

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: November 22, 2014 – November 21, 2015.

1) **Employment Unit:** CBS Radio –Hartford, CT

2) **Unit Members (Stations and Communities of License):** WZMX-FM, Hartford, CT
 WRCH-FM, New Britain, CT
 WTIC-AM, Hartford, CT
 WTIC-FM, Hartford, CT

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

Mailing Address: 10 Executive Drive Farmington, CT 06032	Telephone Number: 860-677-6700
	Contact Person/Title: Jaime Guccione Payroll & Benefits Administrator
	E-mail Address: Jaime.guccione@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
(1) Account Executive 1	Referral
(2) Account Executive 2	CBSRadio.com
(3) Administrative Assistant	Indeed.com
(4) Local Sales Manager	CBSRadio.com (Internal Candidate)
(5) National Sales Assistant	Referral
(6) Overnight News Anchor	CBSRadio.com (Internal Candidate)
(7) Sales Assistant	CBSRadio.com
(8) Talk Show Host	CBSRadio.com (Internal Candidate)

5) **Job Title:** Account Executive 1, 2 **Referral Source(s) of Hiree:** Referral, CBS 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)
CBS Radio.com*	N/A	www.cbsradio.com/careers	N/A	7	No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., Indeed.com, Direct Employers Association (“DEA”), etc.) using the CBS Radio recruitment software, listed on Attachment A. Notices that the Employment Unit

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSandYou.com	N/A	www.cbsandyou.com	N/A	0	No
CBSCorporation.com	N/A	www.cbcorporation.com/careers	N/A	0	No
Connecticut Broadcasters Association (CBA)	Michael Ryan President	P.O. Box 1785 Avon, CT 06001 myran@ctba.org	860-305-2038	0	No
Central Connecticut State University (CCSU)	Cathy Sylvester	1615 Stanley Street New Britain, CT 06053 sylvestercab@ccsu.edu	860-832-3200	0	No
Charter Oak Cultural Club	Rebecca Scorso	21 Charter Oak Avenue Hartford, CT 06106 rebeccascorso@charteroakcenter.org	860-249-1207	0	No
CRT Community Renewal Team	Miriam Gonzalez HR Rep.	555 Windsor St. Hartford, CT 06120-2418 www.crtct.org	860-560-5600	0	No
CT Puerta Rican Forum, Inc	Nilda Velez/ Job Coordinator	95 Park Street 3 rd Floor Hartford, CT 06106 latinoprogress@ctprf.org	860-247-3227 Ext 11	0	No
CT School of Broadcasting	Ron Zorn	Radio Park Farmington, CT 06032	860-232-9988	0	No
CT State Department of Labor	HR or Affirmative Action Administrator	200 Folly Brook Blvd Wethersfield, Ct 06109	860-263-600	0	No
Ebony Horsewomen, Inc.	Dominique Bourgeois/ Office Coordinator	1132 Blue Hills Avenue Bloomfield, CT 06002-2760 ebonyhorse@sbsglobal.net	860-293-2914	0	No
Greater Hartford NAACP	Abdul Shahid	P.O. Box 1012 Hartford, CT 06143 Abdul-shahid@sbsglobal.net	877-622-2798 or 410-521-4639	0	No
Hartford Seminary Black Ministries	HR Director	77 Sherman Street Hartford, CT 06105 info@hartsem.edu	860-509-9555	0	No
Nutmeg Big Brother/Big Sisters	J. Gordon or Office Manager	30 Laurel Street Suite 3 Hartford, CT06106 jgordon@bbbsnutmeg.org	860-525-5437 Ext 26	0	No
Permanent Commission Status of Women	Susan Hoover Special Projects Director	18 Trinity Street Hartford, CT 06106	860-240-8300	0	No
Professional Computer Resources (Recruiter)	Larry Spivey	1500 South Blvd, #201-B Charlotte, NC 28203	704-332-7226	0	No
Quinnipiac University School of Communication	Joseph Catrino - Assistant Dean	275 Mt Carmel Avenue Hamden, CT 06518 Joseph.catrino@quinnipiac.edu	203-582-8974	0	No
Referral	N/A	N/A	N/A	3	No

distributes to DEA are further distributed by DEA to a broad network of recruitment sources, listed on Attachment B. Note that these lists may change from time to time.

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Spanish American Merchants Association	Norma Hernandez – Office Manager	95 Park Street Hartford, CT 06106 Norma_hernandez@samact.org	860-278-5825	0	No
U.S Department of Veterans Affairs	Monita Sundell, June Heffernan	555 Willard Avenue Newington, CT 06111 June.heffernan@va.gov	860-594-6308 860-594-6323	0	No

Account Executive 1 and 2 were filled from the same flight of recruiting announcements.

