

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2013 – May 22, 2014.

1) **Employment Unit:** CBS Radio – Las Vegas, NV

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

**KLUC-FM, Las Vegas, NV  
KMXB(FM), Henderson, NV  
KXNT(AM), North Las Vegas, NV  
KXNT-FM, Henderson, NV  
KXTE(FM), Pahrump, NV  
KXST(AM), North Las Vegas, NV**

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

Mailing Address: 7255 S. Tenaya Way Las Vegas, NV. 89113	Telephone Number: 702-889-7309
	Contact Person/Title: Debbie Thomas, Human Resources Administrator
	E-mail Address: Deborah.Thomas@cbsradio.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(1) Sales Assistant	CBS Radio Website
(2) Digital Sales Manager	Employee Referral
(3) Account Executive KMXB(FM)	Employee Referral
(4) Account Executive KXNT-FM	CBS Radio Website
(5) Account Executive KXNT-FM	CBS Radio Website
(6) Account Executive KXNT-FM	CBS Radio Website
(7) Director of Sales	CBS Radio Website
(8) News Anchor	CBS Radio Website
(9) News Anchor	Employee Referral
(10) Traffic Manager	Internal Posting
(11) Manager Events/Promotions	Internal Posting
(12) Traffic Assistant	Employee Referral
(13) Digital Sales Specialist	Internal Posting

**Stations KLUC-FM, KMXB(FM), KXNT(AM), KXNT-FM, KXTE(FM), KXST(AM)  
are Equal Opportunity Employers.**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(14) Traffic Assistant	CBS Radio Website
(15) Digital Sales Assistant	CBS Radio Website
(16) Traffic Manager	Internal Posting
(17) Account Executive KXNT	CBS Radio Website
(18) Engineer Technician	CBS Radio Website

**Stations KLUC-FM, KMXB(FM), KXNT(AM), KXNT-FM, KXTE(FM), KXST(AM)  
are Equal Opportunity Employers.**

**5) Job Title 1: Sales Assistant**

**Referral Source(s) of Hire: CBS Radio Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE*	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A	4	N
NAACP	Frank Hawkins	1048 W. Owens, Las Vegas, NV89106	FAX 702-369-1342		N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION†	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEI	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119	702-369-4357 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
COMMUNITY COLLEGE OF SO NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
ACADEMY OF RADIO BROADCAST	DOREEN DUNN	16052 BEACH BLVD. STE 263-N HUNTINGTON BEACH, CA 92647	FAX 714-842-1858		N
EMPLOYEE REFERRAL	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7309	1	N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555		N

\* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, etc.) using the CBS Radio recruitment software, listed on Attachment A. Notices that America’s Job Exchange (“AJE”) receives/scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Note that these lists may change from time to time.

† For all vacancies where notices were sent to the Nevada Employment Security Division, such vacancy was also posted to NevadaJobConnect.com by the Nevada Employment Security Division.

**Stations KLUC-FM, KMXB(FM), KXNT(AM), KXNT-FM, KXTE(FM), KXST(AM) are Equal Opportunity Employers.**

) **Job Title 2: Digital Sales Manager**

**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
NEVADA BROADCASTERS ASSOCIATION	EARLENE LEFLER	1050 E. FLAMINGO RD., SUITE S-102 LAS VEGAS, NV 89110	702-794-4994		N
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A		N
NAACP	Frank Hawkins	1048 W. Owens, Las Vegas, NV89106	FAX 702-369-1342		N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEAL	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
EVEREST COLLEGE	KAY	107 N STEPHANIE Henderson, NV 89014	FAX 702-567-1920		N
COMMUNITY COLLEGE OF SO. NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
EMPLOYEE REFERRAL	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7309	2	N
US VETERANS INITIATIVE	JAIMIE BEVERLY	525 E BONANZA, LAS VEGAS,NV	702-307-6985		N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555	3	N

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**5) Job Title 3: Account Executive  
KMXB(FM)**

**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A		N
NAACP	Frank Hawkins	1048 W. Owens, Las Vegas, NV89106	FAX 702-369-1342		N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEI	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
COMMUNITY COLLEGE OF SO. NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
ACADEMY OF RADIO BROADCAST	DOREEN DUNN	16052 BEACH BLVD. STE 263-N HUNTINGTON BEACH, CA 92647	FAX 714-842-1858		N
EMPLOYEE REFERRAL	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7309	1	N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555		N
EVEREST COLLEGE	KAY	107 N STEPHANIE, HENDERSON, NV	FAX-702-567-1920		N

