

Annual EEO Public File Report
WGBH Educational Foundation
November 21, 2022 - November 17, 2023

This Annual EEO Public File Report lists all full-time vacancies filled during the reporting period for the employment unit comprised of the following Massachusetts stations:

| | | | |
|----------|----------|-----------|--------------|
| WGBH-TV | (Boston) | WCAI(FM) | (Woods Hole) |
| WGBX-TV | (Boston) | WNAN(FM) | (Nantucket) |
| WGBH(FM) | (Boston) | WFXZ (CD) | (Boston) |
| WCRB(FM) | (Lowell) | WZAI(FM) | (Brewster) |

All open full-time positions were listed on the station's website, except as noted below.

Notices for all open full-time positions were sent to each of the organizations listed in Appendix C, except as noted below.

In addition, notices of all full-time job openings are automatically posted to www.indeed.com, [LinkedIn.com](https://www.linkedin.com) and Glassdoor.com (web-based job aggregators).

The employment unit uses the resources of eQuest to further disseminate information about job openings. The mission of eQuest is to provide diverse communities with a trusted professional network that pairs candidates with employers who are serious about building a diverse workforce. Every open job posting is listed with eQuest and is then funneled through over 40 affinity professional organizations. eQuest also sends job listings to a pool of over 400 community organizations within a 50-mile radius of the position's location. (More information in Appendix C).

In addition to sources listed in Appendix C and those notified via eQuest, advertisements or notices used for particular position openings are listed in the Recruitment Report (Appendix A).

In August 2023, WGBH Educational Foundation ("GBH") created a new role, Senior Director of Editorial Projects. GBH did not widely recruit for this specific opening. Rather, the GBH CEO had the opportunity to recruit a former colleague and uniquely experienced media executive to work internally across the foundation to identify, create and develop major tent-pole projects, coordinating with PBS, NPR, and other partners to amplify these efforts. GBH is committed to widely recruiting for all full-time job vacancies consistent with the EEO rules and believes this exigent circumstance hire will enable GBH to better elevate nationally important stories and projects with participation of GBH's multiple editorial teams and program units.

Appendices:

Appendix A: Recruitment Report listing all full-time positions that were filled during the current reporting period, including recruitment sources.

Appendix B: A summary of the Supplemental Outreach initiatives undertaken by the employment unit during the current reporting period.

Appendix C: Recruitment Source List identifying each organization that receives notice of all full-time openings.

Appendix A
Recruitment Source List For Hires

| Job Requisition ID - Job Posting Title | Number of Candidates Interviewed | Hire Source | Job Postings Used in Addition To Those Listed in Appendix C |
|---|---|--------------------------------------|---|
| R001857-Senior Digital Media Analyst | 2 | Social Network -> LinkedIn | |
| R001998-Producer / Editor | 1 | Employee/Former Employee Referral | |
| R002026-HR Operations Specialist | 3 | Direct Source -> Recruiter | |
| R002139-Managing Director, Talent | 3 | Staffing Firm-M2 | |
| R001895-Features Editor - GBH News | 1 | Websites -> WGBH.org | CPB, journalismnext.com |
| R002075-Account Coordinator | 2 | Employee/Former Employee Referral | |
| R002199-President & CEO | 6 | Staffing Firm - Spencer Stuart | |
| R002023-Radio Producer | 1 | Websites -> WGBH.org | journalismnext.com |
| R002056-Financial Analyst | 2 | Staffing Firm - Kforce | thepartnershipinc.org |
| R002081-Associate Producer | 3 | Social Network -> LinkedIn | |
| R002137-Caption Writer | 1 | Social Network -> LinkedIn | |
| R002158-Member Development Rep. | 1 | Employee/Former Employee Referral | |
| R002182-Business System Analyst | 1 | Staffing Firm - Jobot | |
| R002167-Encoding and Production | 1 | Employee/Former Employee Referral | |
| R002180-HR Operations Specialist | 1 | Social Network -> LinkedIn | |
| R002215-Radio Producer/Announcer | 1 | Direct Source -> Current Employee | |
| R002034-Assistant Director/Editor | 2 | Employee/Former Employee Referral | |
| R001856-Audience Insights Analyst | 3 | Social Network -> LinkedIn | |
| R002010-Director of Strategic | 3 | Employee/Former Employee Referral | |
| R002012-Senior Data Analyst, Strategy | 3 | Social Network -> LinkedIn | |
| R002074-Talent Acquisition Specialist | 4 | Staffing Firm - Beacon Hill Staffing | |
| R002212-Social/Digital Assoc. Producer | 1 | Employee/Former Employee Referral | |
| R002105-Descriptor Media Access | 2 | Websites -> WGBH.org | |
| R002181-Assoc Producer - | 1 | Direct Source -> Current Employee | |
| R002101-Production Assistant | 3 | Social Network -> Indeed | |
| R002127-Senior Network Engineer | 3 | Staffing Firm = Jobot | thepartnershipinc.org , dice.com |
| R002210-Prod. Assistant - Molly of | 1 | Websites -> WGBH.org | |
| R002194-Associate Producer | 4 | Direct Source -> Current Employee | |
| R002070-Frontline Digital Reporting | 1 | Job Fair -> Job Fair | |
| R001879-Promotional Storyteller GBH | 9 | Social Network -> LinkedIn | |
| R002097-Director, Education Development | 2 | Social Network -> LinkedIn | |