5) Job Title: Administrative 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)
CBS Radio.com*	N/A	www.cbsradio.com/careers	N/A	5	No
CBSandYou.com	N/A	www.cbsandyou.com	N/A	0	No
CBS Corporation.com	N/A	www.cbcorporation.com/careers	N/A	0	No
Connecticut Broadcasters Association (CBA)	Michael Ryan President	P.O. Box 1785 Avon, CT 06001 myran@ctba.org	860-305-2038	0	No
Central Connecticut State University (CCSU)	Cathy Sylvester	1615 Stanley Street New Britain, CT 06053 sylvestercab@ccsu.edu	860-832-3200	0	No
Charter Oak Cultural Club	Rebecca Scorso	21 Charter Oak Avenue Hartford, CT 06106 rebeccascorso@charteroakcenter.org	860-249-1207	0	No
CRT Community Renewal Team	Miriam Gonzalez HR Rep.	555 Windsor St. Hartford, CT 06120-2418 www.crtct.org	860-560-5600	0	No
CT Puerta Rican Forum, Inc	Nilda Velez/ Job Coordinator	95 Park Street 3 rd Floor Hartford, CT 06106 latinoprogress@ctprf.org	860-247-3227 Ext 11	0	No
CT School of Broadcasting	Ron Zorn	Radio Park Farmington, CT 06032	860-232-9988	0	No
CT State Department of Labor	HR or Affirmative Action Administrator	200 Folly Brook Blvd Wethersfield, Ct 06109	860-263-600	0	No
Ebony Horsewomen, Inc.	Dominique Bourgeois/ Office Coordinator	1132 Blue Hills Avenue Bloomfield, CT 06002-2760 ebonyhorse@sbsglobal.net	860-293-2914	0	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Hartford NAACP	Abdul Shahid	P.O. Box 1012 Hartford, CT 06143 Abdul-shahid@sbsglobal.net	877-622-2798 or 410-521-4639	0	No
Hartford Seminary Black Ministries	HR Director	77 Sherman Street Hartford, CT 06105 info@hartsem.edu	860-509-9555	0	No
Nutmeg Big Brother/Big Sisters	J. Gordon or Office Manager	30 Laurel Street Suite 3 Hartford, CT06106 jgordon@bbbsnutmeg.org	860-525-5437 Ext 26	0	No
Permanent Commission Status of Women	Susan Hoover Special Projects Director	18 Trinity Street Hartford, CT 06106	860-240-8300	0	No
Professional Computer Resources (Recruiter)	Larry Spivey	1500 South Blvd, #201-B Charlotte, NC 28203	704-332-7226	0	No
Quinnipiac University School of Communication	Joseph Catrino - Assistant Dean	275 Mt Carmel Avenue Hamden, CT 06518 Joseph.catrino@quinnipiac.edu	203-582-8974	0	No
Referral	N/A	N/A	N/A	1	No
Spanish American Merchants Association	Norma Hernandez – Office Manager	95 Park Street Hartford, CT 06106 Norma_hernandez@samact.org	860-278-5825	0	No
U.S Department of Veterans Affairs	Monita Sundell, June Heffernan	555 Willard Avenue Newington, CT 06111 June.heffernan@va.gov	860-594-6308 860-594-6323	0	No

5) Job Title: Local Sales Manager

Referral Source(s) of Hire: CBSRadio.com (Internal Candidate)

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.com*	N/A	www.cbsradio.com/careers	N/A	6	No
CBSandYou.com	N/A	www.cbsandyou.com	N/A	0	No
CBSCorporation.com	N/A	www.cbcorporation.com/careers	N/A	0	No
Connecticut Broadcasters Association (CBA)	Michael Ryan President	P.O. Box 1785 Avon, CT 06001 myran@ctba.org	860-305-2038	0	No
Central Connecticut State University (CCSU)	Cathy Sylvester	1615 Stanley Street New Britain, CT 06053 sylvestercab@ccsu.edu	860-832-3200	0	No

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Charter Oak Cultural Club	Rebecca Scorso	21 Charter Oak Avenue Hartford, CT 06106 rebeccascorso@charteroakcenter.org	860-249-1207	0	No
CRT Community Renewal Team	Miriam Gonzalez HR Rep.	555 Windsor St. Hartford, CT 06120-2418 www.crtct.org	860-560-5600	0	No
CT Puerto Rican Forum, Inc	Nilda Velez/ Job Coordinator	95 Park Street 3 rd Floor Hartford, CT 06106 latinoprogress@ctprf.org	860-247-3227 Ext 11	0	No
CT School of Broadcasting	Ron Zorn	Radio Park Farmington, CT 06032	860-232-9988	0	No
CT State Department of Labor	HR or Affirmative Action Administrator	200 Folly Brook Blvd Wethersfield, Ct 06109	860-263-600	0	No
Ebony Horsewomen, Inc.	Dominique Bourgeois/ Office Coordinator	1132 Blue Hills Avenue Bloomfield, CT 06002-2760 ebonyhorse@sbsglobal.net	860-293-2914	0	No
Greater Hartford NAACP	Abdul Shahid	P.O. Box 1012 Hartford, CT 06143 Abdul-shahid@sbsglobal.net	877-622-2798 or 410-521-4639	0	No
Hartford Seminary Black Ministries	HR Director	77 Sherman Street Hartford, CT 06105 info@hartsem.edu	860-509-9555	0	No
Nutmeg Big Brother/Big Sisters	J. Gordon or Office Manager	30 Laurel Street Suite 3 Hartford, CT06106 jgordon@bbbsnutmeg.org	860-525-5437 Ext 26	0	No
Permanent Commission Status of Women	Susan Hoover Special Projects Director	18 Trinity Street Hartford, CT 06106	860-240-8300	0	No
Professional Computer Resources (Recruiter)	Larry Spivey	1500 South Blvd, #201-B Charlotte, NC 28203	704-332-7226	0	No
Quinnipiac University School of Communication	Joseph Catrino - Assistant Dean	275 Mt Carmel Avenue Hamden, CT 06518 Joseph.catrino@quinnipiac.edu	203-582-8974	0	No
Referral	N/A	N/A	N/A	0	No
Spanish American Merchants Association	Norma Hernandez – Office Manager	95 Park Street Hartford, CT 06106 Norma_hernandez@samact.org	860-278-5825	0	No
U.S Department of Veterans Affairs	Monita Sundell, June Heffernan	555 Willard Avenue Newington, CT 06111 June.heffernan@va.gov	860-594-6308 860-594-6323	0	No

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5) Job Title: National Sales Assistant, Sales Assistant **Referral Source(s) of Hiree:** Referral, CBSRadio.com

