



## II. Master Recruitment Source List Utilized During Reporting Period

Code #	Recruitment Source	Address	Contact	Phone	Requested Notification (Y/N)	Number of Interviewees Referred
1	Direct Employers (Distributed to list #1 below)		Online CBS System		YES	
2	Asian Resources	5709 Stockton Blvd., Sacramento, CA 95824	Career Services	916-454-1892	YES	
3	Cal State University, Sacramento	600 J Street Sacramento, CA 95819	Career Center	916-278-7207	NO	
4	California Broadcasters Association Job Bank	915 L. Street, Suite 1150 Sacramento, Ca 95814	Joe Berry - VP Director of Special Projects	916-444-2237	YES	
5	California State University, Chico	400 West First Street Chico, CA 95929	Placement Office	530-898-5253	NO	
6	ViacomCBS Career Job Posting					32
7	Chinese Community Services Center	915 T. Street Sacramento, CA 95814	Kevin Thai - Job Developer	916-442-2523	NO	
8	Employee/Personal Referral	CBS Television Stations				8
9	Hispanic Chamber of Commerce	1451 River Park Dr #220 Sacramento, Ca 95815	Career Services	916-486-7700	NO	
10	Internal Candidate					6
11	Linked In	Online posting	Online website posting			7
12	National Assoc. of Hispanic Journalist	1193 National Press Blvd. Washington, DC 20025	Career Services	202-662-7145	NO	
13	Talent Acquisition/Talent Dynamics	ViacomCBS Internal Search Group				19
14	Sacramento Black Chamber of Commerce	2655 Del Monte Street W. Sacramento, CA 95691	L Buchanan	916-374-9355	YES	
15	Sacramento County Affirmative Action Coord.	609 9th Street Sacramento, CA 95814	Department of Personal Management	916-874-7148	NO	
16	Sacramento Job Corp Center	3100 Meadowview Rd. Sacramento, CA 95832	Joe Pearson - Career Transition Services	916-394-0770	YES	

17	Sacramento Society for the Blind	1238 S Street Sacramento, CA 95811	FRONT DESK	916-452-8271	YES	
18	Sacramento Urban League	3725 Marysville Blvd. Sacramento, CA 95838	Kevin Daniel	916-561-0856	NO	
19	Direct Contact					15
20	SETA	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	J. Woods	916-263-4100	NO	
21	SETA Hillsdale Career Center	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	Betty Conley	916-263-4100	YES	
22	El Concillo	445 N San Joaquin St. Stockton, CA 95202	J. Rod	209-644-2600	YES	
23	MediaTalent.com	PO Box 51909 Pacific Grove, CA 93905	Rick & Vicki		YES	
24	MTI Business School	5221 Madison Ave Sacramento, CA 95841	Career Services	916-339-1500	NO	
25	La Familia	5523 34 <sup>th</sup> St Sacramento, CA 95820	Career Services	916-452-3601	NO	
26	TradesWomen Inc	337 17 <sup>th</sup> St. Oakland, CA 94612	Career Services	510-891-1243	YES	
27	Vererans Employment & Training	200 Constitution Way Washington, DC 20210	Career Services	866-487-2365	YES	
28	Women in Non Traditional Employment	4741 E Cesar E Chavez East Los Angeles, CA 90022	Career Services	213-749-3970	YES	
29	Workforce Investment Board	320 Campus Lane Fairfield, CA 94534	Career Services	707-863-3543	YES	
30	National Press Photographer Assoc	120 Hooper St Athens, GA 30602	Career Services	706-542-2506	NO	1
31	Mort Meinser Assoc	322 E Lincoln Ave Royal Oak, MI 48067	Mort Meinser	248-545-2222	NO	1
32	John Butte & Assoc	7903 Driftwood Dr Geneva, OH 44041	John Butte	216-650-2258	NO	1
33	The Sound of Life Storttelling Agency	Ashville, NC	John Kirtley		NO	1

