

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2016 – May 22, 2017.

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: 1015 Half Street SW Suite 200 Washington, DC 20003	Telephone Number: 202-479-9227
	Contact Person/Title: Jane Lambert, Human Resources/Payroll Manager
	E-mail Address: jane.lambert@cbsradio.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(1) On-Air Talent	CBSRadio.com
(2) Account Executive	CBSRadio.com
(3) Account Executive (Spanish)	CBSRadio.com
(4) Account Executive (Spanish)	CBSRadio.com
(5) Account Executive Hispanic Music	DC Hispanic Impact Summit
(6) Account Executive Hispanic Music	CBSRadio.com
(7) Assistant Promotions Manager	CBSRadio.com
(8) Continuity Coordinator	CBSRadio.com
(9) DC Cluster Production	CBSRadio.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hire</b>
(10) Digital Sales Assistant	Indeed.com
(11) Digital Sales Assistant	CBSRadio.com
(12) Digital Sales Specialist	CBSRadio.com
(13) Digital Sales Specialist	CBSRadio.com
(14) Digital Sales Specialist	CBSRadio.com
(15) Digital Traffic Coordinator	Employee Referral
(16) HR/Payroll Manager	Glassdoor.com
(17) Managing Editor	CBSRadio.com
(18) Market Controller	LinkedIn
(19) On-Air Talent Co-Host	Employee Referral
(20) Music Account Executive	CBSRadio.com
(21) Music Account Executive	CBSRadio.com
(22) Music Account Executive	Employee Referral
(23) Music Account Executive	Employee Referral
(24) Music Account Executive	Employee Referral
(25) Music Account Executive	Employee Referral
(26) On-Air Talent WLZL	CBSRadio.com
(27) Promotions Coordinator WIAD	CBSRadio.com
(28) Promotions Coordinator WPGC	CBSRadio.com
(29) Promotions Manager WIAD/WJFK	CBSRadio.com
(30) Public Outreach Specialist	CBSRadio.com
(31) Sales Assistant	CBSRadio.com
(32) Sales Assistant	Employee Referral
(33) Sales Assistant (Bilingual)	Indeed.com
(34) Sales Assistant (Bilingual)	CBSRadio.com
(35) Sports Account Executive	CBSRadio.com
(36) Sports Account Executive	CBSRadio.com
(37) Sports Account Executive	CBSRadio.com

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(38) Sports Account Executive	CBSRadio.com
(39) Sports Account Executive	Employee Referral
(40) Sports Sales Manager	Employee Referral
(41) Staff Accountant	CBSRadio.com
(42) Traffic Reporter	CBSRadio.com
(43) Traffic Reporter	CBSRadio.com
(44) Web Content Manager	Industry Referral
(45) Web Content Specialist	CBSRadio.com

**5) Job Title: 12 Midnight On-Air Talent (1) Referral Source(s) of Hiree: CBS Radio.com (1)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	6	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>			
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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: Account Executive (2)

Referral Source(s) of Hiree: CBS Radio.com (2)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:ljwilliams@udc.edu">ljwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	7	No
Employee Referral	n/a	n/a	n/a	1	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>			
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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: Account Executive Spanish (3,4) Referral Source(s) of Hiree: CBS Radio.com (3,4)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	8	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a	1	No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>		1	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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: Account Executive Hispanic Music (5,6) Referral Source(s) of Hiree: Job Fair (5)CBS Radio.com (6)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	4	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a	2	No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>		3	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a	1	No

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**5) Job Title: Assistant Promotions Manager Referral Source(s) of Hiree: CBS Radio.com (7)**  
**(7)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	4	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	2	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		No

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5) Job Title: Continuity Coordinator (8)

Referral Source(s) of Hiree: CBS Radio.com (8)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	1	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a	1	No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	1	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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: DC Cluster Production (9)

Referral Source(s) of Hiree: CBS Radio.com (9)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	4	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a		
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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: Digital Sales Assistant (10,11) Referral Source(s) of Hiree: Indeed.com(10) CBS Radio.com (11)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="http://joppostings@40plusdc.org">joppostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	7	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	5	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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: Digital Sales Specialist (12, 13, 14) Referral Source(s) of Hiree: CBS Radio.com (12, 13,14)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="http://joppostings@40plusdc.org">joppostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	7	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a	2	No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	4	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a	2	No
DC Hispanic Impact Summit	Job Fair		n/a		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: Digital Traffic Coordinator (15) Referral Source(s) of Hiree: Employee Referral (15)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227		No
Employee Referral	n/a	n/a	n/a	4	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	2	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		No

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5) Job Title: HR/Payroll Manager (16)

