

## EEO PUBLIC FILE REPORT

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

**1) Employment Unit: CBS Radio – Philadelphia, PA**

- 2) Unit Members (Stations and Communities of License):** **KYW (AM), Philadelphia, PA**  
**WIP (FM), Philadelphia, PA**  
**WOGL (FM), Philadelphia, PA**  
**WPHT (AM), Philadelphia, PA**  
**WXTU (FM), Philadelphia, PA**  
**WZMP (FM), Philadelphia, PA**

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

Mailing Address: KYW(AM) 1555 Hamilton Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19106 WIP(FM) 400 Market Street, 9 <sup>th</sup> Floor, Philadelphia, PA 19106 WOGL(FM) 400 Market Street, 10 <sup>th</sup> Floor, Philadelphia, PA 19106 WPHT(AM) 400 Market Street, 10 <sup>th</sup> Floor, Philadelphia, PA 19106 WXTU(FM)555 City Avenue, Suite 333, Bala Cynwyd, PA 19004 WZMP(FM)555 City Avenue, Suite 333, Bala Cynwyd, PA 19004	Telephone Number: KYW(AM) 215.238.1060 , WIP(FM) 215.625.9460, WOGL(FM) 215.238.2000, WPHT(AM) 215.351.3700, WXTU(FM)610.667.9000 and WZMP(FM) 610.667.9000
	Contact Person/Title: Lisa M. Morton / Human Resources Manager
	E-mail Address lisa.morton@cbsradio.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(1) Sales Associate-WXTU(FM)	Internal Posting
(2) Account Executive-KYW(AM)	CBSRadio.com
(3) Account Executive-WZMP(FM)	CBSRadio.com
(4) Account Executive-WIP(FM)	CBSRadio.com
(5) Account Executive-WXTU(FM)	CBSRadio.com
(6) Account Executive-KYW(AM)	Employee Referral
(7) Account Executive-KYW(AM)	CBSRadio.com
(8) Account Executive-KYW(AM)	CBSRadio.com
(9) Account Executive-WOGL(FM)	CBSRadio.com
(10) Account Executive-WXTU(FM)	Employee Referral

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(11) Account Executive-WXTU(FM)	Employee Referral
(12) Account Executive-WZMP(FM)	Employee Referral
(13) Director of Sales - Cluster	Employee Referral
(14) Account Executive-WOGL(FM)	Employee Referral
(15) Air Talent – WZMP(FM)	CBSRadio.com
(16) Air Talent – WZMP(FM)	CBSRadio.com
(17) General Sales Manager – WOGL(FM)	Internal Posting
(18) Account Executive-KYW(AM)	Employee Referral
(19) Account Executive-WXTU(FM)	Employee Referral
(20) Account Executive-WPHT(AM)	CBSRadio.com
(21) Talk Show Host-WPHT(AM)	CBSRadio.com
(22) Account Executive-WOGL(FM)	Employee Referral
(23) Account Executive-WOGL(FM)	Employee Referral
(24) Account Executive-WXTU(FM)	CBSRadio.com
(25) Sales Assistant-WIP(FM)	Internal Posting
(26) Controller-WXTU(FM)WZMP(FM)	Employee Referral
(27) Account Executive-WOGL(FM)	Employee Referral
(28) Account Executive-WXTU(FM)	Employee Referral
(29) Morning Show Host-WZMP(FM)	Employee Referral
(30) Account Executive-WZMP(FM)	Indeed.com
(31) Promotion Director-WZMP(FM)	Internal Posting

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(32) Digital and Social Media Content Producer	Employee Referral

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**5) Job Title 1: Sales Associate-WXTU (FM)**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Line Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	1	No
Internal Posting	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Line Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	1	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-985-3220	0	No
PA Career link Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610.447.3350	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Line Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1352	2	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.](#)

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**5) Job Title 2: Account Executive – KYW (AM)**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	David Yadgaroff	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> floor Philadelphia, PA 19130	215.238.4768	1	No
Internal Posting	David Yadgaroff	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> floor Philadelphia, PA 19130	215.238.4768	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 www.phillyadclub.com	610.642.2706	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 West Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-985-3220	0	No
PA Careerlink Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610.447.3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbsradio.com	212-975-0581	0	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.

