

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2014 – May 22, 2015.

- 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
WNEW-FM, Bowie, MD

- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: 1015 Half Street S.E., Suite 200 Washington, DC 20003	Telephone Number: 202-971-8001
	Contact Person/Title: Stephanie St. Aubin Office Manager/Human Resources
	E-mail Address: stephanie.saintaubin@cbsdc.com

- 4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit¹:**

	Job Title	Recruitment Source Referring Hiree
(1)	Account Executive	Employee Referral
(2)	Account Executive	CBSRadio.com
(3)	Account Executive	Indeed.com
(4)	Account Executive	CBS Corporate Recruitment Referral
(5)	Account Executive	Employee Referral
(6)	Account Executive	LinkedIn

¹ See Exhibit 1.

(7)	Music Seller	On-Air Radio Advertisement
(8)	Music Seller	Employee Referral
(9)	Beat Reporter	CBS Corporate Recruitment Referral
(10)	Credit & Collections Specialist	CBSRadio.com
(11)	Retail Sales Manager	CBSRadio.com
(12)	Sales Assistant	Industry Referral
(13)	Performance Space Project Manager	Employee Referral
(14)	Executive Producer	CBSRadio.com
(15)	Digital Sales Specialist	Employee Referral
(16)	Sports Play-by-Play Sales Manager	CBSRadio.com
(17)	Traffic Manager	CBSRadio.com
(18)	Web Content Specialist	CBSRadio.com
(19)	On-Air Talent	CBSRadio.com
(20)	Digital Traffic Coordinator	CBSRadio.com
(21)	Account Executive	Employee Referral
(22)	Account Executive	Indeed.com
(23)	Associate Journalist	CBS Corporate Recruitment Referral
(24)	Associate Journalist	CBS Corporate Recruitment Referral
(25)	Accountant	Indeed.com
(26)	Accounting Supervisor	CBSRadio.com
(27)	Digital Content Specialist (Bilingual)	Journalism Jobs
(28)	On-Air Talent	CBSRadio.com
(29)	On-Air Talent	CBSRadio.com
(30)	Retail Sales Manager	CBS Corporate Recruitment Referral
(31)	Web Content Specialist	CBS Corporate Recruitment Referral
(32)	Producer	CBS Corporate Recruitment Referral
(33)	Continuity Director	CBSRadio.com
(34)	Digital Sales Specialist-Music Team	CBS Corporate Recruitment Referral
(35)	Traffic Manager	See Exhibit 1
(36)	Retail Sales Manager	See Exhibit 1

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

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|------|------------------------|---------------|
| (37) | Account Executive | See Exhibit 1 |
| (38) | Account Executive | See Exhibit 1 |
| (39) | Account Executive | See Exhibit 1 |
| (40) | On-Air Talent | See Exhibit 1 |
| (41) | Account Executive | See Exhibit 1 |
| (42) | General Sales Manager | See Exhibit 1 |
| (43) | Remote Technician | See Exhibit 1 |
| (44) | Web Content Specialist | See Exhibit 1 |

5) **Job Title:** Account Executive (1, 2) **Referral Source(s) of Hiree:** Employee Referral (1)
CBSRadio.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)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	9	See Exhibit 1
Newspaper Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Temple University	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a		See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Craigslist	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
State Job Bank or Employment Services (including State Unemployment)	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a	3	See Exhibit 1
Industry Referral	n/a	n/a	n/a	1	See Exhibit 1
State Workforce Commission/EDD	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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

5) Job Title: Account Executive (3,4,5,6) Referral Source(s) of Hiree: Indeed.com (3), CBS Corporate Recruitment Referral (4), Employee Referral (5), LinkedIn (6)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a	3	See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
Employee Referral	n/a	n/a	n/a	5	See Exhibit 1
Industry Referral	n/a	n/a	n/a	1	See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: Hispanic Music Seller (7,8) Referral Source(s) of Hiree: On-Air Radio Advertisement (7) Employee Referral (8)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a	2	See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: Redskins Beat Reporter (9) Referral Source(s) of Hiree: CBS Corporate Recruitment Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
Magazine Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Newspaper Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
TV Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
American Broadcasting School	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a	1	See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Facebook	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Journalism Jobs	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
TVJobs.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

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5) Job Title: Credit & Collections Specialist (10)

Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
Billboard Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Newspaper Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a		See Exhibit 1
America's Job Exchange (AJE)	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
HireDiversity	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
Monster	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1
State Job Bank or Employment Services (including State Unemployment)	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1

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5) Job Title: **Retail Sales Manager (11)** Referral Source(s) of Hiree: **CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1

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5) Job Title: Sales Assistant (12)

Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		See Exhibit 1
Newspaper Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
University of Maryland	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
NAACP (Washington Bureau)	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a		See Exhibit 1
America's Job Exchange (AJE)	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1
Industry Referral	n/a	n/a	n/a	1	See Exhibit 1

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5) Job Title: Performance Space Project Manager (13) Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		See Exhibit 1
America's Job Exchange (AJE)	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
Employee Referral	n/a	n/a	n/a	2	See Exhibit 1

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5) Job Title: Executive Producer (14) Referral Source(s) of Hire: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
Magazine Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
TV Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Cynopsis	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

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5) Job Title: Digital Sales Specialist (15) Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	2	See Exhibit 1
African American Chamber of Commerce	Kim Ward	4300 North East Freemont Street Portland, OR 97217	(503) 244-5794		See Exhibit 1
American Women In Radio & Television	Kate Niswander	8405 Greensboro Dr. McClean, VA 22102	(703) 506-3290		See Exhibit 1
Art Institute of Washington	Ben Bedard	1820 North Fort Meyer Drive Arlington, VA 22209	(703) 247-6864		See Exhibit 1
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting 1717 Arch Street Philadelphia, PA 19103	(215) 982-4600		See Exhibit 1
Business Communications Resources, Inc.		83 Mussey Rd. Scarborough, Maine 04074 bermail@aol.com	(207) 883-8000		See Exhibit 1
Broadcast Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	(410) 254-5357		See Exhibit 1
Capital College	Rosana Lemus	11301 Springfield Rd Laurel, MD 20708	(301) 369-2800		See Exhibit 1
Catholic Charities	Kimberly Ellis	19 W. Franklin Street Baltimore, MD 21201	(410) 547-5490		See Exhibit 1
Change, Inc	Donald Hampton	1413 Park Rd NW Washington, DC 20010	(202) 387-3725		See Exhibit 1
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue Suite G Vienna, VA 22180	(800) 362-0660		See Exhibit 1
Community Womens Education Project	Fred Martinez	2801 Frankford Ave Philadelphia, PA 19134	(215) 426-2200		See Exhibit 1
Connecticut School Of Broadcasting	John Olson	611 Route 46 West Suite 102 Hasbrouck, NJ 07642	(201) 288-7900		See Exhibit 1
Elkton Vet Center	Wendy Brown	103 Chesapeake Blvd Suite A Elkton, MD 21921	(410) 392-4485		See Exhibit 1
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	(361) 986-0118		See Exhibit 1
Greater Washington Urban League, Inc	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200		See Exhibit 1

