

CBS EEO PUBLIC FILE REPORT

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

1) Employment Unit: CBS Radio – Detroit, MI

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

**WDZH(FM), Detroit, MI
WOMC(FM), Detroit, MI
WWJ(AM), Detroit, MI
WXYZT(AM), Detroit, MI
WXYZT-FM, Detroit, MI
WYCD(FM), Detroit, MI**

3) EEO Contact Information for Employment Unit:

Mailing Address: CBS Radio Detroit c/o Kristen Adams 26455 American Drive Southfield, MI 48034	Telephone Number: 248.327.2900
	Contact Person/Title: Kristen Adams/HR Manager
	E-mail Address: Kristen.Adams@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
(1) WWJ-AM Account Executive	CBSRadio.com
(2) WWJ-AM Account Executive	CBSRadio.com
(3) WDZH-FM, WOMC-FM, WYCD-FM Account Executive	Indeed.com
(4) WXYT-FM Account Executive	Referral-Employee
(5) WXYT-FM Account Executive	On Air Announcement
(6) WXYT-FM Sports Writer	Indeed.com
(7) WDZH-FM Midday Talent	Referral-Employee
(8) WYCD-FM Midday Talent	Referral-Industry
(9) WXYT-FM Account Executive	Referral-Industry
(10) WWJ-AM Traffic Manager	LinkedIn.com
(11) National Sales Manager	Referral-Employee
(12) WOMC-FM Account Executive	CBSRadio.com
(13) Digital Sales Coordinator	Internal Candidate

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
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(14) WXYT-FM Account Executive	On Air Announcement
(15) WDZH-FM Account Executive	Indeed.com
(16) WXYT-FM Play-by-Play Account Executive	CBSRadio.com
(17) WWJ-AM Account Executive	CBSRadio.com
(18) WOMC-FM Account Executive	CBSRadio.com
(19) WWJ-AM Account Executive	Referral-Employee
(20) WXYT-FM Account Executive	CBSRadio.com
(21) WOMC-FM Account Executive	CBSRadio.com
(22) WYCD-FM Account Executive	Referral-Employee
(23) National Sales Assistant	Internal Candidate
(24) WDZH-FM General Sales Manager	CBSRadio.com
(25) Events and Experiences Manager	Internal Candidate
(26) WXYT-FM Account Executive	Referral-Employee
(27) WYCD-FM Account Executive	Referral-Industry
(28) Digital Sales Specialist	CBSCorporation.jobs
(29) WXYT-FM Account Executive	CBSRadio.com
(30) WDZH-FM Producer	Referral-Industry
(31) WDZH-FM General Sales Manager	CBSRadio.com
(32) WOMC-FM Account Executive	CBSRadio.com
(33) WXYT-FM Play-by-Play Account Executive	CBSRadio.com
(34) WDZH-FM Account Executive	Referral-Employee
(35) Market Controller	Referral-Employee
(36) WOMC-FM Account Executive	CBSRadio.com
(37) WOMC-FM Account Executive	CBSRadio.com
(38) WWJ-AM Account Executive	CBSRadio.com
(39) National Sales Manager	Referral-Employee
(40) WWJ-AM Operations Manager	Referral-Employee
(41) WXYT-FM Play-by-Play Account Executive	CBSRadio.com

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(42) WYCD-FM Account Executive	Indeed.com
(43) WWJ-AM Traffic Reporter	CBSRadio.com
(44) WWJ-AM Traffic Reporter	Referral-Employee
(45) WWJ-AM Traffic Reporter	Referral-Employee
(46) WWJ-AM Traffic Reporter	Referral-Employee
(47) WWJ-AM Traffic Editor	CBSRadio.com
(48) WXYT-FM Account Executive	CBSRadio.com
(49) WWJ-AM Managing Editor	Referral-Employee
(50) WDZH-FM, WOMC-FM, WYCD-FM Account Executive Operations Manager	Referral-Industry
(51) WDZH-FM Account Executive	CBSRadio.com
(52) WDZH-FM Account Executive	CBSRadio.com
(53) WWJ-AM Account Executive	Referral-Employee

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5) **Job Title:** **WWJ-AM Account Executive (1 and 2)*** **Referral Source(s) of Hiree:** **CBSRadio.com (2)**

*vacancies 1 and 2 were filled using the same pool of interviewees

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBS Recruiter	Dayna Kalmus	51 W. 52nd New York, NY 10019	212-975-0581	1	NO
CBSRadio.com**	N/A	CBSRadio.com	N/A	20	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
JVS Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO

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National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

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

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
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5) Job Title: **WDZH-FM, WOMC-FM and WYCD-FM Account Executive** Referral Source(s) of Hiree: **Indeed.com**
(3)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	1	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Doug Freed	5101 Evergreen Road Dearborn, MI 48128	313 845-9710x2		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com	N/A	Indeed.com	N/A	2	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO

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Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road, Southfield, MI 48076	248-559-9000		NO
JVS	Paul Lefkowitz	29699 Southfield Road, Southfield, MI 48076	248-233-4481		YES
JVS Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
MSU Career Services Network	N/A	http://careernetwork.msu.edu	N/A		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
On Air Announcement	N/A	26455 American Drive Southfield, MI 48034	248-327-2900	1	NO
Referral-External	N/A	N/A	N/A	1	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn- Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

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- 5) **Job Title:** **WXYT-FM Account Executive (4 and 5)*** **Referral Source(s) of Hiree:** **Referral-Employee and On Air Announcement**
 *vacancies 4 and 5 were filled using the same pool of interviewees

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	6	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Doug Freed	5101 Evergreen Road Dearborn, MI 48128	313 845-9710x2		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
JVS Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO

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National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
On Air Announcement	N/A	26455 American Drive Southfield, MI 48034	248-327-2900	1	NO
Referral-Employee	N/A	Referral-Employee	N/A	5	NO
Referral-Industry	N/A	Referral-Industry	N/A	1	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

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5) Job Title: **WXYT-FM Sports Writer (6)** Referral Source(s) of Hire: **Indeed.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Arab American and Chaldean Council (ACC)	Radwan Khoury	4000 Miller Road Detroit, MI 48203	313-267-4972		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	1	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com	N/A	Indeed.com	N/A	1	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
JournalismJobs.com		JournalismJobs.com		1	NO
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
JVS Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		NO

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Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796- 4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430- 3669		NO
Referral-Employee		Referral-Employee		2	NO
University of Detroit Mercy- Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993- 1017		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943- 2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204- 3140		NO
University-Madonna University- Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432- 5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577- 3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832- 4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582- 8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842- 8402		NO

