

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: January 23, 2015 – January 22, 2016.

1) Employment Unit: CBS Radio – New York, NY

- 2) Unit Members (Stations and Communities of License):**
- WCBS(AM), New York, NY
 - WCBS-FM, New York, NY
 - WBMP(FM), New York, NY
 - WFAN(AM), New York, NY
 - WFAN-FM, New York, NY
 - WINS(AM), New York, NY
 - WWFS(FM), New York, NY

3) EEO Contact Information for Employment Unit:

Mailing Address: CBS Radio New York 345 Hudson Street New York NY 10014	Telephone Number: 212.830.3708
	Contact Person/Title: Margaret Marion
	E-mail Address: mamarion@cbs.com

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

Job Title	Recruitment Source Referring Hiree
(1) Account Executive	CBSRadio.com
(2) Account Executive	LinkedIn
(3) Account Executive	Referral
(4) Account Executive	Referral
(5) Account Executive	Direct Sourcing
(6) Account Executive	Direct Sourcing
(7) Administrative Assistant	Indeed.com
(8) Sales Manager	CBSRadio.com
(9) Sales Strategist	Referral)
(10) Sales Strategist	Indeed.com
(11) Sales Strategist	Referral)
(12) Sales Strategist	CBSRadio.com
(13) Sales Strategist	Indeed.com
(14) Sales Strategist	Referral)

Stations WCBS(AM)/FM, WBMP(FM), WFAN(AM)/FM, WINS(AM) & WWFS(FM) are Equal Opportunity Employers.

	Job Title	Recruitment Source Referring Hiree
(15)	Sales Strategist	CBSRadio.com/Marist
(16)	Sales Strategist	Referral
(17)	National Sales Manager	Direct Sourcing
(18)	On Air Talent	CBSRadio.com
(19)	On Air Talent	CBSRadio.com
(20)	Staff Accountant	Indeed.com
(21)	Web Producer	CBSRadio.com
(22)	Staff Accountant	CBSCorporation.com
(23)	Staff Accountant	CBSandYou.com

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5) Job Title: Account Executive (1)
 Account Executive (2)
 Account Executive (3)

Referral Source(s) of Hire: CBSRadio.com
 LinkedIn.com
 Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Career Services Network (formerly Sephardic Career Services)	Rita Shabot	379 Kings Highway Brooklyn, NY 11223	718-787-1400 Ext. 221	0	Yes
Chinese American Planning Council (CPC)	Vicki Wong Stephanie Eng	165 Eldridge Street 2 nd Floor New York, NY 10002	212-941-0041	0	No
Connecticut School of Broadcasting (CSB)	Erica Fierstein	611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604	201-288-7900	0	Yes
Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112	212-975-2545	0	No
National Association for the Advancement of Colored People (NAACP)	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018	212-344-7474 Ext. 112	0	No
National Urban League	Chapatrarra Jenkins	120 Wall Street New York, NY 10005	212-749-2323	0	No
New York Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	718-944-3734	0	No
Project Ezra	Leora Cohen Jeff Mendelson	95 Cedar Lane Engelwood, NJ 07631	201-569-9047	0	No
Referral	N/A	N/A	N/A	3	
CBSandYou.com	N/A	N/A	N/A	0	N/A
CBSRadio.com*	N/A	N/A	N/A	3	N/A
CBSCorporation.com	N/A	N/A	N/A	0	N/A
Indeed.com (see footnote below and Attachment A)	N/A	N/A	N/A	0	N/A
LinkedIn.com (see footnote below and Attachment A)	N/A	N/A	N/A	1	N/A
Direct Sourcing	N/A	N/A	N/A	1	N/A

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. Effective January 5, 2015, the Employment Unit began using alternate recruitment software that distributes notice to the sources listed on Attachment A as well as indeed.com and LinkedIn.com. Note that these lists may change from time to time.