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**5) Job Title 3: Account Executive – WZMP (FM)**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Kenneth Paul	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Line Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1328	3	No
Internal Posting	Kenneth Paul	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Line Avenue, Suite 330 Bala Cynwyd, PA 19004	215.238.2002	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215.885.2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5465	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 s. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-985-3220	0	No
PA Careerlink Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbsradio.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Line Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1352	3	No
Linked In	Kenneth Paul	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Line Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1328	5	No

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Name of Organization Notified of Job Vacancy*	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Client Referral	Kenneth Paul	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1328	1	No

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**5) Job Title 4: Account Executive-WIP (FM)**

**Referral Source(s) of Hiree: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person:</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Suby Ross	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9 <sup>th</sup> Flr Philadelphia, PA 19106	215-625-6530	4	No
Internal Posting	Suby Ross	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9 <sup>th</sup> Flr Philadelphia, PA 19106	215-625-6530	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215.985.3220	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbsradio.com	212-975-0581	0	No

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**5) Job Title 5: Account Executive-WXTU (FM) +**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	4	No
Internal Posting	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	2	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1352	9	No

**+ Vacancies (5), (10) and (11) were filled from the same pool of interviewees.**

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**5) Job Title 6: Account Executive – KYW (AM) ++**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	David Yadgaroff	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> floor Philadelphia, PA 19130	215.238.4768	2	No
Internal Posting	David Yadgaroff	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> floor Philadelphia, PA 19130	215.238.4768	0	No
Indeed.com	Customer Service	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2706	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lusk, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Team Career Link	Joe West	235 West Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-985-3220	0	No
PA Careerlink Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610-447-3380	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> floor Philadelphia, PA 19130	215.238.4547	1	No

**++ Vacancies (6), (7) and (8) were filled from the same pool of interviewees.**

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**5) Job Title 7: Account Executive – KYW (AM) ++**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	David Yadgaroff	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> floor Philadelphia, PA 19130	215.238.4768	2	No
Internal Posting	David Yadgaroff	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> floor Philadelphia, PA 19130	215.238.4768	0	No
Indeed.com	Customer Service	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2706	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
People For People	Pastor Herbert Lusk, II	800 N. Broad Street, Suite 700, Philadelphia, PA 19130	215-235-2340	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	215-560-5151	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	610-447-3307	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-985-3220	0	No
PA Careerlink Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610-447-3380	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> floor Philadelphia, PA 19130	215.238.4547	1	No

**++ Vacancies (6), (7) and (8) were filled from the same pool of interviewees.**

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 8: Account Executive – KYW (AM) ++ Referral Source(s) of Hiree: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	David Yadgaroff	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> floor Philadelphia, PA 19130	215.238.4768	2	No
Internal Posting	David Yadgaroff	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> floor Philadelphia, PA 19130	215.238.4768	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215.885.2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144		0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013	215-560-5465	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	610-447-3350	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-985-3220	0	No
PA Careerlink Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> floor Philadelphia, PA 19130	215.238.4547	1	No

**++ Vacancies (6), (7) and (8) were filled from the same pool of interviewees.**

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 9: Account Executive-WOGL (FM)**

**Referral Source(s) of Hiree: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person:</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Adam Baldwin	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 10 <sup>th</sup> Floor Philadelphia, PA 19106	215.238.2003	1	No
Internal Posting	Adam Baldwin	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 10 <sup>th</sup> Floor Philadelphia, PA 19106	215.238.2003	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 10: Account Executive-WXTU (FM) + Referral Source(s) of Hiree: Employee Referral**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person:</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	4	No
Internal Posting	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	2	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnwood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1352	9	No

**+ Vacancies (5), (10) and (11) were filled from the same pool of interviewees.**

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 11: Account Executive – WXTU (FM) + Referral Source(s) of Hire: Employee Referral**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person:</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	4	No
Internal Posting	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	2	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnwood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor, Philadelphia, PA 19082	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 <sup>th</sup> Floor, Philadelphia, PA 19107	215-851-0110	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-978-7500	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	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.

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy*	Contact Person:	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1352	9	No

+ Vacancies (5), (10) and (11) were filled from the same pool of interviewees.

\*In general, in addition to sending notice to [CBSRadio.com](http://www.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](http://indeed.com). Note that this list may change from time to time.