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5) Job Title: **WDZH-FM Midday Talent (7)** Referral Source(s) of Hiree: **Referral-Employee**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewes Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	2	NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
JVS Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		NO
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Monster.com	N/A	Monster.com	N/A	1	NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee	N/A	Referral-Employee	N/A	2	NO
Referral-Industry	N/A	Referral-Industry	N/A	3	NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: **WYCD-FM Midday Talent (8)** Referral Source(s) of Hiree: **Referral-Industry**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	2	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
JVS Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee	N/A	Referral-Employee	N/A	3	NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Referral-Industry	N/A	Referral-Industry	N/A	3	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: **WXYT-FM Account Executive** Referral Source(s) of Hiree: **Referral-Industry**
(9)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	3	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Doug Freed	5101 Evergreen Road Dearborn, MI 48128	313 845-9710x2		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
JVS Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
On Air Announcement	N/A	26455 American Drive	248-327-	1	NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

		Southfield, MI 48034	2900		
Referral-Industry	N/A	Referral-Industry	N/A	1	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: **WWJ-AM Traffic Manager (10)** Referral Source(s) of Hire: **LinkedIn.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	1	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Doug Freed	5101 Evergreen Road Dearborn, MI 48128	313 845-9710x2		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com	N/A	Indeed.com	N/A	2	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
LinkedIn.com	N/A	LinkedIn.com	N/A	1	NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Referral-Employee	N/A	Referral-Employee	N/A	1	NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) **Job Title:** **National Sales Manager (11)** **Referral Source(s) of Hiree:** **Referral-Employee**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	CBSRadio.com	N/A	1	NO
Indeed.com	N/A	Indeed.com	N/A	1	NO
Internal Candidate	N/A	N/A	N/A	1	NO
Referral-Employee	N/A	Referral-Employee	N/A	2	NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: WOMC-FM Account Executive (12, 18 and 21)* Referral Source(s) of Hiree: CBSRadio.com (3)

*vacancies 12, 18 and 21 were filled using the same pool of interviewees

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	14	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796- 4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430- 3669		NO
University of Detroit Mercy- Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993- 1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593- 5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943- 2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204- 3140		NO
University-Madonna University- Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432- 5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577- 3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832- 4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582- 8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842- 8402		NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: Digital Sales Coordinator (13) Referral Source(s) of Hiree: Internal Candidate

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSCorporation.jobs	N/A	CBSCorporation.jobs	N/A	1	NO
CBSRadio.com	N/A	CBSRadio.com	N/A	3	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com	N/A	Indeed.com	N/A	1	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate	N/A	Internal Candidate	N/A	2	NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

- 5) **Job Title:** **WXYT-FM Account Executive (14 and 20)*** **Referral Source(s) of Hiree:** **On Air Announcement and CBSRadio.com**
 *vacancies 14 and 20 were filled using the same pool of interviewees

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	8	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
On Air Announcement	N/A	26455 American Drive Southfield, MI 48034	248-327-2900	1	NO
Referral-Employee	N/A	Referral-Employee	N/A	1	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: **WDZH-FM Account Executive** Referral Source(s) of Hire: **Indeed.com**
(15)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBS.com	N/A	CBS.com	N/A	1	NO
CBSRadio.com	N/A	CBSRadio.com	N/A	2	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com	N/A	Indeed.com	N/A	1	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee		Referral-Employee		1	NO
University of Detroit Mercy- Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University- Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: **WXYT-FM Play-by-Play Account Executive (16)** Referral Source(s) of Hire: **CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	5	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
District Offices of Social Services		5131 Grandriver Avenue Detroit, MI 48208	313-361-7300		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
University of Detroit Mercy- Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University- Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: WWJ-AM Account Executive (17 and 19)* Referral Source(s) of Hiree: CBSRadio.com and Referral-Employee

*vacancies 17 and 19 were filled using the same pool of interviewees

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnichenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	8	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
On Air Announcement	N/A	26455 American Drive Southfield, MI 48034	248-327-2900	1	NO
Referral-Employee	N/A	Referral-Employee	N/A	1	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) **Job Title:** **WYCD-FM Account Executive** **Referral Source(s) of Hiree:** **Referral-Employee**
(22)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBS.com	N/A	CBS.com	N/A	1	NO
CBSRadio.com	N/A	CBSRadio.com	N/A	4	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com	N/A	Indeed.com	N/A	3	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee	N/A	Referral-Employee	N/A	1	NO
Referral-Industry	N/A	Referral-Industry	N/A	1	NO
University of Detroit Mercy- Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University- Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: National Sales Assistant (23) Referral Source(s) of Hiree: Internal Candidate

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	4	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate	N/A	Internal Candidate	N/A	1	NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Industry	N/A	Referral-Industry	N/A	1	NO
RESOURCE NETWORK	Lawrence Barnes	9349 TELEGRAPH RD REDFORD, MI 48239	313-533-5900		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: **WDZH-FM General Sales Manager (24)** Referral Source(s) of Hiree: **CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification ? (Yes or No)
CBSRadio.com	N/A	CBSRadio.com	N/A	5	NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) **Job Title:** **Events and Experiences** **Referral Source(s) of Hiree:** **Internal Candidate**
Manager (25)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	4	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate	N/A	Internal Candidate	N/A	1	NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
University of Detroit Mercy- Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University- Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

**Stations WZZM(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

- 5) **Job Title:** **WXYT-FM Account Executive (26 and 29)*** **Referral Source(s) of Hiree:** **Referral-Employee and CBSRadio.com**
 *vacancies 26 and 29 were filled using the same pool of interviewees

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	9	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
Coalition on Temporary Shelter	Reginald George	26 Petersboro Street Detroit, MI 48201	313-831-3777		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee	N/A	Referral-Employee	N/A	1	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WZLH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: **WYCD-FM Account Executive** Referral Source(s) of Hire: **Referral-Industry**
(27)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBS.com	N/A	CBS.com	N/A	1	NO
CBSRadio.com	N/A	CBSRadio.com	N/A	4	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com	N/A	Indeed.com	N/A	3	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee	N/A	Referral-Employee	N/A	1	NO
Referral-Industry	N/A	Referral-Industry	N/A	1	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: **Digital Sales Specialist (28)** Referral Source(s) of Hiree: **CBSCorporation.jobs**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSCorporation.jobs	N/A	CBSCorporation.jobs	N/A	3	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Ford Resource and Engagement Center	Carmen Mattia	2826 Bagley Street Detroit, MI 48216	313-962-4888		NO
Indeed.com	N/A	Indeed.com	N/A	1	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Linkedinjobwrapping		LinkedIn.com		1	NO
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: WDZH-FM Producer (30)
Referral Source(s) of Hiree:
Referral-Industry

