

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 22, 2015-September 21, 2016

1) Employment Unit: CBS Radio – Seattle, WA

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

KMPS-FM Seattle, WA

KJAQ-FM Seattle, WA

KZOK-FM Seattle, WA

KFNQ-AM Seattle, WA

3) EEO Contact Information for Employment Unit:

Mailing Address: CBS RADIO 1000 Dexter Ave. N., Ste. 100 Seattle, WA 98109	Telephone Number: 206-805-1100
	Contact Person/Title: Heidi Bamer/Nat'l Sales/HR Asst.
	E-mail Address: Heidi.bamer@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
(1) KZOK Account Executive	Indeed.com
(2) KMPS Account Executive	Indeed.com
(3) Sales Assistant (Cluster)	Indeed.com
(4) Chief Engineer (Cluster)	Employee Referral
(5) Assistant Controller (Cluster)	Indeed.com
(6) KZOK Account Executive	Employee Referral
(7) KMPS Account Executive	Employee Referral
(8) Controller (Cluster)	CBS Radio Career Site
(9) Digital Sales Planner (Cluster)	Employee Referral
(10) KMPS Sales Assistant	Indeed.com
(11) KMPS Promotions Coordinator	CBS Radio Career Site
(12) Marketing Director (Cluster)	Employee Referral (promoted within)
(13) KZOK Account Executive	Employee Referral
(14) KMPS Traffic Continuity	Employee Referral
(15) Digital Content Manager (Cluster)	Employee Referral

Stations KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM are Equal Opportunity Employers.

5) Job Title: KZOK Account Executive Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com [*]	Via Avature	www.cbsradio.com	N/A		NO
Employee Referral	N/A	N/A	N/A		NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A	1	NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mscott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 youglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

5) Job Title: KMPS Account Executive Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A		NO
Employee Referral	N/A	N/A	N/A		NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A	1	NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskj@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mscott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 youglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

5) Job Title: Sales Assistant (Cluster) Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A	4	NO
Employee Referral	N/A	N/A	N/A		NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A	3	NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskj@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mscott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 youglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

5) Job Title: Chief Engineer (Cluster) 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)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A		NO
Employee Referral	N/A	N/A	N/A	2	NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A		NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mccott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 youglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

**5) Job Title: Assistant Controller
(Cluster)**

Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A	1	NO
Employee Referral	N/A	N/A	N/A		NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A	2	NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mccott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 yonglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

5) Job Title: **KZOK Account Executive** 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)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A		NO
Employee Referral	N/A	N/A	N/A	1	NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A		NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mscott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 yonglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplcity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

5) Job Title: KMPS Account Executive 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)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A		NO
Employee Referral	N/A	N/A	N/A	1	NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A		NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mscott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 youglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

5) Job Title: Controller (Cluster)

Referral Source(s) of Hire: CBS Radio Career Site

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A	2	NO
Employee Referral	N/A	N/A	N/A		NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A		NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 miscott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 youglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

**5) Job Title: Digital Sales Planner
(Cluster)**

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)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A	2	NO
Employee Referral	N/A	N/A	N/A	1	NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A		NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mscott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 youglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

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

Referral Source(s) of Hire: **Indeed.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A		NO
Employee Referral	N/A	N/A	N/A	1	NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A	2	NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mscott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 yonglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplcity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

5) Job Title: KMPS Promotions Director Referral Source(s) of Hire: CBS Radio Career Site

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A	2	NO
Employee Referral	N/A	N/A	N/A		NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A		NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mscott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 yonglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

5) Job Title: Marketing Director (Cluster)

Referral Source(s) of Hire: Employee Referral (Promoted within)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A		NO
Employee Referral	N/A	N/A	N/A	1	NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A		NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mccott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 youglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM are Equal Opportunity Employers.

5) Job Title: KZOK Account Executive 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)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A		NO
Employee Referral	N/A	N/A	N/A	1	NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A		NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 miscott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 youglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

5) Job Title: KMPS Traffic Continuity 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)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A	3	NO
Employee Referral	N/A	N/A	N/A	3	NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A	2	NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskj@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mscott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 youglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