Referral Source(s) of Hiree: Glass Door.com (16)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	1	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	3	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a	1	No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		No

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5) Job Title: Managing Editor (17)

Referral Source(s) of Hiree: CBS Radio.com (17)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	2	No
Employee Referral	n/a	n/a	n/a	1	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a	2	No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a		
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a	1	No
DC Hispanic Impact Summit	Job Fair		n/a		No
ZipRecruiter	Third Party Website	<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	n/a	1	No
Career Builder	Third Party Website	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	n/a	1	No

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**5) Job Title: Market Controller (18)**

**Referral Source(s) of Hiree: LinkedIn (18)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	2	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a		
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a	5	No
DC Hispanic Impact Summit	Job Fair		n/a		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: On-Air Talent Co-Host (19)**

**Referral Source(s) of Hiree: Employee Referral (19)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	2	No
Employee Referral	n/a	n/a	n/a	3	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a		
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		No

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**5) Job Title: Music Account Executive (20, 21, 22, 23, 24, 25) Referral Source(s) of Hiree: CBS Radio.com (20, 21) Employee Referral (22, 23, 24, 25)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	12	No
Employee Referral	n/a	n/a	n/a	9	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a	1	No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	2	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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.

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

5) Job Title: On-Air Talent WLZL(26)

Referral Source(s) of Hiree: CBS Radio.com (26)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	8	No
Employee Referral	n/a	n/a	n/a	1	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a		
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		No
All Access	Industry Website	<a href="https://allaccess.com">https://allaccess.com</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: Promotions Coordinator WIAD Referral Source(s) of Hiree: CBS Radio.com (27)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="http://joppostings@40plusdc.org">joppostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	2	No
Employee Referral	n/a	n/a	n/a	3	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	1	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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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are Equal Opportunity Employers**

**5) Job Title: Promotions Coordinator (28) Referral Source(s) of Hiree: CBS Radio.com (28)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	10	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	3	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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: Promotions Manager  
WIAD/WJFK (29)**

**Referral Source(s) of Hiree: CBS Radio.com (29)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	3	No
Employee Referral	n/a	n/a	n/a	2	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	1	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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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are Equal Opportunity Employers**

**5) Job Title: Public Outreach Specialist (30) Referral Source(s) of Hiree: CBS Radio.com (30)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	10	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a		
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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: Sales Assistant (31, 32)

Referral Source(s) of Hiree: CBS Radio.com (31) Employee Referral (32)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	3	No
Employee Referral	n/a	n/a	n/a	3	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	1	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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: Sales Assistant (Bilingual) (33, 34) Referral Source(s) of Hiree: Indeed.com (33) CBS Radio.com (34)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	5	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	5	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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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are Equal Opportunity Employers**

**5) Job Title: Sports Account Executive (35, 36, 37, 38, 39) Referral Source(s) of Hiree: CBS Radio.com (35, 36, 37, 38) Referral (39)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	28	No
Employee Referral	n/a	n/a	n/a	3	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a		
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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: Sports Sales Manager (40)

Referral Source(s) of Hiree: Employee Referral (40)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227		No
Employee Referral	n/a	n/a	n/a	4	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a		
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		No

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5) Job Title: Staff Accountant (41)

Referral Source(s) of Hiree: CBS Radio.com (41)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amaning@gwu.edu">amaning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:ljwilliams@udc.edu">ljwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	2	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	1	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		No
DC Networks.org	Third Party Website	<a href="https://dcnetworks.org">https://dcnetworks.org</a>	n/a	1	No
Monster	Third Party Website	<a href="http://www.monster.com">www.monster.com</a>	n/a	1	No

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5) Job Title: Traffic Reporter (42, 43)

Referral Source(s) of Hiree: CBS Radio.com (42,43)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="http://joppostings@40plusdc.org">joppostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	2	No
Employee Referral	n/a	n/a	n/a		No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a		
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		No

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5) Job Title: Web Content Manager (44)

Referral Source(s) of Hiree: Industry Referral (44)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	1	No
Employee Referral	n/a	n/a	n/a	1	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a	1	No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	1	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a	1	No
DC Hispanic Impact Summit	Job Fair		n/a		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: Web Content Specialist (45)