**Career Direct Employers Association (List 1):**

DIVERSITY SITES	
African American	<a href="https://africanamerican.dejobs.org/">https://africanamerican.dejobs.org/</a>
AfricanAmericanJobsite.com	<a href="http://www.africanamericanjobsite.com/">http://www.africanamericanjobsite.com/</a> (DE Member Jobs Only)
AsianAmericanJobsite.com	<a href="http://www.asianamericanjobsite.com/">http://www.asianamericanjobsite.com/</a> (DE Member Jobs Only)
Asian American	<a href="https://asianamerican.dejobs.org/">https://asianamerican.dejobs.org/</a>
The Black Perspective	<a href="https://blackperspective.com/career-search-engine/">https://blackperspective.com/career-search-engine/</a>
Campus Pride	<a href="http://campuspride.jobs/">http://campuspride.jobs/</a>
DirectEmployers Diversity	<a href="https://diversity.dejobs.org">https://diversity.dejobs.org</a>
Diversityworkers.com	<a href="http://www.diversityworkers.com/">http://www.diversityworkers.com/</a> (DE Member Jobs Only)
Father and Families Center	<a href="https://fatherresource.dejobs.org/">https://fatherresource.dejobs.org/</a> (DE Member Jobs & Indiana Locations Only)

Hispanic American	<a href="https://hispanicamerican.dejobs.org/">https://hispanicamerican.dejobs.org/</a>
HispanicJobsite.com	<a href="http://www.hispanicjobsite.com/">http://www.hispanicjobsite.com/</a> (DE Member Jobs Only)
Hispanic Today	<a href="https://hispanic-today.com/career-search-engine/">https://hispanic-today.com/career-search-engine/</a>
Jobs4Women.net	<a href="http://www.jobs4women.net/">http://www.jobs4women.net/</a> (DE Member Jobs Only)
Latino American	<a href="https://latinoamerican.dejobs.org/">https://latinoamerican.dejobs.org/</a>
Lgbtjobsite.com	<a href="http://www.lgbtjobsite.com">http://www.lgbtjobsite.com</a> (DE Member Jobs Only)
LGBTQ	<a href="https://lgbtq.dejobs.org/">https://lgbtq.dejobs.org/</a>
Minority	<a href="https://minority.dejobs.org/">https://minority.dejobs.org/</a>
Native American	<a href="https://nativeamerican.dejobs.org/">https://nativeamerican.dejobs.org/</a>
RetiredStars.com	<a href="http://www.retiredstars.com/">http://www.retiredstars.com/</a> (DE Member Jobs Only)
SeniorJobsNetwork.com	<a href="http://www.seniorjobsnetwork.com/">http://www.seniorjobsnetwork.com/</a> (DE Member Jobs Only)
Way Finders Careers	<a href="http://wayfinderscareers.com/">http://wayfinderscareers.com/</a>
Women	<a href="https://women.dejobs.org/">https://women.dejobs.org/</a>
Women For Hire	<a href="http://jobs.womenforhire.com/">http://jobs.womenforhire.com/</a>
Women in Business and Industry	<a href="https://wib-i.com/career-search-engine/">https://wib-i.com/career-search-engine/</a>