5) Job Title: Digital Content Manager (Cluster) 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)
CBSRadio.com*	Via Avature	www.cbsradio.com	N/A	4	NO
Employee Referral	N/A	N/A	N/A	3	NO
CBS Campus Recruiting	Via Avature	www.cbcorporation.com	N/A		NO
CBS Corporation	Via Avature	www.cbcorporation.com	N/A		NO
CBS Internal Gateway	Via Avature	www.cbsandyou.com	N/A		NO
Indeed.com	N/A	Notified through recruitment software (see attachments A-C)	N/A		NO
City University	Eileen Ryan-Rojas	11900 NE First St., Bellevue, WA 98005 careers@cityu.edu	425-709-7607		NO
WSAB-Washington State Association of Broadcasters	Char Meyers	724 Columbia St. NW, #310, Olympia, WA 98501 www.wsabjobbank@earthlink.net	360-705-0774		NO
Work Source Thurston County	Jeannie House	1570 Irving St. SW, Tumwater, WA 98512 jhouse@worksourcethurston.org	360-704-3585		NO
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave., Seattle, WA 98122 mharris@urbanleague.com	206-461-3792		NO
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447 lisoskjm@plu.edu	253-531-6900		NO
Washington State University	Via Website	PO Box 64, Pullman, WA 99164 www.wsujobs.com	509-335-3564		NO
Bates Technical College	Career Center	1101 Yakima Ave., Tacoma, WA 98405 mccott@bates.ctc.edu	253-680-7002		NO
University of Southern California	Megan Hutaff	3502 Watt Way ASC 154, LA, CA 90089 meganh@usc.edu	213-821-1514		NO
Asian Counseling and Referral Service	Yong Lim Oshie	3939 Martin Luther King Jr. Way, Seattle, WA 98144 youglim@acrs.org	206-695-7590		NO
You Mega Classifieds	Lisa OmoKawa	316 Maynard Ave. S. #110, Seattle, WA 98104 lisa.omokawa@us-lighthouse.com	206-624-5777		NO
Seattle Area Radio Association	Chuck Maylin	PO Box 9392 Seattle, WA 98109 chuck@bizop.bz	206-779-8723		NO
Western Washington University	Via website	WWU, Bellingham, WA 98225 Wwu-csm@symplicity.com	360-650-3000		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 KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM are Equal Opportunity Employers.

6) **Total # of Interviewees Referred:** For the period from, this Employment Unit interviewed 43 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) **Participation in Job Fairs**

Highland Community College Spring Job Fair

Date: April 18, 2016 2pm-5pm

Personnel involved: Market Manager, National Sales Coordinator/HR Assistant

On April 18, 2016, the Market Manager, whom has substantial responsibility in making hiring decisions, attended the Highland Community College Spring Job Fair. Attendees were able to ask Employment Unit personnel about careers in broadcasting and jobs at the Employment Unit, and they were instructed to apply online at www.cbsradio.com for all job postings with CBS Radio.

University of Washington Marketing, Media and Communications Fair

Date: April 28, 2016 2pm-5pm

Personnel involved: Marketing Director, National Sales Coordinator/HR Assistant

On April 28, 2016, the Marketing Director, whom has substantial responsibility in making hiring decisions, attended the University of Washington Marketing, Media and Communications Fair. Attendees were able to ask Employment Unit personnel about careers in broadcasting and jobs at the Employment Unit, and they were instructed to apply online at www.cbsradio.com for all job postings with CBS Radio.

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

January 2016

Job Shadow – Max Carson

Learned about radio and different positions, shadowed with General Sales Manager, Morning Show and Production.

May 12, 2016

Evergreen College

General Sales Manager and Director of Marketing hosted 30 students/teachers from 1:30-2:30

Speaking about Radio.

June 14, 2016

Central Washington University

Market Manager taught Radio Sales classes for 22 CWU Students

c) **Internships**

Date: Ongoing

Personnel involved: Marketing Director, Promotions Director

During this reporting period, the Employment Unit provided 18 college students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.

**Stations KMPS-FM, KZOK-FM, KJAQ-FM, KFNQ-AM
are Equal Opportunity Employers.**

d) **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. All full time Employment Unit employees received the 2014 CBS Corporation Business Conduct Statement in September 2014 and were required to complete related online training by October 15, 2014. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: anti-bribery and anti-corruption laws, diversity at CBS and business travel and expenses. Beginning in September 2015, all full-time employees were required to take an online course "Sexual Harassment: Our Expectations for a Respectful Workplace" and all supervisory managers were required to complete an additional online course "Sexual Harassment: What Leaders Need to Know."

CBS Radio Management-Level Training

Date: Ongoing

Personnel involved: All management-level employees

On an ongoing basis, the Employment Unit's management-level personnel receive training on methods of ensuring equal employment opportunity and preventing discrimination.

e) **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), 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 Seattle.