Referral Source(s) of Hiree: CBS Radio.com (45)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American University	Elaine Salisbury	4400 Massachusetts Ave. NW, Washington DC 20016 <a href="mailto:esalisb@american.edu">esalisb@american.edu</a>	202-885-1804		No
Broadcasting Institute of Maryland	John Perry	7200 Harford Rd., Baltimore, MD 21234 <a href="mailto:jp@bim.org">jp@bim.org</a>	410-254-2770		No
Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza, NY, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	212-664-3486		No
Forty Plus of Greater Washington	Career Services	1718 P Street NW, Washington, DC 20036 <a href="mailto:jopostings@40plusdc.org">jopostings@40plusdc.org</a>	202-387-1582		No
George Washington University School of Media and Public Affairs	Director of Communications	805 21 <sup>st</sup> Street NW, Washington DC 20052 <a href="mailto:amanning@gwu.edu">amanning@gwu.edu</a>	202-994-6227		No
Howard University	Carol Dudley Director, Career Services	525 Bryant Street NW, Suite 107, Washington DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	202-806-5806		No
National Association of Broadcasters	Career Services	1771 N Street NW, Washington DC 20036 <a href="mailto:Nab@nab.com">Nab@nab.com</a>	202-429-5498		No
University of District of Columbia	Lydia Williams	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:lwilliams@udc.edu">lwilliams@udc.edu</a>	202-274-5800		No
University of the District of Columbia	Mamei Williebonglo, Manager Career Services	4200 Connecticut Avenue NW, Washington DC 20008 <a href="mailto:Mamei.williebonglo@udc.edu">Mamei.williebonglo@udc.edu</a>	202-274-7147		No
CBS Radio Website	Jane Lambert	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	202-479-9227	2	No
Employee Referral	n/a	n/a	n/a	1	No
Internal Posting	n/a	n/a	n/a		No
Industry Referral	n/a	n/a	n/a		No
Indeed.com	Third Party Alliance Website	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	1	
Journalism Jobs.com	Third Party Website	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	n/a	2	
Glassdoor.com	Third Party Alliance Website	<a href="https://glassdoor.com">https://glassdoor.com</a>	n/a		No
US.jobs Veterans	Third Party Alliance Website	<a href="http://veterans.jobs/">http://veterans.jobs/</a>	n/a		No
LinkedIn	Third Party Website	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	n/a		No
DC Hispanic Impact Summit	Job Fair		n/a		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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6) **Total # of Interviewees Referred:** For the period from May 23, 2016 – May 22, 2017, this Employment Unit interviewed **245** interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

**1. Participation in Career Events Sponsored by Educational Institutions:**

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
<p>1. <b>Montgomery College Job Fair:</b> The Promotions Team from WLZL and WPGC participated in a Job Fair at Montgomery College in Rockville, MD on September 9, 2016. Two managers of the Promotions Department, both of whom have substantial responsibility in making hiring decisions, were in attendance. They met with students and faculty in order to showcase employment opportunities at CBS Radio.</p>	<p>September 9, 2016</p>	<p>Managers from Promotions Department</p>
<p>2. <b>Montgomery College Job Fair:</b> The Promotions Team from WIAD, WJFK, and WLZL participated in a Job Fair at Montgomery College in Rockville, MD on September 19, 2016. Managers of the Promotions Department, all of whom have substantial responsibility in making hiring decisions, were in attendance. They met with students and faculty in order to showcase employment opportunities at CBS Radio.</p>	<p>September 19, 2016</p>	<p>Managers from Promotions Department</p>
<p>3. <b>University of the District of Columbia Job and Internship Fair:</b> The Human Resources Manager and the Assistant Promotions Manager from WLZL, both of whom have substantial responsibility in making hiring decisions, attended a job and internship fair where they met with students and faculty in order to showcase the employment opportunities with CBS Radio in Washington, DC.</p>	<p>September 20, 2016</p>	<p>Human Resources Manager, Assistant Promotions Manager</p>

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Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
4. <b>Bowie State University:</b> The Human Resources Manager, who has substantial responsibility in making hiring decisions, attended a job fair to meet with students and faculty in order to showcase the employment opportunities with CBS Radio in Washington, DC.	November 16, 2016	Human Resources Manager

## 2. Sponsorship of Community Events to Inform Public of Careers in Broadcasting

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
1. <b>El Pregonero Job Fair &amp; More:</b> This job fair was sponsored by El Pregonero Newspaper, Catholic Charities, and Prince George's County, Maryland. WLZL-FM ran 15 promos on the air of 15 seconds each to publicize the event. They also interviewed event personnel on 10/13/16 during the Public Affairs Show <i>Tu Familia Zol</i> on WLZL-FM. The event was attended by the Promotions Manager and Assistant Promotions Manager, both of whom have substantial responsibility in making hiring decisions.	October 20, 2016	Manager and Assistant Manager from Promotions Department
2. <b>Career Fair at Glory Days Grill:</b> This job fair included four local industry leaders in addition to CBS Radio. The event was attended by members of the Street Team and Promotions Managers, who has substantial responsibility in making hiring decisions. This event was promoted via the CBSDC website. The purpose of the event was so job seekers could learn more about available positions and how they can join the team at CBS Radio in Washington.	March 8, 2017	Managers from Promotions Department