thepartnershipinc.org; New England Blacks in Philanthropy; Candid/Philanthropy News Digest; Chronicle of Philanthropy; Change Philanthropy; www.aadonetwork.com

| Job Requisition ID - Job Posting Title | Number of Candidates Interviewed | Hire Source | Job Postings Used in Addition To Those Listed in Appendix C |
|--|----------------------------------|-----------------------------------|--|
| R002192-Business Manager | 2 | Websites -> WGBH.org | thepartnershipinc.org |
| R002175-Radio Prod. Assistant - BPR | 4 | Websites -> WGBH.org | CPB, Journalismnext.com, ewa.org, |
| R001940-Editor, Education | 5 | Direct Source -> Current Employee | thepartnershipinc.org |
| R002067-Chief Editor, EXPLORE GBH | 4 | Employee/Former Employee Referral | |
| R002111-Caption Writer | 1 | Direct Source -> Current Employee | |
| R002201-Studio Operations Manager | 3 | Employee/Former Employee Referral | thepartnershipinc.org |
| R002227-Human Resources Business | 1 | Social Network -> Indeed | |
| R002258-Radio Prod. Assistant -- BPR | 1 | Direct Source -> Current Employee | |
| R002117-Senior Business Associate | 4 | Employee/Former Employee Referral | thepartnershipinc.org , Hollywood.com , CPB |
| R002164-Senior Developer | 3 | Staffing Firm - Jobot | thepartnershipinc.org |
| R002254-Associate Producer | 2 | Employee/Former Employee Referral | |
| R002239-Administrative Assistant, GBH | 2 | Social Network -> LinkedIn | |
| R002213-Building Service Technician | 1 | Employee/Former Employee Referral | The Peterson School, thepartnershipinc.org |
| R002193-Caption Writer | 2 | Social Network -> Indeed | |
| R002321-Digital Reporter | 1 | Direct Source -> Current Employee | |
| R002328-Senior Project Manager | 1 | Direct Source -> Current Employee | |
| R002241-Staff Accountant | 1 | Staffing Firm - Kforce | |
| R002256-Associate Producer | 6 | Social Network -> Indeed | |
| R002280-Senior Accounting Manager | 1 | Websites -> WGBH.org | |
| R002287-Podcast Producer | 1 | Websites -> WGBH.org | |
| R002200-Associate Event Producer | 3 | Employee/Former Employee Referral | thepartnershipinc.org , CASE, AFP, WID |
| R002229-Production Assistant | 4 | Social Network -> Indeed | |
| R002251-Outreach Projects Manager | 6 | Social Network -> LinkedIn | |
| R002255-Business Associate | 6 | Social Network -> LinkedIn | |
| R002264-Member Development Rep I | 6 | Social Network -> LinkedIn | |
| R002179-Sr HR Business Partner | 2 | Employee/Former Employee Referral | CPB |
| R002352-Staff Accountant I | 1 | Staffing Firm - Kforce | |
| R002319-Project Finance Analyst | 3 | Employee/Former Employee Referral | |
| R002240-Sr Editor, Politics + Voter Engagement | 2 | Direct Source -> Current Employee | Roll Call, CPB, Publicmediajobs.org (Current), mediatjobboard.com (Poynter), Online News Association - ONA, AAJA, NABJ, NAHJ |

