

EEO PUBLIC FILE REPORT

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

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
(1) KCBS ASSIGN EDITOR/ASST. NEWS DIRECTOR	INTERNAL CANDIDATE
(2) KCBS REPORTER	EMPLOYEE REFERRAL
(3) KLLC ACCCOUNT EXECUTIVE	EMPLOYEE REFERRAL
(4) KCBS SALES COORDINATOR	INTERNAL CANDIDATE
(5) KCBS DIGITAL SALES PLANNER	INTERNAL CANDIDATE
(6) KCBS SALES COORDINATOR	INDEED.COM
(7) KLLC PROMOTION COORDINATOR	INTERNAL CANDIDATE
(8) KLLC SALES COORDINATOR	EMPLOYEE REFERRAL
(9) KLLC ACCOUNT EXECUTIVE	CBSRADIO.COM
(10) KLLC PROMOTION COORDINATOR	INDEED.COM

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

5) Job Title: KCBS DESK EDITOR/ ASST. NEWS DIR (1) Referral Source(s) of Hiree: INTERNAL CANDIDATE (1)

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	Allaccess.com	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 Black Journalists	info@babja.org	1714 Franklin Street #100-260 Oakland, CA 94612	510.464.1000	0	*NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	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 ¹	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
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	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

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

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
County of San Mateo Human Services	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
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	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	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	90 7 th Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	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	1	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project WeHope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	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)
Rubicon Programs	Gary Goodson	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	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate	n/a	n/a	n/a	4	n/a
Industry Referral	n/a	n/a	n/a	1	n/a

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5) Job Title: **KCBS REPORTER (2)**

Referral Source(s) of Hire: **EMPLOYEE REFERRAL (2)**

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 Black Journalists	info@babja.org	1714 Franklin Street #100-260 Oakland, CA 94612	510.464.1000	0	*NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
BAYAC AmeriCorps	Tommy Thach	3219 Pierce St Richmond, CA 94804	510.525.9980	0	NO
Bay View Newspaper	Mary Ratcliff	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
Cañada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	6503306.3178	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
Chinese For Affirmative Action	Anna Cheng	17 Walter U. Lim Place San Francisco, CA 94108	415.274.6760	0	NO
Ciddio-Morris	Administrator	1611 Telegraph Ave, Ste. 808 Oakland, CA 94612	510.208.7100	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	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 Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	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)
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	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	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St, 2 nd Flr San Francisco, CA 94103	415.487.3310	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	90 7 th Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	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
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 th Street Oakland, CA 94612	510.287.8228	1	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project WeHope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	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)
Rubicon Programs	Gary Goodson	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
UCBerkeley	Sheryl Nelson	2150 Shattuck Ave, Ste 750 Berkeley, CA 94704	510.643.8062	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	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate/Promotion	n/a	n/a	n/a	3	n/a
Employee Referral	n/a	n/a	n/a	2	n/a
Industry Referral	n/a	n/a	n/a	4	n/a
Walk-In/Self Directed	n/a	n/a	n/a	2	n/a

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5) Job Title: **KLLC ACCOUNT EXECUTIVE (3)**

Referral Source(s) of Hire: **EMPLOYEE REFERRAL (3)**

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 Black Journalists	info@babja.org	1714 Franklin Street #100-260 Oakland, CA 94612	510.464.1000	0	*NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
BAYAC AmeriCorps	Tommy Thach	3219 Pierce St Richmond, CA 94804	510.525.9980	0	NO
Bay View Newspaper	Mary Ratcliff	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
Cañada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	6503306.3178	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
Chinese For Affirmative Action	Anna Cheng	17 Walter U. Lim Place San Francisco, CA 94108	415.274.6760	0	NO
City College of San Francisco	Rudy Padilla	50 Phelan Ave San Francisco, CA 94112	4155.239.3000	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	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 Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	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)
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 rd St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	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	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St, 2 nd Flr San Francisco, CA 94103	415.487.3310	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	90 7 th Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Dr Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	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
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	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)
Project WeHope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	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
UCBerkeley	Sheryl Nelson	2150 Shattuck Ave, Ste 750 Berkeley, CA 94704	510.643.8062	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	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
Walk-In/Self Directed	n/a	n/a	n/a	3	n/a

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5) Job Title: **KCBS SALES
COORDINATOR (4)**