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	(202) 234-0280		See Exhibit 1
Hood College	careers@hood.edu	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583		See Exhibit 1
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267		See Exhibit 1
Jewish War Vets of the USA	Erwin Burtnik	1 Ivory Crest Ct Baltimore, MD 21209	(410) 653-2334		See Exhibit 1
Korean Community Service Center	Lien Hickey	7700 Little River Turnpike #406 Annandale, VA 22003	(703) 354-6345		See Exhibit 1
Loyola University Maryland	Mary DeManss	4501 N. Charles St Baltimore, MD 21210	(410) 617-2692		See Exhibit 1
Morgan State University	Earlene Goodson	1700 E. Cold Spring Lane Rm 224 Baltimore, MD 21251	(443) 885-3111		See Exhibit 1
Montgomery College	Patricia McGlone	20220 Observation Drive Germantown, MD 20876	(240) 567-1970		See Exhibit 1
NAACP (Washington Bureau)	washingtonbureau@naacpnet.org	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940		See Exhibit 1
National Association of Black Journalist	Ryan Williams	1100 Knight Hall College Park, MD 20742	(301) 405-0248		See Exhibit 1
National Association of Broadcasters	Amanda Smith	1771 N Street, N.W Washington, DC 20036	(202) 429-5430		See Exhibit 1
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915		See Exhibit 1
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109		See Exhibit 1
Shabach Ministries Inc.	Kersha Wintz	www.shabachministries.org	301-583-5327		See Exhibit 1
Stevenson University	Sara Jaques	Wooded Way 100 Campus Circle Owings Mills, MD 21117	(443) 334-2702		See Exhibit 1
The Community College of Baltimore County	Samantha Ellis	800 South Rolling Rd Baltimore, MD 21228	(443) 840-4060		See Exhibit 1
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120		See Exhibit 1
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000		See Exhibit 1
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240		See Exhibit 1
University of Maryland Baltimore County	Joan Allen	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216		See Exhibit 1

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
U.S. Department of Veterans Affairs	Melvin Bond	810 Vermont Avenue, NW Washington, DC 20420 Melvin.bond@va.gov	1-800-488-8244		See Exhibit 1
York County Career Link	Curtis Tribue	841 Vogelsong Road PO Box 14008 York, PA 17404	(717) 767-7600		See Exhibit 1
Wider Opportunities for Women	Delese Harvey	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596		See Exhibit 1
Newspaper Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a	1	See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

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5) Job Title: **Sports Play by Play Sales Manager (16)** Referral Source(s) of Hire: **CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a	1	See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a	1	See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1
State Department of Labor	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1

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5) Job Title: Traffic Manager (17)

Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
African American Chamber of Commerce	Kim Ward	4300 North East Freemont Street Portland, OR 97217	(503) 244-5794		See Exhibit 1
American Women In Radio & Television	Kate Niswander	8405 Greensboro Dr. McClean, VA 22102	(703) 506-3290		See Exhibit 1
Art Institute of Washington	Ben Bedard	1820 North Fort Meyer Drive Arlington, VA 22209	(703) 247-6864		See Exhibit 1
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting 1717 Arch Street Philadelphia, PA 19103	(215) 982-4600		See Exhibit 1
Business Communications Resources, Inc.		83 Mussey Rd. Scarborough, Maine 04074 bcmail@aol.com	(207) 883-8000		See Exhibit 1
Broadcast Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	(410) 254-5357		See Exhibit 1
Capital College	Rosana Lemus	11301 Springfield Rd Laurel, MD 20708	(301) 369-2800		See Exhibit 1
Catholic Charities	Kimberly Ellis	19 W. Franklin Street Baltimore, MD 21201	(410) 547-5490		See Exhibit 1
Change, Inc	Donald Hampton	1413 Park Rd NW Washington, DC 20010	(202) 387-3725		See Exhibit 1
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue Suite G Vienna, VA 22180	(800) 362-0660		See Exhibit 1
Community Womens Education Project	Fred Martinez	2801 Frankford Ave Philadelphia, PA 19134	(215) 426-2200		See Exhibit 1
Connecticut School Of Broadcasting	John Olson	611 Route 46 West Suite 102 Hasbrouck, NJ 07642	(201) 288-7900		See Exhibit 1
Elkton Vet Center	Wendy Brown	103 Chesapeake Blvd Suite A Elkton, MD 21921	(410) 392-4485		See Exhibit 1
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	(361) 986-0118		See Exhibit 1
Greater Washington Urban League, Inc	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on [Attachment A](#), and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on [Attachment C](#) (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	(202) 234-0280		See Exhibit 1
Hood College	careers@hood.edu	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583		See Exhibit 1
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267		See Exhibit 1
Jewish War Vets of the USA	Erwin Burtnik	1 Ivory Crest Ct Baltimore, MD 21209	(410) 653-2334		See Exhibit 1
Korean Community Service Center	Lien Hickey	7700 Little River Turnpike #406 Annandale, VA 22003	(703) 354-6345		See Exhibit 1
Loyola University Maryland	Mary DeManss	4501 N. Charles St Baltimore, MD 21210	(410) 617-2692		See Exhibit 1
Morgan State University	Earlene Goodson	1700 E.Cold Spring Lane Rm 224 Baltimore, MD 21251	(443) 885-3111		See Exhibit 1
Montgomery College	Patricia McGlone	20220 Observation Drive Germantown, MD 20876	(240) 567-1970		See Exhibit 1
NAACP (Washington Bureau)	washingtonbureau@naacpnet.org	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940		See Exhibit 1
National Association of Black Journalist	Ryan Williams	1100 Knight Hall College Park, MD 20742	(301) 405-0248		See Exhibit 1
National Association of Broadcasters	Amanda Smith	1771 N Street, N.W Washington, DC 20036	(202) 429-5430		See Exhibit 1
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915		See Exhibit 1
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109		See Exhibit 1
Shabach Ministries Inc.	Kersha Wintz	www.shabachministries.org	301-583-5327		See Exhibit 1
Stevenson University	Sara Jaques	Wooded Way 100 Campus Circle Owings Mills, MD 21117	(443) 334-2702		See Exhibit 1
The Community College of Baltimore County	Samantha Ellis	800 South Rolling Rd Baltimore, MD 21228	(443) 840-4060		See Exhibit 1
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120		See Exhibit 1
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000		See Exhibit 1
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240		See Exhibit 1
University of Maryland Baltimore County	Joan Allen	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216		See Exhibit 1

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
U.S. Department of Veterans Affairs	Melvin Bond	810 Vermont Avenue, NW Washington, DC 20420 Melvin.bond@va.gov	1-800-488-8244		See Exhibit 1
York County Career Link	Curtis Tribue	841 Vogelsong Road PO Box 14008 York, PA 17404	(717) 767-7600		See Exhibit 1
Wider Opportunities for Women	Delese Harvey	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