| Job Requisition ID - Job Posting Title | Number of Candidates Interviewed | Hire Source | Job Postings Used in Addition To Those Listed in Appendix C |
|--|----------------------------------|-----------------------------------|---|
| R002286-Fundraising Producer | 6 | Direct Source -> Current Employee | |
| R002327-Social Media Manager | 4 | Websites -> WGBH.org | |
| R002269-Marketing Assistant | 2 | Websites -> WGBH.org | |
| R002288-Media Historian and Curator | 11 | Employee/Former Employee Referral | |
| R002372-Associate Producer | 1 | Employee/Former Employee Referral | |
| R002390-Digital Video Producer/Editor | 1 | Websites -> WGBH.org | |
| R002411-Production Assistant | 1 | Direct Source -> Current Employee | |
| R002381-Producer, NOVA | 1 | Websites -> WGBH.org | |
| R002253-Senior Business Associate | 4 | Websites -> WGBH.org | |
| R002351-Associate Producer | 2 | Social Network -> Indeed | |
| R002289-Metadata Operations | 7 | Employee/Former Employee Referral | |
| R002272-Investment Operations | 3 | Direct Source -> Recruiter | |
| R002260-Senior Digital Video Producer | 8 | Direct Source -> Current Employee | |
| R002290-Acquisitions and Rights | 6 | Social Network -> LinkedIn | |
| R002353-Descriptor for Media Access | 2 | Employee/Former Employee Referral | |
| R002379-Member Development Rep 1 | 1 | Social Network -> LinkedIn | |
| R002322-Archival Producer | 2 | Social Network -> LinkedIn | |
| R002355-Senior Podcast Producer | 2 | Employee/Former Employee Referral | Handshake |
| R001997-Associate Social Video | 22 | Social Network -> LinkedIn | Handshake |
| R002259-Frontline J-School Reporting | 5 | Job Fair -> Job Fair | |
| R002350-Building Services Tech 1 | 2 | Employee/Former Employee Referral | NEHRA, WorldatWork |
| R002438-Director of Benefits | 3 | Social Network -> Indeed | |
| R002396-Special Projects Assistant | 12 | Social Network -> LinkedIn | |
| R002395-Production Assistant | 3 | Social Network -> LinkedIn | |
| R002217-Manager of Revenue | 3 | Social Network -> LinkedIn | |
| R002349-Prospect Research Analyst | 8 | Social Network -> LinkedIn | thepartnershipinc.org |
| R002377-TV Studio Operations | 12 | Social Network -> LinkedIn | Handshake - Simmons University and Salem |
| R002433-Outreach & Communications | 1 | Websites -> WGBH.org | |
| R002320-FRONTLINE/ J-School | 1 | Websites -> WGBH.org | |
| R002405-Digital Prod. Assistant | 8 | Direct Source -> Current Employee | |
| R002454-Radio Associate Producer | 1 | Direct Source -> Current Employee | |
| R002268-Audience Engagement | 21 | Social Network -> LinkedIn | |
| R002365-Project Mgr, Acquisition and | 16 | Employee/Former Employee Referral | thepartnershipinc.org ; Media Bistro |
| R002389-Administrative Assistant | 10 | Social Network -> LinkedIn | |
| R002407-Accessibility Analyst NCAM | 15 | Social Network -> LinkedIn | |