## DISABILITY SITES

Allsup Employment Services	<a href="https://disability.dejobs.org/allsup-disability-partner/">https://disability.dejobs.org/allsup-disability-partner/</a>
Blind Inc.	<a href="https://blindinc.works/">https://blindinc.works/</a> (Minnesota Located Jobs Only)
Bosma Enterprises	<a href="https://bosma.dejobs.org">https://bosma.dejobs.org</a> (Indiana Located Jobs Only)
DirectEmployers Disability	<a href="https://disability.dejobs.org">https://disability.dejobs.org</a>
DisabilityJobSite.com	<a href="http://www.disabilityjobsite.com/">http://www.disabilityjobsite.com/</a> (DE Member Jobs Only)
Disabled Veterans	<a href="https://disabledveterans.dejobs.org/">https://disabledveterans.dejobs.org/</a>
Easter Seals	<a href="https://easterseals.dejobs.org">https://easterseals.dejobs.org</a>
Enable America	<a href="https://enableamerica.dejobs.org">https://enableamerica.dejobs.org</a>
Land A Job	<a href="https://jobs.landajob.org/">https://jobs.landajob.org/</a>
Maryland Works, Inc	<a href="https://mdworks.dejobs.org">https://mdworks.dejobs.org</a> (Maryland Located Jobs Only)
National Multiple Sclerosis Society	<a href="https://nationalmssociety.dejobs.org">https://nationalmssociety.dejobs.org</a> (DE Member Jobs Only)
Options Unlimited Inc.	<a href="https://optionsunlimitedinc.dejobs.org/">https://optionsunlimitedinc.dejobs.org/</a> (Louisville, KY Located Jobs Only)
Quest	<a href="https://questinc.dejobs.org/">https://questinc.dejobs.org/</a> (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	<a href="https://thecareerindex.com/dsp_intro.cfm">https://thecareerindex.com/dsp_intro.cfm</a>
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in <a href="#">DE.works</a>
Work In Iowa Disability (Iowa State Workforce)	<a href="http://workiniowa-disability.jobs/">http://workiniowa-disability.jobs/</a> (Iowa Located Jobs Only)

## MILITARY/VETERAN NETWORK SITES

ArmedServicesJobs.com	<a href="http://www.armedservicesjobs.com/">http://www.armedservicesjobs.com/</a> (DE Member Jobs Only)
CASY/National Guard Employment Program	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</a>
DirectEmployers Veterans	<a href="https://veterans.dejobs.org">https://veterans.dejobs.org</a>
Military Spouse Employment Program (MSEP)	<a href="https://myseco.militaryonesource.mil/portal/msep/jobsearch">https://myseco.militaryonesource.mil/portal/msep/jobsearch</a> (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	<a href="https://militaryspouse.dejobs.org/">https://militaryspouse.dejobs.org/</a>
Military Spouse Connections	<a href="https://militaryspouseconnection.dejobs.org/">https://militaryspouseconnection.dejobs.org/</a>
Military Spouse Corporate Career Network (MSCCN)	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</a>
My Next Move for Veterans – U.S. DOL/ETA	<a href="http://www.mynextmove.org/vets/find/browse?c=0">http://www.mynextmove.org/vets/find/browse?c=0</a> Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Student Veterans Of America	<a href="http://studentveteransofamerica.jobs">http://studentveteransofamerica.jobs</a>
The HER Foundation Inc.	<a href="https://honorher.works/">https://honorher.works/</a>
USA Cares	<a href="https://careers.usacares.org/">https://careers.usacares.org/</a>
US Military Pipeline	<a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.com/</a>
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in <a href="http://DE.works">DE.works</a> Jobs also appear on <a href="https://veterans.usnlx.com">https://veterans.usnlx.com</a>
Veteran's Enterprise	<a href="https://veteransenterprise.com/career-search-engine/">https://veteransenterprise.com/career-search-engine/</a>
Veterans Job Bank	<a href="https://www.dol.gov/agencies/vets/veterans/findajob">https://www.dol.gov/agencies/vets/veterans/findajob</a>
VeteranJobSite.com	<a href="http://www.veteranjobsite.com/">http://www.veteranjobsite.com/</a> (DE Member Jobs Only)
VetJobs	<a href="https://jobs.vetjobs.org/">https://jobs.vetjobs.org/</a>

## FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	<a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a>
CareerOneStop (USDOL/ETA)	<a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a>
My Next Move (USDOL/ETA)	<a href="http://www.mynextmove.org">http://www.mynextmove.org</a> Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	<a href="http://www.mynextmove.org/vets/find/browse?c=0">http://www.mynextmove.org/vets/find/browse?c=0</a> Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	<a href="http://www.myskillsmyfuture.org">http://www.myskillsmyfuture.org</a>