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

5) Job Title: Web Content Specialist (18) Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	5	See Exhibit 1
African American Chamber of Commerce	Kim Ward	4300 North East Freemont Street Portland, OR 97217	(503) 244-5794		See Exhibit 1
American Women In Radio & Television	Kate Niswander	8405 Greensboro Dr. McClean, VA 22102	(703) 506-3290		See Exhibit 1
Art Institute of Washington	Ben Bedard	1820 North Fort Meyer Drive Arlington, VA 22209	(703) 247-6864		See Exhibit 1
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting 1717 Arch Street Philadelphia, PA 19103	(215) 982-4600		See Exhibit 1
Business Communications Resources, Inc.		83 Mussey Rd. Scarborough, Maine 04074 bcrmail@aol.com	(207) 883-8000		See Exhibit 1
Broadcast Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	(410) 254-5357		See Exhibit 1
Capital College	Rosana Lemus	11301 Springfield Rd Laurel, MD 20708	(301) 369-2800		See Exhibit 1
Catholic Charities	Kimberly Ellis	19 W. Franklin Street Baltimore, MD 21201	(410) 547-5490		See Exhibit 1
Change, Inc	Donald Hampton	1413 Park Rd NW Washington, DC 20010	(202) 387-3725		See Exhibit 1
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue Suite G Vienna, VA 22180	(800) 362-0660		See Exhibit 1
Community Womens Education Project	Fred Martinez	2801 Frankford Ave Philadelphia, PA 19134	(215) 426-2200		See Exhibit 1
Connecticut School Of Broadcasting	John Olson	611 Route 46 West Suite 102 Hasbrouck, NJ 07642	(201) 288-7900		See Exhibit 1
Elkton Vet Center	Wendy Brown	103 Chesapeake Blvd Suite A Elkton, MD 21921	(410) 392-4485		See Exhibit 1
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	(361) 986-0118		See Exhibit 1
Greater Washington Urban League, Inc	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	(202) 234-0280		See Exhibit 1
Hood College	careers@hood.edu	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583		See Exhibit 1
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267		See Exhibit 1
Jewish War Vets of the USA	Erwin Burtnik	1 Ivory Crest Ct Baltimore, MD 21209	(410) 653-2334		See Exhibit 1
Journalism Jobs	contact@journalismjobs.com	72 Plaza Dr. 2 nd Floor Berkeley, CA 94705	510-653-1521	1	See Exhibit 1
Korean Community Service Center	Lien Hickey	7700 Little River Turnpike #406 Annandale, VA 22003	(703) 354-6345		See Exhibit 1
Loyola University Maryland	Mary DeManss	4501 N. Charles St Baltimore, MD 21210	(410) 617-2692		See Exhibit 1
Morgan State University	Earlene Goodson	1700 E. Cold Spring Lane Rm 224 Baltimore, MD 21251	(443) 885-3111		See Exhibit 1
Montgomery College	Patricia McGlone	20220 Observation Drive Germantown, MD 20876	(240) 567-1970		See Exhibit 1
NAACP (Washington Bureau)	washingtonbureau@naacpnet.org	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940		See Exhibit 1
National Association of Black Journalist	Ryan Williams	1100 Knight Hall College Park, MD 20742	(301) 405-0248		See Exhibit 1
National Association of Broadcasters	Amanda Smith	1771 N Street, N.W Washington, DC 20036	(202) 429-5430		See Exhibit 1
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915		See Exhibit 1
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109		See Exhibit 1
Shabach Ministries Inc.	Kersha Wintz	www.shabachministries.org	301-583-5327		See Exhibit 1
Stevenson University	Sara Jaques	Wooded Way 100 Campus Circle Owings Mills, MD 21117	(443) 334-2702		See Exhibit 1
The Community College of Baltimore County	Samantha Ellis	800 South Rolling Rd Baltimore, MD 21228	(443) 840-4060		See Exhibit 1
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120		See Exhibit 1
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000		See Exhibit 1
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240		See Exhibit 1

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of Maryland Baltimore County	Joan Allen	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216		See Exhibit 1
U.S. Department of Veterans Affairs	Melvin Bond	810 Vermont Avenue, NW Washington, DC 20420 Melvin.bond@va.gov	1-800-488-8244		See Exhibit 1
York County Career Link	Curtis Tribue	841 Vogelsong Road PO Box 14008 York, PA 17404	(717) 767-7600		See Exhibit 1
Wider Opportunities for Women	Delese Harvey	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
University of North Texas	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a		See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Facebook	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
Monster	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

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5) Job Title: On-Air Talent (19)

Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	3	See Exhibit 1
Magazine Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
American Broadcasting School	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Connecticut School Of Broadcasting	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
University of North Texas	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a		See Exhibit 1
Cynopsis	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: **Digital Traffic Coordinator** Referral Source(s) of Hire: **CBSRadio.com**
(20)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
African American Chamber of Commerce	Kim Ward	4300 North East Freemont Street Portland, OR 97217	(503) 244-5794		See Exhibit 1
American Women In Radio & Television	Kate Niswander	8405 Greensboro Dr. McClean, VA 22102	(703) 506-3290		See Exhibit 1
Art Institute of Washington	Ben Bedard	1820 North Fort Meyer Drive Arlington, VA 22209	(703) 247-6864		See Exhibit 1
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting 1717 Arch Street Philadelphia, PA 19103	(215) 982-4600		See Exhibit 1
Business Communications Resources, Inc.		83 Mussey Rd. Scarborough, Maine 04074 bermail@aol.com	(207) 883-8000		See Exhibit 1
Broadcast Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	(410) 254-5357		See Exhibit 1
Capital College	Rosana Lemus	11301 Springfield Rd Laurel, MD 20708	(301) 369-2800		See Exhibit 1
Catholic Charities	Kimberly Ellis	19 W. Franklin Street Baltimore, MD 21201	(410) 547-5490		See Exhibit 1
Change, Inc	Donald Hampton	1413 Park Rd NW Washington, DC 20010	(202) 387-3725		See Exhibit 1
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue Suite G Vienna, VA 22180	(800) 362-0660		See Exhibit 1
Community Womens Education Project	Fred Martinez	2801 Frankford Ave Philadelphia, PA 19134	(215) 426-2200		See Exhibit 1
Connecticut School Of Broadcasting	John Olson	611 Route 46 West Suite 102 Hasbrouck, NJ 07642	(201) 288-7900		See Exhibit 1
Elkton Vet Center	Wendy Brown	103 Chesapeake Blvd Suite A Elkton, MD 21921	(410) 392-4485		See Exhibit 1
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	(361) 986-0118		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Washington Urban League, Inc	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200		See Exhibit 1
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	(202) 234-0280		See Exhibit 1
Hood College	careers@hood.edu	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583		See Exhibit 1
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267		See Exhibit 1
Jewish War Vets of the USA	Erwin Burtnik	1 Ivory Crest Ct Baltimore, MD 21209	(410) 653-2334		See Exhibit 1
Korean Community Service Center	Lien Hickey	7700 Little River Turnpike #406 Annandale, VA 22003	(703) 354-6345		See Exhibit 1
Loyola University Maryland	Mary DeManss	4501 N. Charles St Baltimore, MD 21210	(410) 617-2692		See Exhibit 1
Morgan State University	Earlene Goodson	1700 E.Cold Spring Lane Rm 224 Baltimore, MD 21251	(443) 885-3111		See Exhibit 1
Montgomery College	Patricia McGlone	20220 Observation Drive Germantown, MD 20876	(240) 567-1970		See Exhibit 1
NAACP (Washington Bureau)	washingtonbureau@naacpnet.org	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940		See Exhibit 1
National Association of Black Journalist	Ryan Williams	1100 Knight Hall College Park, MD 20742	(301) 405-0248		See Exhibit 1
National Association of Broadcasters	Amanda Smith	1771 N Street, N.W Washington, DC20036	(202) 429-5430		See Exhibit 1
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915		See Exhibit 1
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109		See Exhibit 1
Shabach Ministries Inc.	Kersha Wintz	www.shabachministries.org	301-583-5327		See Exhibit 1
Stevenson University	Sara Jaques	Wooded Way 100 Campus Circle Owings Mills, MD 21117	(443) 334-2702		See Exhibit 1
The Community College of Baltimore County	Samantha Ellis	800 South Rolling Rd Baltimore, MD 21228	(443) 840-4060		See Exhibit 1
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120		See Exhibit 1
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000		See Exhibit 1
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240		See Exhibit 1

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of Maryland Baltimore County	Joan Allen	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216		See Exhibit 1
U.S. Department of Veterans Affairs	Melvin Bond	810 Vermont Avenue, NW Washington, DC 20420 Melvin.bond@va.gov	1-800-488-8244		See Exhibit 1
York County Career Link	Curtis Tribue	841 Vogelsong Road PO Box 14008 York, PA 17404	(717) 767-7600		See Exhibit 1
Wider Opportunities for Women	Delese Harvey	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
America's Job Exchange (AJE)	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Cynopsis	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1

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are Equal Opportunity Employers.**

5) Job Title: Account Executive (21,22) Referral Source(s) of Hiree: Employee Referral (21)
Indeed.com (22)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	2	See Exhibit 1
Newspaper Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Drexel University	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Northwestern University	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Temple University	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a		See Exhibit 1
America's Job Exchange (AJE)	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Digiday	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1	2	See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Monster	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a	1	See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1
State Department of Labor	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
State Workforce Commission/EDD	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1

