

EEO PUBLIC FILE REPORT

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

1) **Employment Unit: CBS Radio – San Francisco, CA**

2) **Unit Members (Stations and Communities of License):**

**KCBS(AM), San Francisco, CA
KFRC-FM, San Francisco, CA
KITS(FM), San Francisco, CA
KLLC(FM), San Francisco, CA
KMVQ-FM, San Francisco, CA
KZDG(AM), San Francisco, CA**

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

Mailing Address: CBS RADIO - SAN FRANCISCO 865 Battery Street San Francisco, CA 94111	Telephone Number: 415-765-4000
	Contact Person/Title: Scott Mentzer, Market Controller
	E-mail Address: mentzer@sfradio.cbs.com

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

Job Title	Recruitment Source Referring Hiree
(a) KITS NATIONAL SALES COORDINATOR	EMPLOYEE REFERRAL
(b) KLLC NATIONAL SALES COORDINATOR	INDEED.COM
(c) KITS ON-AIR TALENT	INDUSTRY REFERRAL
(d) KITS ON-AIR TALENT	INDUSTRY REFERRAL
(e) KITS ON-AIR TALENT	INDUSTRY REFERRAL
(f) KITS PRODUCER	CBSRADIO.COM
(g) KCBS ACCOUNT EXECUTIVE	INDUSTRY REFERRAL
(h) KCBS SALES COORDINATOR	EMPLOYEE REFERRAL
(i) KITS ON-AIR TALENT	CBSRADIO.COM
(j) KCBS DIGITAL SALES PLANNER	INDUSTRY REFERRAL
(k) KMVQ TRAFFIC MANAGER	EMPLOYEE REFERRAL
(l) KLLC ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
(m) KLLC ACCOUNT EXECUTIVE	WALK-IN/SELF-DIRECTED

**Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMVQ-FM, and KZDG(AM)
are Equal Opportunity Employers.**

	Job Title	Recruitment Source Referring Hiree
(n)	KMVQ ACCOUNT EXECUTIVE	INTERNAL CANDIDATE
(o)	KCBS DIGITAL SALES SPECIALIST	INDUSTRY REFERRAL
(p)	KCBS ACCOUNT EXECUTIVE	CBSRADIO.COM
(q)	KCBS NEWS DIRECTOR	CBSRADIO.COM
(r)	KCBS ACCOUNT EXECUTIVE	LINKEDIN.COM
(s)	KCBS STAFF ACCOUNTANT	CBSRADIO.COM

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5) Job Title: **KITS & KLLC NATIONAL SALES COORD. (A & B)** Referral Source(s) of Hiree: **EMPLOYEE REFERRAL (A) INDEED.COM (B)**
 were filled using the same pool of applicants

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation*	N/A	www.cbcorporation.com/careers	N/A	0	N/A
CBS Radio*	N/A	www.cbsradio.com/careers	N/A	4	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES

*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. 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)
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	www.indeed.com	N/A	1	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price Price.deon@jobcorps.org	90 7 th Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott cscott@keller.edu	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson garyg@rubiconprograms.org	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	1	n/a
Employee Referral	n/a	n/a	n/a	2	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

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5) Job Title: **KITS ON-AIR TALENT (C, D, E, I)**
 were filled using the same pool of applicants

Referral Source(s) of Hiree: **INDUSTRY REFERRAL (C,D,E) CBSRADIO.COM (I)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbcorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	2	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Goodwill Industries	<u>Marie-Claire Balea</u>	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	www.indeed.com	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price Price.deon@jobcorps.org	90 7 th Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott cscott@keller.edu	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Latino Journalists of CA	www.ccnma.org	725 Arizona Ave, Ste 404 Santa Monica, CA 90401	424.229.9482	0	NO
Mission Hiring Hall	<u>Robert Lopez</u>	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson garyg@rubiconprograms.org	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO

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Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	0	n/a
Employee Referral	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	8	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

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5) Job Title: **KITS PRODUCER (F)**

Referral Source(s) of Hire: **CBSRADIO.COM (F)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbcorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	2	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO

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El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	www.indeed.com	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price Price.deon@jobcorps.org	90 7 th Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott cscott@keller.edu	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Latino Journalists of CA	www.ccnma.org	725 Arizona Ave, Ste 404 Santa Monica, CA 90401	424.229.9482	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson garyg@rubiconprograms.org	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO

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Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	0	n/a
Employee Referral	n/a	n/a	n/a	1	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

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5) Job Title: **KCBS ACCOUNT EXECUTIVE (G)**

Referral Source(s) of Hiree: **IDUSTRY REFERRAL (G)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbcorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	0	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO

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Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	www.indeed.com	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price Price.deon@jobcorps.org	90 7 th Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott cscott@keller.edu	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Linked-In	Linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	650.687.0505	3	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson garyg@rubiconprogra ms.org	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMVQ-FM, and KZDG(AM) 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)
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	0	n/a
Employee Referral	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	1	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMOV-FM, and KZDG(AM) are Equal Opportunity Employers.

5) Job Title: **KCBS SALES COORD. (H)** Referral Source(s) of Hire: **EMPLOYEE REFERRAL (H)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	<u>Joe Deal</u>	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbscorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	4	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
Department of Veteran Affairs	Anita Yoskowitz <u>Melissa Janosek</u>	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Goodwill Industries	<u>Marie-Claire Balea</u>	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMVQ-FM, and KZDG(AM) 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)
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	www.indeed.com	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price Price.deon@jobcorps.org	90 7 th Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott cscott@keller.edu	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson garyg@rubiconprograms.org	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO

**Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMOVQ-FM, and KZDG(AM)
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)
Internal Candidate	n/a	n/a	n/a	0	n/a
Employee Referral	n/a	n/a	n/a	2	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMQV-FM, and KZDG(AM) are Equal Opportunity Employers.

5) Job Title: **KCBS DIGITAL SALES PLANNER (J)** Referral Source(s) of Hiree: **INDUSTRY REFERRAL (J)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbcorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	3	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMOV-FM, and KZDG(AM) 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)
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	www.indeed.com	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price Price.deon@jobcorps.org	90 7 th Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott cscott@keller.edu	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson garyg@rubiconprograms.org	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO

**Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMOV-FM, and KZDG(AM)
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)
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	1	n/a
Employee Referral	n/a	n/a	n/a	2	n/a
Industry Referral	n/a	n/a	n/a	1	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

**Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMOV-FM, and KZDG(AM)
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5) Job Title: **KMVQ TRAFFIC
MANAGER (K)**

Referral Source(s) of Hire: **EMPLOYEE REFERRAL (K)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbcorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	0	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO

**Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMVQ-FM, and KZDG(AM)
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)
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	www.indeed.com	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price Price.deon@jobcorps.org	90 7 th Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott cscott@keller.edu	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson garyg@rubiconprograms.org	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO

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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)
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	1	n/a
Employee Referral	n/a	n/a	n/a	2	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMQV-FM, and KZDG(AM) are Equal Opportunity Employers.

5) Job Title: **KLLC & KMVQ
ACCOUNT EXECUTIVE
(L, M, & N)**
were filled using the same
pool of applicants

Referral Source(s) of Hiree: **EMPLOYEE REFERRAL (L)
WALK-IN/SELF-DIRECTED (M)
INTERNAL CANDIDATE (N)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbcorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	2	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO

**Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMVQ-FM, and KZDG(AM)
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)
El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	www.indeed.com	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price Price.deon@jobcorps.org	90 7 th Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott cscott@keller.edu	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Linked-In	Linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	650.687.0505	1	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson garyg@rubiconprograms.org	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO

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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)
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	1	n/a
Employee Referral	n/a	n/a	n/a	2	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In/Self Directed	n/a	n/a	n/a	2	n/a

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMQV-FM, and KZDG(AM) are Equal Opportunity Employers.