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	1	NO
Center for Humanistic Studies		40 East Ferry Avenue Detroit, MI 48202			NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Kathy Karry	201 East Kirby Street Detroit, MI 48202	313-664-7690		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Elizabeth Barnes	PO Box 7006 3838 Livernois Road Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
Monster.com		Monster.com		1	NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee	N/A	Referral-Employee	N/A	4	NO
Referral-Industry	N/A	Referral-Industry	N/A	1	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: **WDZH-FM General Sales Manager (31)** Referral Source(s) of Hiree: **CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	5	NO
Center for Humanistic Studies		40 East Ferry Avenue Detroit, MI 48202			NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796- 4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430- 3669		NO
University of Detroit Mercy- Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993- 1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593- 5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943- 2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204- 3140		NO
University-Madonna University- Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432- 5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577- 3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832- 4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582- 8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842- 8402		NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: WOMC-FM Account Executive (32, 36 and 37)* Referral Source(s) of Hiree: CBSRadio.com (3)

*vacancies 32, 36 and 37 were filled using the same pool of interviewees

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	12	NO
Center for Humanistic Studies		40 East Ferry Avenue Detroit, MI 48202			NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796- 4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430- 3669		NO
University of Detroit Mercy- Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993- 1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593- 5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943- 2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204- 3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577- 3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832- 4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582- 8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842- 8402		NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: **WXYT-FM Play-by-Play Account Executive (33 and 41)*** Referral Source(s) of Hire: **CBSRadio.com (2)**
 *vacancies 33 and 41 were filled using the same pool of interviewees

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	10	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
District Offices of Social Services		5131 Grandriver Avenue Detroit, MI 48208	313-361-7300		NO
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
University of Detroit Mercy- Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University- Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: **WDZH-FM Account Executive** Referral Source(s) of Hire: **Referral-Employee**
(34)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	6	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee		Referral-Employee		2	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WZDZ(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: Market Controller (35) Referral Source(s) of Hiree: Referral-Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	1	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com	N/A	Indeed.com	N/A	1	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate	N/A	Internal Candidate	N/A	1	NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee	N/A	Referral-Employee	N/A	1	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: **WWJ-AM Account Executive (38)** Referral Source(s) of Hire: **CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	5	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: National Sales Manager (39) Referral Source(s) of Hiree: Referral-Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road,	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee		Referral-Employee		2	NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Referral-Industry		Referral-Industry		2	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: WWJ-AM Operations Manager Referral Source(s) of Hiree: Referral-Employee (40)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Anti Defamation League	Don Cohen	4000 Town Center, STE. #420 Southfield, MI 48075	248.355.3730		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	2	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Kathy Karry	201 East Kirby Street Detroit, MI 48202	313-664-7690		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Community Services of Oakland, MI	John Erich	345 East Nine Mile Road Ferndale, MI 48220	248-542-5860		NO
Crossroads Social Services Unit		92 East Forest Avenue Detroit, MI 48201	313-831-2000		NO
Delray United Action Council	Jacqueline Collins-Bolden	7914 W. Jefferson Detroit, MI 48209	313.842.8620		NO
Delta-T Group Detroit, Incorporated	Joanne McAndrews	26600 Telegraph Road Suite 410 Southfield, MI 48034	248-350-1764		NO
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee	N/A	Referral-Employee	N/A	3	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: **WYCD-FM Account Executive** Referral Source(s) of Hiree: **Indeed.com**
(42)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	1	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com	N/A	Indeed.com	N/A	3	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee	N/A	Referral-Employee	N/A	1	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn- Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: **WWJ-AM Traffic Reporter (43, 44, 45 and 46) *** Referral Source(s) of Hiree: **CBSRadio.com and Referral-Employee (3)**

*vacancies 43, 44, 45 and 46 were filled using the same pool of interviewees

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBS.com	N/A	CBS.com	N/A	9	NO
CBSRadio.com	N/A	CBSRadio.com	N/A	3	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WZZM(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee	N/A	Referral-Employee	N/A	3	NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University of Michigan, Dearborn - WUMD	Lorissa McKay	4901 Evergreen Road Dearborn, MI 48127	313-593-5439		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: **WWJ-AM Traffic Editor (47)** Referral Source(s) of Hire: **CBSRadio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBS.com	N/A	CBS.com	N/A	1	NO
CBSRadio.com	N/A	CBSRadio.com	N/A	3	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Elizabeth Barnes	PO Box 7006 3838 Livernois Road Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Community Services of Oakland, MI	John Erich	345 East Nine Mile Road Ferndale, MI 48220	248-542-5860		NO
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com	N/A	Indeed.com	N/A	1	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
University of Detroit Mercy- Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: **WXYT-FM Account Executive** Referral Source(s) of Hire: **CBSRadio.com**
(48)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Women's Network	Francine Rozier	17503 Roselawn Street Detroit, MI 48221	313-341-6163		NO
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com	N/A	CBSRadio.com	N/A	6	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
Coalition on Temporary Shelter	Reginald George	26 Petersboro Street Detroit, MI 48201	313-831-3777		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Center	Laura Panoff	4250 Woodward Detroit, MI 48201	313-833-8100		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University-Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: **WWJ-AM Managing Editor** Referral Source(s) of Hire: **Referral-Employee**
(49)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com		CBSRadio.com		3	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College for Creative Studies	Kathy Karry	201 East Kirby Street Detroit, MI 48202	313-664-7690		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Richard Brown	5101 Evergreen Learning Resources Building Detroit, MI 48128	313-845-9611		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Ford Resource and Engagement Center	Carmen Mattia	2826 Bagley Street Detroit, MI 48216	313-962-4888		NO
Indeed.com		Indeed.com		1	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
Referral-Employee		Referral-Employee		1	NO
Specs Howard School of Media Arts	Nancy Shiner	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
University of Detroit Mercy- Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Madonna University- Career Services	Christine Brant	Madonna University 36600 Schoolcraft Livonia, MI 48374	734-432-5620		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

5) Job Title: **WDZH-FM, WOMC-FM and WYCD-FM Operations Manager (50)** Referral Source(s) of Hiree: **Referral-Industry**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com		CBSRadio.com		1	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Elizabeth Barnes	PO Box 7006 3838 Livernois Road Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Internal Candidate		Internal Candidate		2	NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-City of Southfield Career Center	D. VanHee	21030 Indian Southfield, MI 48034	248-796-4550		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

Referral-Industry				1	NO
Specs Howard School of Media Arts	Nancy Shiner	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) Job Title: WDZH-FM Account Executive (51 and 52) * **Referral Source(s) of Hiree: CBSRadio.com (2)**

*vacancies 51 and 52 were filled using the same pool of interviewees

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBSRadio.com		CBSRadio.com		6	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Walsh College	Elizabeth Barnes	PO Box 7006 3838 Livernois Road Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
Michigan Works-Oakland County-Southfield Service Center	Randall Cripe	26000 Evergreen Road PO Box 2055 Southfield, MI 48037	248-796-4577		NO
National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

National Black MBA Association-Detroit	Valencia Parker	180 North Michigan Avenue Suite 1400 Detroit, MI 48202	313-972-4832		NO
Specs Howard School of Media Arts	Nancy Shiner	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchuk	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Lisa Taylor	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