## STATE GOVERNMENT SITES

<p>The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)</p>	<p><a href="https://usnlx.com">https://usnlx.com</a></p>
<p>VetCentral /Local Veteran Employment Representatives &amp; Disabled Veteran Outreach Program Representatives (LVERS &amp; DVOP's) (State)</p>	<p>Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in <a href="#">DE.works</a> Jobs also appear on VetCentral <a href="http://veterans.usnlx.com">http://veterans.usnlx.com</a></p>
<p>State &amp; US Territory Workforce Agency Job Distribution</p>	<p>All DE member jobs are delivered to over 2500+ 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. Members access your VEVRAA Compliance Reporting through the <a href="#">DE.works</a> for confirmation of job listing delivery. 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.</p>
<p>State of Alabama</p>	<p><a href="https://alabamaworks.alabama.gov/vosnet/Default.aspx">https://alabamaworks.alabama.gov/vosnet/Default.aspx</a></p>
<p>State of Alaska</p>	<p><a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a></p>
<p>State of Arizona</p>	<p><a href="https://www.azjobconnection.gov/ada/r/">https://www.azjobconnection.gov/ada/r/</a></p>
<p>State of Arkansas</p>	<p><a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a></p>
<p>State of California</p>	<p><a href="https://www.caljobs.ca.gov/vosnet/Default.aspx">https://www.caljobs.ca.gov/vosnet/Default.aspx</a></p>
<p>State of Colorado</p>	<p><a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a></p>
<p>State of Connecticut</p>	<p><a href="https://www.cthires.com/vosnet/Default.aspx">https://www.cthires.com/vosnet/Default.aspx</a></p>
<p>State of Delaware</p>	<p><a href="https://joblink.delaware.gov/ada/">https://joblink.delaware.gov/ada/</a></p>
<p>District of Columbia</p>	<p><a href="https://www.dcnetworks.org/vosnet/Default.aspx">https://www.dcnetworks.org/vosnet/Default.aspx</a></p>
<p>State of Florida</p>	<p><a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a></p>
<p>State of Georgia</p>	<p><a href="http://employgeorgia.com/">http://employgeorgia.com/</a></p>
<p>Guam Job Bank</p>	<p><a href="https://www.hireguam.com/vosnet/Default.aspx">https://www.hireguam.com/vosnet/Default.aspx</a></p>
<p>State of Hawaii</p>	<p><a href="https://www.hirenethawaii.com/vosnet/Default.aspx">https://www.hirenethawaii.com/vosnet/Default.aspx</a></p>
<p>State of Idaho</p>	<p><a href="https://idahoworks.gov/">https://idahoworks.gov/</a></p>