5) Job Title: **KCBS DIGITAL
SPECIALIST (O)**

Referral Source(s) of Hiree: **INDUSTRY REFERRAL
(O)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
AMVETS Career Center	Helen Wong	109 Goldhunter Ct. Foster City, CA 94404	650.576.7875	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Black Journalists	info@babja.org	1714 Franklin Street #100-260 Oakland, CA 94612	510.464.1000	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbcorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	1	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
College of San Mateo	Rose Garcia	1700 West Hillsdale Blvd. San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO

**Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMVQ-FM, and KZDG(AM)
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)
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602-3953	0	NO
County of San Mateo HR Agency	Susana Stewart	550 Quarry Rd. San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz <u>Melissa Janosek</u>	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu <u>ads@postnewsgroup.com</u>	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Goodwill Industries	<u>Marie-Claire Balea</u>	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<u>www.indeed.com</u>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price <u>Price.deon@jobcorps.org</u>	90 7 th Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott <u>cscott@keller.edu</u>	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Mission Hiring Hall	<u>Robert Lopez</u>	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	<u>Shadia Shoen</u>	39399 Cherry St, Rm. 1211 Newark, CA 94560	510.742.2328	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu <u>ads@postnewsgroup.com</u>	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson <u>gary@rubiconprograms.org</u>	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help For the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO

**Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMQV-FM, and KZDG(AM)
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)
Swords to Plowshares	Joseph Moglia	1060 Howard St. San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	0	n/a
Employee Referral	n/a	n/a	n/a	3	n/a
Industry Referral	n/a	n/a	n/a	4	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMVQ-FM, and KZDG(AM) are Equal Opportunity Employers.

5) Job Title: **KCBS ACCOUNT EXECUTIVE (P)**

Referral Source(s) of Hiree: **CBSRADIO.COM (P)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbscorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	1	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMQV-FM, and KZDG(AM) 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)
Goodwill Industries	<u>Marie-Claire Balea</u>	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<u>www.indeed.com</u>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price <u>Price.deon@jobcorps.org</u>	90 7 th Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott <u>cscott@keller.edu</u>	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Linked-In	Linkedin.com	2029 Stiertin Ct Mountain View, CA 94043	650.687.0505	4	NO
Mission Hiring Hall	<u>Robert Lopez</u>	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu <u>ads@postnewsgroup.com</u>	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson <u>garyg@rubiconprograms.org</u>	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMVQ-FM, and KZDG(AM) 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)
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	0	n/a
Employee Referral	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMOV-FM, and KZDG(AM) are Equal Opportunity Employers.

5) Job Title: **KCBS NEWS DIRECTOR** Referral Source(s) of Hiree: **CBSRADIO.COM (Q)**
(Q)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
AMVETS Career Center	Helen Wong	109 Goldhunter Ct. Foster City, CA 94404	650.576.7875	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Black Journalists	info@babja.org	1714 Franklin Street #100-260 Oakland, CA 94612	510.464.1000	0	NO
Bay Area Star	Karie Yost www.bavareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbcorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	5	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
College of San Mateo	Rose Garcia	1700 West Hillsdale Blvd. San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMVQ-FM, and KZDG(AM) 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)
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo HR Agency	Susana Stewart	550 Quarry Rd. San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	www.indeed.com	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price Price.deon@jobcorps.org	90 7 th Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott cscott@keller.edu	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Shoen	39399 Cherry St, Rm. 1211 Newark, CA 94560	510.742.2328	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO

**Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMQV-FM, and KZDG(AM)
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)
Rubicon Programs	Gary Goodson garyg@rubiconprograms.org	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help For the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St. San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	5	n/a
Employee Referral	n/a	n/a	n/a	1	n/a
Industry Referral	n/a	n/a	n/a	1	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMVQ-FM, and KZDG(AM) are Equal Opportunity Employers.

5) Job Title: **KCBS ACCOUNT EXECUTIVE (R)**

Referral Source(s) of Hiree: **LINKEDIN.COM (R)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbcorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	0	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO

Stations KCBS(AM), KFRC-FM, KITS(FM), KLLC(FM), KMOVQ-FM, and KZDG(AM) 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)
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	www.indeed.com	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price Price.deon@jobcorps.org	90 7 th Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott cscott@keller.edu	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Linked-In	Linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	650.687.0505	2	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson garyg@rubiconprograms.org	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	0	n/a
Employee Referral	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	1	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

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5) Job Title: **KCBS STAFF
ACCOUNTANT (S)**