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5) Job Title: Associate Journalist (23, 24) Referral Source(s) of Hiree: CBS Corporate Recruitment Referral (23)
CBS Corporate Recruitment Referral (24)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	2	See Exhibit 1
Magazine Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Newspaper Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
University of Maryland	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
University of North Texas	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a	2	See Exhibit 1
America's Job Exchange (AJE)	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Bookjobs.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a	1	See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1
State Workforce Commission/EDD	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: Accountant (25)

Referral Source(s) of Hiree: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		See Exhibit 1
Billboard Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Magazine Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Newspaper Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1
State Job Bank or Employment Services (including State Unemployment)	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: Accounting Supervisor (26) Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
Newspaper Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Monster	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: **Digital Content Specialist (Bilingual) (27)** Referral Source(s) of Hiree: **Journalism Jobs**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
Journalism Jobs	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a	1	See Exhibit 1
Craigslist	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: **PM-Night Drive On-Air Talent (28)** Referral Source(s) of Hiree: **CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	6	See Exhibit 1
Newspaper Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Columbia College	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a		See Exhibit 1
Facebook	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: On Air Talent – Night (29) Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
African American Chamber of Commerce	Kim Ward	4300 North East Freemont Street Portland, OR 97217	(503) 244-5794		See Exhibit 1
American Women In Radio & Television	Kate Niswander	8405 Greensboro Dr. McClean, VA 22102	(703) 506-3290		See Exhibit 1
Art Institute of Washington	Ben Bedard	1820 North Fort Meyer Drive Arlington, VA 22209	(703) 247-6864		See Exhibit 1
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting 1717 Arch Street Philadelphia, PA 19103	(215) 982-4600		See Exhibit 1
Business Communications Resources, Inc.		83 Mussey Rd. Scarborough, Maine 04074 bermail@aol.com	(207) 883-8000		See Exhibit 1
Broadcast Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	(410) 254-5357		See Exhibit 1
Capital College	Rosana Lemus	11301 Springfield Rd Laurel, MD 20708	(301) 369-2800		See Exhibit 1
Catholic Charities	Kimberly Ellis	19 W. Franklin Street Baltimore, MD 21201	(410) 547-5490		See Exhibit 1
Change, Inc	Donald Hampton	1413 Park Rd NW Washington, DC 20010	(202) 387-3725		See Exhibit 1
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue Suite G Vienna, VA 22180	(800) 362-0660		See Exhibit 1
Community Womens Education Project	Fred Martinez	2801 Frankford Ave Philadelphia, PA 19134	(215) 426-2200		See Exhibit 1
Connecticut School Of Broadcasting	John Olson	611 Route 46 West Suite 102 Hasbrouck, NJ 07642	(201) 288-7900		See Exhibit 1
Elkton Vet Center	Wendy Brown	103 Chesapeake Blvd Suite A Elkton, MD 21921	(410) 392-4485		See Exhibit 1
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	(361) 986-0118		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Washington Urban League, Inc	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200		See Exhibit 1
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	(202) 234-0280		See Exhibit 1
Hood College	careers@hood.edu	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583		See Exhibit 1
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267		See Exhibit 1
Jewish War Vets of the USA	Erwin Burtnik	1 Ivory Crest Ct Baltimore, MD 21209	(410) 653-2334		See Exhibit 1
Korean Community Service Center	Lien Hickey	7700 Little River Turnpike #406 Annandale, VA 22003	(703) 354-6345		See Exhibit 1
Loyola University Maryland	Mary DeManss	4501 N. Charles St Baltimore, MD 21210	(410) 617-2692		See Exhibit 1
Morgan State University	Earlene Goodson	1700 E.Cold Spring Lane Rm 224 Baltimore, MD 21251	(443) 885-3111		See Exhibit 1
Montgomery College	Patricia McGlone	20220 Observation Drive Germantown, MD 20876	(240) 567-1970		See Exhibit 1
NAACP (Washington Bureau)	washingtonbureau@naacpnet.org	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940		See Exhibit 1
National Association of Black Journalist	Ryan Williams	1100 Knight Hall College Park, MD 20742	(301) 405-0248		See Exhibit 1
National Association of Broadcasters	Amanda Smith	1771 N Street, N.W Washington, DC20036	(202) 429-5430		See Exhibit 1
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915		See Exhibit 1
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109		See Exhibit 1
Shabach Ministries Inc.	Kersha Wintz	www.shabachministries.org	301-583-5327		See Exhibit 1
Stevenson University	Sara Jaques	Wooded Way 100 Campus Circle Owings Mills, MD 21117	(443) 334-2702		See Exhibit 1
The Community College of Baltimore County	Samantha Ellis	800 South Rolling Rd Baltimore, MD 21228	(443) 840-4060		See Exhibit 1
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120		See Exhibit 1
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000		See Exhibit 1
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240		See Exhibit 1

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of Maryland Baltimore County	Joan Allen	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216		See Exhibit 1
U.S. Department of Veterans Affairs	Melvin Bond	810 Vermont Avenue, NW Washington, DC 20420 Melvin.bond@va.gov	1-800-488-8244		See Exhibit 1
York County Career Link	Curtis Tribue	841 Vogelsong Road PO Box 14008 York, PA 17404	(717) 767-7600		See Exhibit 1
Wider Opportunities for Women	Delese Harvey	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596		See Exhibit 1
Newspaper Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
TV Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a		See Exhibit 1
Craigslist	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Facebook	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Media Bistro	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

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5) Job Title: Retail Sales Manager (30) Referral Source(s) of Hiree: CBS Corporate Recruitment Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a	2	See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1

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5) Job Title: Web Content Specialist (31) Referral Source(s) of Hiree: CBS Corporate Recruitment Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
African American Chamber of Commerce	Kim Ward	4300 North East Freemont Street Portland, OR 97217	(503) 244-5794		See Exhibit 1
American Women In Radio & Television	Kate Niswander	8405 Greensboro Dr. McClean, VA 22102	(703) 506-3290		See Exhibit 1
Art Institute of Washington	Ben Bedard	1820 North Fort Meyer Drive Arlington, VA 22209	(703) 247-6864		See Exhibit 1
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting 1717 Arch Street Philadelphia, PA 19103	(215) 982-4600		See Exhibit 1
Business Communications Resources, Inc.		83 Mussey Rd, Scarborough, Maine 04074 bcrmail@aol.com	(207) 883-8000		See Exhibit 1
Broadcast Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	(410) 254-5357		See Exhibit 1
Capital College	Rosana Lemus	11301 Springfield Rd Laurel, MD 20708	(301) 369-2800		See Exhibit 1
Catholic Charities	Kimberly Ellis	19 W. Franklin Street Baltimore, MD 21201	(410) 547-5490		See Exhibit 1
Change, Inc	Donald Hampton	1413 Park Rd NW Washington, DC 20010	(202) 387-3725		See Exhibit 1
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue Suite G Vienna, VA 22180	(800) 362-0660		See Exhibit 1
Community Womens Education Project	Fred Martinez	2801 Frankford Ave Philadelphia, PA 19134	(215) 426-2200		See Exhibit 1
Connecticut School Of Broadcasting	John Olson	611 Route 46 West Suite 102 Hasbrouck, NJ 07642	(201) 288-7900		See Exhibit 1
Elkton Vet Center	Wendy Brown	103 Chesapeake Blvd Suite A Elkton, MD 21921	(410) 392-4485		See Exhibit 1
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	(361) 986-0118		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on [Attachment A](#), and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on [Attachment B](#). Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on [Attachment C](#) (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Washington Urban League, Inc	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200		See Exhibit 1
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	(202) 234-0280		See Exhibit 1
Hood College	careers@hood.edu	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583		See Exhibit 1
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267		See Exhibit 1
Jewish War Vets of the USA	Erwin Burtnik	1 Ivory Crest Ct Baltimore, MD 21209	(410) 653-2334		See Exhibit 1
Journalism Jobs	contact@journalismjobs.com	72 Plaza Dr. 2 nd Floor Berkeley, CA 94705	510-653-1521	1	See Exhibit 1
Korean Community Service Center	Lien Hickey	7700 Little River Turnpike #406 Annandale, VA 22003	(703) 354-6345		See Exhibit 1
Loyola University Maryland	Mary DeManss	4501 N. Charles St Baltimore, MD 21210	(410) 617-2692		See Exhibit 1
Morgan State University	Earlene Goodson	1700 E.Cold Spring Lane Rm 224 Baltimore, MD 21251	(443) 885-3111		See Exhibit 1
Montgomery College	Patricia McGlone	20220 Observation Drive Germantown, MD 20876	(240) 567-1970		See Exhibit 1
NAACP (Washington Bureau)	washingtonbureau@naacpnet.org	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940		See Exhibit 1
National Association of Black Journalist	Ryan Williams	1100 Knight Hall College Park, MD 20742	(301) 405-0248		See Exhibit 1
National Association of Broadcasters	Amanda Smith	1771 N Street, N.W Washington, DC20036	(202) 429-5430		See Exhibit 1
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915		See Exhibit 1
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109		See Exhibit 1
Shabach Ministries Inc.	Kersha Wintz	www.shabachministries.org	301-583-5327		See Exhibit 1
Stevenson University	Sara Jaques	Wooded Way 100 Campus Circle Owings Mills, MD 21117	(443) 334-2702		See Exhibit 1
The Community College of Baltimore County	Samantha Ellis	800 South Rolling Rd Baltimore, MD 21228	(443) 840-4060		See Exhibit 1
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120		See Exhibit 1
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000		See Exhibit 1