Referral Source(s) of Hire: **INTERNAL CANDIDATE (4)**

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 Black Journalists	info@babja.org	1714 Franklin Street #100-260 Oakland, CA 94612	510.464.1000	0	*NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
BAYAC AmeriCorps	Tommy Thach	3219 Pierce St Richmond, CA 94804	510.525.9980	0	NO
Bay View Newspaper	Mary Ratcliff	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
Cañada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	6503306.3178	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
Chinese For Affirmative Action	Anna Cheng	17 Walter U. Lim Place San Francisco, CA 94108	415.274.6760	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	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 Human Services	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

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East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	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	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St, 2 nd Flr San Francisco, CA 94103	415.487.3310	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	90 7 th Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	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
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project WeHope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO

Stations KCBS(AM), KFRC(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)
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
UCBerkeley	Sheryl Nelson	2150 Shattuck Ave, Ste 750 Berkeley, CA 94704	510.643.8062	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	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate/Promotion	n/a	n/a	n/a	1	n/a
Employee Referral	n/a	n/a	n/a	1	n/a

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

5) Job Title: KCBS DIGITAL SALES PLANNER (5) Referral Source(s) of Hire: INTERNAL CANDIDATE (5)

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 Black Journalists	info@babja.org	1714 Franklin Street #100-260 Oakland, CA 94612	510.464.1000	0	*NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
BAYAC AmeriCorps	Tommy Thach	3219 Pierce St Richmond, CA 94804	510.525.9980	0	NO
Bay View Newspaper	Mary Ratcliff	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
Cañada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	6503306.3178	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
Chinese For Affirmative Action	Anna Cheng	17 Walter U. Lim Place San Francisco, CA 94108	415.274.6760	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	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

Stations KCBS(AM), KFRC(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)
County of San Mateo Human Services	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
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	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	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eigth St, 2 nd Flr San Francsco, CA 94103	415.487.3310	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	90 7 th Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	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
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO

Stations KCBS(AM), KFRC(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)
Project WeHope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	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
UCBerkeley	Sheryl Nelson	2150 Shattuck Ave, Ste 750 Berkeley, CA 94704	510.643.8062	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	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate/Promotion	n/a	n/a	n/a	2	n/a
Walk-In/Self Directed	n/a	n/a	n/a	0	n/a

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

5) Job Title: **KCBS SALES
COORDINATOR (6)**

Referral Source(s) of Hire: **INDEED.COM (6)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
BAYAC AmeriCorps	Tommy Thach	3219 Pierce St Richmond, CA 94804	510.525.9980	0	NO
Bay View Newspaper	Mary Ratcliff	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
Cañada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	6503306.3178	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
Chinese For Affirmative Action	Anna Cheng	17 Walter U. Lim Place San Francisco, CA 94108	415.274.6760	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	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 Human Services	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
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO

Stations KCBS(AM), KFRC(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.	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	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eigth St, 2 nd Flr San Francsco, CA 94103	415.487.3310	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	2	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 th Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	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
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project WeHope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	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), 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)
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
UCBerkeley	Sheryl Nelson	2150 Shattuck Ave, Ste 750 Berkeley, CA 94704	510.643.8062	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	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	2	n/a

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

5) Job Title: **KLLC PROMOTION
COORDINATOR (7 & 10)**
were filled using the
same pool of applicants

Referral Source(s) of Hire: **INTERNAL CANDIDATE (7)**
INDEED.COM (10)

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	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
BAYAC AmeriCorps	Tommy Thach	3219 Pierce St Richmond, CA 94804	510.525.9980	0	NO
Bay View Newspaper	Mary Ratcliff	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
Cañada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	6503306.3178	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	8	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
Chinese For Affirmative Action	Anna Cheng	17 Walter U. Lim Place San Francisco, CA 94108	415.274.6760	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	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 Human Services	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

Stations KCBS(AM), KFRC(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)
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	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	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St, 2 nd Flr San Francisco, CA 94103	415.487.3310	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	3	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 th Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	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
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project WeHope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO

Stations KCBS(AM), KFRC(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)
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
UCBerkeley	Sheryl Nelson	2150 Shattuck Ave, Ste 750 Berkeley, CA 94704	510.643.8062	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	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Internal Candidate/Promotion	n/a	n/a	n/a	2	n/a
Employee Referral	n/a	n/a	n/a	3	n/a

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

5) Job Title: **KLLC SALES
COORDINATOR (8)**

Referral Source(s) of Hire: **EMPLOYEE REFERRAL (8)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
BAYAC AmeriCorps	Tommy Thach	3219 Pierce St Richmond, CA 94804	510.525.9980	0	NO
Bay View Newspaper	Mary Ratcliff	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
Cañada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	6503306.3178	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
Chinese For Affirmative Action	Anna Cheng	17 Walter U. Lim Place San Francisco, CA 94108	415.274.6760	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	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 Human Services	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
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	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	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eigth St, 2 nd Flr San Francsco, CA 94103	415.487.3310	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	90 7 th Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	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
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project WeHope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	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

