent)	University of Southern California, Marshall Undergraduate
Indiana University, Talent	University of Southern Indiana
Indiana University, University College (Talent)	University of St Francis (IL)
Indiana University/Purdue University, Indianapolis (IUPUI)	University of St. Francis, Fort Wayne
Indiana Wesleyan University	University of St. Joseph
iNet Internship Network	University of St. Thomas
Iona College	University of Texas at Austin, School of Architecture
	University of Texas at Austin, School of Information

Iowa Central Community College	University of Texas at Austin, Student Employment
Iowa State University	University of Texas at Tyler
	University of Texas Austin, Moody College of Communications
Ivy Tech Group	University of Texas, College of Fine Arts
Ivy Tech Indianapolis	University of the Ozarks
Jackson State University	University of the Pacific
Jacksonville State University (Alabama)	University of Toledo
Jacksonville University (Florida)	University of Tulsa
James Madison University	University of Utah
Johns Hopkins University	University of Vermont
Johnson C Smith University	University of Virginia
Johnson University	University of Washington, Daniel J. Evans School of Public Affairs
	University of Washington, Engineering Coop & Internship Program
Juniata College	University of Washington, Information School
	University of Wisconsin at Madison, School of Education
Kansas Wesleyan University	University of Wisconsin, School of Human Ecology
Keck Graduate Institute (Claremont MSE)	Upper Iowa University
	Ursinus College
Kendall College	USC Occupational & Physical Therapy and Dentistry
Kendall College of Art and Design	USC Rossier School of Education
Kennesaw State University	Valencia College
Kenyon College	Vanderbilt University
Kingsborough Community College	Vanderbilt University, Graduate School
Kutztown University of Pennsylvania (PASSHE)	Vanguard University
Lake Land College	Vassar College
Lander University	Ventura College
Lawrence Tech	Vincennes University
Lewis & Clark College	Virginia Highlands Community College
Lewis University	Virginia International University
Liberty University	Virginia State University
Life University	Virginia Union University
LIM College	Virginia Western Community College
Linfield College	Wade College
Linn - Benton Community College	Walla Walla University
Lock Haven University of Pennsylvania (PASSHE)	Warner Pacific College
Longwood University	Warren Wilson College
Lorain County Community College	
Louisiana State University	
Louisiana Tech University	
Loyola Marymount University	
	Wartburg College
Loyola Marymount University, School of Film and Television	Washington College
Loyola University Chicago	Washington State University
Luther College	Washington University in St. Louis
Lynchburg College	

Macalester College	Washington University in St. Louis, Olin Undergrad Business School
Madonna University	Washington University in St. Louis, School of Social Work
Manchester University	Washtenaw Community College
Manhattan College	Wayland Baptist University
Mansfield University of Pennsylvania (PASSHE)	Wayne State University, School of Business Administration
Marian University	Webster
Marist College	Wentworth Institute of Technology
Marlboro College	West Chester University of Pennsylvania (PASSHE)
Marshall University	West Virginia State University
Marygrove College	Western Kentucky
Marymount California University	Western Oregon
Marymount Manhattan College	Western Washington University
Maryville University of St. Louis	Westmont College
Massachusetts School of Professional Psychology (MSPP)	Wheaton College Illinois
McDaniel College	Wheaton College Massachusetts
McNeese State University	Whitman College
Menlo College	Whitworth University
Mercer University	Willamette University
Mercy College	William & Mary
Merrimack College	William Woods University
Metropolitan Community Colleges of Kansas City	Williams College
Metropolitan State University (Minnesota)	Wilmington College
Miami University (OH)	Wingate University
Michigan State University	Winthrop University
Michigan Technological University	Wiregrass Georgia Technical College
Middle Tennessee State University	Woodbury University
Middlebury College	Worcester Polytechnic Institute
Millersville University of Pennsylvania (PASSHE)	Wytheville Community College
Milligan College	Xavier University of Louisiana
Mills College	Yale University
Milwaukee Institute of Art and Design	Yeshiva University
Minneapolis Community and Technical College	York College of Pennsylvania
Minnesota Mankato	York Technical College
Mississippi College	Youngstown State University
Mississippi State University	Youngstown State University, Science, Technology, Engineering, and Mathematics
Missouri Baptist University	Youngstown State University, Williamson College of Business Administration