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5) Job Title: Account Executive (4)
Account Executive (5, 6)

Referral Source(s) of Hiree: Referral
Direct Sourcing

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Career Services Network (formerly Sephardic Career Services)	Rita Shabot	379 Kings Highway Brooklyn, NY 11223	718-787-1400 Ext. 221	0	Yes
Chinese American Planning Council (CPC)	Vicki Wong Stephanie Eng	165 Eldridge Street 2 nd Floor New York, NY 10002	212-941-0041	0	No
Connecticut School of Broadcasting (CSB)	Erica Fierstein	611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604	201-288-7900	0	Yes
Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112	212-975-2545	0	No
National Association for the Advancement of Colored People (NAACP)	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018	212-344-7474 Ext. 112	0	No
National Urban League	Chapatrarra Jenkins	120 Wall Street New York, NY 10005	212-749-2323	0	No
New York Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	718-944-3734	0	No
Project Ezra	Leora Cohen Jeff Mendelson	95 Cedar Lane Engelwood, NJ 07631	201-569-9047	0	No
Referral	N/A	N/A	N/A	4	
CBSandYou.com	N/A	N/A	N/A	0	N/A
CBSRadio.com*	N/A	N/A	N/A	0	N/A
CBSCorporation.com	N/A	N/A	N/A	0	N/A
Indeed.com (see footnote below and Attachment A)	N/A	N/A	N/A	0	N/A
LinkedIn.com (see footnote below and Attachment A)	N/A	N/A	N/A	0	N/A
Direct Sourcing	N/A	N/A	N/A	2	N/A

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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)
Career Services Network (formerly Sephardic Career Services)	Rita Shabot	379 Kings Highway Brooklyn, NY 11223	718-787-1400 Ext. 221	0	Yes
Chinese American Planning Council (CPC)	Vicki Wong Stephanie Eng	165 Eldridge Street 2 nd Floor New York, NY 10002	212-941-0041	0	No
Connecticut School of Broadcasting (CSB)	Erica Fierstein	611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604	201-288-7900	0	Yes
Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112	212-975-2545	0	No
National Association for the Advancement of Colored People (NAACP)	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018	212-344-7474 Ext. 112	0	No
National Urban League	Chapatrarra Jenkins	120 Wall Street New York, NY 10005	212-749-2323	0	No
New York Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	718-944-3734	0	No
Project Ezra	Leora Cohen Jeff Mendelson	95 Cedar Lane Engelwood, NJ 07631	201-569-9047	0	No
Referral	N/A	N/A	N/A	1	
CBSandYou.com	N/A	N/A	N/A	1	N/A
CBSRadio.com*	N/A	N/A	N/A	1	N/A
CBSCorporation.com	N/A	N/A	N/A	0	N/A
Indeed.com (see footnote below and Attachment A)	N/A	N/A	N/A	2	N/A
LinkedIn.com (see footnote below and Attachment A)	N/A	N/A	N/A	0	N/A

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5) Job Title: Sales Manager

Referral Source(s) of Hire: 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)
Career Services Network (formerly Sephardic Career Services)	Rita Shabot	379 Kings Highway Brooklyn, NY 11223	718-787-1400 Ext. 221	0	Yes
Chinese American Planning Council (CPC)	Vicki Wong Stephanie Eng	165 Eldridge Street 2 nd Floor New York, NY 10002	212-941-0041	0	No
Connecticut School of Broadcasting (CSB)	Erica Fierstein	611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604	201-288-7900	0	Yes
Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112	212-975-2545	0	No
National Association for the Advancement of Colored People (NAACP)	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018	212-344-7474 Ext. 112	0	No
National Urban League	Chapatrarra Jenkins	120 Wall Street New York, NY 10005	212-749-2323	0	No
New York Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	718-944-3734	0	No
Project Ezra	Leora Cohen Jeff Mendelson	95 Cedar Lane Engelwood, NJ 07631	201-569-9047	0	No
Referral	N/A	N/A	N/A	2	
CBSandYou.com	N/A	N/A	N/A	0	N/A
CBSRadio.com*	N/A	N/A	N/A	1	N/A
CBSCorporation.com	N/A	N/A	N/A	0	N/A
Indeed.com (see footnote below and Attachment A)	N/A	N/A	N/A	0	N/A
LinkedIn.com (see footnote below and Attachment A)	N/A	N/A	N/A	0	N/A

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5) **Job Title:** Sales Strategist (9, 11, 14, 16) Referral Source(s) of Hiree: Referral
Sales Strategist (10, 13) Indeed.com
Sales Strategist (12) CBSRadio.com
Sales Strategist (15) CBSRadio.com/Marist