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**5) Job Title 4, 5, 6: Account Executive Referral Source(s) of Hire: (4, 5, 6) CBS Radio Website  
KXNT-FM**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A	3	N
NAACP	Frank Hawkins	1048 W. Owens, Las Vegas, NV89106	FAX 702-369-1342		N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEI	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
COMMUNITY COLLEGE OF SO. NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
EVEREST COLLEGE	KAY	107 N STEPHANIE, HENDERSON, NV	FAX-702-567-1920		N
LINKEDIN	JEN BAKER	CBS REGIONAL HR DIRECTOR	N/A	1	N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555		N
INDEED.COM	N/A	<a href="http://WWW.INDEED.COM">WWW.INDEED.COM</a>	N/A	1	N

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**5) Job Title 7: Director of Sales**

**Referral Source(s) of Hire: CBS Radio Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A	2	N
NAACP	Frank Hawkins	1048 W. Owens, Las Vegas, NV89106	FAX 702-369-1342		N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555		N

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**5) Job Title 8, 9: News Anchor**

**Referral Source(s) of Hiree: (8) CBS Radio Website  
(9) Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A	1	N
NAACP	Frank Hawkins	1048 W. Owens, Las Vegas, NV89106	FAX 702-369-1342		N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEI	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
EMPLOYEE REFERRAL	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7309	1	N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555		N

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**5) Job Title 10: Traffic Manager**

**Referral Source(s) of Hiree: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A		N
NAACP	Frank Hawkins	1048 W. Owens, Las Vegas, NV89106	FAX 702-369-1342		N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEI	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
COMMUNITY COLLEGE OF SO. NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555	1	N

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**5) Job Title 11: Events & Promotions  
Manager**

**Referral Source(s) of Hiree: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A	7	N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAE L	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
ITT TECHNICAL INSTITUTE	SABRINA JOHNSON	168 N. Gibson Rd. Henderson, NV 89014 <a href="mailto:SMJOHNSON2@ITT-TECH.EDU">SMJOHNSON2@ITT-TECH.EDU</a>	702-558-5404 x 119		N
COMMUNITY COLLEGE OF SO. NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
EMPLOYEE REFERRAL	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7309	3	N
INDEED.COM	N/A	<a href="http://WWW.INDEED.COM">WWW.INDEED.COM</a>	N/A		N
CAREERBUILDER.COM	N/A	<a href="http://WWW.CAREERBUILDER.COM">WWW.CAREERBUILDER.COM</a>	N/A		N
AMERICA'S JOB EXCHANGE	N/A	<a href="http://WWW.AMERICASJOBEXCHANGE.COM">WWW.AMERICASJOBEXCHANGE.COM</a>	N/A	1	N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555	3	N

**Stations KLUC-FM, KMXB(FM), KXNT(AM), KXNT-FM, KXTE(FM), KXST(AM)  
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**5) Job Title 12: Traffic Assistant**

**Referral Source(s) of Hire: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A	2	N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEI	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
ITT TECHNICAL INSTITUTE	SABRINA JOHNSON	168 N. Gibson Rd. Henderson, NV 89014 <a href="mailto:SMJOHNSON2@ITT-TECH.EDU">SMJOHNSON2@ITT-TECH.EDU</a>	702-558-5404 x 119		N
COMMUNITY COLLEGE OF SO.NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
AMERICA'S JOB EXCHANGE	N/A	WWW.AMERICASJOBEXCHANGE.COM	N/A	1	N
EMPLOYEE REFERRAL	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7309	1	N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555		N
EVEREST COLLEGE	KAY	107 N STEPHANIE, HENDERSON, NV	FAX-702-566-9725		N