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**



**5) Job Title 12: Account Executive – WZMP (FM) Referral Source(s) of Hiree: Employee Referral**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Kenneth Paul	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1328	9	No
Internal Posting	Kenneth Paul	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1328	0	
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215.885.2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5465	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 s. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-985-3220	0	No
PA Careerlink Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1352	1	No
Linked In	Kenneth Paul	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Line Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1328	1	No
Client Referral	Kenneth Paul	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1328	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 13: Director of Sales-Philadelphia Cluster Referral Source(s) of Hiree: Employee Referral**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	David Yadgaroff	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor Philadelphia, PA 19130	215.238.4768	0	No
Internal Posting	David Yadgaroff	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor Philadelphia, PA 19130	215.238.4768	2	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215.885.2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 West Chelton Avenue, Philadelphia, PA 19144	215-560-5465	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 s. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-985-3220	0	No
Women In Transition	Patricia Parks	21 S. 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-564-5301	0	No
PA Careerlink Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor Philadelphia, PA 19130	215.238.4547	1	No
Industry Referral	David Yadgaroff	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor Philadelphia, PA 19130	215.238.4768	2	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.

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 14: Account Executive-WOGL (FM) Referral Source(s) of Hiree: Employee Referral**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person:</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Dave Scopinich	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 10 <sup>th</sup> Floor Philadelphia, PA 19106	215-238-2001	0	No
Internal Posting	Dave Scopinich	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 10 <sup>th</sup> Floor Philadelphia, PA 19106	215-238-2001	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 10 <sup>th</sup> Floor Philadelphia, PA 19106	215-238-2006	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 15: Air Talent – WZMP (FM) +++**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person:</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Robert(Bobby)Smith	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	620-822-1335	3	No
Internal Posting	Robert(Bobby)Smith	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1335	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No

**+++ Vacancies (15) and (16) were filled from the same pool of interviewees.**

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 16: Air Talent – WZMP (FM) +++**

**Referral Source(s) of Hiree: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Robert(Bobby)Smith	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1335	3	No
Internal Posting	Robert(Bobby)Smith	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1335	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-985-3220	0	No
PA Careerlink Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610.447.3350	0	No

**+++ Vacancies (15) and (16) were filled from the same pool of interviewees.**

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 17: General Sales Manager-WOGL-FM**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Dave Scopinich	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 10 <sup>th</sup> Floor Philadelphia, PA 19106	215.238.2001	0	No
Internal Posting	Dave Scopinich	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 10 <sup>th</sup> Floor Philadelphia, PA 19106	215.238.2001	1	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-985-3220	0	No
PA Careerlink Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610.447.3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 18: Account Executive-KYW (AM) Referral Source(s) of Hiree: Employee Referral**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person:</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Dave Scopinich	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor Philadelphia, PA 19130	215-238.4977	0	No
Internal Posting	Dave Scopinich	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor Philadelphia, PA 19130	215-238.4977	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor Philadelphia, PA 19130	215.238.4547	3	No
Client Referral	Dave Scopinich	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor Philadelphia, PA 19130	215-238-4977	1	No
Temple Career Fair	Rich Iovanisci	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor Philadelphia, PA 19130	215-238-4614	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 19: Account Executive-WXTU (FM) ++++ Referral Source(s) of Hiree: Employee Referral**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person:</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	2	No
Internal Posting	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	1	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnwood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1352	2	No

**++++ Vacancies (19) and (24) were filled from the same pool of interviewees.**

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**



**5) Job Title 20: Account Executive-WPHT (AM)**

**Referral Source(s) of Hiree: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Suby Ross	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9 <sup>th</sup> Floor Philadelphia, PA 19106	215.625.6530	1	No
Internal Posting	Suby Ross	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9 <sup>th</sup> Floor Philadelphia, PA 19106	215.625.6530	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110, Philadelphia, PA 19096 www.phillyadclub.com	610.642.2706	0	No
AHEDD	Mary Berry-Shield	115 West Avenue Suite 303 Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 North Franklin Street Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4th Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 West Cheltenham Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3307	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215-985-3220	0	No
PA Careerlink Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610.447.3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 21: Account Talk Show Host-WPHT (AM) Referral Source(s) of Hiree: CBSRadio.com**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person:</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Jared Hart	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 10 <sup>th</sup> Floor Philadelphia, PA 19106	215.351.3704	8	No
Internal Posting	Jared Hart	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 10 <sup>th</sup> Floor Philadelphia, PA 19106	215.351.3704	2	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 22: Account Executive-WOGL (FM) +++++ Referral Source(s) of Hiree: Employee Referral**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person:</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Ashley McLaughlin	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1378	0	No
Internal Posting	Ashely McLaughlin	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1378	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnwood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1352	6	No