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Career Services Network (formerly Sephardic Career Services)	Rita Shabot	379 Kings Highway Brooklyn, NY 11223	718-787-1400 Ext. 221	0	Yes
Chinese American Planning Council (CPC)	Vicki Wong Stephanie Eng	165 Eldridge Street 2 nd Floor New York, NY 10002	212-941-0041	0	No
Connecticut School of Broadcasting (CSB)	Erica Fierstein	611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604	201-288-7900	0	Yes
Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112	212-975-2545	0	No
National Association for the Advancement of Colored People (NAACP)	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018	212-344-7474 Ext. 112	0	No
National Urban League	Chapatrarra Jenkins	120 Wall Street New York, NY 10005	212-749-2323	0	No
New York Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	718-944-3734	0	No
Project Ezra	Leora Cohen Jeff Mendelson	95 Cedar Lane Engelwood, NJ 07631	201-569-9047	0	No
Referral	N/A	N/A	N/A	5	
CBSandYou.com	N/A	N/A	N/A	0	N/A
CBSRadio.com*	N/A	N/A	N/A	5	N/A
CBSCorporation.com	N/A	N/A	N/A	1	N/A
Indeed.com (see footnote below and Attachment A)	N/A	N/A	N/A	2	N/A
LinkedIn.com (see footnote below and Attachment A)	N/A	N/A	N/A	0	N/A
Job Fair	N/A	N/A	N/A	1	N/A
CBSRadio.com/Marist College	N/A	N/A	N/A	1	N/A

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5) Job Title: National Sales Manager (17) Referral Source(s) of Hiree: Direct Sourcing

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Career Services Network (formerly Sephardic Career Services)	Rita Shabot	379 Kings Highway Brooklyn, NY 11223	718-787-1400 Ext. 221	0	Yes
Chinese American Planning Council (CPC)	Vicki Wong Stephanie Eng	165 Eldridge Street 2 nd Floor New York, NY 10002	212-941-0041	0	No
Connecticut School of Broadcasting (CSB)	Erica Fierstein	611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604	201-288-7900	0	Yes
Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112	212-975-2545	0	No
National Association for the Advancement of Colored People (NAACP)	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018	212-344-7474 Ext. 112	0	No
National Urban League	Chapatrarra Jenkins	120 Wall Street New York, NY 10005	212-749-2323	0	No
New York Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	718-944-3734	0	No
Project Ezra	Leora Cohen Jeff Mendelson	95 Cedar Lane Engelwood, NJ 07631	201-569-9047	0	No
Referral	N/A	N/A	N/A	0	
CBSandYou.com	N/A	N/A	N/A	0	N/A
CBSRadio.com*	N/A	N/A	N/A	1	N/A
CBSCorporation.com	N/A	N/A	N/A	1	N/A
Indeed.com (see footnote below and Attachment A)	N/A	N/A	N/A	1	N/A
LinkedIn.com (see footnote below and Attachment A)	N/A	N/A	N/A	1	N/A

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5) Job Title: On Air Talent (18, 19)

Referral Source(s) of Hire: 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)
Career Services Network (formerly Sephardic Career Services)	Rita Shabot	379 Kings Highway Brooklyn, NY 11223	718-787-1400 Ext. 221	0	Yes
Chinese American Planning Council (CPC)	Vicki Wong Stephanie Eng	165 Eldridge Street 2 nd Floor New York, NY 10002	212-941-0041	0	No
Connecticut School of Broadcasting (CSB)	Erica Fierstein	611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604	201-288-7900	0	Yes
Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112	212-975-2545	0	No
National Association for the Advancement of Colored People (NAACP)	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018	212-344-7474 Ext. 112	0	No
National Urban League	Chapatrarra Jenkins	120 Wall Street New York, NY 10005	212-749-2323	0	No
New York Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	718-944-3734	0	No
Project Ezra	Leora Cohen Jeff Mendelson	95 Cedar Lane Engelwood, NJ 07631	201-569-9047	0	No
Referral	N/A	N/A	N/A	0	
CBSandYou.com	N/A	N/A	N/A	1	N/A
CBSRadio.com*	N/A	N/A	N/A	2	N/A
CBSCorporation.com	N/A	N/A	N/A	0	N/A
Indeed.com (see footnote below and Attachment A)	N/A	N/A	N/A	0	N/A
LinkedIn.com (see footnote below and Attachment A)	N/A	N/A	N/A	0	N/A