**Stations KLUC-FM, KMXB(FM), KXNT(AM), KXNT-FM, KXTE(FM), KXST(AM) are Equal Opportunity Employers.**

**5) Job Title 13: Digital Sales Specialist Referral Source(s) of Hiree: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A		N
NAACP	Frank Hawkins	1048 W. Owens, Las Vegas, NV89106	FAX 702-369-1342		N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEI	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
COMMUNITY COLLEGE OF SO. NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
ACADEMY OF RADIO BROADCAST	DOREEN DUNN	16052 BEACH BLVD. STE 263-N HUNTINGTON BEACH, CA 92647	FAX 714-842-1858		N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555	1	N
EVEREST COLLEGE	KAY	107 N STEPHANIE, HENDERSON, NV	FAX-702-566-9725		N

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**5) Job Title 14: Traffic Assistant**

**Referral Source(s) of Hire: CBS Radio Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A	1	N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEI	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
COMMUNITY COLLEGE OF SO. NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
EVEREST COLLEGE	KAY	107 N. STEPHANIE, HENDERSON, NV	FAX 702-566-9725		N
INDEED.COM	N/A	<a href="http://WWW.INDEED.COM">WWW.INDEED.COM</a>	N/A	1	N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555		N

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**5) Job Title 15: Digital Sales Assistant Referral Source(s) of Hiree: CBS Radio Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A	2	N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEI	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
ITT TECHNICAL INSTITUTE	SABRINA JOHNSON	168 N. Gibson Rd. Henderson, NV 89014 <a href="mailto:SMJOHNSON2@ITT-TECH.EDU">SMJOHNSON2@ITT-TECH.EDU</a>	702-558-5404 x 119		N
COMMUNITY COLLEGE OF SO. NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
AMERICA'S JOB EXCHANGE	N/A	<a href="http://WWW.AMERICASJOBEXCHANGE.COM">WWW.AMERICASJOBEXCHANGE.COM</a>	N/A	1	N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555		N
EVEREST COLLEGE	KAY	107 N STEPHANIT, HENDERSON, NV	FAX-702-566-9725		N

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**5) Job Title 16: Traffic Manager**

**Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A		N
NAACP	Frank Hawkins	1048 W. Owens, Las Vegas, NV89106	FAX 702-369-1342		N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEI	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
COMMUNITY COLLEGE OF SO. NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555	1	N
EVEREST COLLEGE	KAY	107 N STEPHANIE, HENDERSON, NV	FAX-702-566-9725		N

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**5) Job Title 17: Account Executive KXNT Referral Source(s) of Hire: CBS Radio Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A	1	N
NAACP	Frank Hawkins	1048 W. Owens, Las Vegas, NV89106	FAX 702-369-1342		N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAELE	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
EVEREST COLLEGE	KAY	107 N STEPHANIE, HENDERSON, NV	FAX-702-566-9725		N
COMMUNITY COLLEGE OF SO. NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555		N

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**5) Job Title:18 Engineer Technician**

**Referral Source(s) of Hire: CBS Radio Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS RADIO WEBSITE	HR ADMINISTRATOR	<a href="http://WWW.CBSRADIO.COM">WWW.CBSRADIO.COM</a>	N/A	2	N
VOCATIONAL REHABILITATION	JANE KIM	628 BELROSE ST. LAS VEGAS, NV 89158	FAX-702-486-5088		N
NEVADA EMPLOYMENT SECURITY DIVISION (SEE FOOTNOTE ON PAGE 3)	STEVE SETTEMBRE	3405 S. Maryland Pkwy Las Vegas, NV 89169 <a href="mailto:SSSETTEMBRE@NVDETR.ORG">SSSETTEMBRE@NVDETR.ORG</a>	702-486-0100		N
NEVADA PARTNERS	JANICE RAEI	710 W. LAKE MEAD NORTH LAS VEGAS, NV 89030	FAX 702-924-1600		N
HELP OF SOUTHERN NEVADA	JILL MOJABI	1640 E. Flamingo Rd., STE 100 Las Vegas, NV 89119 <a href="mailto:JMOJABI@HELPSONV.ORG">JMOJABI@HELPSONV.ORG</a>	702-369-4357		N
LATIN CHAMBER OF COMMERCE	BEATRIZ SAENZ	300 N 13 <sup>th</sup> St LAS VEGAS, NV 89101	FAX 702-385-2614		N
LAS VEGAS PAIUTE TRIBAL COUNCIL	ALFREDA MITRE	1 Paiute DR. Las Vegas, NV. 89106	FAX 702-383-4019		N
COMMUNITY COLLEGE OF SO. NEVADA CAREER SERVICES	MARJORIE DONAT	3200 E. CHEYENNE NORTH LAS VEGAS, NV 89030	FAX 702-651-5624		N
INTERNAL POSTING	HR ADMINISTRATOR	7255 S. TENAYA WAY, STE. 100 LAS VEGAS, NV 89113	FAX 702-889-7555	1	N
EVEREST COLLEGE	KAY	107 N STEPHANIE, HENDERRSON, NV	FAX-702-566-9725		N