5) **Job Title:** **WWJ-AM Account Executive** **Referral Source(s) of Hiree:** **Referral-Employee**
(53)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Tel #	Number of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616		NO
American Civil Liberties Union of Michigan	Kary L. Moss	60 West Hancock Detroit, MI 48201	313-578-6800		NO
American Federation of Radio and Television Artists, Detroit	Lorain Alexander, Broadcast/Kim Melnychenko Free	27777 Franklin Road Suite 300 Detroit, MI 48034	248-213-0264		NO
Arab American And Chaldean Council	Shadiya Bataya	20300 Civic Center Drive Suite 318 Southfield, MI 48076	248-354-8460		NO
CBS Recruiter		CBS Recruiter		2	NO
CBSRadio.com		CBSRadio.com		3	NO
Chinese Association of Greater Detroit	Da-zong Wang	CAGD PO Box 1343 Troy, MI 48099	313-845-3101		NO
College- Saint Marys College		3535 Indian Trail Orchard Lake, MI 48324	248.982.1885		NO
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road Livonia, MI 48152	734-462-4421		NO
College-Henry Ford Community College	Jay Korinck	5101 Evergreen Rd. Dearborn, MI 48128	313.845.9676		NO
College-Marygrove College-Academic Advising and Career Services	Harry McLaughlin	Madame Cadillac Building-Room 339 8425 West McNichols Road Detroit, MI 48221	313-927-1479		NO
College-Oakland Community College	Lori Linden	739 South Washington Building C Royal Oak, MI 48067	248-233-2819		NO
College-Schoolcraft College	Juan Taylor	18600 Haggerty Rd. Livonia, MI 48152	734-462-4400		NO
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006 Troy, MI 48007	248-823-1625		NO
College-Wayne County Community College District, Career Planning and Placem	Shashii Sharma	8551 Greenfield Detroit, MI 48228	313-943-4071		NO
Communal Jobs	Henchie Greenfield	24777 Greenfield Road Southfield, MI 48075	248-569-4482		YES
Detroit Area Film & Television		P.O. Box 1443 Royal Oak, MI 48068	248.547.0847		NO
Detroit Chinese Business Association	Raymond Xu	Ford Motor Company PO Box 2769 Dearborn, MI 48123	313-323-8631		NO
Detroit Workforce Development-Michigan Works	Shirley Manus	1641 Porter Street Detroit, MI 48216	313-628-2264		YES
Focus Hope	Eleanor Josaitis	Human Resources 1355 Oakman Boulevard Detroit, MI 48238	(313) 494-4775		NO
Indeed.com		Indeed.com		1	NO
Inside Radio	Gene McKay	365 Union Street Littleton, NH 03561	603-444-5720		NO
Jewish Vocational Services & Community Workshop	Teresa Schwartz	29699 Southfield Road Southfield, MI 48076	248-559-5000		NO
Jewish Vocational Services-Employment	Kathy Sirois	4250 Woodward Detroit, MI 48201	313-233-8100		YES
JVS	Paul Lefkowitz	29699 Southfield Road Southfield, MI 48076	248-233-4481		YES
LinkedIn.com		LinkedIn.com		1	NO
Michigan Works-Oakland County-Southfield Service Center	Randall Cripe	26000 Evergreen Road PO Box 2055 Southfield, MI 48037	248-796-4577		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

National Academy of Television Arts and Sciences-Job Bank	Stacie Mottley	24903 Lois Lane Drive Southfield, MI 48075	888-430-3669		NO
National Black MBA Association-Detroit	Valencia Parker	180 North Michigan Avenue Suite 1400 Detroit, MI 48202	313-972-4832		NO
Referral-Employee		Referral-Employee		2	NO
Specs Howard School of Media Arts	Nancy Shiner	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		YES
University of Detroit Mercy-Career Development	Tracey Knowles	143 Reno Hall 4001 West McNichols Road Detroit, MI 48221	313-993-1017		NO
University of Michigan Dearborn-Career Services	Mai Qazzaz	2149 University Center Dearborn, MI 48128	313-593-5020		NO
University-Davenport University,Livonia Campus	Heather Fowler or Svetlana Maksimchux	19499 Victor Parkway Livonia, MI 48152	734-943-2800		NO
University-Lawrence Technological University	Jing Sellers	21000 West Ten Mile Rd Southfield, MI 48075	248-204-3140		NO
University-Wayne State University	Arlinda Pringle	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202	313-577-3390		NO
Urban League-Detroit Urban League	Cassasandra Nelson-Pruitt	208 Mack Avenue Detroit, MI 48201	313-832-4600		NO
Women in Communications of Detroit	Rose Ann Nicolai	2744 Ellwood Berkley, MI 48072	248-582-8465		NO
Yemeni American Association	Nageep Ismial	10415 Dix Dearborn, MI 48120	313-842-8402		NO

Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM) are Equal Opportunity Employers.

- 6) **Total # of Interviewees Referred:** For the period from May 23, 2016, through May 22, 2017, this Employment Unit interviewed 292 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) **Participation in Job Fairs**

Specs Howard School of Media Arts Career Fair

Date: June 17, 2016

Personnel involved: WXYT-FM Talent

The Employment Unit sent an alumnus of Specs Howard to this job fair held in Southfield, Michigan. Employment Unit personnel staffed a job fair booth and were available to answer questions from interested parties about jobs in broadcasting and at the Employment Unit, and they provided listings and descriptions of open Employment Unit positions. Interested parties were directed to apply at www.cbsradio.com.

Air National Guard College and Career Fair

Date: November 10, 2016

Personnel involved: HR Manager

The Employment Unit sent a representative with substantial responsibility in the making of hiring decisions to this job fair held in Saint Clair Shores, Michigan. Employment Unit personnel staffed a job fair booth and were available to answer questions from interested parties about jobs in broadcasting and at the Employment Unit, and they provided listings and descriptions of open Employment Unit positions. Interested parties were directed to apply at www.cbsradio.com.

Michigan Association of Broadcasters Career Fair

Date: March 8, 2017

Personnel involved: Senior Vice President/Market Manager and HR Manager

The Employment Unit sent a representative with substantial responsibility in the making of hiring decisions to this job fair held in Lansing, Michigan. Employment Unit personnel staffed a job fair booth and were available to answer questions from interested parties about jobs in broadcasting and at the Employment Unit, and they provided listings and descriptions of open Employment Unit positions. Interested parties were directed to apply at www.cbsradio.com. The stations also aired promotional spots for the Michigan Association of Broadcasters Career Fair prior to the fair.

Central Michigan University Broadcasting and Cinematic Arts Career Fair

Date: March 25, 2017

Personnel involved: Vice President/Director of Sales

The Employment Unit sent a representative with substantial responsibility in the making of hiring decisions to this job fair held in Mount Pleasant, Michigan. Employment Unit personnel staffed a job fair booth and were available to answer questions from interested parties about jobs in broadcasting and at the Employment Unit, and provided listings and descriptions of open Employment Unit positions. Interested parties were directed to apply at www.cbsradio.com.