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.com*	N/A	www.cbsradio.com/careers	N/A	4	No
CBSandYou.com	N/A	www.cbsandyou.com	N/A	0	No
CBSCorporation.com	N/A	www.cbcorporation.com/careers	N/A	0	No
Connecticut Broadcasters Association (CBA)	Michael Ryan President	P.O. Box 1785 Avon, CT 06001 myran@ctba.org	860-305-2038	0	No
Central Connecticut State University (CCSU)	Cathy Sylvester	1615 Stanley Street New Britain, CT 06053 sylvestercab@ccsu.edu	860-832-3200	0	No
Charter Oak Cultural Club	Rebecca Scorso	21 Charter Oak Avenue Hartford, CT 06106 rebeccascorso@charteroakcenter.org	860-249-1207	0	No
CRT Community Renewal Team	Miriam Gonzalez HR Rep.	555 Windsor St. Hartford, CT 06120-2418 www.crtct.org	860-560-5600	0	No
CT Puerta Rican Forum, Inc	Nilda Velez/ Job Coordinator	95 Park Street 3 rd Floor Hartford, CT 06106 latinoprogress@ctprf.org	860-247-3227 Ext 11	0	No
CT School of Broadcasting	Ron Zorn	Radio Park Farmington, CT 06032	860-232-9988	0	No
CT State Department of Labor	HR or Affirmative Action Administrator	200 Folly Brook Blvd Wethersfield, Ct 06109	860-263-600	0	No
Ebony Horsewomen, Inc.	Dominique Bourgeois/ Office Coordinator	1132 Blue Hills Avenue Bloomfield, CT 06002-2760 ebonyhorse@sbsglobal.net	860-293-2914	0	No
Greater Hartford NAACP	Abdul Shahid	P.O. Box 1012 Hartford, CT 06143 Abdul-shahid@sbsglobal.net	877-622-2798 or 410-521-4639	0	No
Hartford Seminary Black Ministries	HR Director	77 Sherman Street Hartford, CT 06105 info@hartsem.edu	860-509-9555	0	No
Nutmeg Big Brother/Big Sisters	J. Gordon or Office Manager	30 Laurel Street Suite 3 Hartford, CT06106 jgordon@bbbsnutmeg.org	860-525-5437 Ext 26	0	No
Permanent Commission Status of Women	Susan Hoover Special Projects Director	18 Trinity Street Hartford, CT 06106	860-240-8300	0	No

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Quinnipiac University School of Communication	Joseph Catrino - Assistant Dean	275 Mt Carmel Avenue Hamden, CT 06518 Joseph.catrino@quinnipiac.edu	203-582-8974	1	No
Referral	N/A	N/A	N/A	2	No
Spanish American Merchants Association	Norma Hernandez – Office Manager	95 Park Street Hartford, CT 06106 Norma_hernandez@samact.org	860-278-5825	0	No
U.S Department of Veterans Affairs	Monita Sundell, June Heffernan	555 Willard Avenue Newington, CT 06111 June.heffernan@va.gov	860-594-6308 860-594-6323	0	No

National Sales Assistant and Sales Assistant were filled from the same flight of recruiting announcements.

5) Job Title: Overnight News Anchor **Referral Source(s) of Hire:** CBSRadio.com (Internal Candidate)

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.com*	N/A	www.cbsradio.com/careers	N/A	5	No
CBSandYou.com	N/A	www.cbsandyou.com	N/A	0	No
CBSCorporation.com	N/A	www.cbcorporation.com/careers	N/A	0	No
Connecticut Broadcasters Association (CBA)	Michael Ryan President	P.O. Box 1785 Avon, CT 06001 myran@ctba.org	860-305-2038	0	No
Central Connecticut State University (CCSU)	Cathy Sylvester	1615 Stanley Street New Britain, CT 06053 sylvestercab@ccsu.edu	860-832-3200	0	No
Charter Oak Cultural Club	Rebecca Scorso	21 Charter Oak Avenue Hartford, CT 06106 rebeccascorso@charteroakcenter.org	860-249-1207	0	No
CRT Community Renewal Team	Miriam Gonzalez HR Rep.	555 Windsor St. Hartford, CT 06120-2418 www.crtct.org	860-560-5600	0	No
CT Puerta Rican Forum, Inc	Nilda Velez/ Job Coordinator	95 Park Street 3 rd Floor Hartford, CT 06106 latinoprogress@ctprf.org	860-247-3227 Ext 11	0	No

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CT School of Broadcasting	Ron Zorn	Radio Park Farmington, CT 06032	860-232-9988	2	No
CT State Department of Labor	HR or Affirmative Action Administrator	200 Folly Brook Blvd Wethersfield, Ct 06109	860-263-600	0	No
Ebony Horsewomen, Inc.	Dominique Bourgeois/ Office Coordinator	1132 Blue Hills Avenue Bloomfield, CT 06002-2760 ebonyhorse@sbsglobal.net	860-293-2914	0	No
Greater Hartford NAACP	Abdul Shahid	P.O. Box 1012 Hartford, CT 06143 Abdul-shahid@sbsglobal.net	877-622-2798 or 410-521-4639	0	No
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Nutmeg Big Brother/Big Sisters	J. Gordon or Office Manager	30 Laurel Street Suite 3 Hartford, CT06106 jgordon@bbbsnutmeg.org	860-525-5437 Ext 26	0	No
Permanent Commission Status of Women	Susan Hoover Special Projects Director	18 Trinity Street Hartford, CT 06106	860-240-8300	0	No
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Referral	N/A	N/A	N/A	0	No
Spanish American Merchants Association	Norma Hernandez – Office Manager	95 Park Street Hartford, CT 06106 Norma_hernandez@samact.org	860-278-5825	0	No
U.S Department of Veterans Affairs	Monita Sundell, June Heffernan	555 Willard Avenue Newington, CT 06111 June.heffernan@va.gov	860-594-6308 860-594-6323	0	No

5) Job Title: Talk Show Host

Referral Source(s) of Hire: CBSRadio.com (Internal Candidate)

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.com*	N/A	www.cbsradio.com/careers	N/A	3	No
CBSandYou.com	N/A	www.cbsandyou.com	N/A	0	No
CBS Corporation.com	N/A	www.cbcorporation.com/careers	N/A	0	No