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### 3. Training of Management-Level Personnel

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
<p><b>1. CBS Corporation Compliance Training Program:</b> 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. All full time Employment Unit employees received the 2016 CBS Corporation business Conduct Statement in September 2016 and were required to complete related on line training by October 15, 2016. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: anti-bribery and anti-corruption laws, diversity at CBS and Business travel and expenses. Beginning in September 2016, all full-time employees were required to take an online course "Sexual Harassment: Our Expectations for a Respectful Workplace" and all supervisory managers were required to complete an additional online course "Sexual Harassment: What Leaders Need to Know".</p>	Ongoing: May 2016 to May 2017	All Full-Time Employees, including management level personnel
<p><b>2. CBS Radio Management-Level Training:</b> On May 15, 2017, the Employment Unit's management-level personnel received training on methods of ensuring equal employment opportunity and preventing discrimination.</p>	May 15, 2017	Management-Level Personnel

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**4. Participate in General Outreach Efforts Using Job Banks or Internet Programs**

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
<p><b>1. <u>Contributions to CBS Radio Career Website:</u></b> 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 in Washington DC (WJFK-FM, WJFK-AM, WLZL-FM, WPGC-FM, WIAD-FM).</p>	Ongoing	Market EEO Compliance Officer

**5. Training Program**

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
<p><b>1. <u>Management Training Program:</u></b> Clearwater Performance Group teams one of their coaches with each participating manager in the stations employment unit. Clearwater meets regularly with the manager to help facilitate professional learning and growth. Clearwater also conducts at least two facilitated retreats throughout the year for in-depth training and to address any issues that arise between sessions.</p>	Ongoing	Managers from the following departments: Controllers, Sales, Traffic, and Programming

\* 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.

# Job Syndication Alliances

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

Disability Sites	
Agency for Persons with Disabilities (APD)	<a href="http://apd.myflorida.jobs/">http://apd.myflorida.jobs/</a>
Bosma Enterprises	<a href="http://bosma.jobs/">http://bosma.jobs/</a> (Indiana Located Jobs Only)
Deaf To Work	<a href="http://deaftowork.jobs/">http://deaftowork.jobs/</a>
Enable America	<a href="http://enableamerica.jobs">http://enableamerica.jobs</a>
Land A Job	<a href="http://jobs.landajob.org/">http://jobs.landajob.org/</a>
Maryland Works, Inc	<a href="http://mdworks.jobs/">http://mdworks.jobs/</a> (Maryland Located Jobs Only)
Options Unlimited Inc.	<a href="http://optionsunlimitedinc.jobs/">http://optionsunlimitedinc.jobs/</a> (Louisville, KY Located Jobs Only)
Quest	<a href="http://questinc.jobs/">http://questinc.jobs/</a> (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	<a href="http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx">http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx</a>
United Spinal Association	<a href="http://spinalcord.jobs/">http://spinalcord.jobs/</a>
US.jobs Disability	<a href="http://disability.jobs">http://disability.jobs</a>
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 <a href="http://vetcentral.us.jobs/vet_index.asp?stype=moc">http://vetcentral.us.jobs/vet_index.asp?stype=moc</a>
Workforce Recruitment Program	<a href="http://wrp.jobs/">http://wrp.jobs/</a>
Work In Iowa Disability (Iowa State Workforce)	<a href="http://workiniowa-disability.jobs/">http://workiniowa-disability.jobs/</a>