Madonna University Spring Career Fair

Date: April 4, 2017

Personnel involved: HR Manager

The Employment Unit sent a representative with substantial responsibility in the making of hiring decisions to this job fair held in Livonia, Michigan. Employment Unit personnel staffed a job fair booth and were available to answer questions from interested parties about jobs in broadcasting and at the Employment Unit, and provided listings and descriptions of open Employment Unit positions. Interested parties were directed to apply at www.cbsradio.com.

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are Equal Opportunity Employers.**

b) Participation in Career Events Sponsored by Educational Institutions

Plymouth Salem High School WSDP Radio Class

Date: September 29, 2016

Personnel involved: WWJ-AM News Director

The WWJ-AM News Director presented a lecture to students at the Plymouth Salem High School Radio Class in Canton, Michigan. The lecture from the News Director described career opportunities in the broadcast field. Advice was also provided on how students could obtain employment in the broadcast industry generally and what they could do in the broadcast industry after graduation.

Central Michigan University's School of Broadcast and Cinematic Arts Media Life Coaching Panel

Date: October 7, 2016

Personnel involved: WWJ-AM News Director

The WWJ-AM News Director served as a panelist on Central Michigan University's School of Broadcast and Cinematic Arts held over the school's Homecoming weekend in Mount Pleasant, Michigan. As a panelist the WWJ-AM News Director answered questions from broadcasting students about substantive news reporting issues along with career opportunities in the broadcasting field. They were also available to answer questions from students about obtaining employment in the broadcast industry.

Wayne State University Reporting Race, Gender, and Culture Class

Date: February 23, 2017

Personnel involved: WWJ-AM News Director

The WWJ-AM News Director presented a lecture to students at the Wayne State University Reporting on Race, Gender and Culture class in Detroit, Michigan. The lecture from the News Director described career opportunities in the broadcast field. Advice was also provided on how students could obtain employment in the broadcast industry generally and what they could do in the broadcast industry after graduation.

Central Michigan University Radio and Television News Class

Date: April 14, 2017

Personnel involved: WWJ-AM News Director

The WWJ-AM News Director presented a lecture to students at the Central Michigan University Radio and Television News class in Mount Pleasant, Michigan. The lecture from the News Director described career opportunities in the broadcast field. Advice was also provided on how students could obtain employment in the broadcast industry generally and what they could do in the broadcast industry after graduation.

c) Training Program

Account Executive and Sales Manager Training

Dates: September 13-14, 2016 and February 7-8, 2017

Personnel: All Sales Employees and Managers; Conducted by SVP Sales Training and Development Director of Sales

The Employment Unit has ongoing sales training for its managers and other sales employees. The training addresses a range of skills including sales planning, strategic sales planning, execution, category specific, C-Level training, all of which are designed to encourage career development and to enable station personnel to acquire skills that could qualify them for higher level positions.

d) Training of Management-Level Personnel

CBS Corporation Compliance Training Program

Date: Ongoing

Personnel involved: All full time employees, including management-level personnel

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Employment Unit employees, including management-level personnel, participated in CBS Corporation's Compliance Training Program, which included online training regarding the Corporation's Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. All full time Employment Unit employees received the 2016 CBS Corporation Business Conduct Statement in September 2016 and were required to complete related online training by October 26, 2016. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: anti-bribery and anti-corruption laws, diversity at CBS and business travel and expenses. Beginning in September 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."

Participate in General Outreach Efforts Using Job Banks or Internet Programs

Contributions to CBS Radio Career Website

Date: Ongoing

Personnel involved: HR Manager

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 Detroit.

**Stations WDZH(FM), WOMC(FM), WWJ(AM), WXYT-AM, WXYT(FM), and WYCD(FM)
are Equal Opportunity Employers.**

Attachment A

Job Syndication Alliances

DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017. **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 Perspective	http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine
Campus Pride	http://campuspride.jobs
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/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
MinorityJobsite.com	http://www.minorityjobsite.com/ (DE Member Jobs Only)
New Start Career Network	http://newstartcareernetwork.jobs/ Jobs in New Jersey, New York, Pennsylvania - Long-term unemployed mature workers
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
US.jobs Diversity	http://diversity.jobs
Way Finders Careers	http://wayfinderscareers.com/
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	
Allsup Employment Services	http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&utm_source=Allsup-DE&utm_medium=Disability&utm_campaign=Allsup
Bosma Enterprises	http://bosma.jobs/ (Indiana Located Jobs Only)
Deaf To Work	http://deaftowork.jobs/
Easter Seals	http://easterseals.jobs/
Enable America	http://enableamerica.jobs
Indiana Career Connect (Indiana State Workforce)	http://indianacareerconnect-disability.jobs
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	http://mdworks.jobs/ (Maryland Located Jobs Only)
National Multiple Sclerosis Society	http://nationalmssociety.jobs/ (DE Member Jobs Only)
Options Unlimited Inc.	http://optionsunlimitedinc.jobs/ (Louisville, KY Located Jobs Only)
Our Ability	http://www.ourability.com/
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/
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://msepjobs.militaryonesource.mil/job-map (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse Connections	http://militaryspouseconnection.jobs
Military Spouse Corporate Career Network (MSCCN)	http://www.mscn.org/Employers/DirectEmployers_Job_Board.html
MOC2SOC	https://www.moc2soc.com
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/
Save Our Veterans	http://board.jobcentral.com/saveourveterans
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
Student Veterans Of America	http://studentveteransofamerica.jobs
USA Cares	http://board.jobcentral.com/usacares
US.jobs Veterans	http://veterans.jobs/
US Military Pipeline	https://usmilitarypipeline.com/
Vet720.com	http://vet720.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?style=moc
Veteran's Enterprise	http://www.veteransenterprise.com/index.php/career-opportunities
Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)

State Workforce Agency Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
Connecting Colorado (Colorado State Workforce)	http://coworkforce-veterans.jobs
IndianaCareerConnect (Indiana State Workforce)	http://indianacareerconnect-veterans.jobs/
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/
SCWorks (South Carolina State Workforce)	http:// SCWorks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInMichigan (Michigan State Workforce)	http://workinmichigan-veterans.jobs/
MontanaWorks (Montana State Workforce)	http://workinmontana-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-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
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 http://vetcentral.us.jobs/vet_index.asp?style=moc http://veterans.jobs/
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/ada/r/
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	https://www.cthires.com/vosnet/Default.aspx
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://employgeorgia.com/
Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
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/r/
State of Kentucky	http://kcc.ky.gov/
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://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://jobs.mt.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	http://nevada.us.jobs/