State of Illinois	<a href="https://illinoisjoblink.illinois.gov/ada/r/employer">https://illinoisjoblink.illinois.gov/ada/r/employer</a>
State of Indiana	<a href="https://www.indianacareerconnect.com/">https://www.indianacareerconnect.com/</a>
State of Iowa	<a href="https://www.iowaworks.gov/vosnet/Default.aspx">https://www.iowaworks.gov/vosnet/Default.aspx</a>
State of Kansas	<a href="https://www.kansasworks.com/ada/r/">https://www.kansasworks.com/ada/r/</a>
State of Kentucky	<a href="https://focuscareer.ky.gov/careerexplorer/home">https://focuscareer.ky.gov/careerexplorer/home</a>
State of Louisiana	<a href="https://www.louisianaworks.net/hire/vosnet/Default.aspx/">https://www.louisianaworks.net/hire/vosnet/Default.aspx/</a>
State of Maine	<a href="https://joblink.maine.gov/ada/r/">https://joblink.maine.gov/ada/r/</a>
State of Maryland	<a href="https://mwejobs.maryland.gov/vosnet/Default.aspx">https://mwejobs.maryland.gov/vosnet/Default.aspx</a>
State of Massachusetts	<a href="https://jobquest.dcs.eol.mass.gov/jobquest/">https://jobquest.dcs.eol.mass.gov/jobquest/</a>
State of Michigan	<a href="http://www.mitalent.org/">http://www.mitalent.org/</a>
State of Minnesota	<a href="https://www.minnesotaworks.net/">https://www.minnesotaworks.net/</a>
State Of Mississippi	<a href="https://wings.mdes.ms.gov/wings/welcome.jsp">https://wings.mdes.ms.gov/wings/welcome.jsp</a>
State of Missouri	<a href="http://jobs.mo.gov/">http://jobs.mo.gov/</a>
State of Montana	<a href="https://montanaworks.gov/">https://montanaworks.gov/</a>
State of Nebraska	<a href="https://networks.nebraska.gov/vosnet/Default.aspx">https://networks.nebraska.gov/vosnet/Default.aspx</a>
State of Nevada	<a href="https://www.employnv.gov/vosnet/Default.aspx">https://www.employnv.gov/vosnet/Default.aspx</a>
State of New Hampshire	<a href="https://nhworksjobmatch.nhes.nh.gov/">https://nhworksjobmatch.nhes.nh.gov/</a>
State of New Jersey	<a href="https://newjersey.usnlx.com/">https://newjersey.usnlx.com/</a>
State of New Mexico	<a href="https://www.jobs.state.nm.us/vosnet/Default.aspx">https://www.jobs.state.nm.us/vosnet/Default.aspx</a>
State of New York	<a href="https://newyork.usnlx.com/">https://newyork.usnlx.com/</a>
State of North Carolina	<a href="https://www.ncworks.gov/vosnet/Default.aspx">https://www.ncworks.gov/vosnet/Default.aspx</a>
State of North Dakota	<a href="http://www.jobsnd.com/">http://www.jobsnd.com/</a>
State of Ohio	<a href="https://jobseeker.ohiomeansjobs.monster.com/">https://jobseeker.ohiomeansjobs.monster.com/</a>
State of Oklahoma	<a href="https://okjobmatch.com/ada/">https://okjobmatch.com/ada/</a>
State of Oregon	<a href="http://www.oregon.gov/employ/pages/default.aspx">http://www.oregon.gov/employ/pages/default.aspx</a>
State of Pennsylvania	<a href="https://www.cwds.pa.gov/">https://www.cwds.pa.gov/</a>
Puerto Rico Job Bank	<a href="https://puertorico.usnlx.com/">https://puertorico.usnlx.com/</a>



State of Rhode Island	<a href="https://www.employri.org/vosnet/Default.aspx">https://www.employri.org/vosnet/Default.aspx</a>
State of South Carolina	<a href="https://jobs.scworks.org/vosnet/Default.aspx">https://jobs.scworks.org/vosnet/Default.aspx</a>
State of South Dakota	<a href="https://dlr.sd.gov/">https://dlr.sd.gov/</a>
State of Tennessee	<a href="https://www.jobs4tn.gov/vosnet/Default.aspx">https://www.jobs4tn.gov/vosnet/Default.aspx</a>
State of Texas	<a href="https://www.workintexas.com/vosnet/Default.aspx">https://www.workintexas.com/vosnet/Default.aspx</a>
State of Utah	<a href="https://jobs.utah.gov/">https://jobs.utah.gov/</a>
State of Vermont	<a href="https://www.vermontjoblink.com/ada/">https://www.vermontjoblink.com/ada/</a>
State of Virginia	<a href="https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E">https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E</a>
State of Washington	<a href="https://www.worksourcewa.com/">https://www.worksourcewa.com/</a>
State of West Virginia	<a href="https://workforcewv.org/">https://workforcewv.org/</a>
State of Wisconsin	<a href="http://www.wisconsinjobcenter.org/">http://www.wisconsinjobcenter.org/</a>
State of Wyoming	<a href="https://www.wyomingatwork.com/vosnet/Default.aspx">https://www.wyomingatwork.com/vosnet/Default.aspx</a>