Referral Source(s) of Hire: **CBSRADIO.COM (S)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 rd Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Star	Karie Yost www.bayareastar.org	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff www.sfbayview.com	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
CBS Corporation	N/A	www.cbcorporation.com/careers	N/A	0	N/A
CBS Radio	N/A	www.cbsradio.com/careers	N/A	2	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
Community Housing Partnership	Mark Ostapiak mostapiak@chp-sf.org	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres ytorres@cve.org	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
Craigslist	Craigslist.org	P.O. Box 225159 San Francisco, CA 94122	415.566.6394	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu ads@postnewsgroup.com	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Goodwill Industries	<u>Marie-Claire Balea</u>	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<u>www.indeed.com</u>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price <u>Price.deon@jobcorps.org</u>	90 7 th Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott <u>cscott@keller.edu</u>	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Linked-In	Linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	650.687.0505	0	NO
Mission Hiring Hall	<u>Robert Lopez</u>	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu <u>ads@postnewsgroup.com</u>	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Rubicon Programs	Gary Goodson <u>garyg@rubiconprograms.org</u>	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 nd Flr San Francisco, CA 94143	415-597-8050	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai simon@wuyee.org	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	0	n/a
Employee Referral	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

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6) **Total # of Interviewees Referred:** For the period from July 23, 2014, through July 22, 2015, this Employment Unit interviewed 79 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) **Participation in Job Fairs**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. Job Hunters Boot Camp - San Mateo The Employment Unit met with Veterans, military spouses, and job seekers interested in media positions. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees. Station personnel also answered questions about careers in the broadcast field. All interested parties were directed to apply at www.cbsradio.com .	11/21/14	H.R. Administrator
2. Diversity Career Fair - San Jose The Employment Unit participated in workshops, panel discussions, and a recruitment fair for job seekers in the community interested in media positions. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees. Station personnel also answered questions about careers in the broadcast field. All interested parties were directed to apply at www.cbsradio.com .	02/17/15	H.R. Administrator Recruiter
3. East Bay Works - Newark The Employment Unit spoke to the local community on career opportunities with CBS Radio. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees. Station personnel also answered questions about careers in the broadcast field. All interested parties were directed to apply at www.cbsradio.com .	05/01/15	H.R. Administrator
4. Southeast Community Facility Commission - San Francisco The Employment Unit met with job seekers in the community interested in media positions. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees. Station personnel also answered questions about careers in the broadcast field. All interested parties were directed to apply at www.cbsradio.com .	05/06/15	H.R. Administrator Business Development Manager

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b) Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. City College of San Francisco Mission Campus - San Francisco- Job Fair The Employment Unit participated in the City College of San Francisco Mission Campus Job Fair by answering questions about career opportunities in broadcast as well as internships and employment in the radio station.	10/01/14	H.R. Administrator
2. Skyline College Veteran's Job Fair - San Bruno The Employment Unit spoke to Skyline students and members of the community on career opportunities in broadcast and with CBS Radio. Personnel involved with the event answered questions, interviewed, and received resumes.	11/05/14	H.R. Administrator
3. City College of San Francisco - San Francisco- Career Info Fair The Employment Unit familiarized City College students with career opportunities with CBS Radio. Personnel involved with the event answered questions about careers in broadcast and directed applicants to apply online for openings in the Employment Unit.	04/15/15	H.R. Administrator

c) Participation in Events Sponsored by Groups Interested in Broadcast Employment Issues

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. Fresno State Journalism Class - San Francisco The Employment Unit interacted with journalism students from Fresno State about careers and best practices for showcasing journalism in radio, digital, social media, and TV. Personnel involved with the event answered questions and received resumes.	12/11/14	Dir. Of Digital Content & Operations News Director Asst. News Director
2. RTDNA Excellence in Journalism Convention - Nashville. The Employment Unit met with students on career opportunities in broadcasting. Personnel involved with the event answered questions and critiqued resumes.	09/7/14	Dir. Of Digital Content & Operations

d) Internship Program

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. During this reporting period, the Employment Unit provided 53 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	H.R. Administrator Music Director Asst. Program Director Producer Sales Manager

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

Description of Supplemental Recruitment Measure:	Date	Personnel Involved: Position
1. 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 - San Francisco.	Ongoing	H.R. Administrator Web Administrator
2. PSA's: Public Service Announcements broadcast on all of the Employment Unit stations designed to inform the public that we are an Equal Opportunity Employer dedicated to providing broad outreach regarding job vacancies at the stations; and to seek the help of local Community Organizations in referring qualified applicants to our stations.	Ongoing	P.S.A. Director

f) **Training of Management Level Personnel**

Description of Supplemental Recruitment Measure:	Date	Personnel Involved: Position
1. <u>CBS Corporation Compliance Training Program</u> - Employment Unit employees, including management-level personnel, participated in CBS Corporation's Compliance Training Program, which included online training regarding the Corporation's Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. All full time Employment Unit employees received the 2012 CBS Corporation Business Conduct Statement in July 2012 and were required to complete related online training during the period October to November 2012. In addition, 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