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

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

### Federal Government Sites

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

State Government Sites	
US. Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	<a href="http://US.jobs/">http://US.jobs/</a>
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 <a href="#">Member Desktop</a> Jobs also appear on VetCentral search engine <a href="http://vetcentral.us.jobs/vet_index.asp?stype=moc">http://vetcentral.us.jobs/vet_index.asp?stype=moc</a>
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	<a href="https://3rivers.rescaretalentmarket.com/">https://3rivers.rescaretalentmarket.com/</a>
Rescare Workforce Services - Indiana	<a href="https://indiana.rescaretalentmarket.com/">https://indiana.rescaretalentmarket.com/</a>
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 <a href="#">Member Desktop</a> for confirmation of job listing delivery
State of Alabama	<a href="https://joblink.alabama.gov/ada/">https://joblink.alabama.gov/ada/</a>
State of Alaska	<a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a>
State of Arizona	<a href="https://www.azjobconnection.gov/ders/ea/wcmrs/">https://www.azjobconnection.gov/ders/ea/wcmrs/</a>
State of Arkansas	<a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a>
State of California	<a href="http://www.caljobs.ca.gov/">http://www.caljobs.ca.gov/</a>
State of Colorado	<a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a>
State of Connecticut	<a href="http://connecticut.us.jobs/">http://connecticut.us.jobs/</a>
State of Delaware	<a href="https://joblink.delaware.gov/ada/">https://joblink.delaware.gov/ada/</a>
District of Columbia	<a href="https://www.dcnetworks.org/vosnet/Default.aspx">https://www.dcnetworks.org/vosnet/Default.aspx</a>
State of Florida	<a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a>
State of Georgia	<a href="http://explorer.dol.state.ga.us/jobfeeds/">http://explorer.dol.state.ga.us/jobfeeds/</a>
Guam Job Bank	<a href="http://guam.us.jobs/">http://guam.us.jobs/</a>
State of Hawaii	<a href="https://www.hirenethawaii.com/vosnet/Default.aspx">https://www.hirenethawaii.com/vosnet/Default.aspx</a>
State of Idaho	<a href="http://labor.idaho.gov/">http://labor.idaho.gov/</a>



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

State of Vermont	<a href="https://www.vermontjoblink.com/ada/">https://www.vermontjoblink.com/ada/</a>
State of Virginia	<a href="http://www.vec.virginia.gov/">http://www.vec.virginia.gov/</a>
State of Washington	<a href="https://fortress.wa.gov/esd/worksource/">https://fortress.wa.gov/esd/worksource/</a>
State of West Virginia	<a href="http://www.wvcommerce.org/business/workforcewv/default.aspx">http://www.wvcommerce.org/business/workforcewv/default.aspx</a>
State of Wisconsin	<a href="http://www.wisconsinjobcenter.org/">http://www.wisconsinjobcenter.org/</a>
State of Wyoming	<a href="https://www.wyomingatwork.com/vosnet/Default.aspx">https://www.wyomingatwork.com/vosnet/Default.aspx</a>
<b>State Workforce Agency Microsites (See list of specific state microsites below).</b>	<b>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).</b>
Arizona Workforce Connection (Arizona State Workforce)	<a href="http://workinaz-veterans.jobs/">http://workinaz-veterans.jobs/</a>
EmployNevada (Nevada State Workforce)	<a href="http://employnevadavets.jobs">http://employnevadavets.jobs</a>
KansasWorks Veterans (Kansas State Workforce)	<a href="http://kansasworks-veterans.jobs/">http://kansasworks-veterans.jobs/</a>
Mass Veterans (Massachusetts State Workforce)	<a href="http://mass-veterans.jobs/">http://mass-veterans.jobs/</a>
Missouri Veterans ( Missouri State Workforce)	<a href="http://mo-veterans.jobs/">http://mo-veterans.jobs/</a>
NYWorks Veterans (New York State Workforce)	<a href="http://nyworks-veterans.jobs/">http://nyworks-veterans.jobs/</a>
SDWorks Veterans (South Dakota State Workforce)	<a href="http://sdworks-veterans.jobs/">http://sdworks-veterans.jobs/</a>
WorkInAZ Veterans (Arizona State Workforce)	<a href="http://workinaz-veterans.jobs/">http://workinaz-veterans.jobs/</a>
WorkInIllinois Veterans (Illinois State Workforce)	<a href="http://workinillinois-veterans.jobs/">http://workinillinois-veterans.jobs/</a>
WorkInIowa Veterans (Iowa State Workforce)	<a href="http://workiniowa-veterans.jobs/">http://workiniowa-veterans.jobs/</a>
WorkInOregon Veterans (Oregon State Workforce)	<a href="http://workinoregon-veterans.jobs/">http://workinoregon-veterans.jobs/</a>
WorkInTexas Veterans (Texas State Workforce)	<a href="http://workintexas-veterans.jobs/">http://workintexas-veterans.jobs/</a>