| Job Requisition ID - Job Posting Title | Number of Candidates Interviewed | Hire Source | Job Postings Used in Addition To Those Listed in Appendix C |
|---|----------------------------------|--------------------------------------|---|
| R002461-Radio Production Assistant | 11 | Job Fair -> Job Fair | |
| R002481-Senior Director of Special | 1 | Employee Referral | |
| R002418-Digital Video Producer/Editor | 9 | Social Network -> Indeed | |
| R002476-Business Manager | 2 | Staffing Firm - KF orce | |
| R002214-Revenue Accountant | 3 | Staffing Firm - KF orce | |
| R002380-Frontline J- School Reporting | 1 | Job Fair -> Job Fair | thepartnershipinc.org |
| R002501-Executive Assistant | 3 | Staffing Firm - Beacon Hill Staffing | |
| R002436-Outreach and Social Media | 10 | Social Network -> LinkedIn | |
| R002459-Business Associate | 1 | Websites -> WGBH.org | |
| R002510-Radio Engineer | 1 | Employee/Former Employee Referral | |
| R002450-Programming Manager | 10 | Employee/Former Employee Referral | |
| R002520 Chief Operating Officer | 8 | Staffing Firm -Russel Reynolds | |
| R002471- Media Services Specialist - Studio | 20 | Websites -> WGBH.org | |
| R002363-Marketing Manager | 24 | Social Network -> LinkedIn | |
| R002414-Assistant Director/Editor | 21 | Websites -> WGBH.org | |
| R002443-Network Engineer | 9 | Social Network -> Indeed | |
| R002525-Executive Assistant | 3 | Staffing Firm - Beacon Hill Staffing | Dice.com |
| R002513-Project Finance Analyst | 3 | Staffing Firm - KF orce | |
| R002535-Producer, High School Quiz | 12 | Social Network -> LinkedIn | |
| R002522 Chief Development Officer | 6 | Staffing Firm - Diversified Search | <ul style="list-style-type: none"> African American Development Officers Network Association of Black Fundraising Executives Association of Fundraising Professionals Association of Fundraising Professionals Mass. CHANGE Philanthropy Chronicle of Philanthropy Hispanic Alliance for Career Enhancement Native Americans in Philanthropy Philanthropy New Digest |
| R002455 Radio Producer | 6 | Employee/Former Employee Referral | Corporation for Public Broadcasting |

Appendix B
Supplemental Outreach Activities
 Educational Foundation
 November 21, 2022 - November 17, 2023

During the current reporting period, GBH engaged in the following Supplemental Outreach Activities as part of its continuing efforts to create and maintain a diverse workforce providing educational programming to its communities of license and nationwide.

1. Participation in Job Fairs

| Date Attended | University/College/Organization | Career Fair? | Internship Expo? | Networking Event? | GBH Representatives |
|---------------|---------------------------------|--------------|------------------|-------------------|-----------------------------------|
| 07/12-07/15 | NAHL | Yes | | Yes | Susan Guinan, Medina Sehi |
| 07/19-07/22 | AAVA | Yes | | Yes | Susan Guinan, Alyssa Mullen-Zidik |
| 08/02 - 08/06 | NABI | Yes | | Yes | Susan Guinan , Amy Bellville |

Learning and Development Virtual Training

Virtual Management Essentials training on delivering feedback, coaching for employee success, and employee relations to managers of people. Delivered an adaptive management series focused on adapting management practices to a hybrid work environment, delivered virtually by the GBH Learning and Development team. Training sessions include recognition while remote, managing through challenging times and leading through challenges. A parallel course for individual contributors, "Thriving in a hybrid workplace," was piloted and delivered.

Leading Interns is a self-paced, on demand learning course designed for people that give work direction to GBH interns.

Creating Collaborative Goals is another self-paced, on demand course focused on the process of developing job performance related goals and personal development goals as a conversation with an employee and manager.

IT launched remedial training for GBH's anti-phishing campaigns. This training is provided to GBH employees who repeatedly fail to identify fraudulent emails during GBH's anti-phishing campaigns.