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<p>2. <u>Diversity Workshop: Unconscious Biases</u>. The Employment Unit provided training of management-level personnel on methods to make fair and bias-free decisions related to people.</p>	04/22/15	All management level personnel, in the Employment Unit.
<p>3. <u>CBS Radio Management-Level Training</u>. The Employment Unit provided training of management-level personnel on methods of ensuring equal employment opportunity and preventing discrimination.</p>	07/16/15	All management level personnel, in the Employment Unit.

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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/>

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Attachment B



Details of AIE 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, AIE is committed to expanding our network in an effort to help clients achieve compliance and obtain maximum exposure for their job postings.

AIE Job Network:

- AIE National Exchange: www.americasjobexchange.com
- AIE 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
- AIE State Exchanges
 - Customized for 50 states (e.g., www.americasjobexchange.com/NY/state-jobs)
- AIE Jobs Mobile
 - AIE app for iPhone

AIE Outreach Partner Network¹:

AIE 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 Hired: www.h2h.jobs
 - Disabled American Vets: www.jobdav.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
 - Juku: www.juku.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/IVA 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

DirectEmployers

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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?styp=mc
Workforce Recruitment Program	http://wrp.jobs/
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/

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

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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

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

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

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

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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

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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

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College Network

Abilene Christian University	Monroe College
Alabama State	Moorpark College
Albany College of Pharmacy & Health Sciences	Morehead State University
Albany State University	Morton College
Alcorn State University	Moultrie Technical College
Alfred University	Mount St. Mary's College (Los Angeles)
Alma College	Mt. Holyoke College
American Jewish University	Mt. Hood Community College, Business Center
American Public University System	Mt. San Antonio College
American Sentinel University	Mt. San Jacinto College
Amherst College	National Park Community College
Amridge University	National University
Anderson University (IN)	Navarro College
Anne Arundel	Nevada State College
Appalachian State University	New Jersey Institute of Technology
Arizona State University	New York University
Arkansas Northeastern College	New York University, Abu Dhabi
Arkansas State University	Newberry College
Arkansas State University Beebe	Norfolk State University
Arkansas State University Mountain Home	North Carolina A&T State University
Arkansas State University Newport	North Carolina Central University
Armstrong Atlantic	North Carolina State University
Assumption College	North Central University
Athens State University	North Dakota State University
Auburn University	Northeast Alabama Community College
Augsburg College	Northern Essex Community College
Augustana College, Illinois	Northwest Arkansas Community College
Averett University	Northwest Missouri
Azusa Pacific University	Northwestern University
Babson College	Northwestern University School of Communication
Baker College	Norwich University
Ball State	Notre Dame de Namur
Barnard College	Nova Southeastern
Bates College	Nyack College
Bay Path College	Oakland University
Bellevue College (WA)	Oberlin College
Belmont Abbey College	Occidental College
Beloit College	Ohio Christian University
Bennington College	Ohio Northern University
Bentley University, Career Services	Ohio State, Arts & Sciences Career Services
Berkeley College	Ohio State, Buckeye Careers Network
	Ohio State, College of Food, Agriculture & Environmental Sciences
Berklee College of Music	