Other Sites	
Adsdeck	<a href="http://www.adsdeck.com/">http://www.adsdeck.com/</a>
Beyond.com	<a href="http://www.beyond.com/">http://www.beyond.com/</a>
Career Bliss	<a href="http://www.careerbliss.com/jobs/">http://www.careerbliss.com/jobs/</a>
Facebook Social Jobs Partnership	<a href="https://www.facebook.com/socialjobs/app_417814418282098">https://www.facebook.com/socialjobs/app_417814418282098</a>
Info.com	<a href="http://info.com/">http://info.com/</a>
Jobalot	<a href="http://www.jobalot.com/">http://www.jobalot.com/</a>
Job Inventory	<a href="http://www.jobinventory.com/">http://www.jobinventory.com/</a>
Jobsearch.net	<a href="http://www.jobsearch.net/">http://www.jobsearch.net/</a>
Juju	<a href="http://www.job-search-engine.com/">http://www.job-search-engine.com/</a>
The Ladders	<a href="http://TheLadders.com/">http://TheLadders.com/</a>
Meelieu	<a href="http://meelieu.com">http://meelieu.com</a> (Engineering Jobs Only)
Mitula	<a href="http://www.mitula.com/">http://www.mitula.com/</a>
mybrightmountain.com	<a href="http://www.mybrightmountain.com/classifiedjobs.aspx">http://www.mybrightmountain.com/classifiedjobs.aspx</a>
Recruiter.com	<a href="http://www.recruiter.com">http://www.recruiter.com</a>
Servant@Heart Christian Business Directory	<a href="http://jobs.servantatheart.org/">http://jobs.servantatheart.org/</a>
SimplyHired	<a href="http://www.simplyhired.com/">http://www.simplyhired.com/</a>
St. Christopher Parish	<a href="http://jobs.saintchristopherparish.org/">http://jobs.saintchristopherparish.org/</a>
TalentPlanet	<a href="http://talentplanet.com/index.php">http://talentplanet.com/index.php</a>
Trovit	<a href="http://job.trovit.com/">http://job.trovit.com/</a>
Universal Technical Institute	<a href="http://uti.jobs/">http://uti.jobs/</a> *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)  
Clark University  
Clarkson University  
Clayton State University  
Clemson University  
Clemson University, Alumni Association  
Clemson University, Cooperative Education Program  
Coastal Carolina University  
Coker College  
Colby College  
Colgate University  
College of Coastal Georgia  
  
College of Idaho  
College of Marin  
College of New Jersey  
College of San Mateo  
College of Southern Nevada  
College of St. Benedict & St. John's University  
College of St. Rose  
College of Staten Island  
College of the Bahamas  
College of the Holy Cross  
College of Wooster  
Colorado School of Mines  
Columbia College  
Columbia College of South Carolina  
Columbia Southern University  
Columbus College Of Art and Design  
Columbus State Community College  
Columbus State University  
Concordia College at Moorhead  
Concordia College, New York  
Concordia University (St. Paul)  
Concordia University Ann Arbor  
  
Concordia University Irvine  
Cornell College  
Cornerstone University  
Cuesta College  
Cumberland University  
CUNY Baruch College  
CUNY Baruch College, School of Public Affairs  
CUNY Baruch College, Weissman School of Arts & Sciences  
CUNY Borough of Manhattan Community College  
CUNY Central Internship Programs  
  
Sonoma State University  
South Central College  
Southeast Arkansas College  
Southeastern Oklahoma State University  
Southern Adventist University  
Southern Connecticut State University  
Southern Crescent Technical College  
Southern Oregon University  
Southern University and A & M College  
Southern Wesleyan University  
Southwestern University  
Spokane Community College, Career Services  
Spokane Falls Community College, Student  
Employment Office  
Spring Arbor University  
Springfield College  
St. Ambrose University  
St. Bonaventure University  
St. John's University  
St. Joseph's University  
St. Lawrence University  
St. Leo University  
St. Louis University  
St. Mary's College of California  
St. Michael's College (VT)  
St. Olaf College  
St. Paul College  
St. Thomas Aquinas College  
St. Thomas University  
St. Xavier University  
Stanford University (MSE)  
Stanford University School of Medicine  
Stanford University, School of Education  
Stevenson University  
Stratford University  
SUNY Albany, Rockefeller College of Public Affairs &  
Policy  
SUNY Alfred State College  
SUNY Buffalo State College  
SUNY College at Brockport  
SUNY College at Oneonta  
SUNY College of Plattsburgh  
SUNY Fredonia  
SUNY Jefferson Community College  
SUNY Oswego  
SUNY Purchase College



CUNY Graduate Center  
CUNY Graduate School of Journalism  
CUNY Hostos Community College  
CUNY Hunter College  
CUNY John Jay College of Criminal Justice  
CUNY LaGuardia Community College  
CUNY Lehman College  
CUNY Macaulay Honors College  
CUNY Medgar Evers College  
CUNY Queens College  
CUNY Service Corps  
CUNY York College