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240		See Exhibit 1
University of Maryland Baltimore County	Joan Allen	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216		See Exhibit 1
U.S. Department of Veterans Affairs	Melvin Bond	810 Vermont Avenue, NW Washington, DC 20420 Melvin.bond@va.gov	1-800-488-8244		See Exhibit 1
York County Career Link	Curtis Tribue	841 Vogelsong Road PO Box 14008 York, PA 17404	(717) 767-7600		See Exhibit 1
Wider Opportunities for Women	Delese Harvey	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596		See Exhibit 1
Magazine Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
TV Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a	1	See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Craigslist	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Dice	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Git Hub	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Media Bistro	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Simply Hired	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1

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5) Job Title: Producer (32)

Referral Source(s) of Hiree: CBS Corporate Recruitment Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	5	See Exhibit 1
African American Chamber of Commerce	Kim Ward	4300 North East Freemont Street Portland, OR 97217	(503) 244-5794		See Exhibit 1
American Women In Radio & Television	Kate Niswander	8405 Greensboro Dr. McClean, VA 22102	(703) 506-3290		See Exhibit 1
Art Institute of Washington	Ben Bedard	1820 North Fort Meyer Drive Arlington, VA 22209	(703) 247-6864		See Exhibit 1
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting 1717 Arch Street Philadelphia, PA 19103	(215) 982-4600		See Exhibit 1
Business Communications Resources, Inc.		83 Mussey Rd. Scarborough, Maine 04074 bermail@aol.com	(207) 883-8000		See Exhibit 1
Broadcast Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	(410) 254-5357		See Exhibit 1
Capital College	Rosana Lemus	11301 Springfield Rd Laurel, MD 20708	(301) 369-2800		See Exhibit 1
Catholic Charities	Kimberly Ellis	19 W. Franklin Street Baltimore, MD 21201	(410) 547-5490		See Exhibit 1
Change, Inc	Donald Hampton	1413 Park Rd NW Washington, DC 20010	(202) 387-3725		See Exhibit 1
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue Suite G Vienna, VA 22180	(800) 362-0660		See Exhibit 1
Community Womens Education Project	Fred Martinez	2801 Frankford Ave Philadelphia, PA 19134	(215) 426-2200		See Exhibit 1
Connecticut School Of Broadcasting	John Olson	611 Route 46 West Suite 102 Hasbrouck, NJ 07642	(201) 288-7900		See Exhibit 1
Elkton Vet Center	Wendy Brown	103 Chesapeake Blvd Suite A Elkton, MD 21921	(410) 392-4485		See Exhibit 1
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	(361) 986-0118		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Washington Urban League, Inc	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200		See Exhibit 1
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	(202) 234-0280		See Exhibit 1
Hood College	careers@hood.edu	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583		See Exhibit 1
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267		See Exhibit 1
Jewish War Vets of the USA	Erwin Burtnik	1 Ivory Crest Ct Baltimore, MD 21209	(410) 653-2334		See Exhibit 1
Korean Community Service Center	Lien Hickey	7700 Little River Turnpike #406 Annandale, VA 22003	(703) 354-6345		See Exhibit 1
Loyola University Maryland	Mary DeManss	4501 N. Charles St Baltimore, MD 21210	(410) 617-2692		See Exhibit 1
Morgan State University	Earlene Goodson	1700 E.Cold Spring Lane Rm 224 Baltimore, MD 21251	(443) 885-3111		See Exhibit 1
Montgomery College	Patricia McGlone	20220 Observation Drive Germantown, MD 20876	(240) 567-1970		See Exhibit 1
NAACP (Washington Bureau)	washingtonbureau@naacpnet.org	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940		See Exhibit 1
National Association of Black Journalist	Ryan Williams	1100 Knight Hall College Park, MD 20742	(301) 405-0248		See Exhibit 1
National Association of Broadcasters	Amanda Smith	1771 N Street, N.W Washington, DC20036	(202) 429-5430		See Exhibit 1
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915		See Exhibit 1
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109		See Exhibit 1
Shabach Ministries Inc.	Kersha Wintz	www.shabachministries.org	301-583-5327		See Exhibit 1
Stevenson University	Sara Jaques	Wooded Way 100 Campus Circle Owings Mills, MD 21117	(443) 334-2702		See Exhibit 1
The Community College of Baltimore County	Samantha Ellis	800 South Rolling Rd Baltimore, MD 21228	(443) 840-4060		See Exhibit 1
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120		See Exhibit 1
University of the District of Columbia	Ms. Huffman	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000		See Exhibit 1
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240		See Exhibit 1

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of Maryland Baltimore County	Joan Allen	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216		See Exhibit 1
U.S. Department of Veterans Affairs	Melvin Bond	810 Vermont Avenue, NW Washington, DC 20420 Melvin.bond@va.gov	1-800-488-8244		See Exhibit 1
York County Career Link	Curtis Tribue	841 Vogelsong Road PO Box 14008 York, PA 17404	(717) 767-7600		See Exhibit 1
Wider Opportunities for Women	Delese Harvey	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596		See Exhibit 1
On-Air Radio Advertisement	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a	1	See Exhibit 1
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