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Bethel University (Minnesota)	Ohio State, Engineering Career Services
Biola University	Ohio University
BJU Press	Old Dominion University
Black River Technical College	Oral Roberts
Bloomsburg University of Pennsylvania (PASSHE)	Oregon State University
Bluegrass Community and Technical College	Oregon State University, Cascades
Bob Jones University	Ouachita Baptist
Boise State University	Palm Beach Atlantic University
Boston Architectural College	Pasadena City College
Boston College	Peirce College
Boston University	Penn State University, Schreyer Honors College
Boston University, College of Communication	Penn State, Alumni
Boston University, College of Engineering	Penn State, Behrend
Boston University, School of Hospitality	Penn State, College of Agricultural Sciences
Boston University, School of Management	Penn State, College of Engineering
	Penn State, College of Information Sciences & Technology
Boston University, School of Public Health	Penn State, College of the Liberal Arts
Bow Valley College	Penn State, Consortia
Bowie State University	Penn State, Eberly College of Science
Bowling Green	Penn State, Harrisburg
Brandeis University, Graduate School of Arts & Sciences	Penn State, University Park
Brandeis University, Hiatt Career Center	Pennsylvania College of Technology
Brandman University	Pepperdine University, Graduate School of Education & Psychology
	Pepperdine University, School of Public Policy
Bridgepoint Education - Ashford University	Pepperdine University, Seaver Career Center
Brigham Young University	Philadelphia University
Brigham Young University, Hawaii	Philander Smith College
Brigham Young University, Idaho	Piedmont Community College
Brown University	Piedmont Virginia Community College
Brown University, Alumni	Pikes Peak Community College
Bucks County Community College	Pima Community College
Burlington County College	Pittsburgh Technical Institute
Butler Community College	Pitzer (Claremont MSE)
Cabrillo College	Pomona College (Claremont MSE)
Cabrini College	Prairie View A&M University
Cairn University	Purdue University
Cal Poly Pomona	Quinnipiac University
Cal Poly San Luis Obispo	Rasmussen College
California Baptist University	Reed College
California Institute of Integral Studies	Regent University
California Institute of Technology (Caltech)	Rensselaer Polytechnic Institute
California Lutheran University	Rice University
California Lutheran University, Institute of Finance	Roane State Community College
California State University Channel Islands	Rochester Institute of Technology
California State University Fresno	
California State University Fullerton	

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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	Siena 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

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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
College of Idaho	Employment Office
College of Marin	Spring Arbor University
College of New Jersey	Springfield College
College of San Mateo	St. Ambrose University
College of Southern Nevada	St. Bonaventure University
College of St. Benedict & St. John's University	St. John's University
College of St. Rose	St. Joseph's University
College of Staten Island	St. Lawrence University
College of the Bahamas	St. Leo University
College of the Holy Cross	St. Louis University
College of Wooster	St. Mary's College of California
Colorado School of Mines	St. Michael's College (VT)
Columbia College	St. Olaf College
Columbia College of South Carolina	St. Paul College
Columbia Southern University	St. Thomas Aquinas College
Columbus College Of Art and Design	St. Thomas University
Columbus State Community College	St. Xavier University
Columbus State University	Stanford University (MSE)
Concordia College at Moorhead	Stanford University School of Medicine
Concordia College, New York	Stanford University, School of Education
Concordia University (St. Paul)	Stevenson University
Concordia University Ann Arbor	Stratford University
	SUNY Albany, Rockefeller College of Public Affairs &
Concordia University Irvine	Policy
Cornell College	SUNY Alfred State College
Cornerstone University	SUNY Buffalo State College
Cuesta College	SUNY College at Brockport
Cumberland University	SUNY College at Oneonta
CUNY Baruch College	SUNY College of Plattsburgh
CUNY Baruch College, School of Public Affairs	SUNY Fredonia
CUNY Baruch College, Weissman School of Arts & Sciences	SUNY Jefferson Community College
CUNY Borough of Manhattan Community College	SUNY Oswego
CUNY Central Internship Programs	SUNY Purchase College

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

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

Emerson College, Los Angeles Center

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

Texas Tech, Health Sciences Center School of Nursing
Texas Tech, Rawls College of Business
Texas Wesleyan University
Texas Woman's University
The Citadel
The College of New Rochelle
The King's College
The New School
The Universities at Shady Grove
The University of the Arts
Thomas Jefferson University
Touro College
Trident Technical College
Trine University
Trinity College (CT)
Trinity Washington University
Troy University
Truckee Meadows Community College
Tufts University, Office of Public Health
Tulane University
Tuskegee
UCAN, University Career Action Network
UCLA
UCLA, School of Public Affairs
University of Akron
University of Alabama
University of Alaska Fairbanks
University of Arizona
University of Arkansas at Fayetteville
University of Arkansas at Fort Smith
University of Arkansas at Little Rock
University of Arkansas at Little Rock, College of Engineering & Information Technology