State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	http://careerconnections.nj.gov/
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.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	http://puertorico.us.jobs/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://wit.twc.state.tx.us/
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://seeker.worksourcewa.com/
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/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Colorado Department of Labor & Employment	http://coworkforce-veterans.jobs/
EmployNevada (Nevada State Workforce)	http://employnevadavets.jobs
IndianaCareerConnect Veterans	http://indianacareerconnect-veterans.jobs/

(IN State Workforce)	
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/
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/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

Other Sites	
Beyond.com	http://www.beyond.com/
Career Bliss	http://www.careerbliss.com/jobs/
Facebook Social Jobs Partnership	https://www.facebook.com/socialjobs/app_417814418282098
Flexjobs	https://www.flexjobs.com (only remote positions)
Info.com	http://info.com/
Jobalot	http://www.jobalot.com/
Job Inventory	http://www.jobinventory.com/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
Mitula	http://www.mitula.com/
Servant@Heart Christian Business Directory	http://jobs.servantatheart.org/
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
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/

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Global Sites	
Australia.recruit.net	Jobrapido.de – Germany
China.recruit.net	Jobrapido.nl – Holland
HongKong.recruit.net	Jobrapido.ie – Ireland
India.recruit.net	Jobrapido.it – Italy
Japan.recruit.net	Jobrapido.mx – Mexico
Malaysia.recruit.net	nz.jobrapido.com – 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.fr – France	
Wowjobs.ca - Jobs in Canada and Australia Only	

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

Mississippi:	<i>Gulfport</i>	<i>Jackson</i>			
Missouri:	<i>Independence</i>	<i>Jefferson City</i>	<i>Kansas City</i>	<i>Springfield</i>	<i>St. Louis</i>
Montana:	<i>Billings</i>	<i>Helena</i>			
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>			

College Network

Academy of Art University
Alabama State University
Albany College of Pharmacy & Health Sciences
Albany State University
Albion College
Alcorn State University
Alfred University
Alma College
American Public University System
American Sentinel University
Amherst College
Amridge University
Anderson University (IN)
Anne Arundel Community College
Appalachian State University
Arizona State University
Arkansas State University
Arkansas State University, Beebe
Arkansas State University, Mountain Home
Armstrong State University
Assumption College
Athens State University
Atlanta University Center
Auburn University
Augsburg College
Averett University
Azusa Pacific University
Babson College
Baker College
Ball State University
Barnard College
Bay Path University
Bellevue College (WA)
Belmont Abbey College
Beloit College
Bennington College
Bentley University

Berklee College of Music
Bethel University (MN)
Biola University
BJU Press
Black River Technical College
Blackburn College
Bloomsburg University of Pennsylvania (PASSHE)
Bluegrass Community & Technical College
Bob Jones University
Boise State University
Boston Architectural College
Boston College
Boston University

Boston University, College of Communication
Boston University, College of Engineering
Boston University, School of Hospitality Administrators
Boston University, School of Management
Boston University, School of Public Health
Bowdoin College
Bowie State University
Bowling Green State University
Brandman University
Brigham Young University
Brigham Young University, Hawaii
Brigham Young University, Idaho
Brown University
Bryn Mawr College
Bucknell University
Bucks County Community College
Burlington County College
Cabrillo College
Cabrini College
Cairn University
California Baptist University
California Institute of Technology (Caltech)
California Lutheran University
California Polytechnic State University, San Luis
California State Polytechnic University, Pomona
California State University Channel Islands
California State University East Bay, College of Business and Economics
California State University Fresno
California State University Fullerton
California State University Long Beach

California State University Monterey Bay
California State University Northridge
California State University Sacramento
California State University San Bernardino
California University of Pennsylvania (PASSHE)
Calvin College
Cambridge College
Cañada College
Cape Fear Community College
Capella University
Capital Community College
Capitol College
Carleton College
Carnegie Mellon University
Case Western Reserve University
Cayuga County Community College
Central Arizona College
Central College
Central Lakes College at Brainerd
Central Methodist University
Central New Mexico Community College
Central Oregon Community College
Central State University
Central Virginia Community College
Central Washington University
Centre College
Chaffey College
Chaminade University of Honolulu
Champlain College
Chapman University
Charleston Southern University
Chatham University
Chattahoochee Technical College
Chattanooga State Community College
Cheyney University of Pennsylvania (PASSHE)
Christian Brothers University
Cincinnati State Technical and Community College
City Colleges of Chicago
Claremont McKenna College
Clarion University of Pennsylvania (PASSHE)
Clark University
Clarkson University
Clayton State University

Clemson University
Clemson University, Cooperative Education Program
Cleveland State University
Coastal Carolina University
Coastline Community College
Coker College
Colby College
Colgate University
College of Coastal Georgia
College of Idaho
College of Marin
College of San Mateo
College of Southern Nevada
College of St. Benedict & St. John's University
College of the Holy Cross
College of Western Idaho
Collin College
Colorado School of Mines
Columbia College (MO)
Columbia College (SC)
Columbia Southern University
Columbia University, The Earth Institute
Columbus College of Art & Design
Columbus State Community College
Community College of Vermont
Concordia College (NY)
Concordia College at Moorhead
Concordia University Ann Arbor
Concordia University at Irvine
Concordia University, St. Paul
Connecticut College
Cornell College
Cuesta College
Culinary Institute of America
Cumberland University
CUNY Baruch College
CUNY Baruch College, Weissman School of Arts & Sciences
CUNY Borough of Manhattan Community College
CUNY Central Internship Programs
CUNY College of Staten Island
CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice

CUNY Kingsborough Community College
CUNY LaGuardia Community College, Humanities De
CUNY Lehman College
CUNY Macaulay Honors College
CUNY Medgar Evers College
CUNY Queens College
CUNY Service Corps
CUNY The City College of New York
CUNY York College
Dallas County Community College District
Daniel Webster College
Dartmouth College, Thayer School of Engineering
Davenport University
Dean College
Delaware State University
Delaware Valley College
Delta State University
Depauw University
DeSales University
Dominican College
Dordt College
Dowling College
Drake University
Drew University
Drexel University
Drexel University, School of Public Health
Duke University, Sanford School of Public Policy
Dunwoody College of Technology
Duquesne University
Earlham College
East Georgia State College
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Connecticut State University
Eastern Illinois University
Eastern University
Eastern Washington University
Eckerd College
Edinboro University of Pennsylvania (PASSHE)
Elmhurst College
Emily Griffith Technical College
Emmanuel College
Emory University
Erie Huron Ottawa Vocational Education (EHOVE)