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6) **Total # of Interviewees Referred:** For the period from May 23, 2013, through May 22, 2014, this Employment Unit interviewed 50 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) **Participation in Job Fairs**

Community College of So. Nevada Job Fair

Date: 09/10/2013

Personnel involved: HR Administrator, Program Director

The Employment Unit participated in a job fair held by Community College of So. Nevada. Employment Unit personnel with substantial responsibilities in the making of hiring decisions attended. Employment Unit representatives distributed descriptions of job openings at the Employment Unit and invited attendees to apply online at [www.cbsradio.com](http://www.cbsradio.com). Employment Unit personnel in attendance were available to answer questions about careers in broadcasting generally.

NAB Job Fair

Date: 04/09/2014

Personnel involved: HR Administrator, Web Master

The Employment Unit participated in a job fair at NAB show. Employment Unit personnel with substantial responsibilities in the making of hiring decisions attended. Employment Unit representatives distributed descriptions of job openings at the Employment Unit and invited attendees to apply online at [www.cbsradio.com](http://www.cbsradio.com). Employment Unit personnel in attendance were available to answer questions about careers in broadcasting generally.

b) **Hosting of Job Fairs**

Las Vegas Cluster Job Fair

Date: 03/22/2014

Personnel involved: HR Administrator, General Sales Manager, Controller

The Employment Unit Hosted a job fair at our Station. Employment Unit personnel with substantial responsibilities in the making of hiring decisions hosted and attended. Employment Unit representatives conducted interviews, distributed descriptions of job openings at the Employment Unit and invited attendees to apply online at [www.cbsradio.com](http://www.cbsradio.com). Employment Unit personnel in attendance were available to answer questions about careers in broadcasting generally.

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

Entertainment Industry College Outreach Program (EICOP)

Date: 10/03/2013

Personnel Involved: Regional HR Director

CBS Entertainment participated in this annual event, held at Florida A&M University (FAMU). EICOP is an education, recruitment, and diversity program that tours Historically Black Colleges and Universities (HBCU) throughout the country bringing a unique view and opportunity to students interested in the entertainment industry. Through workshops, panel discussions, and a recruitment fair with professionals in the industry, students from FAMU's School of Journalism and Graphic Communication gained a rare inside look of major entertainment studios and networks. One of the regional HR directors for CBS Radio participated in the panel discussion and provided students with information on job and internship opportunities at CBS Radio (including openings at the Employment Unit) and the skills trending in today's

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environment. During the Q&A session, students were most interested in finding out how they could make their resumes stand out and how they could get started in the entertainment industry.

Hiring Veterans Program at the NAB Show

Date: 04/09/14

Personnel involved: HR Administrator

The Employment Unit's HR administrator attended a panel discussion on hiring veterans at the NAB show. The panel focused on issues in hiring veterans and family members and best ways to reach out to veterans about job opportunities at the Employment Unit. We added UNLV Veterans outreach to our recruitment list.

**d) Participation in Career Events Sponsored by Educational Institutions**

Class Presentation at UNLV

Date: 4/04/2014

Personnel involved: KXTE (FM) Afternoon On Air Talent

One of the Employment Unit's on air talents spoke to a group of University of Las Vegas students interested in media. Students were able to learn about career opportunities available in the broadcasting industry and the job skills necessary to compete for them. The on air talent was also available to answer questions about careers in broadcasting and jobs and internships at the Employment Unit.

Class Presentation at UNLV

Date: 4/11/2014

Personnel involved: KMXB (FM) Afternoon On Air Talent

One of the Employment Unit's on air talents spoke to a group of University of Las Vegas students interested in media. Students were able to learn about career opportunities available in the broadcasting industry and the job skills necessary to compete for them. The on air talent was also available to answer questions about careers in broadcasting and jobs and internships at the Employment Unit.