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5) Job Title: Continuity Director (33) Referral Source(s) of Hiree: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Monster	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	n/a	n/a	n/a		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: Digital Sales Specialist – Music Team (34) Referral Source(s) of Hiree: CBS Corporate Recruitment Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955	1	See Exhibit 1
African American Chamber of Commerce	Kim Ward	4300 North East Freemont Street Portland, OR 97217	(503) 244-5794		See Exhibit 1
American Women In Radio & Television	Kate Niswander	8405 Greensboro Dr. McClean, VA 22102	(703) 506-3290		See Exhibit 1
Art Institute of Washington	Ben Bedard	1820 North Fort Meyer Drive Arlington, VA 22209	(703) 247-6864		See Exhibit 1
Association of Women In Communications	Dana Rush	Mercer Human Resources Consulting 1717 Arch Street Philadelphia, PA 19103	(215) 982-4600		See Exhibit 1
Business Communications Resources, Inc.		83 Mussey Rd. Scarborough, Maine 04074 bermail@aol.com	(207) 883-8000		See Exhibit 1
Broadcast Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	(410) 254-5357		See Exhibit 1
Capital College	Rosana Lemus	11301 Springfield Rd Laurel, MD 20708	(301) 369-2800		See Exhibit 1
Catholic Charities	Kimberly Ellis	19 W. Franklin Street Baltimore, MD 21201	(410) 547-5490		See Exhibit 1
Change, Inc	Donald Hampton	1413 Park Rd NW Washington, DC 20010	(202) 387-3725		See Exhibit 1
Columbia School of Broadcasting	Bill Butler	Metro Washington DC Communications Center 301A Maple Avenue Suite G Vienna, VA 22180	(800) 362-0660		See Exhibit 1
Community Womens Education Project	Fred Martinez	2801 Frankford Ave Philadelphia, PA 19134	(215) 426-2200		See Exhibit 1
Connecticut School Of Broadcasting	John Olson	611 Route 46 West Suite 102 Hasbrouck, NJ 07642	(201) 288-7900		See Exhibit 1
Elkton Vet Center	Wendy Brown	103 Chesapeake Blvd Suite A Elkton, MD 21921	(410) 392-4485		See Exhibit 1
Entertainment Employment Journal	Gregorio Carbajal	P.O. Box 72599 Corpus Christi, TX 78742	(361) 986-0118		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Washington Urban League, Inc	Ursula Higgins	2901 14th Street, NW Washington, DC 20009	(202) 265-8200		See Exhibit 1
Hispanic Link News Service	Carlos Erickson	1420 N Street, NW Washington, DC 20005	(202) 234-0280		See Exhibit 1
Hood College	careers@hood.edu	401 Rosemont Avenue Frederick, MD 21701	(301) 696-3583		See Exhibit 1
Howard University	hucareersandinternships@gmail.com	525 Bryant Street, N.W. Washington, DC 20059	(202) 462-4267		See Exhibit 1
Jewish War Vets of the USA	Erwin Burtnik	1 Ivory Crest Ct Baltimore, MD 21209	(410) 653-2334		See Exhibit 1
Korean Community Service Center	Lien Hickey	7700 Little River Turnpike #406 Annandale, VA 22003	(703) 354-6345		See Exhibit 1
Loyola University Maryland	Mary DeManss	4501 N, Charles St Baltimore, MD 21210	(410) 617-2692		See Exhibit 1
Morgan State University	Earlene Goodson	1700 E.Cold Spring Lane Rm 224 Baltimore, MD 21251	(443) 885-3111		See Exhibit 1
Montgomery College	Patricia McGlone	20220 Observation Drive Germantown, MD 20876	(240) 567-1970		See Exhibit 1
NAACP (Washington Bureau)	washingtonbureau@naacpnet.org	1156 15th Street, NW Suite 915 Washington, DC 20005	(202) 463-2940		See Exhibit 1
National Association of Black Journalist	Ryan Williams	1100 Knight Hall College Park, MD 20742	(301) 405-0248		See Exhibit 1
National Association of Broadcasters	Amanda Smith	1771 N Street, N.W Washington, DC20036	(202) 429-5430		See Exhibit 1
National Puerto Rican Coalition, Inc	Elisa Rolon	1444 I Street, NW Suite 800 Washington, DC 20005	(202) 223-3915		See Exhibit 1
Prince George's Community College	Stephanie S. Pair	Career/Job Services, M2102 Prince George's Community College 301 Largo Road Largo, MD 20774	(301) 322-0109		See Exhibit 1
Shabach Ministries Inc.	Kersha Wintz	www.shabachministries.org	301-583-5327		See Exhibit 1
Stevenson University	Sara Jaques	Wooded Way 100 Campus Circle Owings Mills, MD 21117	(443) 334-2702		See Exhibit 1
The Community College of Baltimore County	Samantha Ellis	800 South Rolling Rd Baltimore, MD 21228	(443) 840-4060		See Exhibit 1
The National Council of Negro Women, Inc.	Avis Jones-Deweever	633 Pennsylvania Avenue, NW Washington, DC 20004	(202) 737-0120		See Exhibit 1
University of the District of Columbia	Ms. Huffinan	4200 Connecticut Ave NW Washington DC 20008	(202) 274-5000		See Exhibit 1
University of Maryland	Kathy Walters	3100 Hornbake Library, South Wing University of Maryland College Park, MD 20742	(301) 314-7240		See Exhibit 1

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of Maryland Baltimore County	Joan Allen	1000 Hilltop Circle Baltimore, MD 21250	(410) 455-2216		See Exhibit 1
U.S. Department of Veterans Affairs	Melvin Bond	810 Vermont Avenue, NW Washington, DC 20420 Melvin.bond@va.gov	1-800-488-8244		See Exhibit 1
York County Career Link	Curtis Tribue	841 Vogelsong Road PO Box 14008 York, PA 17404	(717) 767-7600		See Exhibit 1
Wider Opportunities for Women	Delese Harvey	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	(202) 464-1596		See Exhibit 1
CBS Corporate Recruitment Referral	n/a	n/a	n/a	1	See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1	2	See Exhibit 1
LinkedIn	See Exhibit 1	See Exhibit 1	See Exhibit 1	1	See Exhibit 1
Industry Referral	n/a	n/a	n/a		See Exhibit 1

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5) Job Title: Traffic Manager (35)

**Referral Source(s) of Hiree:
See Exhibit 1**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		
Career Builder	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Indeed.com	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1
Employee Referral	See Exhibit 1	See Exhibit 1	See Exhibit 1		See Exhibit 1

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: **Retail Sales Manager (36)** Referral Source(s) of Hiree:
See Exhibit 1

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: Account Executive (37)

Referral Source(s) of Hiree:
See Exhibit 1

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: Account Executive (38)

Referral Source(s) of Hiree:
See Exhibit 1

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: Account Executive (39)

Referral Source(s) of Hiree:
See Exhibit1

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: On-Air Talent (40)

Referral Source(s) of Hiree:
See Exhibit1

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: Account Executive (41)

Referral Source(s) of Hiree:
See Exhibit1

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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**5) Job Title: General Sales Manager (42) Referral Source(s) of Hiree:
See Exhibit1**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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5) Job Title: Remote Technician (43)

Referral Source(s) of Hiree:
See Exhibit1

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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**5) Job Title: Web Content Specialist (44) Referral Source(s) of Hiree:
See Exhibit 1**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	CBS Radio DC Human Resources	4200 Parliament Place, Suite 300 Lanham, MD 20706	301-918-0955		

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Through January 4, 2015, the Employment Unit used recruitment software that distributed notice to the sources listed on Attachment A, and notices that America's Job Exchange ("AJE") scraped were also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment C (in lieu of the sources listed on Attachments A and B) as well as Indeed.com.com. Note that these lists may change from time to time.

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6) **Total # of Interviewees Referred:** For the period from May 23, 2014, through December 31, 2015 this Employment Unit interviewed 98 interviewees for full-time job vacancies during the time period. See Exhibit 1 related to the time period from January 1, 2015 through May 22, 2015.