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CRT Community Renewal Team	Miriam Gonzalez HR Rep.	555 Windsor St. Hartford, CT 06120-2418 www.crtct.org	860-560-5600	0	No
CT Puerto Rican Forum, Inc	Nilda Velez/ Job Coordinator	95 Park Street 3 rd Floor Hartford, CT 06106 latinoprogress@ctprf.org	860-247-3227 Ext 11	0	No
CT School of Broadcasting	Ron Zorn	Radio Park Farmington, CT 06032	860-232-9988	0	No
CT State Department of Labor	HR or Affirmative Action Administrator	200 Folly Brook Blvd Wethersfield, Ct 06109	860-263-600	0	No
Ebony Horsewomen, Inc.	Dominique Bourgeois/ Office Coordinator	1132 Blue Hills Avenue Bloomfield, CT 06002-2760 ebonyhorse@sbsglobal.net	860-293-2914	0	No
Greater Hartford NAACP	Abdul Shahid	P.O. Box 1012 Hartford, CT 06143 Abdul-shahid@sbsglobal.net	877-622-2798 or 410-521-4639	0	No
Hartford Seminary Black Ministries	HR Director	77 Sherman Street Hartford, CT 06105 info@hartsem.edu	860-509-9555	0	No
Nutmeg Big Brother/Big Sisters	J. Gordon or Office Manager	30 Laurel Street Suite 3 Hartford, CT06106 jgordon@bbbsnutmeg.org	860-525-5437 Ext 26	0	No
Permanent Commission Status of Women	Susan Hoover Special Projects Director	18 Trinity Street Hartford, CT 06106	860-240-8300	0	No
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Quinnipiac University School of Communication	Joseph Catrino - Assistant Dean	275 Mt Carmel Avenue Hamden, CT 06518 Joseph.catrino@quinnipiac.edu	203-582-8974	0	No
Referral	N/A	N/A	N/A	0	No
Spanish American Merchants Association	Norma Hernandez – Office Manager	95 Park Street Hartford, CT 06106 Norma_hernandez@samact.org	860-278-5825	0	No
U.S Department of Veterans Affairs	Monita Sundell, June Heffernan	555 Willard Avenue Newington, CT 06111 June.heffernan@va.gov	860-594-6308 860-594-6323	0	No

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6) Total # of Interviewees Referred: For the period from November 22, 2014, through November 21, 2015, this Employment Unit interviewed 39 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

a) Participation in Job Fairs

Latinas & Power Career Expo

Personnel Involved: EEO Recruiter & General Sales Manager

Date: 5/7/15

Career fair aimed at helping young Latina professionals in the Hartford area gain access to equal opportunities and professional development. Part of a larger symposium focused on the development of multicultural and diverse marketing strategies.

b) Co-Sponsoring of Job Fairs

Heroes for Hire Job Fair

Personnel Involved: EEO Recruiter & Senior Account Executive

Date: 4/14/15

A career fair co-sponsored by the Employment Unit held at Rentschler Field, which targeted returning veterans in an effort to help them transition back into civilian life.

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

Connecticut Broadcasters Association Nelson Brown Scholarship Program

Personnel Involved: Market Manager, General Sales Manager and Key Account Executive

Date: April-June 2015

Hartford's General Sales Manager acted as a judge for the CBA's annual scholarship program. Five applications were sent to the Market Manager for review, and then follow up interviews were conducted. The chosen applicant was awarded the Nelson Brown \$5,000 one year award to help in the applicant's pursuit of a career in broadcasting, communications, marketing, engineering or electronics.

d) Participation in Career Events Sponsored by Educational Institutions

Presentation at UCONN Radio (WHUS-FM)

Date: 2/7/15

Personnel Involved: Market Reporter

Market Reporter spoke to college news staff, and offered guidance on broadcast journalism. In addition to answering questions, he provided advice to these students about how to produce news stories for the radio.

Career Day Presentation at Charter Oak International Academy

Date: 3/26/15

Personnel Involved: Market Meteorologist

Market Meteorologist gave a presentation at career day regarding weather forecasting for broadcast media, and offered advice from his experience in the industry.

Class Presentation at CREC Museum Magnet School

Date: 3/30/15

Personnel Involved: Market Meteorologist

Market Meteorologist gave a presentation on weather and broadcasting

e) Sponsorship of Community Events to Inform Public of Careers in Broadcasting

Girl Scout Troop #66081

Date: 5/21/15

Personnel Involved: Promotion Director & Digital Content Coordinator

Employment Unit Digital Content Coordinator provided a Girl Scout Troop with a tour of the station facilities. They discussed the functions of a radio station, and the various job roles that can be found within a radio station

Change The Play Inc

Date: 6/23/15

Personnel Involved: Promotion Director & Digital Content Coordinator

Employment Unit Digital Content Coordinator provided a tour to approximately 12 members of the nonprofit/ educational organization. The organization promotes alternative career options in sports, media and entertainment to at-risk youth.

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Marc, Inc

Date: 9/22/15

Personnel Involved: Promotion Director & Digital Content Coordinator

Employment Unit Digital Content Coordinator provided a tour to approximately 10 members of this nonprofit organization aimed at helping disabled adults live, work and enjoy their community. They members were able to visit on-air studios, ask questions about broadcasting, etc.

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 appropriate workplace conduct and preventing sexual harassment and employment discrimination. 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: 11/10/15

Personnel involved: All management-level employees and EEO Compliance Officer

The Employment Unit's management-level personnel received training on methods of ensuring equal employment opportunity and preventing discrimination.

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), 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 Harford.