Attachment A

Job Syndication Alliances

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

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

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

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

DirectEmployers.org

State Workforce Agency Veteran/Military Sites	
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInAZ Veterans (Arizona State Workforce)	http://workinaz-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/

Federal Government Sites	
American Job Center (USDOL)	http://jobcenter.usa.gov/find-a-job
CareerOneStop (USDOL/ETA)	http://www.careeronestop.org/JobSearch/JobSearch.aspx
eBenefits Employment Center Veterans Job Bank	https://www.ebenefits.va.gov/ebenefits/jobs
Hero 2 Hired (H2H)	https://h2h.jobs/
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' and 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org
Summer.jobs (White House Sponsored Initiative)	http://www.whitehouse.gov/economy/jobs/youthjobs/
Virtual Career Network Healthcare (USDOL/ETA)	https://www.vcn.org/healthcare/findwork

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

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

DirectEmployers.org

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

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

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

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

College Network

Abilene Christian University
Alabama State
Albany College of Pharmacy & Health Sciences
Albany State University
Alcorn State University
Alfred University
Alma College
American Jewish University
American Public University System
American Sentinel University
Amherst College
Amridge University
Anderson University (IN)
Anne Arundel
Appalachian State University
Arizona State University
Arkansas Northeastern College
Arkansas State University
Arkansas State University Beebe
Arkansas State University Mountain Home
Arkansas State University Newport
Armstrong Atlantic
Assumption College
Athens State University
Auburn University
Augsburg College
Augustana College, Illinois
Averett University
Azusa Pacific University
Babson College
Baker College
Ball State
Barnard College
Bates College
Bay Path College
Bellevue College (WA)
Belmont Abbey College
Beloit College
Bennington College
Bentley University, Career Services
Berkeley College

Berklee College of Music

Monroe College
Moorpark College
Morehead State University
Morton College
Moultrie Technical College
Mount St. Mary's College (Los Angeles)
Mt. Holyoke College
Mt. Hood Community College, Business Center
Mt. San Antonio College
Mt. San Jacinto College
National Park Community College
National University
Navarro College
Nevada State College
New Jersey Institute of Technology
New York University
New York University, Abu Dhabi
Newberry 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
Northeast Alabama Community College
Northern Essex Community College
Northwest Arkansas Community College
Northwest Missouri
Northwestern University
Northwestern University School of Communication
Norwich University
Notre Dame de Namur
Nova Southeastern
Nyack College
Oakland University
Oberlin College
Occidental College
Ohio Christian University
Ohio Northern University
Ohio State, Arts & Sciences Career Services
Ohio State, Buckeye Careers Network
Ohio State, College of Food, Agriculture &
Environmental Sciences

DirectEmployers.org

DirectEmployers

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

DirectEmployers.org

DirectEmployers

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

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

DirectEmployers.org

DirectEmployers

CUNY Graduate Center	SUNY University at Buffalo
CUNY Graduate School of Journalism	Susquehanna University
CUNY Hostos Community College	Syracuse University
CUNY Hunter College	Tallahassee Community College
CUNY John Jay College of Criminal Justice	Tarleton State
CUNY LaGuardia Community College	Tennessee State
CUNY Lehman College	Texas A&M Central Texas
CUNY Macaulay Honors College	Texas A&M College Station
CUNY Medgar Evers College	Texas A&M Kingsville
CUNY Queens College	Texas A&M San Antonio
CUNY Service Corps	Texas A&M Texarkana
CUNY York College	Texas A&M University Qatar
Cypress College	Texas Tech, Health Sciences Center School of Nursing
Dallas County Community College District (DCCCD)	Texas Tech, Rawls College of Business
Daniel Webster College	Texas Wesleyan University
Dartmouth College, Health Policy & Clinical Practice	Texas Woman's University
Dartmouth College, Thayer School of Engineering	The Citadel
Davidson College	The College of New Rochelle
Dean College	The King's College
Delaware State University	The New School
Delaware Technical Community College	The Universities at Shady Grove
Delaware Valley College	The University of the Arts
Delta State	Thomas Jefferson University
Denison University	Touro College
Depauw University	Trident Technical College
DeSales University	Trine University
Dominican College	Trinity College (CT)
Dominican University of California	Trinity Washington University
Dowling College	Troy University
Drake University	Truckee Meadows Community College
Drew University	Tufts University, Office of Public Health
Drexel University	Tulane University
Dunwoody College of Technology	Tuskegee
Earlham College	UCAN, University Career Action Network
East Georgia State College	UCLA
East Stroudsburg University of Pennsylvania (PASSHE)	UCLA, School of Public Affairs
Eastern Illinois University	University of Akron
Eastern Washington University	University of Alabama
Eckerd College	University of Alaska Fairbanks
Edinboro University of Pennsylvania (PASSHE)	University of Arizona
EduK Group	University of Arkansas at Fayetteville
Ehove Career Center	University of Arkansas at Fort Smith
Elmhurst College	University of Arkansas at Little Rock
Emerson College, Los Angeles Center	University of Arkansas at Little Rock, College of Engineering & Information Technology

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

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

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

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

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

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

DirectEmployers.org

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>Fayetteville</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>			