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5) Job Title: Staff Accountant (20)
 Staff Accountant (22)
 Staff Accountant (23)

Referral Source(s) of Hire: Indeed.com
 CBSCorporation.com
 CBSandYou.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Career Services Network (formerly Sephardic Career Services)	Rita Shabot	379 Kings Highway Brooklyn, NY 11223	718-787-1400 Ext. 221	0	Yes
Chinese American Planning Council (CPC)	Vicki Wong Stephanie Eng	165 Eldridge Street 2 nd Floor New York, NY 10002	212-941-0041	0	No
Connecticut School of Broadcasting (CSB)	Erica Fierstein	611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604	201-288-7900	0	Yes
Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112	212-975-2545	0	No
National Association for the Advancement of Colored People (NAACP)	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018	212-344-7474 Ext. 112	0	No
National Urban League	Chapatrarra Jenkins	120 Wall Street New York, NY 10005	212-749-2323	0	No
New York Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	718-944-3734	0	No
Project Ezra	Leora Cohen Jeff Mendelson	95 Cedar Lane Engelwood, NJ 07631	201-569-9047	0	No
Referral	N/A	N/A	N/A	1	
CBSandYou.com	N/A	N/A	N/A	1	N/A
CBSRadio.com*	N/A	N/A	N/A	2	N/A
CBSCorporation.com	N/A	N/A	N/A	1	N/A
Indeed.com (see footnote below and Attachment A)	N/A	N/A	N/A	2	N/A
LinkedIn.com (see footnote below and Attachment A)	N/A	N/A	N/A	1	N/A

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5) Job Title: Web Producer

Referral Source(s) of Hire: 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)
Career Services Network (formerly Sephardic Career Services)	Rita Shabot	379 Kings Highway Brooklyn, NY 11223	718-787-1400 Ext. 221	0	Yes
Chinese American Planning Council (CPC)	Vicki Wong Stephanie Eng	165 Eldridge Street 2 nd Floor New York, NY 10002	212-941-0041	0	No
Connecticut School of Broadcasting (CSB)	Erica Fierstein	611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604	201-288-7900	0	Yes
Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112	212-975-2545	0	No
National Association for the Advancement of Colored People (NAACP)	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018	212-344-7474 Ext. 112	0	No
National Urban League	Chapatrarra Jenkins	120 Wall Street New York, NY 10005	212-749-2323	0	No
New York Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	718-944-3734	0	No
Project Ezra	Leora Cohen Jeff Mendelson	95 Cedar Lane Engelwood, NJ 07631	201-569-9047	0	No
Referral	N/A	N/A	N/A	0	
CBSandYou.com	N/A	N/A	N/A	0	N/A
CBSRadio.com*	N/A	N/A	N/A	1	N/A
CBSCorporation.com	N/A	N/A	N/A	2	N/A
Indeed.com (see footnote below and Attachment A)	N/A	N/A	N/A	0	N/A
LinkedIn.com (see footnote below and Attachment A)	N/A	N/A	N/A	0	N/A

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6) **Total # of Interviewees Referred:** For the period from January 23, 2015 – January 22, 2016, this Employment Unit interviewed 55 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) **Participation in Job Fairs**

Career Fair, Brooklyn College, New York, NY

Dates: March 20, 2015 and October 16, 2015

Personnel Involved: CBS Radio Internship Coordinator

CBS Radio's Internship Coordinator represented CBS Radio, including this Employment Unit, at these two career fairs providing information about careers and internships at CBS Radio and this Employment Unit.

Career Fair, St Peter's College, Jersey City, NJ

Dates: March 26, 2015 and October 29, 2015

Personnel Involved: CBS Radio Internship Coordinator

CBS Radio's Internship Coordinator represented CBS Radio, including this Employment Unit, at these two career fairs providing information about careers and internships at CBS Radio and this Employment Unit.

Career Fair, Kingsborough Community College, Brooklyn, NY

Dates: March 31, 2015 and October 22, 2015

Personnel Involved: CBS Radio Internship Coordinator

CBS Radio's Internship Coordinator represented CBS Radio, including this Employment Unit, at this career fair providing information about careers and internships at CBS Radio and this Employment Unit.

