

	Job Title	Recruitment Source Referring Hiree
(15)	Digital Sales Specialist – KMLE(FM)/KOOL-FM/KZON(FM)	CBSCorporation.com
(16)	NTR Coordinator – KMLE(FM)/KOOL-FM/KZON(FM)	Internal Posting
(17)	Digital Sales Assistant – KMLE(FM)/KOOL-FM/KZON(FM)	Internal Posting
(18)	NTR Sales Manager – KMLE(FM)/KOOL-FM/KZON(FM)	Employee Referral
(19)	Sales Associate – KMLE(FM)/KOOL-FM/KZON(FM)	Employee Referral
(20)	Sales Associate – KMLE(FM)/KOOL-FM/KZON(FM)	Internal Posting
(21)	Digital Sales Manager – KMLE(FM)/KOOL-FM/KZON(FM)	Employee Referral

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Account Executive –
KOOL-FM (1)

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)
CBSRadio.com*	N/A	www.cbsradio.com	N/A	1	No
CBS Corporation	N/A	www.cbcorporation.com	N/A	1	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	Suzan Strong	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	0	No
Employee Referral	N/A	840 N. Central Ave. Phoenix, AZ 85004	602-452-1000	2	No
Arizona Women's Education and Employment Inc.	Sandy Gilbert	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Chicanos Por La Causa, Inc.	N/A	CPLC Westside Workforce Development Center 3150 N. 35 th Ave., Suite #5 Phoenix, AZ 85017	602-269-6485	0	No
Maricopa Workforce Connections	Jerry Carlton	1840 N. 95 th Ave., Suite 160 Phoenix, AZ 85037	602-372-4492	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No
Indeed.com	N/A	www.indeed.com	N/A	1	No

* In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various additional sources using recruitment software. The Employment Unit uses recruitment software that distributed notice to the sources listed on Attachment A as well as indeed.com. Note that this list may change from time to time.

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Account Executive –
KMLE(FM) (2)

Referral Source(s) of Hire: External Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBS Corporation	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	Suzan Strong	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	0	No
Arizona Women's Education and Employment Inc.	Sandy Gilbert	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Chicanos Por La Causa, Inc.	N/A	CPLC Westside Workforce Development Center 3150 N. 35 th Ave., Suite #5 Phoenix, AZ 85017	602-269-6485	0	No
Maricopa Workforce Connections	Jerry Carlton	1840 N. 95 th Ave., Suite 160 Phoenix, AZ 85037	602-372-4492	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No
External Referral	Andrea Joksimovic	N/A	N/A	1	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Promotions Manager –
KMLE(FM) (3)

Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	1	No
CBS Corporation	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	Suzan Strong	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	5	No
Arizona Women's Education and Employment Inc.	Sandy Gilbert	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Chicanos Por La Causa, Inc.	N/A	CPLC Westside Workforce Development Center 3150 N. 35 th Ave., Suite #5 Phoenix, AZ 85017	602-269-6485	0	No
Maricopa Workforce Connections	Jerry Carlton	1840 N. 95 th Ave., Suite 160 Phoenix, AZ 85037	602-372-4492	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Mall Media/Special Events Account Executive – KMLE(FM)/KOOL-FM/KZON(FM) (4) Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBS Corporation	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	Suzan Strong	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	1	No
Employee Referral	N/A	840 N. Central Ave. Phoenix, AZ 85004	602-452-1000	2	No
Arizona Women's Education and Employment Inc.	Sandy Gilbert	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Chicanos Por La Causa, Inc.	N/A	CPLC Westside Workforce Development Center 3150 N. 35 th Ave., Suite #5 Phoenix, AZ 85017	602-269-6485	0	No
Maricopa Workforce Connections	Jerry Carlton	1840 N. 95 th Ave., Suite 160 Phoenix, AZ 85037	602-372-4492	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: National Sales Assistant – Referral Source(s) of Hire: Internal Posting
KMLE(FM)/KOOL-
FM/KZON(FM) (5)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBS Corporation	N/A	www.cbscorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	Suzan Strong	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	1	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Maricopa Workforce Connections	Jerry Carlton	1840 N. 95 th Ave., Suite 160 Phoenix, AZ 85037	602-372-4492	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Sales Assistant –
KMLE(FM)/KOOL-
FM/KZON(FM) (6)

Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBS Corporation	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	Suzan Strong	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	2	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Account Executive – KZON(FM) (7)