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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)
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
UCBerkeley	Sheryl Nelson	2150 Shattuck Ave, Ste 750 Berkeley, CA 94704	510.643.8062	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	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	4	n/a
Walk-In/Self Directed	n/a	n/a	n/a	2	n/a

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5) Job Title: **KLLC ACCOUNT EXECUTIVE (9)**

Referral Source(s) of Hire: **CBSRADIO.COM (9)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
BAYAC AmeriCorps	Tommy Thach	3219 Pierce St Richmond, CA 94804	510.525.9980	0	NO
Bay View Newspaper	Mary Ratcliff	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
Cañada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	6503306.3178	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
Chinese For Affirmative Action	Anna Cheng	17 Walter U. Lim Place San Francisco, CA 94108	415.274.6760	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	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 Human Services	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
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	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	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eigth St, 2 nd Flr San Francsco, CA 94103	415.487.3310	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	90 7 th Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	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
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 th St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Peninsula Works	Annie Aduy-beggs	271 92 nd St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 th Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project WeHope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	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

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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
UCBerkeley	Sheryl Nelson	2150 Shattuck Ave, Ste 750 Berkeley, CA 94704	510.643.8062	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	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	2	n/a

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6) **Total # of Interviewees Referred:** For the period from July 23, 2015, through July 22, 2016, this Employment Unit interviewed 74 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. San Francisco Hiring Expo - San Francisco Station personnel participated in workshop, panel discussions, and a recruitment fair to discuss careers in the broadcast industry. The employment unit met with job seekers in the community interested in broadcast 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. All interested parties were directed to apply at www.cbsradio.com .	08/25/15	H.R. Administrator
2. Congresswoman Speier's Job Hunters Boot Camp - San Mateo The employment unit met with Veterans, military spouses, and job seekers interested in broadcast 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. All interested parties were directed to apply at www.cbsradio.com .	10/13/15	H.R. Administrator
3. Honor a Hero, Hire a Vet Job Fair- South San Francisco The Employment Unit spoke to veterans and the local community about career opportunities with CBS Radio and in the broadcast industry. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees. All interested parties were directed to apply at www.cbsradio.com .	04/20/16	H.R. Administrator
4. Spring Career Expo - Newark, CA The employment unit met with job seekers in the community interested in media positions. Station personnel in attendance explained available positions and job requirements in detail to attendees. All interested parties were directed to apply at www.cbsradio.com .	04/29/16	H.R. Administrator

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b) Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. Dominican University - San Rafael Personnel from the Employment Unit lectured to radio broadcast students at Dominican University about the media and careers in the broadcast industry. Personnel involved with the event answered questions about careers in broadcast and directed applicants to apply online for openings in the Employment Unit.	10/16/15	Reporter Production Assistant
2. Colorado State University - Fort Collins, CO The Employment Unit spoke to students and members of the community about the media, a career in the broadcast industry, and the future of media. Personnel involved with the event answered questions.	10/17/15	Reporter
3. Laney College's Fall Job Fair - Oakland The Employment Unit participated in Laney College's Job Fair answering questions about career opportunities in broadcast as well as internships and employment in the radio station.	10/29/15	On-Air Talent
4. Ohlone College Fall Career Expo - Newark 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.	10/30/15	H.R. Administrator
5. St. Mary's College - Moraga The Employment Unit spoke to students about American Journalism. Personnel involved with the event answered questions.	11/12/15	Announcer
6. San Francisco State University - San Francisco The Employment Unit spoke to students in radio broadcasting about media and careers in media. Personnel involved with the event answered questions.	12/02/15 & 05/04/16	Reporter
7. City College of San Francisco - San Francisco 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.	04/13/16	H.R. Administrator
8. Central Washington University- Ellensburg, WA The Employment Unit taught a class at Central Washington University to students on "How to get a job" in media and about 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.	06/18/16	GM/Market Manager