Preventing Bias and Harassment Training via Everfi

All GBH staff, project contract employees, and interns take mandatory annual training on preventing bias and harassment in the workplace.

| Date Attended | University/College/Organization | Career Fair? | Internship Expo | Networking Event? | GBH Representative(s) |
|---------------|--|--------------|-----------------|-------------------|-----------------------|
| 04/04/2023 | NYU Virtual Equity & Inclusion Multi-School Hiring Event 2023 registration | Yes | | | Medina |
| 04/05/2023 | Simmons University Library & Information Science Virtual Career | Yes | | | Alyssa |
| 04/06/2023 | Boston University Nonprofit Career Fair registration | Yes | | | Medina |
| 04/12/2023 | University of DC 2023 Annual Spring Career Fair *HBCU | Yes | | | Medina |
| 03/25-03/27 | Columbia Journalism School 2023 Virtual Career Expo | Yes | | | Alyssa |
| 04/04/2023 | NYU Virtual Equity & Inclusion Multi-School Hiring Event 2023 registration | Yes | | | Medina |
| 04/05/2023 | Simmons University Library & Information Science Virtual Career | Yes | | | Alyssa |
| 04/06/2023 | Boston University Nonprofit Career Fair registration | Yes | | | Medina |
| 04/12/2023 | University of DC 2023 Annual Spring Career Fair *HBCU | Yes | | | Medina |
| 08/22/2023 | The Loop Lab at GBH | | | Yes | Susan |
| 09/14/2023 | UMass Amherst | Yes | | | Medina |
| 09/14/2023 | Howard University | Yes | | | Susan/Alyssa |
| 09/26/2023 | Boston Public High School and Private Industry Council at GBH | | | Yes | Susan |
| 10/04/2023 | Clark University | Yes | | | Medina |
| 10/05/23 | Berklee | Yes | | | Medina |
| 10/12/23 | Bunker Hill Classroom Visit | | | Yes | Medina |
| 10/13/23 | BPL GBH x Suffolk University | | | Yes | Medina |

5. Other Outreach Activities

A. Professional Networking & Community Events

NAHJ Convention and Career Fairs

Date: 07/12-07/15

Attended by Susan Guinan and Medina Sehi

Summary: GBH representatives attended the career fairs of the two journalism conventions as part of the Public Media Village organized by NPR. These conferences featured comprehensive journalism training, specialty programming, national newsmakers, and multi-day career fairs.

AAJA Convention and Career Fairs

Date: 07/19-07/22

Attended by Susan Guinan and Alyssa Mullen-Zidik

Summary: GBH representatives attended the career fairs of the two journalism conventions as part of the Public Media Village organized by NPR. These conferences featured comprehensive journalism training, specialty programming, national newsmakers, and multi-day career fairs.

NABJ Conventions and Career Fairs

Date: 08/02 - 08/06

Attended by Susan Guinan and Amy Bellville

Summary: GBH representatives attended the career fairs of the two journalism conventions as part of the Public Media Village organized by NPR. These conferences featured comprehensive journalism training, specialty programming, national newsmakers, and multi-day career fairs.

Appendix C
Recruitment Source List
WGBH Educational Foundation
November 21, 2022 - November 17, 2023

WGBH partners with eQuest to share all job openings. They have shared on over 40 job boards (Appendix C-1), and community outreach (Appendix C-2).

For community outreach, eQuest partners with over 400 organizations nationally and sends to organizations within a 50-mile radius of positions location.

In addition, all these job opening announcements are aggregated on indeed.com, LinkedIn, and Glassdoor for further distribution.