**+++++ Vacancies (22) and (23) were filled from the same pool of interviewees.**

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 23: Account Executive-WOGL (FM) +++++**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person:</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Ashley McLaughlin	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1378	0	No
Internal Posting	Ashley McLaughlin	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1378	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnwood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 <sup>th</sup> Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1352	6	No

**+++++ Vacancies (22) and (23) were filled from the same pool of interviewees.**

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 24: Account Executive-WXTU (FM) +++++**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	215.625.6530	2	No
Internal Posting	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	215.625.6530	0	
Indeed.com	Customer Service	www.indeed.com	N/A	1	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnwood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.668.5906	0	No
AHEDD	Mary Berry-Shield	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1352	2	No

**+++ Vacancies (19) and (24) were filled from the same pool of interviewees.**

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 25: Sales Assistant-WIP (FM)**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Suby Ross	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9 <sup>th</sup> Floor Philadelphia, PA 19106	215.625.6530	4	No
Internal Posting	Suby Ross	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9 <sup>th</sup> Floor Philadelphia, PA 19106	215.625.6530	1	
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.668.5906	0	No
AHEDD	Mary Berry-Shield	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 26: Controller-WXTU (FM) WZMP (FM) Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy*	Contact Person:	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1352	1	No

In late December 2015, the Controller for WXTU-FM/WZMP-FM resigned. Due to (a) the need to fill the position immediately, due to year-end financial reporting needs and (b) the unique skill set and familiarity required with CBS financial policies and procedures, the station did not engage in full recruitment for this position and instead rehired a former employee with 25 years' experience.

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 27: Account Executive-WOGL (FM) Referral Source(s) of Hiree: Employee Referral**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Ashley McLaughlin	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1378	1	No
Internal Posting	Ashley McLaughlin	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1378	0	
Indeed.com	Customer Service	www.indeed.com	N/A	1	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.668.5906	0	No
AHEDD	Mary Berry-Shield	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor, Philadelphia, PA 19107	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 <sup>th</sup> Floor, Philadelphia, PA 19107	215-851-0110	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**



Name of Organization Notified of Job Vacancy*	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1352	2	No

\*In general, in addition to sending notice to [CBSRadio.com](http://www.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](http://indeed.com). Note that this list may change from time to time.

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 28: Account Executive-WXTU (FM) Referral Source(s) of Hiree: Employee Referral**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	0	No
Internal Posting	Laura Lombardi	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1361	0	
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnwood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.668.5906	0	No
AHEDD	Mary Berry-Shield	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1352	2	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 29: Morning Show Host-WZMP (FM)**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Robert (Bobby) Smith	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1335	1	No
Internal Posting	Robert (Bobby) Smith	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1335	0	
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnwood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.668.5906	0	No
AHEDD	Mary Berry-Shield	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1352	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 30: Account Executive-WZMP (FM)**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Kenneth Paul	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1328	2	No
Internal Posting	Kenneth Paul	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1328	0	
Indeed.com	Customer Service	www.indeed.com	N/A	1	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnwood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.668.5906	0	No
AHEDD	Mary Berry-Shield	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbsradio.com	212-975-0581	2	No
Employee Referral	Lisa Morton	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Line Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1352	1	No
Linked In	Kenneth Paul	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 555 East City Line Avenue, Suite 330 Bala Cynwyd, PA 19004	610.822.1328	8	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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

**5) Job Title 31: Promotion Director-WZMP (FM)**

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

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Robert (Bobby) Smith	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9 <sup>th</sup> Floor Philadelphia, PA 19106	610-822-1335	6	No
Internal Posting	Robert (Bobby) Smith	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 400 Market Street, 9 <sup>th</sup> Floor Philadelphia, PA 19106	610-822-1335	3	
Indeed.com	Customer Service	www.indeed.com	N/A	1	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>	610.668.5906	0	No
AHEDD	Mary Berry-Shield	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor, Philadelphia, PA 19107	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 <sup>th</sup> Floor, Philadelphia, PA 19107	215-851-0110	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	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.](#)

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**5) Job Title 32: Digital and Social Media Content Producer –Philadelphia (Cluster)**  
**Referral Source(s) of Hiree: Employee Referral**