UNLV Radio Station Presentation

Date: 04/25/2014

Personnel involved: KLUC (FM) Program Director

One of the Employment Unit's program directors spoke to students involved with the University of Las Vegas radio station (KUNV). Students were able to learn about career opportunities available in the broadcasting industry and the job skills necessary to compete for them. The program director was also available to answer questions about careers in broadcasting and jobs and internships at the Employment Unit.

**e) Internship Program**

CBS Radio Las Vegas Internship Program

Date: Ongoing

Personnel Involved: General Sales Managers, Program Directors, Marketing Directors

This Employment Unit has an ongoing internship program designed to assist members of the community in acquiring skills needed for broadcast employment. The Employment Unit conducts an internship program within the Promotions, Programming, Sales, and Production Departments. During each internship, interns learn about careers in broadcasting. During this reporting period, this Employment Unit had 2 interns.

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f) **Training of Management-Level Personnel**

*CBS Corporation Compliance Training Program*

Date: Ongoing

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

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. Employees received the 2012 CBS Corporation Business Conduct Statement in July 2012 and were required to complete related online training during the period October to November 2012. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation quarterly compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: the Company's anti-retaliation policy, appropriate use of social media and financial integrity. In addition, all full time employees were required to take the "Preventing Sexual Harassment in Today's Workplace" online course and all supervisory managers were required to complete "Addressing Sexual Harassment in Today's Workplace" in July/August 2013.

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

*Contributions to CBS Radio Career Website*

Date: Ongoing

Personnel involved: Market EEO Compliance Officer

The Employment Unit has made significant contributions to the CBS Radio career website ([www.cbsradio.com](http://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 Las Vegas.

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## **Attachment A**

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

SimplyHired – [www.simplyhired.com](http://www.simplyhired.com)

Indeed – [www.indeed.com](http://www.indeed.com)

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

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

Oodle – <http://jobs.oodle.com/>

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

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

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

Spoke.com – <http://www.spoke.com/>

HR.com – <http://www.hr.com/>

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

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## Attachment B



### **Details of AJE Job Posting Outreach in Support of OFCCP Compliance**

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

#### **AJE Job Network:**

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

#### **AJE Outreach Partner Network<sup>1</sup>:**

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

- Niche Job Boards
  - Veterans Job Boards
    - VeteransJobs.net: [www.veteranjobs.net](http://www.veteranjobs.net)
    - Disabled American Vets: [www.jofdav.com](http://www.jofdav.com)
    - All Veteran Jobs: [www.allveteranjobs.com](http://www.allveteranjobs.com)
  - Disability Job Boards
    - Disability Jobs: [www.disabilityjobs.net](http://www.disabilityjobs.net)
    - Disabled Person: [www.disabledperson.com](http://www.disabledperson.com)

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



- Ability Links: [www.abilitylinks.org](http://www.abilitylinks.org)
- Diversity Job Boards
  - Diversity Jobs: [www.diversityjobs.com](http://www.diversityjobs.com)
  - Asian Hires: [www.asianhires.com](http://www.asianhires.com)
  - African American Hires: [www.africanamericanhires.com](http://www.africanamericanhires.com)
  - All Hispanic Jobs: [www.allhispanicjobs.com](http://www.allhispanicjobs.com)
  - All LGBT Jobs: [www.alllgbtjobs.com](http://www.alllgbtjobs.com)
- National Job Board Aggregators
  - Indeed: [www.indeed.com](http://www.indeed.com)
  - Simply Hired: [www.simplyhired.com](http://www.simplyhired.com)
  - Beyond: [www.beyond.com](http://www.beyond.com)
- Community Based Organizations
  - Easter Seals (several local chapters)
  - Goodwill Industries (several local chapters)
  - Arc (several local chapters)
  - New England Center for Homeless Veterans
  - US Veterans Initiative
- Government Sponsored Sites
  - VetSuccess: [www.vetsuccess.gov](http://www.vetsuccess.gov)
  - Veterans Job Bank:  
[www.nationalresourcedirectory.gov/home/veterans\\_job\\_bank](http://www.nationalresourcedirectory.gov/home/veterans_job_bank)
  - State Department of Rehabilitation
  - U.S. Department of Veterans Affairs

### AJE State Distribution Network<sup>2</sup>:

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

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

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