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBS Corporation	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	Suzan Strong	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	0	No
Employee Referral	N/A	840 N. Central Ave. Phoenix, AZ 85004	602-452-1000	1	No
Arizona Women's Education and Employment Inc.	Sandy Gilbert	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Maricopa Workforce Connections	Jerry Carlton	1840 N. 95 th Ave., Suite 160 Phoenix, AZ 85037	602-372-4492	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Account Executive –
KOOL-FM (8)

Referral Source(s) of Hire: External Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBS Corporation	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	Suzan Strong	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	0	No
Arizona Women's Education and Employment Inc.	Sandy Gilbert	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Maricopa Workforce Connections	Jerry Carlton	1840 N. 95 th Ave., Suite 160 Phoenix, AZ 85037	602-372-4492	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No
External Referral	Andrea Joksimovic	N/A	N/A	1	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: **Broadcast Engineer/IT
Manager –
KMLE(FM)/KOOL-
FM/KZON(FM) (9)**

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBSCorporation.com	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	1	No
Employee Referral	N/A	840 N. Central Ave. Phoenix, AZ 85004	602-452-1000	1	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Accountant –
KMLE(FM)/KOOL-
FM/KZON(FM)/CBS Mall
Media (10)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBS Corporation	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	0	No
Employee Referral	N/A	840 N. Central Ave. Phoenix, AZ 85004	602-452-1000	1	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Chicanos Por La Causa, Inc.	N/A	CPLC Westside Workforce Development Center 3150 N. 35 th Ave., Suite #5 Phoenix, AZ 85017	602-269-6485	0	No
Maricopa Workforce Connections	Jerry Carlton	1840 N. 95 th Ave., Suite 160 Phoenix, AZ 85037	602-372-4492	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Morning On Air Talent –
KMLE(FM) (11)

Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	1	No
CBSCorporation.com	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	1	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Assistant Program Director/On Air Talent – KMLE(FM) (12)

Referral Source(s) of Hire: CountryAircheck.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBSCorporation.com	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	0	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No
Country Aircheck	N/A	www.countryaircheck.com	N/A	1	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Midday On Air Talent – KMLE(FM) (13)

Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBSCorporation.com	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	2	No
Employee Referral	N/A	840 N. Central Ave. Phoenix, AZ 85004	602-452-1000	1	No
Arizona Women’s Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

5) Job Title: Morning On Air Talent – KOOL-FM (14)

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)
CBSRadio.com	N/A	www.cbsradio.com	N/A	1	No
CBSCorporation.com	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	1	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Digital Sales Specialist –
KMLE(FM)/KOOL-
FM/KZON(FM) (15)

Referral Source(s) of Hiree: CBSCorporation.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBS Corporation	N/A	www.cbcorporation.com	N/A	1	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	Suzan Strong	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	0	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Maricopa Workforce Connections	Jerry Carlton	1840 N. 95 th Ave., Suite 160 Phoenix, AZ 85037	602-372-4492	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No
Indeed.com	N/A	www.indeed.com	N/A	2	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: **NTR Coordinator –
KMLE(FM)/KOOL-
FM/KZON(FM) (16)**

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBSCorporation.com	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	2	No

5) Job Title: **Digital Sales Assistant –
KMLE(FM)/KOOL-
FM/KZON(FM) (17)**

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBSCorporation.com	N/A	www.cbcorporation.com	N/A	0	No
Arizona Broadcasters Association	Jennifer Latko	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	2	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: **NTR Sales Manager –
KMLE(FM/KOOL-
FM/KZON(FM) (18)**

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	1	No
CBS Corporation	N/A	www.cbscorporation.com	N/A	0	No
Arizona Broadcasters Association	N/A	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	3	No
Employee Referral	N/A	840 N. Central Ave. Phoenix, AZ 85004	602-452-1000	3	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Maricopa Workforce Connections	Jerry Carlton	1840 N. 95 th Ave., Suite 160 Phoenix, AZ 85037	602-372-4492	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No
External Referral	Andrea Joksimovic	N/A	N/A	1	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Sales Associate –
KMLE(FM)/KOOL-
FM/KZON(FM) (19)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBS Corporation	N/A	www.cbscorporation.com	N/A	0	No
Arizona Broadcasters Association	N/A	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave, Phoenix, AZ 85004	602-452-1002	1	No
Employee Referral	N/A	840 N. Central Ave, Phoenix, AZ 85004	602-452-1000	1	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Sales Associate –
KMLE(FM)/KOOL-
FM/KZON(FM) (20)

Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	0	No
CBS Corporation	N/A	www.cbscorporation.com	N/A	0	No
Arizona Broadcasters Association	N/A	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	1	No
Employee Referral	N/A	840 N. Central Ave. Phoenix, AZ 85004	602-452-1000	1	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

5) Job Title: Digital Sales Manager –
KMLE(FM)/KOOL-
FM/KZON(FM) (21)

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com	N/A	www.cbsradio.com	N/A	2	No
CBS Corporation	N/A	www.cbscorporation.com	N/A	0	No
Arizona Broadcasters Association	N/A	426 N. 44 th St., Suite 310 Phoenix, AZ 85008	602-252-4833	0	Yes
National Alliance of State Broadcasters Associations	N/A	www.careerpage.org	N/A	0	Yes
Internal Job Posting	Andrea Joksimovic	840 N. Central Ave. Phoenix, AZ 85004	602-452-1002	0	No
Employee Referral	N/A	840 N. Central Ave. Phoenix, AZ 85004	602-452-1000	1	No
Arizona Women's Education and Employment Inc.	Trina Jenkins	640 N. First Ave. Phoenix, AZ 85003	602-223-4333	0	No
ASU Cronkite School of Journalism and Mass Communication	Mike Wong	555 N. Central Ave., #302 Phoenix, AZ 85004	602-527-0820	0	No
Maricopa Career Network (10 Maricopa County Community Colleges)	N/A	maricopa.jobing.com	480-731-8220	0	No
National Black MBA Association	N/A	P.O. Box 27601 Tempe, AZ 85285	877-529-4504	0	No
Maricopa Workforce Connections	Jerry Carlton	1840 N. 95 th Ave., Suite 160 Phoenix, AZ 85037	602-372-4492	0	No
Goodwill of Central Arizona	Business Services	2626 W. Beryl Ave Phoenix, AZ 85021	602-535-4444	0	No
Greater Phoenix Urban League	Kathy Johnson	1402 S. 7 th Ave Phoenix, AZ 85007	602-254-5611	0	No
City of Phoenix Equal Opportunity Department	Diane Nydick	251 W. Washington St., 7 th Floor Phoenix, AZ 85003	602-495-3737	0	No
Phoenix Indian Center	Carol Ortiz	4520 N. Central Ave., Suite 250 Phoenix, AZ 85012	602-264-6768	0	No
Indeed.com	N/A	www.indeed.com	N/A	2	No

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

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

7) **Supplemental Recruitment Initiatives.**

a) **Participation in Job Fairs**

CBS Radio Phoenix/Arizona Broadcasters Association Job Fair

Date: May 12, 2016

Personnel involved: Human Resources Manager

The Employment Unit co-hosted a job fair in conjunction with the Arizona Broadcasters Association. The Employment Unit ran announcements on each of the three radio stations advertising the CBS Radio Phoenix broadcasting career fair located at the East Valley Institute of Technology. This job fair targeted those individuals interested in learning about career opportunities in the broadcasting industry. The Employment Unit's Human Resources Manager, who has substantial responsibility in the making of hiring decisions, attended on behalf of the Employment Unit and was available to answer questions about jobs at the Employment Unit, careers in broadcasting, and the application process at CBS Radio Phoenix.

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

Membership on Cronkite Endowment Board of Trustees, Arizona State University/Walter Cronkite School of Journalism and Mass Communication

Date: Ongoing through January 2016

Personnel involved: Former Market Manager

The Employment Unit's former Market Manager (through January 2016) was a member of the Cronkite Endowment Board of Trustees, Arizona State University/Walter Cronkite School of Journalism and Mass Communication during the reporting period. The board meets quarterly and consists of Phoenix-area media owners, managers, publishers, executives and editors. The board appropriates funding discretionary program enhancements and program development. Additionally, the board provides counsel and advice to the dean on issues facing the school, including the job market. The board members also provide advice on careers and jobs in the broadcasting industry for graduating seniors.

Presenter at Summer Broadcast Institute at the Arizona State University/Walter Cronkite School of Journalism and Mass Communication

Date: June 2, 2015

Personnel involved: KOOL-FM Assistant Program Director

The KOOL-FM Assistant Program Director spoke to the high school students participating in the Summer Broadcast Institute at the Arizona State University/Walter Cronkite School of Journalism and Mass Communication, where he discussed careers in the radio broadcasting industry and was available to answer students' questions about his job at the Employment Unit.