Appendix C-1 Postings With Job Boards

| eQuest Compliance Solution | | |
|---|---|---|
| Board Name | Board Description | Target Audience |
| State Employment Boards and community organizations | Jobs are sent to state employment job portals and web platforms for candidates based on the state the position is located in. The jobs listings are also sent to the following locations within a 50-mile radius of the zip code: local employment offices, local veteran's offices, local organizations/associations, local colleges/universities, and local vocational/rehabilitation centers | Veterans, Disability, Women, Minority, Public |
| Hire A Hero | Hire A Hero was created to provide free employment services to returning service members and their families. It acts as a pipeline for service members and their families to reach out through online social networking tools, allowing them to make connections to find a rewarding career. Hire A Hero is a nation-wide resource that connects the growing number of unemployed veterans with job opportunities, education, and social services. Hire A Hero has over 300,000 registrations and sees over 3 million unique visits a year. | Veterans |
| JOFD AV | disABLEDperson, Inc. and the associated job board Job Opportunities for Disabled American Veterans (JOFDAV) are the basis for a public charity organization whose primary focus is disability employment. The site has been made accessible as per 508 Standards. JOFDAV.com is a listed resource on the National Resource. Jobs are also sent to the following sites: Jooble, Glassdoor, Facebook, Jobquest.mass.gov, LinkedIn, Jobcase, Careeronestop, Ziprecruiter, SimplyHired, Jobtome, EmployGeorgia, JobZone.ny.gov, IHire.com, Focuscareer.ky.gov, Askearn, Petersons.com, greaterstcloudjobspot.com, illinoisjoblink.illinois.gov, jobcenterofwisconsin.com, sourceamerica.org, texasskillstowork.com, defense.com | Disabled Veterans |
| RecruitABILITY | RecruitABILITY public charity whose primary focus is disability employment. The services offered at www.disabledperson.com are free. recruitABILITY is affiliated with disABLEDperson, Inc. Jobs are also sent to: Facebook, escocia.org, job.trovit, veteransfamiliesunited.org, illinoisjoblink.illinois.gov, jobfinder.usaa360.com, askearn.gov, dmva.pa.gov, dogpile.com, simlyhired.com, askjan.org, bestjobsusa.com, https://tapability.org/, MyJobhelper, Google Jobs, ZipRecruiter, USBeBee.com, scholarship.com, Simplyhired.com, Careeronestop.org, and multiple state workforce development boards | Disabled Persons |
| Additional Job Boards | http://www.africanamericancareers.org ; and http://www.africanamericanjobs.org | African American Community |
| | http://www.nativeamericancareers.org ; http://www.americanindeianjobs.org | Native American Community |
| | http://www.asiancareers.org ; http://www.sd-asianworkforce.com ; http://www.asianjobs.org | Asian American Community |
| | http://www.diabilityjobs.org ; http://www.disabilitycareers.org | Persons with Disabilities |
| | http://www.gaycareers.org ; http://www.gayjobs.org | Gay/Lesbian Community |
| | http://www.hispaniccareers.org , http://www.usd-hispanicworkforce.com , http://www.hispanicjobs.org | Hispanic American Community |
| | http://www.seniorscareers.org ; http://www.seniorjobs.org | Senior Citizen Community |
| | http://www.usd-veterans.com ; http://www.veteranscareers.org ; http://www.veteranjobs.org ; http://www.usd-disablelevets.com | Veterans |
| https://www.usd-workingwomen.com ; http://www.womenscareers.org | Women | |