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

International Radio & Television Society Minority Career Fair – New York, NY

Date: December 4, 2015

Personnel Involved: Human Resources Director (WCBS-TV/WLNY-TV) and Recruiting Manager (CBS Local)

Human Resources Director and Recruiting Manager spoke to 100+ college students and recent college graduates from across the country about radio and broadcasting careers. Students received valuable advice on how to move ahead with their job searches and learned about available opportunities within CBS Radio and this Employment Unit.

International Radio & Television Society (IRTS) Reception – CBS Radio New York Broadcast Facility

Date: July 22, 2015

Personnel Involved: EVP, Operations and New York Market Manager, SVP & Director of Sales and the Market Chief Engineer

The Employment Unit hosted IRTS' Summer Interns at its NY broadcast facility and arranged for several executives to speak to the interns about working within the industry and at CBS Radio, giving valuable advice on careers within the radio industry and holding a question and answer session. Speakers included CBS Radio's EVP, Operations and New York Market Manager, the Employment Unit's SVP Director of Sales and the NY Market Chief Engineer. IRTS' Director of Academic Programs & Communications and IRTS' Summer Interns attended the event.

Stations WCBS(AM), WCBS-FM, WFAN(AM), WFAN-FM, WINS(AM), WBMP-FM, WWFS-FM are Equal Opportunity Employers.

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

Tour of CBS Radio New York Broadcast Facility – Ditmas Intermediate School, #62 Brooklyn, NY

Date: February 11, 2015

Personnel Involved: News Director, WCBS-AM, News Director, WINS-AM and News Programming Coordinator

The Employment Unit hosted a group of Intermediate School students who are part of the Ditmas Bulldog Buzz news team. Three school administrators also accompanied the students. The students were given a tour of the broadcast facility and met with several key members of the Employment Unit's news station staff who were able to answer students' questions about careers in the radio industry.

Tour of CBS Radio New York Broadcast Facility – Dupont Manuel High School, Louisville, KY

Date: March 18, 2015

Personnel Involved: News Director, WCBS-AM and Assistant News Director, WCBS-AM, News Programming Coordinator

The Employment Unit hosted a group of High School students accompanied by their teacher who were in New York City for the Columbia Scholastic Journalism Student Convention. Seven students were given a tour of the broadcast facility and met with several key members of the Employment Unit's news station staff who were able to answer students' questions about careers in the radio industry.

Academy of Information Technology & Engineering - Stamford, CT

Date: March 27, 2015

Personnel Involved: News Director, WCBS-AM

Following WCBS-AM's Small Business Breakfast Event Stamford, CT, several member's of the Employment Unit's news station staff answered questions from students attending the Academy of Information Technology & Engineering about careers in the radio industry. The Academy's Business & Technology Teacher also attended the Q&A.

Sophomore Surge, Lafayette College, Easton, PA

Date: February 2, 2015

Personnel Involved: Employment Unit Human Resources Director

The Employment Unit's Director of Human Resources participated in Lafayette College's *Sophomore Surge*, speaking on an interactive panel to students called *Experiences Beyond the Classroom*. The panel spoke about how experiences beyond the classroom can help influence your professional life; and gave advice on how to explore areas of interest that they might like to pursue. There were about 100 students participating. Students had opportunities to ask questions about careers in broadcasting.

Penn State "Success in the City" Career/Networking Event, Time Warner Center, New York, NY

Date: April 10, 2015: Human Resources Director (WCBS-TV/WLNY-TV)

The Employment Unit's Director of Human Resources participated in this event on behalf of the Employment Unit, recruiting for current openings and internships at the Employment Unit and educating students about careers in broadcasting.

d) **Internships**

Internships

Date: Ongoing

Personnel involved: Employment Unit Human Resource Director

During this reporting period, the Employment Unit provided seven (7) college students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are

Stations WCBS(AM), WCBS-FM, WFAN(AM), WFAN-FM, WINS(AM), WBMP-FM, WWFS-FM are Equal Opportunity Employers.

available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.

e) **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: January 19, 2016

Personnel involved: All management-level employees

On January 19, 2016, the Employment Unit's management-level personnel received training on methods of ensuring equal employment opportunity and preventing discrimination.

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

Participation in Job Path Program, New York, NY

Date: Ongoing

Personnel Involved: Employment Unit Human Resources Director

This Employment Unit works with Job Path, a nonprofit organization based in New York City, which supports people with developmental disabilities. Job Path helps people with developmental disabilities find and excel in mainstream jobs. During this reporting period, the Employment Unit continues to employ 1 person through Job Path to work on a part time basis in our New York broadcast facility

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 New York.