<b>Name of Organization Notified of Job Vacancy*</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
CBS Radio Website	Lauren Sullivan	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor Philadelphia, PA 19130	215.977-5411	4	No
Internal Posting	Lauren Sullivan	<a href="http://www.CBSRadio.com">www.CBSRadio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor Philadelphia, PA 19130	215.977-5411	1	
Indeed.com	Customer Service	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	No
AHEDD	Mary Berry-Shield	301-305 N. 9 <sup>th</sup> Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 <sup>th</sup> Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Delaware County Office of Employment & Training	Mike Caputo	9 S. 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor, Philadelphia, PA 19107	610-713-2200	0	No
Greater Philadelphia Urban Affairs Coalition	Jill Welsh-Davis	1207 Chestnut Street, 7 <sup>th</sup> Floor, Philadelphia, PA 19107	215-851-0110	0	No
N.A.A.C.P., National Association for the Advancement of Colored People	Teresa Spotwood	1619 W. Cecil B. Moore Avenue, Philadelphia, PA 19121	215-765-6040	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
PA Careerlink Website	Customer Service	<a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	610-447-3350	0	No
Employee Referral	Lisa Morton	<a href="http://www.cbsradio.com">www.cbsradio.com</a> 1555 Hamilton Street, 6 <sup>th</sup> Floor, Philadelphia, PA 19130	215-238-4547	4	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.

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

6) **Total # of Interviewees Referred:** For the period from March 23, 2015 – March 22, 2016, this Employment Unit interviewed 138 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Measures.**

(a) **Participation in Job Fairs**

<u>Description of Supplemental Recruitment Measure:</u>	<u>Date:</u>	<u>Personnel Involved: (Position)</u>
1. <b>Temple University Career Fair.</b> Station Employment Unit personnel with substantial responsibility in the making of hiring decisions participated in the School of Media Studies Career Fair at Temple University on 2/19/2015. Station personnel conducted on-site interviews and accepted resumes for various positions at the event.	04/01/2015	The Human Resources Manager, the Director of News Operations of KYW-AM, the Program Directors of WIP-FM and WPHT-AM, the General Sales Managers of WOGL-FM, the Local Sales Manager of WIP-FM and the Promotions Coordinator of WIP-FM represented the Philadelphia Market.
2.) <b>NAACP Career Fair.</b> Station Employment Unit personnel with substantial responsibility in the making of hiring decisions participated in the NAACP Career Fair on 07/14/2015. Station personnel conducted on-site interviews and accepted resumes for various positions at the event.	07/14/2015	The Human Resources Manager, the Cluster Digital Sales Manager, the Sales Managers of KYW-AM, WIP-FM, WOGL-FM, WPHT-AM, WXTU-FM, WZMP-FM, the Cluster NTR Sales Manager and the News Director of KYW-AM represented the Philadelphia Market.

(b) **Participation in Events Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting**

<u>Description of Supplemental Recruitment Measure:</u>	<u>Date:</u>	<u>Personnel Involved: (Position)</u>
1. <b>Exodus to Excellence College Prep Program.</b> The Employment Unit's Human Resources Manager participated as a member of a panel discussion with college bound senior high school students at Drexel University about the media industry and job opportunities.	07/23/2015	Human Resources Manager spoke to students about careers in the Broadcasting industry.
2. <b>St. Joseph's University Career Day.</b> Station Employment Unit personnel with substantial responsibility in the making of hiring decisions participated in the NAACP Career Fair on 07/14/2015. Station personnel conducted on-site interviews and accepted resumes for various positions at the event.	10/01/2015	The Program Directors of KYW-AM, WIP-FM, WOGL-FM, WPHT-AM, WXTU-FM and WZMP-FM spoke at St. Joe's University Career Day – they met with all of the students interested in broadcasting or the media field.
3. <b>49<sup>th</sup> Annual News Studies Program.</b> The Employment Unit participated in the 51st Annual News Studies Program where high school juniors & seniors were taught the basics of broadcast journalism, heard from industry professionals, and researched and recorded an actual news story that airs on KYW (AM). Students learned about career opportunities in broadcasting through this program.	10/10/2015 10/17/2015 10/24/2015 10/31/2015	Market Manager,(KYW-AM Staff) Director of News & Programming, News Director, Newsroom Operations Coordinator, Promotion Director, Reporters, the Program Director of WIP-FM, Talent WIP-FM, News Director from CBS3-TV and Talent from CBS3-TV.