## OTHER SITES

Adzuna	<a href="https://www.adzuna.com/">https://www.adzuna.com/</a>
AtlantaCareerPath.com	<a href="https://www.atlantacareerpath.com/">https://www.atlantacareerpath.com/</a> (DE Member Jobs Only)
AustinJobSite.com	<a href="https://austinjobsite.com/">https://austinjobsite.com/</a> (DE Member Jobs Only)
BaltimoreJobSite.com	<a href="https://www.baltimorejobsite.com/">https://www.baltimorejobsite.com/</a> (DE Member Jobs Only)
BeyondCharlotte.com	<a href="https://www.beyondcharlotte.com/">https://www.beyondcharlotte.com/</a> (DE Member Jobs Only)
BeyondLosAngeles.com	<a href="https://www.beyondlosangeles.com/">https://www.beyondlosangeles.com/</a> (DE Member Jobs Only)
BeyondSanDiego.com	<a href="https://www.beyondsandiego.com/">https://www.beyondsandiego.com/</a> (DE Member Jobs Only)
BostonJobSite.com	<a href="https://www.bostonjobsite.com/">https://www.bostonjobsite.com/</a> (DE Member Jobs Only)
ChicagoCareerSite.com	<a href="https://www.chicagocareersite.com/">https://www.chicagocareersite.com/</a> (DE Member Jobs Only)
ColumbusJobSite.com	<a href="https://www.columbusjobsite.com/">https://www.columbusjobsite.com/</a> (DE Member Jobs Only)
DallasJobSite.com	<a href="https://www.dallasjobsite.com/">https://www.dallasjobsite.com/</a> (DE Member Jobs Only)

DCJobSite.com	<a href="https://www.dcjobsite.com/">https://www.dcjobsite.com/</a> (DE Member Jobs Only)
DenverJobSite.com	<a href="https://www.denverjobsite.com/">https://www.denverjobsite.com/</a> (DE Member Jobs Only)
DetroitJobSite.com	<a href="https://www.detroitjobsite.com/">https://www.detroitjobsite.com/</a> (DE Member Jobs Only)
Flexjobs	<a href="https://www.flexjobs.com">https://www.flexjobs.com</a> (only remote positions)
HoustonJobSite.com	<a href="https://www.houstonjobsite.com/">https://www.houstonjobsite.com/</a> (DE Member Jobs Only)
IndianapolisGigs.com	<a href="https://www.indianapolisgigs.com/">https://www.indianapolisgigs.com/</a> (DE Member Jobs Only)
Internships	<a href="https://internships.dejobs.org/">https://internships.dejobs.org/</a>
Juju	<a href="http://www.job-search-engine.com/">http://www.job-search-engine.com/</a>
The Ladders	<a href="http://TheLadders.com/">http://TheLadders.com/</a>
LasVegasJobSite.com	<a href="https://www.lasvegasjobsite.com/">https://www.lasvegasjobsite.com/</a> (DE Member Jobs Only)
LinkedIn	<a href="https://www.linkedin.com/">https://www.linkedin.com/</a>
LouisvilleGigs.net	<a href="https://www.louisvillegigs.net/">https://www.louisvillegigs.net/</a> (DE Member Jobs Only)
ManhattanJobs.com	<a href="https://www.manhattanjobs.com/">https://www.manhattanjobs.com/</a> (DE Member Jobs Only)
MemphisJobForce.com	<a href="https://www.memphisjobforce.com/">https://www.memphisjobforce.com/</a> (DE Member Jobs Only)
MiamiGigs.com	<a href="https://www.miamigigs.com/">https://www.miamigigs.com/</a> (DE Member Jobs Only)
MinneapolisCareerSite.com	<a href="https://www.minneapoliscareersite.com/">https://www.minneapoliscareersite.com/</a> (DE Member Jobs Only)
NashvilleJobSite.com	<a href="https://www.nashvillejobsite.com/">https://www.nashvillejobsite.com/</a> (DE Member Jobs Only)
Nevada Career Explorer	<a href="https://nv.headed2.com/">https://nv.headed2.com/</a> (Nevada located jobs only)
Nexxt	<a href="http://www.nexxt.com/">http://www.nexxt.com/</a> (DE Member Jobs Only)
OklahomaCityJobSite.com	<a href="https://www.oklahomacityjobsite.com/">https://www.oklahomacityjobsite.com/</a> (DE Member Jobs Only)
PhillyJobs.com	<a href="https://www.phillyjobs.com/">https://www.phillyjobs.com/</a> (DE Member Jobs Only)
PhoenixJobs.com	<a href="https://www.phoenixjobs.com/">https://www.phoenixjobs.com/</a> (DE Member Jobs Only)
PortlandJobSite.com	<a href="https://www.portlandjobsite.com/">https://www.portlandjobsite.com/</a> (DE Member Jobs Only)
SanFranciscoGigs.com	<a href="https://www.sanfranciscogigs.com/">https://www.sanfranciscogigs.com/</a> (DE Member Jobs Only)
SanJoseJobSite.com	<a href="https://www.sanjosejobsite.com/">https://www.sanjosejobsite.com/</a> (DE Member Jobs Only)
SeattleJobs.com	<a href="https://www.seattlejobs.com/">https://www.seattlejobs.com/</a> (DE Member Jobs Only)
Zippia.com	<a href="https://www.zippia.com">https://www.zippia.com</a>
Ziprecruiter.com	<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>