<i>Metro Areas on US.jobs</i>					
STATES:	METRO AREAS:				
Alabama:	<i>Birmingham</i>	<i>Huntsville</i>	<i>Mobile</i>	<i>Montgomery</i>	
Alaska:	<i>Anchorage</i>	<i>Fairbanks</i>	<i>Juneau</i>		
Arizona:	<i>Flagstaff</i>	<i>Phoenix</i>	<i>Tucson</i>		
Arkansas:	<i>Fayetteville</i>	<i>Little Rock</i>			
California:	<i>Bakersfield</i>	<i>Fresno</i>	<i>Lancaster</i>	<i>Los Angeles</i>	<i>Modesto</i>
	<i>Oakland</i>	<i>Sacramento</i>	<i>Salinas</i>	<i>San Bernardino</i>	<i>San Diego</i>
	<i>San Francisco</i>	<i>San Jose</i>	<i>Santa Clara</i>	<i>Stockton</i>	<i>Vallejo</i>
Colorado:	<i>Colorado Springs</i>	<i>Denver</i>	<i>Fort Collins</i>	<i>Pueblo</i>	
Connecticut:	<i>Bridgeport</i>	<i>Hartford</i>	<i>New Haven</i>	<i>Stamford</i>	<i>Waterbury</i>
Delaware:	<i>Dover</i>	<i>Wilmington</i>			
District of Columbia:	<i>Washington</i>				
Florida:	<i>Clearwater</i>	<i>Fort Lauderdale</i>	<i>Jacksonville</i>	<i>Miami</i>	<i>Orlando</i>
	<i>St. Petersburg</i>	<i>Tallahassee</i>	<i>Tampa</i>		
Georgia:	<i>Athens</i>	<i>Atlanta</i>	<i>Augusta</i>	<i>Columbus</i>	<i>Savannah</i>
Hawaii:	<i>Hilo</i>	<i>Honolulu</i>			
Idaho:	<i>Boise</i>	<i>Pocatello</i>			
Illinois:	<i>Aurora</i>	<i>Chicago</i>	<i>Joliet</i>	<i>Peoria</i>	<i>Rockford</i>
	<i>Springfield</i>				
Indiana:	<i>Evansville</i>	<i>Fort Wayne</i>	<i>Gary</i>	<i>Indianapolis</i>	<i>South Bend</i>
Iowa:	<i>Cedar Rapids</i>	<i>Des Moines</i>			
Kansas:	<i>Kansas City</i>	<i>Topeka</i>	<i>Wichita</i>		
Kentucky:	<i>Frankfort</i>	<i>Lexington</i>	<i>Louisville</i>		
Louisiana:	<i>Baton Rouge</i>	<i>Lafayette</i>	<i>New Orleans</i>	<i>Shreveport</i>	
Maine:	<i>Augusta</i>	<i>Portland</i>			
Maryland:	<i>Annapolis</i>	<i>Baltimore</i>			
Massachusetts:	<i>Boston</i>	<i>Springfield</i>	<i>Worcester</i>		
Michigan:	<i>Ann Arbor</i>	<i>Battle Creek</i>	<i>Detroit</i>	<i>Grand Rapids</i>	<i>Lansing</i>
Minnesota:	<i>Minneapolis</i>	<i>St. Paul</i>			
Mississippi:	<i>Gulfport</i>	<i>Jackson</i>			
Missouri:	<i>Independence</i>	<i>Jefferson City</i>	<i>Kansas City</i>	<i>Springfield</i>	<i>St. Louis</i>
Montana:	<i>Billings</i>	<i>Helena</i>			

Nebraska:	<i>Lincoln</i>	<i>Omaha</i>			
Nevada:	<i>Carson City</i>	<i>Las Vegas</i>	<i>Reno</i>		
New Hampshire:	<i>Concord</i>	<i>Manchester</i>			
New Jersey:	<i>Elizabeth</i>	<i>Jersey City</i>	<i>Newark</i>	<i>Patterson</i>	<i>Trenton</i>
New Mexico:	<i>Albuquerque</i>	<i>Santa Fe</i>			
New York:	<i>Albany</i> <i>Syracuse</i>	<i>Buffalo</i>	<i>Elmira</i>	<i>New York</i>	<i>Rochester</i>
North Carolina:	<i>Asheville</i> <i>Durham</i>	<i>Charlotte</i> <i>Winston-Salem</i>	<i>Fayetteville</i>	<i>Greensboro</i>	<i>Raleigh</i>
North Dakota:	<i>Bismarck</i>	<i>Fargo</i>			
Ohio:	<i>Akron</i> <i>Toledo</i>	<i>Cincinnati</i>	<i>Cleveland</i>	<i>Columbus</i>	<i>Dayton</i>
Oklahoma:	<i>Oklahoma City</i>	<i>Tulsa</i>			
Oregon:	<i>Eugene</i>	<i>Portland</i>	<i>Salem</i>		
Pennsylvania:	<i>Allentown</i>	<i>Erie</i>	<i>Philadelphia</i>	<i>Pittsburgh</i>	
Rhode Island:	<i>Providence</i>				
South Carolina:	<i>Charleston</i>	<i>Columbia</i>			
South Dakota:	<i>Pierre</i>	<i>Sioux Falls</i>			
Tennessee:	<i>Chattanooga</i>	<i>Clarksville</i>	<i>Knoxville</i>	<i>Memphis</i>	<i>Nashville</i>
Texas:	<i>Abilene</i> <i>Corpus Christi</i> <i>Laredo</i> <i>Waco</i>	<i>Amarillo</i> <i>Dallas</i> <i>Longview</i> <i>Wichita Falls</i>	<i>Austin</i> <i>El Paso</i> <i>Lubbock</i>	<i>Beaumont</i> <i>Fort Worth</i> <i>San Antonio</i>	<i>Brownsville</i> <i>Houston</i> <i>Tyler</i>
Utah:	<i>Provo</i>	<i>Salt Lake City</i>			
Vermont:	<i>Burlington</i>	<i>Montpelier</i>			
Virginia:	<i>Alexandria</i>	<i>Norfolk</i>	<i>Richmond</i>	<i>Virginia Beach</i>	
Washington:	<i>Olympia</i>	<i>Seattle</i>	<i>Spokane</i>	<i>Tacoma</i>	
West Virginia:	<i>Charleston</i>	<i>Huntington</i>			
Wisconsin:	<i>Green Bay</i>	<i>Madison</i>	<i>Milwaukee</i>		
Wyoming:	<i>Casper</i>	<i>Cheyenne</i>			