7) **Supplemental Recruitment Initiatives.**

a. **Participation in Job Fairs**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. NAACP Diversity Crystal City, VA The Employment Unit participated in a job fair hosted by the NAACP. The Employment Unit Human Resources Manager and promotions personnel met with numerous minority students interested in careers in broadcasting.	February 24, 2015	Human Resource Manager and Promotional Street Team

b. **Participation in Career Events Sponsored by Educational Institutions**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. Cardoza Senior High School /TC Williams Senior High The Employment Unit's Director of Community/Public Affairs conducted a station tour for 31 Bilingual high school students. During the presentation the Director of Community/Public Affairs explained basic job functions and responsibilities of various jobs at the Employment Unit. Students were able to ask questions about careers in broadcasting.	November 18 and July 6, 2014	Director of Community/Public Affairs, Promotion Coordinator and Street Teamer
2. Ardmore Enterprises The Employment Unit's Director of Public/Affairs conducted a station tour for six (6) developmentally delayed adults. During the presentation the Director of Community/Public Affairs explained basic job functions and responsibilities of various jobs at the Employment Unit. Students were able to ask questions about careers in broadcasting.	July 15, 2014	Director of Community/Public Affairs, Production Manager , On Air Talent and Street Teamer

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>3. Young Women of Society</p> <p>The station Employment Unit's Director of Community/Public Affairs conducted a station tour for 10 middle school students. During the presentation the Director of Community/Public Affairs explained basic job functions and responsibilities of various jobs at the Employment Unit. Students were able to ask questions about careers in broadcasting and traditional jobs for women.</p>	July 22, 2014	Director of Community/Public Affairs
<p>4. Nicholas Orem Middle School</p> <p>The Employment Unit's On Air talent and Street Teamer participated in the Nicholas Orem Middle School Career Fair in Hyattsville, Md. for approximately 60 middle school students. During the presentation the on air talent explained basic job functions and responsibilities of various jobs at the Employment Unit. Students were able to ask questions about careers in broadcasting.</p>	January 30, 2015	Street Teamers and On Air Talent
<p>5. National Guard Challenge Academy</p> <p>The Employment Unit's Director of Community/Public Affairs spoke at the Academy site in Laurel, Md for approximately 60 young adults students from National Guard Challenge Academy. During the presentation the Director of Community/Public Affairs explained basic job functions and responsibilities of various jobs at the Employment Unit. Students were able to ask questions about careers in broadcasting.</p>	March 18, 2015	Director of Community/Public Affairs
<p>6. The Baltimore Leadership School for Young Women</p> <p>The Employment Unit's Senior Account Executive participated in the BLSYW's Cool Women ~Hot Jobs Career Fair in Baltimore, Md. for approximately 200 middle school students. During the presentation the Senior Account Executive explained basic job functions and responsibilities of various jobs at the Employment Unit. Students were able to ask questions about careers in broadcasting.</p>	March 27, 2015	Senior Account Executive

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c. Sponsorship of Community Events to Inform Public of Careers in Broadcasting

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>1. Mayor Vincent C. Gray's Summer Youth Employment Program</p> <p>The Employment Unit's Director of Community/Public Affairs organized a tour of the Employment Unit for approximately 65 student workers from Mayor's Summer Youth Employment Program. During the tour of the Employment Unit, the Director of Community/Public Affairs showed the students each department and explained how the Employment Unit departments work together. Students were able to ask questions about broadcasting generally and about careers in broadcasting.</p>	<p>July 18, 22, 30, 2014 and August 8, 2014</p>	<p>Director of Community/Public Affairs, Human Resources, Production Director, Account Executive, Executive Assistant to Senior Vice President</p>
<p>2. Alpha Kappa Alpha Sorority's Debutante Workshop</p> <p>The Employment Unit's Director of Community/Public Affairs spoke at the Crystal City Hilton in Crystal City, VA for approximately 10 young women. During the presentation the Director of Community/Public Affairs explained basic job functions and responsibilities of various jobs at the Employment Unit. Students were able to ask questions about careers in broadcasting.</p>	<p>October 19, 2014</p>	<p>Director of Community/Public Affairs</p>
<p>3. Operation Pretty and Polished Prom Give Away</p> <p>The Employment Unit's Director of Community/Public Affairs, All Promotion Departments, Account Executives, On Air Talent served as celebrity shoppers for prom goers of Metropolitan Area of District Columbia Richard Englander Boys and Girls Club in Washington, DC, for approximately 250 young women and men. During the shopping experience the Employment Unit, the Director of Community/Public Affairs and other personnel above explained basic job functions and responsibilities of various jobs at the Employment Unit. Students were able to ask questions about careers in broadcasting.</p>	<p>April 15, 2015</p>	<p>Collaboration with Metropolitan Police Department , Boys and Girls Club of Greater Washington, Director of Community/Public Affairs, State Farm, US Marshalls Service , Promotion Departments , Account Executives</p>

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d. Internships

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. During this reporting period, the Employment Unit provided 30 college students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.	Ongoing	Director of Community/Public Affairs and Executive Assistant/Office Manager Human Resources Manager

e. Training of Management-Level Personnel

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. 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 2014 CBS Corporation Business Conduct Statement in September 2014 and are required to complete related online training by October 15, 2014. 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. In addition, all full-time employees were required to take the "Preventing Sexual Harassment in Today's Workplace" online course and all supervisory managers were required to complete "Addressing Sexual Harassment in Today's Workplace" by September 2013.	Ongoing	All full time employees, including management-level personnel
2. The Employment Unit's management-level personnel received training on methods of ensuring equal employment opportunity and preventing discrimination.	May 29, 2015	All management level personnel

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

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>1. <u>Contributions to CBS Radio Career Website:</u> The Employment Unit has made significant contributions to the CBS Radio career website (www.cbsradio.com), which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio Washington, DC.</p>	<p>Ongoing: May 2014 – May 2015</p>	<p>Human Resources Manager</p>
<p>2. <u>On-air Announcements:</u> Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio DC. Recruitment spots run regularly on each station, stating that, “Stations WJFK-FM/AM, WIAD-FM, WLZL-FM, WNEW-FM and WPGC-FM, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the station. We seek the help of local Community Organizations in referring qualified applicants to our station. Community organizations that wish to receive our vacancy information should contact the [HR Manager] at [call letters] by calling [phone number]. In addition, all listeners are encouraged to visit www.cbsradio.com for an online listing of job openings at all CBS Radio stations.”</p>	<p>Ongoing: May 2014-May 2015</p>	<p>Human Resources Manager</p>

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

Exhibit 1

During the reporting period covered by this EEO Public File Report (May 23, 2014-May 22, 2015), there were several human resource-related personnel changes at the Employment Unit. The employees primarily responsible for disseminating vacancy notices covered by this report and recordkeeping related thereto are no longer employed by the Stations. Therefore, the information provided in this EEO Public File Report is to the best of the belief and knowledge of those currently employed at the Stations who have knowledge of employment-related matters with the assistance of certain corporate-level employees.

Additionally, the Stations in the Employment Unit recently relocated to new offices, which required that all of the Stations' physical files, including those relating to employment matters, be moved. After a thorough search of the Stations current and former office spaces, Station employees have been unable to locate certain EEO-related files that were kept by the former employees primarily responsible for distributing and maintaining copies of the vacancy notifications during the 2014-2015 EEO reporting period. It is possible that during the move employment-related files were misplaced or inadvertently discarded. Station employees also attempted to locate copies of any files electronically stored by the former employees, but were unable to locate employment-related files previously stored on the former employees' hard drives. For information needed for this report that was missing, the Employment Unit was able, in some cases, to review data from CBS Radio's recruitment software (Kenexa for 2014 data and Avature for 2015) and compile the missing information. In cases where the Employment Unit was unable to compile missing information, the data required for the EEO Public File report has been left blank.

Current Station personnel, however, have no reason to believe that recruitment was not conducted as described in this EEO Report.

Attachment A

JuJu.com- <http://www.job-search-engine.com/>

SimplyHired -- www.simplyhired.com

Indeed -- www.indeed.com

Lycos Classifieds -- <http://jobs.lycos.oodle.com/>

OLX Classifieds -- <http://www.olx.com/>

Oodle -- <http://jobs.oodle.com/>

MySpace (Jobs) -- <http://www.myspace.com/simplyhiredjobs>

LinkedIn (available on web tab only) -- <http://www.linkedin.com/>

Zoominfo.com -- <http://www.zoominfo.com/>

Spoke.com -- <http://www.spoke.com/>

HR.com -- <http://www.hr.com/>

Jobirn - <http://www4.jobirn.com/>

Attachment B



Details of AJE Job Posting Outreach In Support of OFCCP Compliance

The America's Job Exchange OFCCP Compliance for Recruitment solution leverages an expansive network of partners and job exchanges that enables us to distribute your job posting to thousands of national, state, and community sites with a strong representation of diversity partners. As the OFCCP's regulations and guidelines continue to evolve, AJE is committed to expanding our network in an effort to help clients achieve compliance and obtain maximum exposure for their job postings.