Excelsior College
Fairfield University
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Fashion Institute of Technology, Career Services Office
Fayetteville State University
Ferris State University
Florida Gulf Coast University
Florida International University
Florida International University, Chaplin School
Florida Memorial University
Florida State University
Florida State University, College of Social Work
Fordham University
Fordham University, Gabelli School of Business
Fort Lewis College
Franklin & Marshall College
Franklin W. Olin College of Engineering
Friends University
Full Sail University
Furman University
Gadsden State Community College
Gallaudet University
Gateway Community College
George Washington University School of Public Health & Health Services
George Washington University, Career Services
George Washington University, Elliott School of Internal Affairs
George Washington University, School of Engineering & Applied Science
Georgetown College
Georgetown University
Georgetown University, Communication, Culture &
Georgia Regents University
Georgia Southern University
Georgia Southwestern State University
Georgia Tech
Georgian Court University
Gettysburg College
Golden Gate University
Gonzaga University
Goucher College
Governors State University
Grambling State University
Grand Canyon University

Green Mountain College
Grinnell College
Hamilton College
Hamline University
Hampden-Sydney College
Hampshire College
Hampton University
Hanover College
Harding University
Harvard University
Harvard University, T.H. Chan School of Public
Harvey Mudd College
Haverford College
Hawaii Pacific University
Hendrix College
Henry Ford College
Heritage University
High Point University
Hood College
Howard University
Hudson Valley Community College
Illinois Institute of Technology
Illinois State University
Indiana University Bloomington, Career Development
Indiana University Bloomington, College of Arts & Sciences
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, Kelley School of Business-Undergraduate
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics & Computing
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University East
Indiana University Northwest
Indiana University of Pennsylvania (PASSHE)
Indiana University South Bend
Indiana University Southeast
Indiana University, Kokomo
Indiana University-Purdue University, Columbus
Indiana University-Purdue University, Fort Wayne
Indiana Wesleyan University
iNet Internship Network
Iona College
Iowa Central Community College

Iowa State University
IUPUI, Herron School of Art and Design
IUPUI, Kelley School of Business
IUPUI, Lilly Family School of Philanthropy
IUPUI, Richard M. Fairbanks School of Public Health
IUPUI, School of Education
IUPUI, School of Engineering and Technology
IUPUI, School of Health and Rehabilitation Sciences
IUPUI, School of Informatics and Computing
IUPUI, School of Liberal Arts
IUPUI, School of Physical Education and Tourism Management
IUPUI, School of Public and Environmental Affairs
IUPUI, School of Science
IUPUI, School of Social Work
IUPUI, Talent
Ivy Tech Community Colleges
Jackson State University
Jacksonville State University
Jacksonville University
James Madison University
Johns Hopkins University, Bloomberg School of Public Health
Johnson C. Smith University
Johnson University
Juniata College
Kendall College
Kendall College of Art and Design, Ferris State
Kennesaw State University
Kenyon College
Kutztown University of Pennsylvania (PASSHE)
Lafayette College
Lake Land College
Lake Superior State University
Laney College (CA)
Lansing Community College
Lawrence Tech
Lehigh Carbon Community College
Lehigh University
Lewis & Clark College
Lewis University
Liberty University
Life University
LIM College (Laboratory Institute of Merchandising)
Linfield College

Linn-Benton Community College
Lock Haven University of Pennsylvania (PASSHE)
Long Island University
Longwood University
Los Angeles Film School
Louisiana State University
Louisiana Tech University
Loyola Marymount University
Loyola Marymount University, School of Film and Television
Loyola University Chicago
Luther College
Lynchburg College
Macalester College
Madonna University
Manhattan College
Mansfield University of Pennsylvania (PASSHE)
Marian University
Marist College
Marlboro College
Marshall University
Marygrove College
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massachusetts General Hospital Institute of Health
Massasoit Community College
McDaniel College
McNeese State University
Menlo College
Mercer University
Mercy College
Merrimack College
MetroLink Consortium
Metropolitan Community College of Kansas City
Miami University (OH)
Michigan State University
Middlebury College
Millersville University of Pennsylvania (PASSH)
Mills College
Milwaukee Institute of Art and Design
Minnesota State University, Mankato
Mississippi College
Mississippi State University

Missouri Baptist University
Monroe College
Montgomery College
Moorpark College
Moravian College and Theological Seminary
Morehead State University
Morehouse College
Morgan State University
Moultrie Technical College
Mount Holyoke College
Mount Ida College
Mount St. Mary's University (CA)
Mount Washington College
Mt. San Antonio College
Mt. San Jacinto College
Muhlenberg College
National Park Community College
National University
Navarro College
New Jersey Institute of Technology
New Orleans Baptist Theological Seminary
New York University
Newberry College
Newbury College
Norfolk State University
North Carolina A&T State University
North Carolina Central University
North Carolina State University
North Central University
North Dakota State University
North Park University
Northeast Alabama Community College
Northern Essex Community College
Northern Illinois University
Northshore Technical Community College
Northwest Arkansas Community College
Northwest Missouri State University
Northwestern University
Northwestern University, Medill School of Journalism
Northwood University
Norwich University
Notre Dame de Namur University
Nova Southeastern University

Nyack College
Oakland University
Oberlin College
Occidental College
Ohio Christian University
Ohio Northern University
Ohio State University
Ohio State University, College of Arts & Sciences
Ohio State University, College of Engineering
Ohio State University, College of Food, Agriculture & Environmental Sciences
Ohio University
Oklahoma Baptist University
Old Dominion University
Oral Roberts University
Otis College of Art and Design
Ouachita Baptist University
Palm Beach Atlantic University
Palomar College
Park University
Pasadena City College
Peirce College
Penn State, College of Agricultural Sciences
Penn State, College of Engineering
Penn State, College of Information Sciences
Penn State, College of the Liberal Arts
Penn State, Consortia
Penn State, Eberly College of Science
Penn State, Harrisburg
Penn State, Supply Chain & Information Systems
Penn State, The Behrend College
Penn State, University Park
Pennsylvania College of Technology
Pensacola State College
Philadelphia University
Piedmont Community College
Piedmont Virginia Community College
Pierpont Community and Technical College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical Institute
Pitzer College
Point Loma Nazarene University
Pomona College

Prairie View A&M University
Pratt Institute
Princeton University
Pueblo Community College
Purdue University
Quinnipiac University
Ranken Technical College
Rasmussen College
Reed College
Regent University
Regis College
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University
Rhodes College
Rice University
Roane State Community College
Rochester Institute of Technology
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design
Ron Brown Scholar Fund
Roosevelt University
Rose-Hulman Institute of Technology
Russell Sage College
Rutgers University Camden
Rutgers University New Brunswick
Rutgers University New Brunswick, School of Man
Rutgers University New Brunswick, Undergraduate
Rutgers University Newark
Rutgers University Newark, Undergraduate Business
Rutgers University School of Criminal Justice
Sacred Heart University
Saddleback College
Saginaw Valley State University
San Diego State University
San Jose State University
Santa Barbara City College
Santa Clara University
Sarah Lawrence College
Savannah College of Art and Design
Savannah State University
Savannah Technical College