Appendix C-2
Community Outreach for Job Postings

Action Inc. Compass Youth Program - (mhoward@actioninc.org)
African American Chamber of Commerce of New Jersey - (mgriffin@aaccnj.com)
Albany Career Central - Mary Blais (Albany@labor.ny.gov)
Albany County Youth Bureau - (Nicole.ward@albanycountyny.gov)
America Works - Bronx - (info@americaworks.com)
America Works - Brooklyn - (info@americaworks.com)
America Works - Far Rockaway - (info@americaworks.com)
America Works - Jamaica - (info@americaworks.com)
America Works - New York - (info@americaworks.com)
America Works - Philadelphia - (info@americaworks.com)
America Works - Staten Island - (info@americaworks.com)
America Works - West Atlantic City - (info@americaworks.com)
America Works Burlington County - (info@americaworks.com)
America's Job Center of California Riverside - Nicole Roby (msinger@rivco.org.)
American Job Center Enfield - Lorna McLeod (lorna.mcleod@ct.gov)
American Job Center Torrington One-Stop Center - Michelle Caffee (DOL Business Service Representative) (michelle.caffee@ct.gov)
American Job Center Torrington One-Stop Center - Stephen Romano (DOL Business Service Representative) (stephen.romano@ct.gov)
American Job Centers - Hamden - Hamden, CT 06514 (sandy.mello@ct.gov)
Amsterdam Workforce Solutions - Vet Rep - Ralph Grugnale (ralph.grugnale@labor.ny.gov)
Anaheim Workforce Center - Anaheim Workforce Center Email (aherrera@anaheim.net)
Anaheim Youth Committee - Robert Nelson (drodriguez3@anaheim.net)
Area Cooperative Educational Services - (acesinfo@aces.org)
Association of Latino Professionals in Finance & Accounting - Ann Marquez (ann.marquez@national.aipfa.org)
Association of Women Construction Workers of America, Inc - Herlema Owens (awcwamembers@gmail.com)
Attleboro Area School to Career Partnership - (alouro@schooltocareer.info)
Baldwin Park AJCC-Affiliate to East San Gabriel Valley Comprehensive AJCC - Arthur Monreal (referralsbpajcc@goodwillsocial.org)
Berkshire Training and Employment Program - (kgroves@berkshireworks.org)
Big Brothers Big Sisters of New York City - (help@bigsnyc.org)
Black Veterans for Social Justice - Recruitment Manager (admin@bvsj.org)
Bottom Line - Boston - (ccarson@bottomline.org)
Bottom Line - New York - (cwootan@bottomline.org)
Bottom Line - Worcester - (melanie@bottomline.org)
Boys and Girls Club of Plymouth - (cyoung@bgcplymouth.org)

Bridges From School to Work - Los Angeles - (there.se.lyons@marriott.com)
 Bronx Independent Living Center - Brett Eisenberg (brett@bils.org)
 Bronx Workforce1 Career Center (NYC Workforce1 Career Center) - Frank Cook (Business Representative) (frank.cook@labor.ny.gov)
 Bronx Works/Workforce Development Inc. - Denise Major (dmajor@bronxworks.org)
 Bryant University - Patricia Miernicki (pmiernic@bryant.edu)
 Burbank Employment Connection - Susie Avetisyan (burbankworkforceconnection@burbankca.gov)
 Camden County Workforce Development Board Youth Committee - Matthew Verney (ccwib@ccwib.com)
 Capital Region WDB Youth & Emerging Worker Committee - Nathan Mandsager (NathanM@PineRidgeInd.com)
 Capitol Region Education Council - (kbrewer@crec.org)
 Career Opportunities - Orleans, MA 02653 (kdower@jteccorp.com)
 Career Renewal Ministry - Sts. Simon & Jude Catholic Church - Joe Teske (Joe@Teske.me)
 Career Services Center - Lake Isabella - Donna Moreno (Morenod@co.kern.ca.us)
 Career Start -SVUSD - Julie Dickelman (dickelman@svusd.org)
 CareerCenter at Portland - (portland.careercenter@maine.gov)
 CareerCenter at Springvale - Springvale, ME 04083 (allen.blackstone@maine.gov)
 Catholic Charities - Boston - (info@ccab.org)
 Catholic Charities North - (info@ccab.org)
 CMO Network - (contact@cmo-network.org)
 Common Ground High School - (rholcombe@commongroundct.org)
 Community Action of Franklin Hampshire and North Quabbin Regions - (info@communityaction.us)
 Community Integrated Services - Angelina Bush (angelina_bush@cisworks.org)
 Community Support for Employment Transition (ComSET) - Larchmont Avenue Church - Debbie Earthrowl (mrsrevmom@yahoo.com)
 Cooper Union School of Art, Architecture & Engineering - Tony Burrell (burrell@cooper.edu)
 Crossroads Christian Church - Doug Husen (doug@crossroadschurch.com)
 Disabled Resource Center - Dolores Dolores (info@drcinc.org)
 Division of Employment and Workforce Solutions - (does_lo584@labor.state.ny.us)
 Division of Employment and Workforce Solutions - Antonio Wilson (antonio.wilson@labor.ny.gov)
 DOWNTOWN/PICO-Union WorkSource Center, Pacific Asian Consortium in Employment - Johnson Ng (worksource@pacela.org)
 Dutchess WORKS One Stop - (Dennis.Higgins@labor.ny.gov)
 Dutchess WORKS One Stop - (Edward.Himko@labor.ny.gov)
 East LA/West San Gabriel Valley AJCC - Manuel Cerda (Ayes@aye-la.org)
 East San Gabriel Valley AJCC - Arthur Monreal (referralsESGVJCC@goodwillsocial.org)
 Eastern Nazarene College Quincy, MA - (dianne.f.mcdonough@enc.edu)