Stations WCBS(AM), WCBS-FM, WFAN(AM), WFAN-FM, WINS(AM), WBMP-FM, WWFS-FM are Equal Opportunity Employers.

Attachment A

Stations WCBS(AM), WCBS-FM, WFAN(AM), WFAN-FM, WINS(AM), WBMP-FM, WWFS-FM are Equal Opportunity Employers.

Job Syndication Alliances

DirectEmployers Association Job Syndication Alliances – Revised November 9, 2015. **Please Note:** *DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to “third party” alliance websites. Any and all alteration performed to said job feed by a “third party” alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company’s job feed by a “third party” alliance website.*

Diversity Sites	
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
BabyBoomerJobs.net	http://www.babyboomerjobs.net/ (DE Member Jobs Only)
The Black Perspective	http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	http://fatherresource.jobs/ (DE Member Jobs Only - Indiana Locations Only)
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	http://www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
MinorityJobsite.com	http://www.minorityjobsite.com/ (DE Member Jobs Only)
New Start Career Network	http://newstartcareernetwork.jobs/ Jobs in New Jersey, New York, Pennsylvania - Long-term unemployed mature workers
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)
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/
Allsup Employment Services	http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&utm_source=Allsup-DE&utm_medium=Disability&utm_campaign=Allsup
Bosma Enterprises	http://bosma.jobs/ (Indiana Located Jobs Only)
Deaf To Work	http://deaftowork.jobs/
Easter Seals	http://easterseals.jobs/
Enable America	http://enableamerica.jobs
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 Veterans Employment Center (VEC)	https://www.ebenefits.va.gov/ebenefits/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 <u>Member Desktop</u> Jobs also appear on VetCentral http://vetcentral.us.jobs/vet_index.asp?stype=moc http://veterans.jobs/
Pennsylvania Career Connect – Pittsburgh/Allegheny 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 <u>Member Desktop</u> for confirmation of job listing delivery
State of Alabama	https://joblink.alabama.gov/ada/
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	http://www.caljobs.ca.gov/
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	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	https://www.hireguam.com/vosnet/Default.aspx

State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www1.iowajobs.org/jobs/login.seek
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	http://kcc.ky.gov/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	http://www.mainecareercenter.com/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://jobs.mt.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	http://nevada.us.jobs/
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	http://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.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	http://puertorico.us.jobs/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/

State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://wit.twc.state.tx.us/
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	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/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Colorado Department of Labor & Employment	http://coworkforce-veterans.jobs/
EmployNevada (Nevada State Workforce)	http://employnevadavets.jobs
IndianaCareerConnect Veterans (IN State Workforce)	http://indianacareerconnect-veterans.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/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

Other Sites	
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
Flexjobs	https://www.flexjobs.com (only remote positions)
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