SUNY University at Buffalo  
Susquehanna University  
Syracuse University  
Tallahassee Community College  
Tarleton State  
Tennessee State  
Texas A&M Central Texas  
Texas A&M College Station  
Texas A&M Kingsville  
Texas A&M San Antonio  
Texas A&M Texarkana  
Texas A&M University Qatar

Cypress College  
Dallas County Community College District (DCCCD)  
Daniel Webster College  
Dartmouth College, Health Policy & Clinical Practice  
Dartmouth College, Thayer School of Engineering  
Davidson College  
Dean College  
Delaware State University  
Delaware Technical Community College  
Delaware Valley College  
Delta State  
Denison University  
Depauw University  
DeSales University  
Dominican College  
Dominican University of California  
Dowling College  
Drake University  
Drew University  
Drexel University  
Dunwoody College of Technology  
Earlham College  
East Georgia State College  
East Stroudsburg University of Pennsylvania (PASSHE)  
Eastern Illinois University  
Eastern Washington University  
Eckerd College  
Edinboro University of Pennsylvania (PASSHE)  
EduK Group  
Ehove Career Center  
Elmhurst College  
  
Emerson College, Los Angeles Center

Texas Tech, Health Sciences Center School of Nursing  
Texas Tech, Rawls College of Business  
Texas Wesleyan University  
Texas Woman's University  
The Citadel  
The College of New Rochelle  
The King's College  
The New School  
The Universities at Shady Grove  
The University of the Arts  
Thomas Jefferson University  
Touro College  
Trident Technical College  
Trine University  
Trinity College (CT)  
Trinity Washington University  
Troy University  
Truckee Meadows Community College  
Tufts University, Office of Public Health  
Tulane University  
Tuskegee  
UCAN, University Career Action Network  
UCLA  
UCLA, School of Public Affairs  
University of Akron  
University of Alabama  
University of Alaska Fairbanks  
University of Arizona  
University of Arkansas at Fayetteville  
University of Arkansas at Fort Smith  
University of Arkansas at Little Rock  
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
	University of Maryland Eastern Shore
Hampshire College	University of Michigan Ann Arbor
Hanover College	University of Michigan Ann Arbor, Engineering Career Resource Center
Harding University	University of Michigan Ann Arbor, School of Information
	University of Michigan Ann Arbor, School of Natural Resources and Environment
Hartwick College	University of Michigan Ann Arbor, School of Public Health
Harvard University	University of Michigan Athletic Department
	University of Michigan Dearborn
Harvard University, Institute of Politics	University of Michigan Flint
	University of Michigan, College of Literature, Science and the Arts
Harvard University, Kennedy School of Government	University of Missouri Kansas City
Harvey Mudd (Claremont MSE)	University of Nebraska Kearney
Hawaii Pacific University	University of Nebraska Lincoln
Hendrix College	University of Nebraska Omaha
	University of Nevada Las Vegas
Henry Ford College	University of Nevada Reno
Heritage University	University of New Hampshire
Herzing University	University of New Hampshire, College of Health and Human Services
High Point University	University of New Haven
Hofstra University	University of New Mexico
Hood College	
Houston Community College Engineering	
Howard University	
Hudson Valley Community College	
Husson University	
Illinois Institute of Technology	

Illinois State University  
Indiana University -Purdue University, Fort Wayne (IPFW)  
Indiana University Alumni Association  
Indiana University Bloomington, Career Development  
Indiana University Bloomington, School of Education  
Indiana University Bloomington, School of Informatics  
Indiana University Bloomington, School of Public & Environmental Affairs  
Indiana University Bloomington, School of Public Health  
Indiana University of Pennsylvania (PASSHE)

Indiana University South Bend  
Indiana University Southeast  
Indiana University, East

Indiana University, Herron School of Art and Design (Talent)  
Indiana University, Kelley School of Business (Talent)  
Indiana University, Kelley School of Business Bloomington

Indiana University, Kokomo  
Indiana University, Northwest  
Indiana University, Richard M. Fairbanks School of Public Health (Talent)

Indiana University, School of Education (Talent)  
Indiana University, School of Engineering and Technology (Talent)  
Indiana University, School of Health and Rehabilitation Sciences (Talent)  
Indiana University, School of Informatics and Computing (Talent)  
Indiana University, School of Liberal Arts (Talent)  
Indiana University, School of Philanthropy (Talent)  
Indiana University, School of Physical Education and Tourism Management (Talent)  
Indiana University, School of Public and Environmental Affairs (Talent)

Indiana University, School of Science (Talent)  
Indiana University, School of Social Work (Talent)  
Indiana University, Talent  
Indiana University, University College (Talent)  
Indiana University/Purdue University, Indianapolis (IUPUI)  
Indiana Wesleyan University  
iNet Internship Network  
Iona College