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c) Sponsoring of Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. Boys & Men of Color Career Summit - Oakland The employment unit met with boys & men of color to talk about career opportunities with CBS Radio. Station personnel in attendance explained available positions and job requirements in detail to attendees. CBS TV and Radio provided coverage of the event. All interested parties were directed to apply at www.cbsradio.com .	07/21/16	H.R Administrator, Director of Communications, Digital Sales Manager, News Planning Editor and reporter

d) Internships

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. The Employment Unit established and conducted an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Ongoing during class sessions	H.R. Administrator Music Director Asst. Program Director Producer Sales Manager

e) Training of Management-Level Personnel

Description of Supplemental Recruitment Measure:	Date	Personnel Involved: Position
1. Employment Unit employees, including management-level personnel, participated in CBS Corporation's Compliance Training Program, which included online training regarding the Corporation's Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. All full time Employment Unit employees received the 2014 CBS Corporation Business Conduct Statement in September 2014 and were 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. Beginning in September 2015, all full-time employees were required to take an online course "Sexual Harassment: Our Expectations for a Respectful Workplace" and all supervisory managers were required to complete an additional online course "Sexual Harassment: What Leaders Need to Know."	Ongoing	All full time employees, including management-level personnel

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

Description of Supplemental Recruitment Measure:	Date	Personnel Involved: Position
<p>1. <u>Contributions to CBS Radio Career Website-</u> The Employment Unit has made significant contributions to the CBS Radio career website (www.cbsradio.com), which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio - San Francisco.</p>	<p>Ongoing</p>	<p>Market EEO Compliance Officer</p>

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Attachment A

Job Syndication Alliances

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

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

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

Military Network Sites	
ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	http://casy.mscn.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://mseppjobs.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.mscn.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)

DirectEmployers.org

DirectEmployers

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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

State Government Sites	
US. Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	http://US.jobs/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral search engine http://vetcentral.us.jobs/vet_index.asp?stype=moc
Pennsylvania Career Connect – Pittsburgh/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 Member Desktop for confirmation of job listing delivery
State of Alabama	https://joblink.alabama.gov/ada/
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ders/ea/wcmrs/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	http://www.caljobs.ca.gov/
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	http://connecticut.us.jobs/
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://explorer.dol.state.ga.us/jobfeeds/
Guam Job Bank	http://guam.us.jobs/
State of Hawaii	https://www.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://neworks.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/

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

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

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

College Network

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

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

CUNY Graduate Center
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

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

Georgia Southern University
Georgia Southwestern State University
Georgia State University
Georgia Tech
Georgia Tech, Division of Professional Practice
Georgian Court University
Gettysburg College
Golden Gate University
Gonzaga University
Grambling State University
Grantham University
Great Bay Community College
Grinnell College
Hamilton College
Hamline University

Hampden -Sydney College

Hampshire College
Hanover College
Harding University

Hartwick College

Harvard University

Harvard University, Institute of Politics

Harvard University, Kennedy School of Government
Harvey Mudd (Claremont MSE)
Hawaii Pacific University
Hendrix College

Henry Ford College
Heritage University
Herzing University
High Point University
Hofstra University
Hood College
Houston Community College Engineering
Howard University

Hudson Valley Community College
Husson University
Illinois Institute of Technology

University of Illinois at Urbana - Champaign, Alumin
Assoc.
University of Illinois at Urbana
University of Illinois Theta Xi
University of Iowa
University of Iowa, College of Public Health
University of Kansas
University of Kentucky
University of La Verne
University of Louisville
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Mary Washington
University of Maryland Baltimore County
University of Maryland College Park
University of Maryland College Park, Clark School of
Engineering
University of Maryland College Park, School of Public
Policy
University of Maryland Eastern Shore
University of Michigan Ann Arbor
University of Michigan Ann Arbor, Engineering Career
Resource Center
University of Michigan Ann Arbor, School of
Information
University of Michigan Ann Arbor, School of Natural
Resources and Environment
University of Michigan Ann Arbor, School of Public
Health
University of Michigan Athletic Department
University of Michigan Dearborn
University of Michigan Flint
University of Michigan, College of Literature, Science
and the Arts
University of Missouri Kansas City
University of Nebraska Kearney
University of Nebraska Lincoln
University of Nebraska Omaha
University of Nevada Las Vegas
University of Nevada Reno
University of New Hampshire
University of New Hampshire, College of Health and
Human Services
University of New Haven
University of New Mexico

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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
Indiana University, School of Science (Talent)	University of Southern California, Annenberg School
Indiana University, School of Social Work (Talent)	University of Southern California, Marshall Undergraduate
Indiana University, Talent	University of Southern Indiana
Indiana University, University College (Talent)	University of St Francis (IL)
Indiana University/Purdue University, Indianapolis (IUPUI)	University of St. Francis, Fort Wayne
Indiana Wesleyan University	University of St. Joseph
iNet Internship Network	University of St. Thomas
Iona College	University of Texas at Austin, School of Architecture
	University of Texas at Austin, School of Information

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

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

Metro Areas on US jobs					
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			

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

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>			