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:	<i>Independence</i>	<i>Jefferson City</i>	<i>Kansas City</i>	<i>Springfield</i>	<i>St. Louis</i>
Montana:	<i>Billings</i>	<i>Helena</i>			
Nebraska:	<i>Lincoln</i>	<i>Omaha</i>			
Nevada:	<i>Carson City</i>	<i>Las Vegas</i>	<i>Reno</i>		
New Hampshire:	<i>Concord</i>	<i>Manchester</i>			
New Jersey:	<i>Elizabeth</i>	<i>Jersey City</i>	<i>Newark</i>	<i>Patterson</i>	<i>Trenton</i>
New Mexico:	<i>Albuquerque</i>	<i>Santa Fe</i>			
New York:	<i>Albany</i> <i>Syracuse</i>	<i>Buffalo</i>	<i>Elmira</i>	<i>New York</i>	<i>Rochester</i>
North Carolina:	<i>Asheville</i> <i>Durham</i>	<i>Charlotte</i> <i>Winston-Salem</i>	<i>Fayettesville</i>	<i>Greensboro</i>	<i>Raleigh</i>
North Dakota:	<i>Bismarck</i>	<i>Fargo</i>			
Ohio:	<i>Akron</i> <i>Toledo</i>	<i>Cincinnati</i>	<i>Cleveland</i>	<i>Columbus</i>	<i>Dayton</i>
Oklahoma:	<i>Oklahoma City</i>	<i>Tulsa</i>			
Oregon:	<i>Eugene</i>	<i>Portland</i>	<i>Salem</i>		
Pennsylvania:	<i>Allentown</i>	<i>Erie</i>	<i>Philadelphia</i>	<i>Pittsburgh</i>	
Rhode Island:	<i>Providence</i>				
South Carolina:	<i>Charleston</i>	<i>Columbia</i>			
South Dakota:	<i>Pierre</i>	<i>Sioux Falls</i>			
Tennessee:	<i>Chattanooga</i>	<i>Clarksville</i>	<i>Knoxville</i>	<i>Memphis</i>	<i>Nashville</i>
Texas:	<i>Abilene</i> <i>Corpus Christi</i> <i>Laredo</i> <i>Waco</i>	<i>Amarillo</i> <i>Dallas</i> <i>Longview</i> <i>Wichita Falls</i>	<i>Austin</i> <i>El Paso</i> <i>Lubbock</i>	<i>Beaumont</i> <i>Fort Worth</i> <i>San Antonio</i>	<i>Brownsville</i> <i>Houston</i> <i>Tyler</i>
Utah:	<i>Provo</i>	<i>Salt Lake City</i>			
Vermont:	<i>Burlington</i>	<i>Montpelier</i>			
Virginia:	<i>Alexandria</i>	<i>Norfolk</i>	<i>Richmond</i>	<i>Virginia Beach</i>	
Washington:	<i>Olympia</i>	<i>Seattle</i>	<i>Spokane</i>	<i>Tacoma</i>	
West Virginia:	<i>Charleston</i>	<i>Huntington</i>			
Wisconsin:	<i>Green Bay</i>	<i>Madison</i>	<i>Milwaukee</i>		
Wyoming:	<i>Casper</i>	<i>Cheyenne</i>			

College Network

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

University of Florida
University of Georgia
University of Great Falls
University of Houston
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Health and Human Performances
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign
University of Illinois Theta Xi
University of Iowa
University of Kansas
University of Kentucky
University of La Verne
University of Louisville
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Mary Washington
University of Maryland Baltimore County
University of Maryland College Park
University of Maryland College Park, Clark School of Engineering
University of Maryland College Park, School of Public Policy
University of Massachusetts Amherst
University of Massachusetts, Amherst, Isenberg
University of Memphis
University of Michigan Ann Arbor, Athletic Department
University of Michigan Ann Arbor, College of Engineering
University of Michigan Ann Arbor, College of Literature, Science and the Arts
University of Michigan Ann Arbor, School of Information
University of Michigan Ann Arbor, School of Natural Resources & Environment
University of Michigan Ann Arbor, School of Public Health
University of Michigan Dearborn
University of Michigan-Flint
University of Missouri Kansas City
University of Nebraska at Kearney
University of Nebraska Lincoln
University of Nebraska Omaha
University of Nevada Las Vegas
University of Nevada Reno
University of New Hampshire

University of New Hampshire, College of Health
University of New Hampshire, Paul College of Business and Economics
University of New Hampshire-Manchester
University of New Haven
University of New Mexico
University of North Alabama
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of Northern Iowa
University of Northwestern - St. Paul
University of Notre Dame
University of Pennsylvania
University of Pittsburgh
University of Pittsburgh at Bradford
University of Pittsburgh at Johnstown
University of Pittsburgh, School of Education
University of Puget Sound
University of Rhode Island
University of Richmond
University of San Diego
University of San Francisco
University of South Carolina Upstate
University of Southern California
University of Southern California, Marshall School of Business-Undergraduate
University of Southern California, Occupational & Physical Therapy and Ostrow
Dentistry
University of Southern California, Rossier School of Education
University of Southern California, School of Cinematic Arts
University of Southern California, Viterbi School Of Engineering
University of Southern California. Annenberg School for Communication &
Journalism
University of Southern Indiana
University of Southern Maine
University of St Francis (IL)
University of St. Joseph
University of St. Thomas
University of Tennessee at Chattanooga
University of Texas at Austin, College of Fine Arts
University of Texas at Austin, Moody College of Communications
University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, School of Nursing
University of the Ozarks
University of the Pacific

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

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