**Stations WZMX(FM), WRCH(FM), WTIC(AM) and WTIC(FM)
are Equal Opportunity Employers.**

Attachment A

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

SimplyHired – www.simplyhired.com

Indeed – 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/>

**Stations WZMX(FM), WRCH(FM), WTIC(AM) and WTIC(FM)
are Equal Opportunity Employers.**

Attachment B

DirectEmployers Association Job Syndication Alliances Recruitment Sources

**Stations WZMX(FM), WRCH(FM), WTIC(AM) and WTIC(FM)
are Equal Opportunity Employers.**

Job Syndication Alliances

DirectEmployers Association Job Syndication Alliances – Revised December 18, 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/
Easter Seals	http://easterseals.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)
Our Ability	http://www.ourability.com/
Quest	http://questinc.jobs/ (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
United Spinal Association	http://spinalcord.jobs/
US.jobs Disability	http://disability.jobs
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop. Jobs also appear on VetCentral search engine at http://vetcentral.us.jobs/vet_index.asp?stype=moc
Workforce Recruitment Program	http://wrp.jobs/
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/

Military Network Sites	
ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	http://casy.mscn.jobs/
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://msepjobs.militaryonesource.mil/job-map (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse Connections	http://militaryspouseconnection.jobs
Military Spouse Corporate Career Network (MSCCN)	http://www.mscn.org/Employers/DirectEmployers_Job_Board.html
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)

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.hirenethawaii.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/
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	Jobrapdio.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

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

Massachusetts:	<i>Boston</i>	<i>Springfield</i>	<i>Worcester</i>		
Michigan:	<i>Ann Arbor</i>	<i>Battle Creek</i>	<i>Detroit</i>	<i>Grand Rapids</i>	<i>Lansing</i>
Minnesota:	<i>Minneapolis</i>	<i>St. Paul</i>			
Mississippi:	<i>Gulfport</i>	<i>Jackson</i>			
Missouri:	<i>Independence</i>	<i>Jefferson City</i>	<i>Kansas City</i>	<i>Springfield</i>	<i>St. Louis</i>
Montana:	<i>Billings</i>	<i>Helena</i>			
Nebraska:	<i>Lincoln</i>	<i>Omaha</i>			
Nevada:	<i>Carson City</i>	<i>Las Vegas</i>	<i>Reno</i>		
New Hampshire:	<i>Concord</i>	<i>Manchester</i>			
New Jersey:	<i>Elizabeth</i>	<i>Jersey City</i>	<i>Newark</i>	<i>Patterson</i>	<i>Trenton</i>
New Mexico:	<i>Albuquerque</i>	<i>Santa Fe</i>			
New York:	<i>Albany</i> <i>Syracuse</i>	<i>Buffalo</i>	<i>Elmira</i>	<i>New York</i>	<i>Rochester</i>
North Carolina:	<i>Asheville</i> <i>Durham</i>	<i>Charlotte</i> <i>Winston-Salem</i>	<i>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>			

College Network

- Academy of Art University
- Alabama State University
- Albany College of Pharmacy & Health Sciences
- Albany State University
- Albion College
- Alcorn State University
- Alfred University
- Alma College
- American Public University System
- American Sentinel University
- American University School of Professional & Extended Studies, WINS Office
- Amherst College
- Amridge University
- Anderson University (IN)
- Anne Arundel Community College
- Appalachian State University
- Arizona State University
- Arkansas State University
- Arkansas State University, Beebe
- Arkansas State University, Mountain Home
- Armstrong Atlantic State University
- Assumption College
- Athens State University
- Auburn University
- Auburn University, Cooperative Education Department
- Augsburg College
- Averett University
- Azusa Pacific University
- Babson College
- Baker College
- Ball State University
- Barnard College
- Bates College

Bay Path University
Bellevue College (WA)
Belmont Abbey College
Beloit College
Bennington College
Bentley University
Berkeley College
Berklee College of Music
Bethel University (MN)
Bethune-Cookman University
Biola University
BJU Press
Black River Technical College
Bloomsburg University of Pennsylvania (PASSHE)
Bluegrass Community & Technical College
Bob Jones University
Boise State University
Boston Architectural College
Boston College
Boston University
Boston University, College of Communication
Boston University, College of Engineering
Boston University, School of Hospitality Administration
Boston University, School of Management
Boston University, School of Public Health
Bowdoin College
Bowie State University
Bowling Green State University
Brandeis University, Graduate School of Arts & Sciences
Brandeis University, Hiatt Career Center
Brandman University
Brigham Young University
Brigham Young University, Hawaii
Brigham Young University, Idaho
Brown University
Brown University, Alumni Relations
Bryn Mawr College
Bucknell University
Bucks County Community College
Burlington County College
Cabrillo College
Cabrini College
Cairn University
California Baptist University

California Institute of Integral Studies
California Institute of Technology (Caltech)
California Lutheran University
California Polytechnic State University, San Luis Obispo
California State Polytechnic University, Pomona
California State University Channel Islands
California State University Fresno
California State University Fullerton
California State University Long Beach
California State University Monterey Bay
California State University Northridge
California State University Sacramento
California State University San Bernardino
California University of Pennsylvania (PASSHE)
Calvin College
Cañada College
Cape Fear Community College
Capella University
Capitol College
Carleton College
Carnegie Mellon University
Carnegie Mellon University, Heinz School of Public Policy & Management
Case Western Reserve University
Case Western Reserve University, School of Engineering
Catholic University of Portugal
Cedarville University
Central Arizona College
Central College
Central Lakes College at Brainerd
Central Methodist University
Central New Mexico Community College
Central Oregon Community College
Central State University
Central Virginia Community College
Centre College
Chadwick School
Chaffey College
Chaminade University of Honolulu
Champlain College
Chapman University
Charleston Southern University
Chatham University
Chattahoochee Technical College
Cheyney University of Pennsylvania (PASSHE)