University of North Alabama  
University of North Carolina at Asheville  
University of North Carolina at Chapel Hill  
University of North Carolina at Greensboro  
University of North Texas at Dallas  
University of Northern Iowa

University of Northwestern - St. Paul  
University of Notre Dame  
University of Oregon  
University of Oregon, School of Architecture & Allied Arts  
University of Pennsylvania  
University of Pittsburgh

University of Pittsburgh at Bradford  
University of Pittsburgh at Greensburg  
University of Pittsburgh at Johnstown  
University of Pittsburgh, Graduate School of Public and International Affairs  
University of Pittsburgh, School of Education

University of Puget Sound  
University of Rhode Island Office of Experiential Learning and Community Engagement

University of Richmond

University of Rochester

University of San Diego  
University of San Francisco  
University of South Carolina Upstate

University of Southern California

University of Southern California, Annenberg School  
University of Southern California, Marshall Undergraduate  
University of Southern Indiana  
University of St Francis (IL)  
University of St. Francis, Fort Wayne  
University of St. Joseph  
University of St. Thomas  
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	
Loyola Marymount University, School of Film and Television	Wartburg College
Loyola University Chicago	Washington College
Luther College	Washington State University
Lynchburg College	Washington University in St. Louis

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

**Metro Areas on US Jobs**

<b>STATES:</b>	<b>METRO AREAS:</b>				
<b>Alabama:</b>	<i>Birmingham</i>	<i>Huntsville</i>	<i>Mobile</i>	<i>Montgomery</i>	
<b>Alaska:</b>	<i>Anchorage</i>	<i>Fairbanks</i>	<i>Juneau</i>		
<b>Arizona:</b>	<i>Flagstaff</i>	<i>Phoenix</i>	<i>Tucson</i>		
<b>Arkansas:</b>	<i>Fayetteville</i>	<i>Little Rock</i>			
<b>California:</b>	<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>
<b>Colorado:</b>	<i>Colorado Springs</i>	<i>Denver</i>	<i>Fort Collins</i>	<i>Pueblo</i>	
<b>Connecticut:</b>	<i>Bridgeport</i>	<i>Hartford</i>	<i>New Haven</i>	<i>Stamford</i>	<i>Waterbury</i>
<b>Delaware:</b>	<i>Dover</i>	<i>Wilmington</i>			
<b>District of Columbia:</b>	<i>Washington</i>				
<b>Florida:</b>	<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>		
<b>Georgia:</b>	<i>Athens</i>	<i>Atlanta</i>	<i>Augusta</i>	<i>Columbus</i>	<i>Savannah</i>
<b>Hawaii:</b>	<i>Hilo</i>	<i>Honolulu</i>			
<b>Idaho:</b>	<i>Boise</i>	<i>Pocatello</i>			
<b>Illinois:</b>	<i>Aurora</i>	<i>Chicago</i>	<i>Joliet</i>	<i>Peoria</i>	<i>Rockford</i>
	<i>Springfield</i>				
<b>Indiana:</b>	<i>Evansville</i>	<i>Fort Wayne</i>	<i>Gary</i>	<i>Indianapolis</i>	<i>South Bend</i>
<b>Iowa:</b>	<i>Cedar Rapids</i>	<i>Des Moines</i>			
<b>Kansas:</b>	<i>Kansas City</i>	<i>Topeka</i>	<i>Wichita</i>		
<b>Kentucky:</b>	<i>Frankfort</i>	<i>Lexington</i>	<i>Louisville</i>		
<b>Louisiana:</b>	<i>Baton Rouge</i>	<i>Lafayette</i>	<i>New Orleans</i>	<i>Shreveport</i>	
<b>Maine:</b>	<i>Augusta</i>	<i>Portland</i>			
<b>Maryland:</b>	<i>Annapolis</i>	<i>Baltimore</i>			
<b>Massachusetts:</b>	<i>Boston</i>	<i>Springfield</i>	<i>Worcester</i>		
<b>Michigan:</b>	<i>Ann Arbor</i>	<i>Battle Creek</i>	<i>Detroit</i>	<i>Grand Rapids</i>	<i>Lansing</i>
<b>Minnesota:</b>	<i>Minneapolis</i>	<i>St. Paul</i>			
<b>Mississippi:</b>	<i>Gulfport</i>	<i>Jackson</i>			
<b>Missouri:</b>	<i>Independence</i>	<i>Jefferson City</i>	<i>Kansas City</i>	<i>Springfield</i>	<i>St. Louis</i>
<b>Montana:</b>	<i>Billings</i>	<i>Helena</i>			

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