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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

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

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

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Iowa Central Community College
Iowa State University

Ivy Tech Group
Ivy Tech Indianapolis
Jackson State University
Jacksonville State University (Alabama)
Jacksonville University (Florida)
James Madison University
Johns Hopkins University
Johnson C Smith University
Johnson University

Juniata College

Kansas Wesleyan University
Keck Graduate Institute (Claremont MSE)

Kendall College
Kendall College of Art and Design
Kennesaw State University
Kenyon College
Kingsborough Community College
Kutztown University of Pennsylvania (PASSHE)
Lake Land College
Lander University
Lawrence Tech
Lewis & Clark College
Lewis University
Liberty University
Life University
LIM College
Linfield College
Linn - Benton Community College
Lock Haven University of Pennsylvania (PASSHE)
Longwood University
Lorain County Community College
Louisiana State University
Louisiana Tech University
Loyola Marymount University

Loyola Marymount University, School of Film and Television
Loyola University Chicago
Luther College
Lynchburg College

University of Texas at Austin, Student Employment
University of Texas at Tyler
University of Texas Austin, Moody College of Communications
University of Texas, College of Fine Arts
University of the Ozarks
University of the Pacific
University of Toledo
University of Tulsa
University of Utah
University of Vermont
University of Virginia
University of Washington, Daniel J. Evans School of Public Affairs
University of Washington, Engineering Coop & Internship Program
University of Washington, Information School
University of Wisconsin at Madison, School of Education
University of Wisconsin, School of Human Ecology
Upper Iowa University
Ursinus College
USC Occupational & Physical Therapy and Dentistry
USC Rossier School of Education
Valencia College
Vanderbilt University
Vanderbilt University, Graduate School
Vanguard University
Vassar College
Ventura College
Vincennes University
Virginia Highlands Community College
Virginia International University
Virginia State University
Virginia Union University
Virginia Western Community College
Wade College
Walla Walla University
Warner Pacific College
Warren Wilson College

Wartburg College
Washington College
Washington State University
Washington University in St. Louis

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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

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

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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>Fayettesville</i>	<i>Greensboro</i>	<i>Raleigh</i>
North Dakota:	<i>Bismarck</i>	<i>Fargo</i>			
Ohio:	<i>Akron</i> <i>Toledo</i>	<i>Cincinnati</i>	<i>Cleveland</i>	<i>Columbus</i>	<i>Dayton</i>
Oklahoma:	<i>Oklahoma City</i>	<i>Tulsa</i>			
Oregon:	<i>Eugene</i>	<i>Portland</i>	<i>Salem</i>		
Pennsylvania:	<i>Allentown</i>	<i>Erie</i>	<i>Philadelphia</i>	<i>Pittsburgh</i>	
Rhode Island:	<i>Providence</i>				
South Carolina:	<i>Charleston</i>	<i>Columbia</i>			
South Dakota:	<i>Pierre</i>	<i>Sioux Falls</i>			
Tennessee:	<i>Chattanooga</i>	<i>Clarksville</i>	<i>Knoxville</i>	<i>Memphis</i>	<i>Nashville</i>
Texas:	<i>Abilene</i> <i>Corpus Christi</i> <i>Laredo</i> <i>Waco</i>	<i>Amarillo</i> <i>Dallas</i> <i>Longview</i> <i>Wichita Falls</i>	<i>Austin</i> <i>El Paso</i> <i>Lubbock</i>	<i>Beaumont</i> <i>Fort Worth</i> <i>San Antonio</i>	<i>Brownsville</i> <i>Houston</i> <i>Tyler</i>
Utah:	<i>Provo</i>	<i>Salt Lake City</i>			
Vermont:	<i>Burlington</i>	<i>Montpelier</i>			
Virginia:	<i>Alexandria</i>	<i>Norfolk</i>	<i>Richmond</i>	<i>Virginia Beach</i>	
Washington:	<i>Olympia</i>	<i>Seattle</i>	<i>Spokane</i>	<i>Tacoma</i>	
West Virginia:	<i>Charleston</i>	<i>Huntington</i>			
Wisconsin:	<i>Green Bay</i>	<i>Madison</i>	<i>Milwaukee</i>		
Wyoming:	<i>Casper</i>	<i>Cheyenne</i>			

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