Christian Brothers University
City Colleges of Chicago
Claremont Graduate University (The Claremont Colleges)
Claremont McKenna College (The Claremont Colleges)
Clarion University of Pennsylvania (PASSHE)
Clark University
Clarkson University
Clayton State University
Clemson University
Clemson University, Cooperative Education Program
Cleveland State University
Coastal Carolina University
Coker College
Colby College
Colgate University
College of Coastal Georgia
College of Idaho
College of Marin
College of San Mateo
College of Southern Nevada
College of St. Benedict & St. John's University
College of the Bahamas
College of the Holy Cross
College of Western Idaho
College of Wooster
Collin County Community College District
Colorado School of Mines
Columbia College (MO)
Columbia College (SC)
Columbia Southern University
Columbus College of Art & Design
Columbus State Community College
Community College of Vermont
Concordia College (NY)
Concordia College at Moorhead
Concordia University (St. Paul)
Concordia University Ann Arbor
Concordia University at Irvine
Concordia University, Portland
Connecticut College
Cornell College
Cornerstone University
Cuesta College
Cumberland University

CUNY Baruch College
CUNY Baruch College, School of Public Affairs
CUNY Baruch College, Weissman School of Arts & Sciences
CUNY Borough of Manhattan Community College
CUNY Central Internship Programs
CUNY College of Staten Island
CUNY Graduate School of Journalism
CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice
CUNY LaGuardia Community College
CUNY Lehman College
CUNY Macaulay Honors College
CUNY Medgar Evers College
CUNY Queens College
CUNY Service Corps
CUNY The City College of New York
CUNY York College
Dallas County Community College District
Daniel Webster College
Dartmouth College, Thayer School of Engineering
Davidson College
Dean College
Delaware State University
Delaware Technical Community College
Delaware Valley College
Delta State University
Denison University
Depauw University
DeSales University
Dominican College
Dordt College
Dowling College
Drake University
Drew University
Drexel University
Dunwoody College of Technology
Duquesne University
Earlham College
East Georgia State College
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Illinois University
Eastern University
Eastern Washington University

Eckerd College
Edinboro University of Pennsylvania (PASSHE)
Elmhurst College
Emmanuel College
Emory University
Emory University, Alumni Association
Emory University, Rollins School of Public Health
Erie Huron Ottawa Vocational Education (EHOVE)
Everest University
Excelsior College
Fairfield University
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Fashion Institute of Technology, Career Services Office
Fayetteville State University
Ferris State University
Florida International University
Florida Memorial University
Florida State University
Florida State University, College of Social Work
Fordham University
Fordham University Graduate School of Social Service
Fordham University, Gabelli School of Business
Fort Lewis College
Franklin & Marshall College
Franklin W. Olin College of Engineering
Friends University
Full Sail University
Furman University
Gadsden State Community College
Gallaudet University
Gateway Community College
George Washington University School of Public Health and Health Services
George Washington University, Career Services
George Washington University, College of Professional Studies
George Washington University, School of Education
George Washington University, School of Engineering and Applied Sciences
Georgetown College
Georgetown University
Georgetown University, Communication, Culture & Technology
Georgia Regents University
Georgia Southern University
Georgia Southwestern State University
Georgia Tech

Georgia Tech, Division of Professional Practice
Georgian Court University
Gettysburg College
Golden Gate University
Gonzaga University
Goucher College
Governors State University
Grambling State University
Grand Canyon University
Green Mountain College
Grinnell College
Hamilton College
Hamline University
Hampden-Sydney College
Hampshire College
Hampton University
Hanover College
Harding University
Hartwick College
Harvard University
Harvard University, Kennedy School of Government
Harvey Mudd College (The Claremont Colleges)
Haverford College
Hawaii Pacific University
Hendrix College
Henry Ford College
Heritage University
High Point University
Hofstra University
Hood College
Houston Community College Engineering
Howard University
Hudson Valley Community College
Husson University
Illinois Institute of Technology
Illinois State University
Indiana University Alumni Association
Indiana University Bloomington, Career Development
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University of Pennsylvania (PASSHE)

Indiana University Purdue University Columbus
Indiana University South Bend
Indiana University Southeast
Indiana University, East
Indiana University, Kelley School of Business Bloomington
Indiana University, Kokomo
Indiana University, Northwest
Indiana University-Purdue University, Fort Wayne (IPFW)
Indiana Wesleyan University
iNet Internship Network
Iona College
Iowa Central Community College
Iowa State University
IUPUI Office of Student Employment at IUPUI
IUPUI, Herron School of Art and Design at IUPUI
IUPUI, Kelley School of Business at IUPUI
IUPUI, Lilly Family School of Philanthropy at IUPUI
IUPUI, Purdue School of Engineering and Technology at IUPUI
IUPUI, Purdue School of Science at IUPUI
IUPUI, Richard M. Fairbanks School of Public Health at IUPUI
IUPUI, School of Education at IUPUI
IUPUI, School of Health and Rehabilitation Sciences at IUPUI
IUPUI, School of Informatics and Computing at IUPUI
IUPUI, School of Liberal Arts at IUPUI
IUPUI, School of Physical Education and Tourism Management at IUPUI
IUPUI, School of Public and Environmental Affairs at IUPUI
IUPUI, School of Social Work at IUPUI
IUPUI, Talent
Ivy Tech Group
Ivy Tech Indianapolis
Jackson State University
Jacksonville State University (Alabama)
Jacksonville University (Florida)
James Madison University
Johns Hopkins University
Johns Hopkins University, Bloomberg School of Public Health
Johnson C. Smith University
Johnson University
Juniata College
Keck Graduate Institute (The Claremont Colleges)
Kendall College
Kendall College of Art and Design
Kennesaw State University
Kenyon College