[\\*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.](#)

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(c) **Internship Program Designed to Assist Members of the Community in Acquiring Skills Needed for Broadcast Employment**

<b><u>Description of Supplemental Recruitment Measure:</u></b>	<b><u>Date:</u></b>	<b><u>Personnel Involved: (Position)</u></b>
<b><u>KYW (AM) Internship Program</u></b> – During this reporting period, the Employment Unit provided <b>2</b> 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. One of the interns who participated with KYW was also recognized as the recipient of the Mark Drucker Internship Program, in memory of a former KYW (AM) employee.	Ongoing	News Director Promotion Director Human Resources Manager
<b><u>WIP (FM) Internship Program</u></b> – During this reporting period, the Employment Unit provided <b>8</b> 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.	Ongoing	Promotion Director Promotion Coordinator General Sales Manager Human Resources Manager
<b><u>WOGL (FM) Internship Program</u></b> – During this reporting period, the Employment Unit provided <b>1</b> student 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.	Ongoing	Promotion Director Human Resources Manager
<b><u>WXTU (FM) Internship Program</u></b> – During this reporting period, the Employment Unit provided <b>7</b> 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.	Ongoing	Promotion Director Human Resources Manager
<b><u>WZMP (FM) Internship Program</u></b> – During this reporting period, the Employment Unit provided <b>7</b> 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.	Ongoing	Promotion Director Human Resources Manager

(d) **General Outreach Efforts**

<b><u>Description of Supplemental Recruitment Measure:</u></b>	<b><u>Date:</u></b>	<b><u>Personnel Involved: (Position)</u></b>
1. <b><u>Contributions to CBSRadio.com</u></b> – CBS Radio-Philadelphia has made significant contributions to the CBS Radio career website ( <a href="http://www.cbsradio.com">www.cbsradio.com</a> ) 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.	Ongoing	Human Resources Manager

\*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.

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**



**(e) Training of Management Level Personnel**

<u>Description of Supplemental Recruitment Measure:</u>	<u>Date:</u>	<u>Personnel Involved:</u> <u>(Position)</u>
<p>1. <b><u>CBS Corporation Compliance Training Program.</u></b> 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.”</p>	Ongoing	All full time employees including management-level personnel.
<p>2. <b><u>EEO and OFCCP Webinar Training.</u></b> Employment Unit’s management-level personnel with hiring capabilities participated in a training webinar regarding methods of ensuring equal employment opportunities and eliminating discrimination.</p>	03/15/2016 03/21/2016	All management level personnel, and any other personnel significantly involved in the hiring process, including personnel who help prepare the EEO reports

[\\*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.](#)

**CBS Radio Philadelphia Stations KYW (AM), WIP (FM) WOGL (FM), WPHT (AM), WXTU (FM) and WZMP (FM) are Equal Opportunity Employers.**

## Attachment A

\*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.

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

Disability Sites	
Agency for Persons with Disabilities (APD)	<a href="http://apd.myflorida.jobs/">http://apd.myflorida.jobs/</a>
Bosma Enterprises	<a href="http://bosma.jobs/">http://bosma.jobs/</a> (Indiana Located Jobs Only)
Deaf To Work	<a href="http://deaftowork.jobs/">http://deaftowork.jobs/</a>
Enable America	<a href="http://enableamerica.jobs">http://enableamerica.jobs</a>
Land A Job	<a href="http://jobs.landajob.org/">http://jobs.landajob.org/</a>
Maryland Works, Inc	<a href="http://mdworks.jobs/">http://mdworks.jobs/</a> (Maryland Located Jobs Only)
Options Unlimited Inc.	<a href="http://optionsunlimitedinc.jobs/">http://optionsunlimitedinc.jobs/</a> (Louisville, KY Located Jobs Only)
Quest	<a href="http://questinc.jobs/">http://questinc.jobs/</a> (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	<a href="http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx">http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx</a>
United Spinal Association	<a href="http://spinalcord.jobs/">http://spinalcord.jobs/</a>
US.jobs Disability	<a href="http://disability.jobs">http://disability.jobs</a>
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 <a href="http://vetcentral.us.jobs/vet_index.asp?stype=moc">http://vetcentral.us.jobs/vet_index.asp?stype=moc</a>
Workforce Recruitment Program	<a href="http://wrp.jobs/">http://wrp.jobs/</a>
Work In Iowa Disability (Iowa State Workforce)	<a href="http://workiniowa-disability.jobs/">http://workiniowa-disability.jobs/</a>