Hosted Students from the Summer Broadcast Institute at the Arizona State University/Walter Cronkite School of Journalism and Mass Communication

Date: June 8, 2015

Personnel involved: KOOL-FM/KZON(FM) Marketing and Promotions Manager

The KOOL-FM/KZON(FM) Marketing and Promotions Manager hosted the high school students participating in the Summer Broadcast Institute at the Arizona State University/Walter Cronkite School of Journalism and Mass Communication in the KOOL-FM broadcasting studio, where she discussed careers in the radio broadcasting industry and was available to answer students' questions about her job at the Employment Unit.

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

Membership on the Advisory Council at the East Valley Institute of Technology

Date: Ongoing

Personnel Involved: KOOL-FM Assistant Program Director

The KOOL-FM Assistant Program Director is a member of the Advisory Council at the East Valley Institute of Technology. The East Valley Institute of Technology is a public school that serves students from fifty-one (51) high schools within ten (10) East Valley school districts. The school has thirty-five career technical training programs, including a Radio and Audio Broadcasting Program. The advisory council meets quarterly and consists of Phoenix-area business professionals who advise and assist the faculty in identifying job specific skills in order for instruction to better reflect business/industry needs.

c) **Internships**

Internships

Date: Ongoing

Personnel involved: Human Resources Manager, KZON(FM)/KOOL-FM Marketing and Promotions Manager, Events Manager, Director of Digital Content, Vice President, Programming, CBS Radio Phoenix

During this reporting period, the Employment Unit provided eight (8) college students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.

d) **Training Programs**

Sales Associate Training/Mentoring Program

Date: Ongoing

Personnel involved: Market Manager/Director of Sales, General Sales Manager, Local Sales Manager and Sales Account Executives

The Employment Unit has implemented a sales associate training/mentoring program to assist with the growth, development, and support of “sales associates” and junior account executives and other entry level personnel who have interests in careers in sales. The Sales Associate Program is designed to enable Employment Unit personnel in sales in acquiring skills that could qualify them for higher level positions. The sales associates who are the focus of this program and other participants partake in a 10 – 12 month training program to obtain real world industry training as well as a perspective on interdepartmental procedures. Additionally, account executives work on a one-on-one daily basis with designated mentee sales associates. At the same time, the account executive mentors develop supervisory and instructional skills necessary for careers in sales management. During this reporting period, the Employment Unit had four (4) participants in the training/mentoring program.

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

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

managers were required to complete an additional online course “Sexual Harassment: What Leaders Need to Know.”

f) **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 Phoenix.

Station Tours

Date: Ongoing

Personnel involved: Market Manager, Marketing and Promotion Managers, Assistant Program Directors, Production Director and General Sales Manager

CBS Radio Phoenix offers tours to schools, youth groups, community groups and other entities to provide information about the broadcasting industry and careers in the broadcasting industry. Many tours were conducted throughout the year, including tours conducted on October 9, 2015 with students from a local high school and on February 9, 2016 with a local Cub Scout troop.

Attachment A

Stations KMLE(FM), KOOL-FM and KZON(FM) are Equal Opportunity Employers.

Job Syndication Alliances

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

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

Disability Sites	
Agency for Persons with Disabilities (APD)	http://apd.myflorida.jobs/
Bosma Enterprises	http://bosma.jobs/ (Indiana Located Jobs Only)
Deaf To Work	http://deaftowork.jobs/
Enable America	http://enableamerica.jobs
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	http://mdworks.jobs/ (Maryland Located Jobs Only)
Options Unlimited Inc.	http://optionsunlimitedinc.jobs/ (Louisville, KY Located Jobs Only)
Quest	http://questinc.jobs/ (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
United Spinal Association	http://spinalcord.jobs/
US.jobs Disability	http://disability.jobs
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop. Jobs also appear on VetCentral search engine at http://vetcentral.us.jobs/vet_index.asp?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.msccn.jobs/
eBenefits Employment Center Veterans Job Bank	https://www.ebenefits.va.gov/ebenefits/jobs
Honor Guard Network	http://www.honorguardnetwork.org/Jobs/DirectJobsDatabase.aspx
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://msejobs.militaryonesource.mil/job-map (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse Connections	http://militaryspouseconnection.jobs
Military Spouse Corporate Career Network (MSCCN)	http://www.msccn.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 <u>Member Desktop</u> 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 <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/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	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