EDCO - (ajay.edco@gmail.com)

ELAC Specialized AJCC - Mayra Rodriguez (ynostrd@elac.edu)

EMERGE Connecticut, Inc. - (info@emergect.net)

Employment Horizons, Inc. - Lisa Montalbano (lmontalbano@ehorizons.org)

Employment Ministry - St. Matthias - Terrence Seamon (terrence.seamon@gmail.com)

Eye to Eye Project (dasinger@gmail.com)

FedCap - Workforce Development - Michael Dunne (mdunne@fedcap.org)

Foothill Employment & Training Connection - Julie McElrat (Jmcelrat@foothilletc.org)

Foundation for Second Chances - (info@ffscinc.org)

Gay Men's Health Crisis, Inc. - Berkis DeLeon (berkisd@gmhc.org)

Girls, Inc. of Lynn - (info@girlsinlyn.org)

Gloucester County Workforce Investment Board Youth Committee - Thomas Bianco (tbianco@co.gloucester.nj.us)

Greater New Bedford Community Health Center, Inc. - Jennifer Patnaude (jpatnaude@gnbchc.org)

Greater Raritan Workforce Development Board Youth Committee - Aubrey Flanagan (Aubrey.Flanagan@raritanval.edu)

Guilford Job Network - (RussAllen2@aol.com)

Hall Neighborhood House - (info@hnhonline.org)

Hartford Communities That Care - (info@hartfordctc.org)

Hempstead Works Career Center - (peter.paffinos@labor.state.ny.us)

Hicksville Career Center - (Anthony.Robles@labor.ny.gov)

Imperial Courts Worksource Center - Joclyn Molo (pamela.paige@hacla.org)

Job Club Networking Group - Mike Coviello (mcoviello@edsolutions.com)

Job Path - James Sanuf (james@yourjobpath.com)

Jordon Downs Worksource Center - Raymond Monje (ppaige@hacla.org)

JVS Marina del Rey-Mar Vista WorkSource Center - Alex Mack (Business Representative) (amack@jvsia.org)

JVS West Hollywood Worksource Center - (askus@jvsia.org)

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 In His Eyes Outreach - (info@inhiseyes.org)
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 Marrakech , Inc - (rmartin@marrakechinc.org)
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 My Turn Inc. - (nconroy@myturn.org)
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 Network Support Services - (Contact@networkssi.org)
 New England College - Eugene Durkee (Director, Career & Life Planning) (edurkee@nec.edu)
 New Haven Board Promise - (youthfamilycommunityengagementteam@new-haven.k12.ct.us)
 New North Citizens Council Inc. - YouthBuild - (lmanzi@newnorthcc.org)
 New York State Office of Children & Family Services - Richard Brown (Richard.Brown@ocfs.state.ny.us)
 North Central Massachusetts Youth Council - Kelley French (kfrench@masshirenorthcentralwb.com)
 North County Coastal Career Center - Connie Vasquez (conniev@workforce.org)
 North County Coastal Career Center - Holly Childs (holly@workforce.org)
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 Northwest Regional Workforce Investment Board Youth Committee - Chief Fred Spagnolo (catherine.awwad@nrwib.org)
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 Rensselaer County One Stop Career Center - Tracy Ellis (rensselaeronestop@capreg.org)
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