School of Visual Arts
Scripps College
Seattle University
Seton Hall University
Sewanee, The University of the South
Shaw University
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Simmons College, School of Management
Simpson College
Skidmore College
Skyline College
Slippery Rock University of Pennsylvania (PASSHE)
Smith College
Sonoma State University
South Central College
Southeast Missouri State University
Southeastern Baptist Theological Seminary
Southeastern Louisiana University
Southeastern Oklahoma State University
Southern Adventist University
Southern Connecticut State University
Southern Crescent Technical College
Southern Illinois University at Carbondale
Southern University and A&M College
Southern Wesleyan University
Southwestern Baptist Theological Seminary
Southwestern University
Spelman College
Spokane Community College
Spring Arbor University
Springfield College
St. Ambrose University
St. Bonaventure University
St. Clair County Community College
St. John's University
St. Joseph's College
St. Joseph's University
St. Lawrence University
St. Leo University
St. Louis Community College, Florissant Valley
St. Mary's College of California
St. Mary's College of Maryland

St. Michael's College (VT)
St. Olaf College
St. Peter's University
St. Thomas Aquinas College
St. Thomas University
St. Xavier University
Stevenson University
Stratford University
SUNY Alfred State College
SUNY at Binghamton University
SUNY Buffalo State
SUNY College at Oneonta
SUNY Cortland
SUNY Farmingdale State College
SUNY Fredonia
SUNY Jefferson Community College
SUNY New Paltz
SUNY Oswego
SUNY Plattsburgh
SUNY Purchase College
SUNY University at Buffalo
Susquehanna University
Swarthmore College
Syracuse University
Tallahassee Community College
Tarleton State University
Temple University
Temple University, School of Media and Communication
Temple University, School of Tourism and Hospitality
Tennessee State University
Texas A&M University, College Station
Texas A&M University, Kingsville
Texas A&M University, Texarkana
Texas Wesleyan University
The College of New Jersey
The College of New Rochelle
The College of St. Rose
The College of William & Mary
The College of Wooster
The Juilliard School
The King's College
The New School
The Southern Baptist Theological Seminary

The Universities at Shady Grove
The University of the Arts
Thomas Jefferson University
Tiffin University
Touro College
Transylvania University
Trenholm State Technical College
Trident Technical College
Trine University
Trinity Christian College
Trinity College (CT)
Trinity Washington University
Troy University
Truckee Meadows Community College
Tufts University, Office of Public Health
Tuskegee University
UCLA
UCLA, Luskin School of Public Affairs
Union University
University of Alabama
University of Alabama in Huntsville
University of Arizona
University of Arkansas at Fayetteville
University of Arkansas at Fort Smith
University of Arkansas at Pine Bluff
University of Baltimore
University of California Berkeley
University of California Berkeley, School of Public Health
University of California Berkeley, School of Social Welfare
University of California Davis
University of California Irvine
University of California Merced
University of California Riverside
University of California San Diego
University of California San Diego, Academic Internship
University of California Santa Barbara
University of California Santa Cruz
University of Central Missouri
University of Charleston
University of Chicago
University of Connecticut
University of Dallas
University of Denver

University of Evansville
University of Florida
University of Georgia
University of Great Falls
University of Houston
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Health and Human Performances
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign
University of Illinois Theta Xi
University of Iowa
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 Massachusetts Amherst
University of Massachusetts, Amherst, Isenberg
University of Memphis
University of Michigan Ann Arbor, Athletic Department
University of Michigan Ann Arbor, College of Engineering
University of Michigan Ann Arbor, College of Literature, Science and the Arts
University of Michigan Ann Arbor, School of Information
University of Michigan Ann Arbor, School of Natural Resources & Environment
University of Michigan Ann Arbor, School of Public Health
University of Michigan Dearborn
University of Michigan-Flint
University of Missouri Kansas City
University of Nebraska at 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
University of New Hampshire, Paul College of Business and Economics
University of New Hampshire-Manchester
University of New Haven
University of New Mexico
University of North Alabama
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of Northern Iowa
University of Northwestern - St. Paul
University of Notre Dame
University of Pennsylvania
University of Pittsburgh
University of Pittsburgh at Bradford
University of Pittsburgh at Johnstown
University of Pittsburgh, School of Education
University of Puget Sound
University of Rhode Island
University of Richmond
University of San Diego
University of San Francisco
University of South Carolina Upstate
University of Southern California
University of Southern California, Marshall School of Business-Undergraduate
University of Southern California, Occupational & Physical Therapy and Ostrow
Dentistry
University of Southern California, Rossier School of Education
University of Southern California, School of Cinematic Arts
University of Southern California, Viterbi School Of Engineering
University of Southern California. Annenberg School for Communication &
Journalism
University of Southern Indiana
University of Southern Maine
University of St Francis (IL)
University of St. Joseph
University of St. Thomas
University of Tennessee at Chattanooga
University of Texas at Austin, College of Fine Arts
University of Texas at Austin, Moody College of Communications
University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, School of Nursing
University of the Ozarks

University of the Pacific
University of Toledo
University of Toledo, College of Education
University of Tulsa
University of Utah
University of Vermont
University of Virginia
University of Washington, Engineering Co-op & Internship Program
University of Washington, Information School
University of West Georgia
University of Wisconsin at Madison, School of Education
University of Wisconsin at Madison, School of Human Ecology
University of Wisconsin at Milwaukee
Upper Iowa University
Ursinus College
Valencia College
Vanderbilt University
Vanguard University
Vassar College
Ventura College
Vincennes University
Virginia Highlands Community College
Virginia International University
Virginia State University
Virginia Union University
Virginia Wesleyan College
Virginia Western Community College
Wade College
Wagner College
Walla Walla University
Walsh College
Warner Pacific College
Warren Wilson College
Wartburg College
Washington College
Washington State University
Washington University in St. Louis
Washington University in St. Louis, George Warren Brown School of Social Work
Washington University in St. Louis, Olin Undergrad Business School
Washtenaw Community College
Wayne State University, School of Business Administration
Webster University
Wentworth Institute of Technology

West Chester University of Pennsylvania (PASSHE)
West Georgia Technical College
West Virginia State University
Western Carolina University
Western Illinois University
Western Kentucky University
Western Washington University
Westmont College
Wheaton College (IL)
Whitman College
Whitworth University
Wilberforce University
Willamette University
William Jewell College
William Paterson University of New Jersey
William Woods University
Williams College
Wilmington College
Wingate University
Winthrop University
Wiregrass Georgia Technical College
Woodbury University
Worcester Polytechnic Institute
Xavier University
Xavier University of Louisiana
Yale University
Yale University Consortium
Yale University, School of Public Health
Yeshiva University
Yeshiva University, Professional Studies
York College of Pennsylvania
York Technical College
Youngstown State University
Youngstown State University, Science, Technology
Youngstown State University, Williamson College of Business Administration