Kingsborough Community College
Kutztown University of Pennsylvania (PASSHE)
Lake Land College
Lander University
Lawrence Tech
Lehigh University
Lewis & Clark College
Lewis University
Liberty University
Life University
LIM College
Linfield College
Linn-Benton Community College
Lock Haven University of Pennsylvania (PASSHE)
Longwood University
Lorain County Community College
Louisiana State University
Louisiana Tech University
Loyola Marymount University
Loyola Marymount University, School of Film and Television
Loyola University Chicago
Luther College
Lynchburg College
Macalester College
Madonna University
Manhattan College
Mansfield University of Pennsylvania (PASSHE)
Marian University
Marist College
Marlboro College
Marshall University
Marygrove College
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massachusetts School of Professional Psychology (MSPP)
Massasoit Community College
McDaniel College
McNeese State University
Menlo College
Mercer University
Mercy College
Merrimack College
Metropolitan Community Colleges of Kansas City

Metropolitan State University (MN)
Miami University (OH)
Michigan State University
Michigan Technological University
Middlebury College
Millersville University of Pennsylvania (PASSHE)
Mills College
Milwaukee Institute of Art and Design
Minnesota Mankato
Mississippi College
Mississippi State University
Missouri Baptist University
Monroe College
Moorpark College
Moravian College and Theological Seminary
Morehead State University
Moultrie Technical College
Mount Ida College
Mount St. Mary's College (CA)
Mount Washington College
Mt. Holyoke College
Mt. San Antonio College
Mt. San Jacinto College
Muhlenberg College
National Park Community College
National University
Navarro College
New Jersey Institute of Technology
New York University
New York University, Abu Dhabi
Newberry College
Newbury College
Norfolk State University
North Carolina A&T State University
North Carolina Central University
North Carolina State University
North Central University
North Dakota State University
North Park University
Northeast Alabama Community College
Northern Essex Community College
Northshore Technical Community College
Northwest Arkansas Community College
Northwest Missouri State University

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 University
Ohio State University, College of Arts & Sciences
Ohio State University, College of Engineering
Ohio State University, College of Food, Agriculture & Environmental Sciences
Ohio University
Old Dominion University
Oral Roberts
Otis College of Art and Design
Ouachita Baptist
Palm Beach Atlantic University
Park University
Pasadena City College
Peirce College
Penn State, Alumni
Penn State, College of Agricultural Sciences
Penn State, College of Engineering
Penn State, College of Information Sciences & Technology
Penn State, College of the Liberal Arts
Penn State, Consortia
Penn State, Eberly College of Science
Penn State, Harrisburg
Penn State, The Behrend College
Penn State, University Park
Pennsylvania College of Technology
Pepperdine University, School of Public Policy
Pepperdine University, Seaver Career Center
Philadelphia University
Piedmont Community College
Piedmont Virginia Community College
Pierpont Community and Technical College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical Institute

Pitzer College (The Claremont Colleges)
Point Loma Nazarene University
Pomona College (The Claremont Colleges)
Prairie View A&M University
Princeton University
Pueblo Community College
Purdue University
Quinnipiac University
Rasmussen College
Reed College
Regent University
Regis College
Rensselaer Polytechnic Institute
Rhodes College
Rice University
Roane State Community College
Rochester Institute of Technology
Rockhurst University
Rocky Mountain College
Rollins College
Ron Brown Scholar Fund
Rose-Hulman Institute of Technology
Russell Sage College
Rutgers University Camden
Rutgers University New Brunswick
Rutgers University New Brunswick, Professional Science Master's Program
Rutgers University New Brunswick, School of Management and Labor Relations
Rutgers University New Brunswick, Undergraduate Business
Rutgers University Newark
Rutgers University Newark, Undergraduate Business
Rutgers University School of Criminal Justice - Newark
Sacred Heart University
Saddleback College
Saginaw Valley State University
Saint Josephs College
Saint Peter's University
Samford University
San Diego State University
San Jose State University
Santa Barbara City College
Santa Clara University
Sarah Lawrence
Savannah College of Art and Design
Savannah State University

Savannah Technical College
School of Visual Arts
Scripps College (The Claremont Colleges)
Seattle Pacific University
Seattle University
Seton Hall University
Sewanee, the University of the South
Shaw University
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Simpson College
SIT Graduate Institute
Skidmore College
Skyline College
Slippery Rock University of Pennsylvania (PASSHE)
Smith College
Sonoma State University
South Central College
Southeast Arkansas College
Southeastern Oklahoma State University
Southern Adventist University
Southern Connecticut State University
Southern Crescent Technical College
Southern Illinois University at Carbondale
Southern University and A&M College
Southern Wesleyan University
Southwestern Baptist Theological Seminary
Southwestern University
Spokane Community College, Career Services
Spokane Falls Community College, Student Employment Office
Spring Arbor University
Springfield College
St. Ambrose University
St. Bonaventure University
St. Clair County Community College
St. John's University
St. Joseph's University
St. Lawrence University
St. Leo University
St. Louis University
St. Mary's College of California
St. Mary's College of Maryland
St. Michael's College (VT)
St. Olaf College

St. Thomas Aquinas College
St. Thomas University
St. Xavier University
Stanford University (MSE)
Stanford University School of Medicine
Stanford University, Graduate School of Education
Stevenson University
Stratford University
SUNY Albany, Rockefeller College of Public Affairs & Policy
SUNY Alfred State College
SUNY at Binghamton University
SUNY Buffalo State
SUNY College at Cortland
SUNY College at Oneonta
SUNY Farmingdale State College
SUNY Fredonia
SUNY Jefferson Community College
SUNY New Paltz
SUNY Oswego
SUNY Plattsburgh
SUNY Purchase College
SUNY University at Buffalo
Susquehanna University
Swarthmore College
Syracuse University
Tallahassee Community College
Tarleton State
Temple University
Temple University, School of Tourism and Hospitality Management
Tennessee State
Texas A&M Central Texas
Texas A&M College Station
Texas A&M University at Qatar
Texas A&M University, Kingsville
Texas A&M University, Texarkana
Texas Tech Health Sciences Center
Texas Tech Health Sciences Center, School of Nursing
Texas Tech, Rawls College of Business
Texas Wesleyan University
The College of New Jersey
The College of New Rochelle
The College of St. Rose
The College of William & Mary
The Juilliard School