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

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

### Federal Government Sites

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

State Government Sites	
US. Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	<a href="http://US.jobs/">http://US.jobs/</a>
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 <a href="http://vetcentral.us.jobs/vet_index.asp?stype=moc">http://vetcentral.us.jobs/vet_index.asp?stype=moc</a>
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	<a href="https://3rivers.rescaretalentmarket.com/">https://3rivers.rescaretalentmarket.com/</a>
Rescare Workforce Services - Indiana	<a href="https://indiana.rescaretalentmarket.com/">https://indiana.rescaretalentmarket.com/</a>
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	<a href="https://joblink.alabama.gov/ada/">https://joblink.alabama.gov/ada/</a>
State of Alaska	<a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a>
State of Arizona	<a href="https://www.azjobconnection.gov/ders/ea/wcmrs/">https://www.azjobconnection.gov/ders/ea/wcmrs/</a>
State of Arkansas	<a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a>
State of California	<a href="http://www.caljobs.ca.gov/">http://www.caljobs.ca.gov/</a>
State of Colorado	<a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a>
State of Connecticut	<a href="http://connecticut.us.jobs/">http://connecticut.us.jobs/</a>
State of Delaware	<a href="https://joblink.delaware.gov/ada/">https://joblink.delaware.gov/ada/</a>
District of Columbia	<a href="https://www.dcnetworks.org/vosnet/Default.aspx">https://www.dcnetworks.org/vosnet/Default.aspx</a>
State of Florida	<a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a>
State of Georgia	<a href="http://explorer.dol.state.ga.us/jobfeeds/">http://explorer.dol.state.ga.us/jobfeeds/</a>
Guam Job Bank	<a href="http://guam.us.jobs/">http://guam.us.jobs/</a>
State of Hawaii	<a href="https://www.hirenethawaii.com/vosnet/Default.aspx">https://www.hirenethawaii.com/vosnet/Default.aspx</a>
State of Idaho	<a href="http://labor.idaho.gov/">http://labor.idaho.gov/</a>

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



State of Vermont	<a href="https://www.vermontjoblink.com/ada/">https://www.vermontjoblink.com/ada/</a>
State of Virginia	<a href="http://www.vec.virginia.gov/">http://www.vec.virginia.gov/</a>
State of Washington	<a href="https://fortress.wa.gov/esd/worksource/">https://fortress.wa.gov/esd/worksource/</a>
State of West Virginia	<a href="http://www.wvcommerce.org/business/workforcewv/default.aspx">http://www.wvcommerce.org/business/workforcewv/default.aspx</a>
State of Wisconsin	<a href="http://www.wisconsinjobcenter.org/">http://www.wisconsinjobcenter.org/</a>
State of Wyoming	<a href="https://www.wyomingatwork.com/vosnet/Default.aspx">https://www.wyomingatwork.com/vosnet/Default.aspx</a>
<b>State Workforce Agency Microsites (See list of specific state microsites below).</b>	<b>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).</b>
Arizona Workforce Connection (Arizona State Workforce)	<a href="http://workinaz-veterans.jobs/">http://workinaz-veterans.jobs/</a>
EmployNevada (Nevada State Workforce)	<a href="http://employnevadavets.jobs">http://employnevadavets.jobs</a>
KansasWorks Veterans (Kansas State Workforce)	<a href="http://kansasworks-veterans.jobs/">http://kansasworks-veterans.jobs/</a>
Mass Veterans (Massachusetts State Workforce)	<a href="http://mass-veterans.jobs/">http://mass-veterans.jobs/</a>
Missouri Veterans ( Missouri State Workforce)	<a href="http://mo-veterans.jobs/">http://mo-veterans.jobs/</a>
NYWorks Veterans (New York State Workforce)	<a href="http://nyworks-veterans.jobs/">http://nyworks-veterans.jobs/</a>
SDWorks Veterans (South Dakota State Workforce)	<a href="http://sdworks-veterans.jobs/">http://sdworks-veterans.jobs/</a>
WorkInAZ Veterans (Arizona State Workforce)	<a href="http://workinaz-veterans.jobs/">http://workinaz-veterans.jobs/</a>
WorkInIllinois Veterans (Illinois State Workforce)	<a href="http://workinillinois-veterans.jobs/">http://workinillinois-veterans.jobs/</a>
WorkInIowa Veterans (Iowa State Workforce)	<a href="http://workiniowa-veterans.jobs/">http://workiniowa-veterans.jobs/</a>
WorkInOregon Veterans (Oregon State Workforce)	<a href="http://workinoregon-veterans.jobs/">http://workinoregon-veterans.jobs/</a>
WorkInTexas Veterans (Texas State Workforce)	<a href="http://workintexas-veterans.jobs/">http://workintexas-veterans.jobs/</a>