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

Berklee College of Music

Monroe College
Moorpark College
Morehead State University
Morton College
Moultrie Technical College
Mount St. Mary's College (Los Angeles)
Mt. Holyoke College
Mt. Hood Community College, Business Center
Mt. San Antonio College
Mt. San Jacinto College
National Park Community College
National University
Navarro College
Nevada State College
New Jersey Institute of Technology
New York University
New York University, Abu Dhabi
Newberry College
Norfolk State University
North Carolina A&T State University
North Carolina Central University
North Carolina State University
North Central University
North Dakota State University
Northeast Alabama Community College
Northern Essex Community College
Northwest Arkansas Community College
Northwest Missouri
Northwestern University
Northwestern University School of Communication
Norwich University
Notre Dame de Namur
Nova Southeastern
Nyack College
Oakland University
Oberlin College
Occidental College
Ohio Christian University
Ohio Northern University
Ohio State, Arts & Sciences Career Services
Ohio State, Buckeye Careers Network
Ohio State, College of Food, Agriculture &
Environmental Sciences

Bethel University (Minnesota)
Biola University
BJU Press
Black River Technical College
Bloomsburg University of Pennsylvania (PASSHE)
Bluegrass Community and 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
Boston University, School of Management

Boston University, School of Public Health
Bow Valley College
Bowie State University
Bowling Green
Brandeis University, Graduate School of Arts & Sciences
Brandeis University, Hiatt Career Center
Brandman University

Bridgepoint Education - Ashford University
Brigham Young University
Brigham Young University, Hawaii
Brigham Young University, Idaho
Brown University
Brown University, Alumni
Bucks County Community College
Burlington County College
Butler Community College
Cabrillo College
Cabrini College
Cairn University
Cal Poly Pomona
Cal Poly San Luis Obispo
California Baptist University
California Institute of Integral Studies
California Institute of Technology (Caltech)
California Lutheran University
California Lutheran University, Institute of Finance
California State University Channel Islands
California State University Fresno
California State University Fullerton

Ohio State, Engineering Career Services
Ohio University
Old Dominion University
Oral Roberts
Oregon State University
Oregon State University, Cascades
Ouachita Baptist
Palm Beach Atlantic University
Pasadena City College
Peirce College
Penn State University, Schreyer Honors College
Penn State, Alumni
Penn State, Behrend
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, University Park
Pennsylvania College of Technology
Pepperdine University, Graduate School of Education & Psychology
Pepperdine University, School of Public Policy
Pepperdine University, Seaver Career Center
Philadelphia University
Philander Smith College
Piedmont Community College
Piedmont Virginia Community College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical Institute
Pitzer (Claremont MSE)
Pomona College (Claremont MSE)
Prairie View A&M University
Purdue University
Quinnipiac University
Rasmussen College
Reed College
Regent University
Rensselaer Polytechnic Institute
Rice University
Roane State Community College
Rochester Institute of Technology

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

Clarion University of Pennsylvania (PASSHE)
Clark University
Clarkson University
Clayton State University
Clemson University
Clemson University, Alumni Association
Clemson University, Cooperative Education Program
Coastal Carolina University
Coker College
Colby College
Colgate University
College of Coastal Georgia

College of Idaho
College of Marin
College of New Jersey
College of San Mateo
College of Southern Nevada
College of St. Benedict & St. John's University
College of St. Rose
College of Staten Island
College of the Bahamas
College of the Holy Cross
College of Wooster
Colorado School of Mines
Columbia College
Columbia College of South Carolina
Columbia Southern University
Columbus College Of Art and Design
Columbus State Community College
Columbus State University
Concordia College at Moorhead
Concordia College, New York
Concordia University (St. Paul)
Concordia University Ann Arbor

Concordia University Irvine
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

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 Oregon University
Southern University and A & M College
Southern Wesleyan University
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. John's University
St. Joseph's University
St. Lawrence University
St. Leo University
St. Louis University
St. Mary's College of California
St. Michael's College (VT)
St. Olaf College
St. Paul College
St. Thomas Aquinas College
St. Thomas University
St. Xavier University
Stanford University (MSE)
Stanford University School of Medicine
Stanford University, School of Education
Stevenson University
Stratford University
SUNY Albany, Rockefeller College of Public Affairs &
Policy
SUNY Alfred State College
SUNY Buffalo State College
SUNY College at Brockport
SUNY College at Oneonta
SUNY College of Plattsburgh
SUNY Fredonia
SUNY Jefferson Community College
SUNY Oswego
SUNY Purchase College

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

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

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

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

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

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

Metro Areas on US Jobs

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

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>			