### III. Supplemental Recruitment Measures

#### a) Job Fairs

Description of Recruitment Measure:	Date:	Personnel Involved (Name & Position):

#### b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved (Name & Position):
1. <b>Station Internship Program</b> Station collaborates with colleges, universities and technical schools to offer a widespread internship program that allows students to gain first-hand experience in the field of broadcasting.	Summer 2022	Cecil Houston, Director News Operations

#### c) Participation in Events

Description of Recruitment Measure:	Date:	Personnel Involved (Name & Position):
1. <b>Sacramento State:</b> employee spoke to digital communication students about a career in broadcasting, education, and his experiences as a reporter.	12/2/2021	<ul style="list-style-type: none"><li>Tony Lopez, Anchor</li></ul>
2. <b>Valley Broadcasting:</b> Live lunch where Deborah spoke about her broadcasting experience in the industry, the current state of affairs, and our stations response to COVID 19.	6/9/2022	Deborah Collura, VP & General Manager

<p><b>3. Informational Career Videos:</b> careers in broadcasting videos that explain positions and how to prepare for a TV career. The videos are shared with local colleges and universities. The first of two in a series are related to Reporter and Photographer careers.</p>	Ongoing	<ul style="list-style-type: none"> <li>• Ken Calderhead, DPO</li> <li>• Cecil Houston, Director News Operations</li> </ul>
<p><b>4. Volunteer Program:</b> Employee mentored neurodiverse college graduates on career advice.</p>	Ongoing	<ul style="list-style-type: none"> <li>• Stephanie Covey, Director of Sales</li> </ul>

**d) Training Management Personnel**

<b>Description of Recruitment Measure:</b>	<b>Date:</b>	<b>Personnel Involved (Name &amp; Position):</b>
1. Sexual Harassment/EEO Training	Ongoing	Training, including signed certification that all materials were read and understood.
2. Paramount's Business Conduct Statement: Standards & Expectations for All Employees	Ongoing	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
3. Review stations affirmative action goals and opportunities for improvement.	Quarterly	Discussion by DPO to all department managers
4. <b>Inclusive Leadership:</b> Cultivating an Inclusive Culture	6/29/2022	Training program to design meetings with inclusivity and participation at all levels within the organization
5. <b>Paramount Mentorship Program:</b> employees participated in formal company mentorship program to assist employees with career direction.	Ongoing	<ul style="list-style-type: none"> <li>• Stephanie Covey, Director of Sales</li> <li>• Mary Baynes, News Director</li> <li>• Tony Lopez, Anchor</li> </ul>