AJE Job Network:

- AJE National Exchange: www.americasjobexchange.com
- AJE Diversity Exchanges
 - Veterans Job Exchange: www.americasjobexchange.com/veteran/job_exchange
 - Disability Job Exchange: www.americasjobexchange.com/disability-jobs
 - Diversity Job Exchange: www.americasjobexchange.com/diversity-jobs/diversityjobs
 - Women Job Exchange: www.americasjobexchange.com/womens-jobs
- AJE State Exchanges
 - Customized for 50 states (e.g., www.americasjobexchange.com/NY/state-jobs)
- AJE Jobs Mobile
 - AJE app for iPhone

AJE Outreach Partner Network¹:

AJE leverages more than 5000 sites in our Outreach Partner Network. Below is a small sample of the partners we work with to distribute your jobs nationally and to special interest groups.

- Niche Job Boards
 - Veterans Job Boards
 - VeteransJobs.net: www.veteranjobs.net
 - Hero To Hire: www.h2h.jobs
 - Disabled American Vets: www.iofdav.com
 - All Veteran Jobs: www.allveteranjobs.com
 - Disability Job Boards
 - Disability Jobs: www.disabilityjobs.net
 - Disabled Person: www.disabledperson.com
 - Ability Links: www.abilitylinks.org
 - Diversity Job Boards
 - Diversity Jobs: www.diversityjobs.com

¹ America's Job Exchange chooses the organizations in the Outreach Partner Network based on service reputation and a track record of reliability. However, America's Job Exchange cannot guarantee the distribution performance provided by our partners.



- Asian Hires: www.asianhires.com
- African American Hires: www.africanamericanhires.com
- All Hispanic Jobs: www.allhispanicjobs.com
- All LGBT Jobs: www.allgibtjobs.com

- National Job Board Aggregators
 - Indeed: www.indeed.com
 - Simply Hired: www.simplyhired.com
 - Beyond: www.beyond.com
 - Glassdoor: www.glassdoor.com
 - CareerJet: www.careerjet.com
 - JuJu: www.juju.com

- Community Based Organizations
 - Easter Seals
 - Goodwill Industries
 - Wounded Warrior Project
 - Urban League
 - Homeless To Independence
 - US Veterans Initiative
 - Arc

- Government Sponsored Sites
 - VetSuccess: www.vetsuccess.gov
 - Veterans Job Bank: www.nationalresourcedirectory.gov/home/veterans_job_bank
 - State Department of Rehabilitation
 - U.S. Department of Veterans Affairs

AJE State Distribution Network²:

AJE distributes your jobs to more than 5,000 state employment delivery systems as defined by the OFCCP within VEVRAA/JVA regulations: www.dol.gov/vets/contractor/main.htm#37

- **State Job Banks**
 - Job feed
 - Job feed to individual states or through partner GeoSolutions
 - Manual posting
 - Manually posting of jobs on behalf of customer
- **State One-Stop Career Centers**
 - Daily email of new jobs (with links) sent to Career One-Stop offices near to job location
 - Business representatives, career counselors
 - Veteran representatives (LVER/DVOPs)

² America's Job Exchange's preferred method of job distribution to states is via job feed to state boards. When a job feed is not available, America's Job Exchange takes responsibility for manually posting jobs to the state board on behalf of clients, or utilizes the method of job posting recommended by the state.

Attachment C

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

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

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

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

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

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

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

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

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

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

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

College Network

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

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

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

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

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

Illinois State University	University of North Alabama
Indiana University -Purdue University, Fort Wayne (IPFW)	University of North Carolina at Asheville
Indiana University Alumni Association	University of North Carolina at Chapel Hill
Indiana University Bloomington, Career Development	University of North Carolina at Greensboro
Indiana University Bloomington, School of Education	University of North Texas at Dallas
Indiana University Bloomington, School of Informatics	University of Northern Iowa
Indiana University Bloomington, School of Public & Environmental Affairs	University of Northwestern – St. Paul
Indiana University Bloomington, School of Public Health	University of Notre Dame
Indiana University of Pennsylvania (PASSHE)	University of Oregon
Indiana University South Bend	University of Oregon, School of Architecture & Allied Arts
Indiana University Southeast	University of Pennsylvania
Indiana University, East	University of Pittsburgh
Indiana University, Herron School of Art and Design (Talent)	University of Pittsburgh at Bradford
Indiana University, Kelley School of Business (Talent)	University of Pittsburgh at Greensburg
Indiana University, Kelley School of Business Bloomington	University of Pittsburgh at Johnstown
Indiana University, Kokomo	University of Pittsburgh, Graduate School of Public and International Affairs
Indiana University, Northwest	University of Pittsburgh, School of Education
Indiana University, Richard M. Fairbanks School of Public Health (Talent)	University of Puget Sound
Indiana University, School of Education (Talent)	University of Rhode Island Office of Experiential Learning and Community Engagement
Indiana University, School of Engineering and Technology (Talent)	University of Richmond
Indiana University, School of Health and Rehabilitation Sciences (Talent)	University of Rochester
Indiana University, School of Informatics and Computing (Talent)	University of San Diego
Indiana University, School of Liberal Arts (Talent)	University of San Francisco
Indiana University, School of Philanthropy (Talent)	University of South Carolina Upstate
Indiana University, School of Physical Education and Tourism Management (Talent)	University of Southern California
Indiana University, School of Public and Environmental Affairs (Talent)	University of Southern California, Annenberg School
Indiana University, School of Science (Talent)	University of Southern California, Marshall Undergraduate
Indiana University, School of Social Work (Talent)	University of Southern Indiana
Indiana University, Talent	University of St Francis (IL)
Indiana University, University College (Talent)	University of St. Francis, Fort Wayne
Indiana University/Purdue University, Indianapolis (IUPUI)	University of St. Joseph
Indiana Wesleyan University	University of St. Thomas
iNet Internship Network	University of Texas at Austin, School of Architecture
Iona College	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
Ivy Tech Group	University of Texas Austin, Moody College of Communications
Ivy Tech Indianapolis	University of Texas, College of Fine Arts
Jackson State University	University of the Ozarks
Jacksonville State University (Alabama)	University of the Pacific
Jacksonville University (Florida)	University of Toledo
James Madison University	University of Tulsa
Johns Hopkins University	University of Utah
Johnson C Smith University	University of Vermont
Johnson University	University of Virginia
Juniata College	University of Washington, Daniel J. Evans School of Public Affairs
Kansas Wesleyan University	University of Washington, Engineering Coop & Internship Program
Keck Graduate Institute (Claremont MSE)	University of Washington, Information School
Kendall College	University of Wisconsin at Madison, School of Education
Kendall College of Art and Design	University of Wisconsin, School of Human Ecology
Kennesaw State University	Upper Iowa University
Kenyon College	Ursinus College
Kingsborough Community College	USC Occupational & Physical Therapy and Dentistry
Kutztown University of Pennsylvania (PASSHE)	USC Rossier School of Education
Lake Land College	Valencia College
Lander University	Vanderbilt University
Lawrence Tech	Vanderbilt University, Graduate School
Lewis & Clark College	Vanguard University
Lewis University	Vassar College
Liberty University	Ventura College
Life University	Vincennes University
LIM College	Virginia Highlands Community College
Linfield College	Virginia International University
Linn - Benton Community College	Virginia State University
Lock Haven University of Pennsylvania (PASSHE)	Virginia Union University
Longwood University	Virginia Western Community College
Lorain County Community College	Wade College
Louisiana State University	Walla Walla University
Louisiana Tech University	Warner Pacific College
Loyola Marymount University	Warren Wilson College
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

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

DirectEmployers Association Job Syndication Alliances – Revised October 14, 2014

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