The King's College
The Los Angeles Film School
The New School
The Southern Baptist Theological Seminary
The Universities at Shady Grove
The University of the Arts
Thomas Jefferson University
Tiffin University
Touro College
Transylvania University
Trenholm State Technical College
Trident Technical College
Trine University
Trinity College (CT)
Trinity Washington University
Troy University
Truckee Meadows Community College
Tufts University, Office of Public Health
Tuskegee
UCAN, University Career Action Network
UCLA
UCLA, Luskin School of Public Affairs
University of Alabama
University of Alabama in Huntsville
University of Arizona
University of Arkansas at Fayetteville
University of Arkansas at Fort Smith
University of Arkansas at Pine Bluff
University of Arkansas Community College at Batesville
University of Baltimore
University of California Berkeley
University of California Berkeley, Goldman School of Public Policy
University of California Berkeley, Haas Undergrad Alumni
University of California Berkeley, School of Public Health
University of California Berkeley, School of Social Welfare
University of California Davis
University of California Irvine
University of California Merced
University of California Riverside
University of California San Diego
University of California San Diego, Graduate School of International Relations & Pacific Studies
University of California Santa Barbara
University of California Santa Cruz
University of Central Missouri

University of Charleston
University of Chicago
University of Chicago - Office of Graduate Student Affairs
University of Chicago, Harris School of Public Policy
University of Connecticut
University of Dallas
University of Delaware
University of Denver
University of Denver, Graduate School of International Studies
University of Evansville
University of Florida
University of Georgia
University of Great Falls
University of Houston
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Health and Human Performances
University of Idaho
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign, Alumni Association
University of Illinois at Urbana-Champaign, I-Link Group
University of Illinois Theta Xi
University of Iowa
University of Iowa, College of Public Health
University of Kansas
University of Kentucky
University of La Verne
University of Louisville
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Mary Washington
University of Maryland Baltimore County
University of Maryland College Park
University of Maryland College Park, Clark School of Engineering
University of Maryland College Park, School of Public Policy
University of Massachusetts Amherst
University of Memphis
University of Michigan - Gerald R. Ford School of Public Policy
University of Michigan Ann Arbor
University of Michigan Ann Arbor, Engineering Career Resource Center
University of Michigan Ann Arbor, School of Information
University of Michigan Ann Arbor, School of Natural Resources and Environment

University of Michigan Ann Arbor, School of Public Health
University of Michigan Athletic Department
University of Michigan Dearborn
University of Michigan Flint
University of Michigan, College of Literature, Science and the Arts
University of Missouri Kansas City
University of Missouri, Harry S. Truman School for Public Affairs
University of Nebraska Kearney
University of Nebraska Lincoln
University of Nebraska Omaha
University of Nevada Las Vegas
University of Nevada Reno
University of New Hampshire
University of New Hampshire, College of Health and Human Services
University of New Hampshire, Paul College of Business and Economics
University of New Haven
University of New Mexico
University of North Alabama
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of Northern Iowa
University of Northwestern - St. Paul
University of Notre Dame
University of Pennsylvania
University of Pittsburgh
University of Pittsburgh at Bradford
University of Pittsburgh at Johnstown
University of Pittsburgh, Graduate School of Public and International Affairs
University of Pittsburgh, School of Education
University of Puget Sound
University of Rhode Island Center for Career and Experiential Education
University of Richmond
University of Rochester
University of San Diego
University of San Francisco
University of South Carolina Upstate
University of Southern California
University of Southern California, Marshall Undergraduate
University of Southern California, Occupational & Physical Therapy and Ostrow Dentistry
University of Southern California, Rossier School of Education
University of Southern California. Annenberg School for Communication & Journalism
University of Southern Indiana
University of St Francis (IL)
University of St. Joseph

University of St. Thomas
University of Texas at Austin, College of Fine Arts
University of Texas at Austin, McCombs School of Business Job Board
University of Texas at Austin, Moody College of Communications
University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, Student Employment
University of the Ozarks
University of the Pacific
University of Toledo
University of Toledo, College of Education
University of Tulsa
University of Utah
University of Vermont
University of Virginia
University of Washington, Daniel J. Evans School of Public Affairs
University of Washington, Engineering Co-op & Internship Program
University of Washington, Information School
University of West Georgia
University of Wisconsin at Madison, School of Education
University of Wisconsin at Madison, School of Human Ecology
Upper Iowa University
Ursinus College
Valencia College
Vanderbilt University
Vanguard University
Vassar College
Ventura College
Vincennes University
Virginia Highlands Community College
Virginia International University
Virginia State University
Virginia Union University
Virginia Wesleyan College
Virginia Western Community College
Wade College
Walla Walla University
Warner Pacific College
Warren Wilson College
Wartburg College
Washington College
Washington State University
Washington University in St. Louis
Washington University in St. Louis, George Warren Brown School of Social Work

Washington University in St. Louis, Olin Undergrad Business School
Washtenaw Community College
Wayne State University - Graduate School
Wayne State University, School of Business Administration
Webster University
Wentworth Institute of Technology
West Chester University of Pennsylvania (PASSHE)
West Virginia State University
Western Illinois University
Western Kentucky
Western Washington University
Westmont College
Wheaton College Illinois
Wheaton College Massachusetts
Whitman College
Whitworth University
Willamette University
William Jewell College
William Paterson University of New Jersey
William Woods University
Williams College
Wilmington College
Wingate University
Winthrop University
Wiregrass Georgia Technical College
Woodbury University
Worcester Polytechnic Institute
Xavier University
Xavier University of Louisiana
Yale University
Yale University, Offices of Postdoctoral Affairs
Yale University, School of Public Health
Yeshiva University
York College of Pennsylvania
York Technical College
Youngstown State University
Youngstown State University, Science, Technology, Engineering, and Mathematics
Youngstown State University, Williamson College of Business Administration