Other Sites	
Adsdeck	<a href="http://www.adsdeck.com/">http://www.adsdeck.com/</a>
Beyond.com	<a href="http://www.beyond.com/">http://www.beyond.com/</a>
Career Bliss	<a href="http://www.careerbliss.com/jobs/">http://www.careerbliss.com/jobs/</a>
Facebook Social Jobs Partnership	<a href="https://www.facebook.com/socialjobs/app_417814418282098">https://www.facebook.com/socialjobs/app_417814418282098</a>
Info.com	<a href="http://info.com/">http://info.com/</a>
Jobalot	<a href="http://www.jobalot.com/">http://www.jobalot.com/</a>
Job Inventory	<a href="http://www.jobinventory.com/">http://www.jobinventory.com/</a>
Jobsearch.net	<a href="http://www.jobsearch.net/">http://www.jobsearch.net/</a>
Juju	<a href="http://www.job-search-engine.com/">http://www.job-search-engine.com/</a>
The Ladders	<a href="http://TheLadders.com/">http://TheLadders.com/</a>
Meelieu	<a href="http://meelieu.com">http://meelieu.com</a> (Engineering Jobs Only)
Mitula	<a href="http://www.mitula.com/">http://www.mitula.com/</a>
mybrightmountain.com	<a href="http://www.mybrightmountain.com/classifiedjobs.aspx">http://www.mybrightmountain.com/classifiedjobs.aspx</a>
Recruiter.com	<a href="http://www.recruiter.com">http://www.recruiter.com</a>
Servant@Heart Christian Business Directory	<a href="http://jobs.servantatheart.org/">http://jobs.servantatheart.org/</a>
SimplyHired	<a href="http://www.simplyhired.com/">http://www.simplyhired.com/</a>
St. Christopher Parish	<a href="http://jobs.saintchristopherparish.org/">http://jobs.saintchristopherparish.org/</a>
TalentPlanet	<a href="http://talentplanet.com/index.php">http://talentplanet.com/index.php</a>
Trovit	<a href="http://job.trovit.com/">http://job.trovit.com/</a>
Universal Technical Institute	<a href="http://uti.jobs/">http://uti.jobs/</a> *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
	Sacred Heart University
Carleton College	Saddleback College
Carnegie Mellon	Saginaw Valley State University
Carnegie Mellon, Heinz School of Public Policy & Management	Saint Josephs College
Case Western Reserve University	Saint Peter's University
Case Western Reserve University, School of Engineering	Samford University
Catholic University of Portugal	San Diego State University
Cedarville University	San Jose State University
Central Arizona College	Santa Barbara City College
Central College	Santa Clara University
Central Lakes College at Brainerd	Sarah Lawrence
Central Methodist University	Savannah College of Art and Design
Central New Mexico Community College	Savannah State University
Central Oregon Community College	School of Visual Arts
Central State	Scripps (Claremont MSE)
Central Virginia Community College	Seattle Pacific University
Centre College	Sewanee, the University of the South
Chadwick School	Shippensburg University of Pennsylvania (PASSHE)
Chaffey College	Siena College
Chaminade University of Honolulu	Simpson College
Champlain College	SIT Graduate Institute
Chapman University	Skidmore College
Charleston Southern University	Skyline College
Chatham University	Slippery Rock University of Pennsylvania (PASSHE)
Cheyney University of Pennsylvania (PASSHE)	Smith College
Chicago State University	Soka University of America
Christian Brothers University	
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  
CUNY Graduate School of Journalism  
CUNY Hostos Community College  
CUNY Hunter College  
CUNY John Jay College of Criminal Justice  
CUNY LaGuardia Community College  
CUNY Lehman College  
CUNY Macaulay Honors College  
CUNY Medgar Evers College  
CUNY Queens College  
CUNY Service Corps  
CUNY York College

SUNY University at Buffalo  
Susquehanna University  
Syracuse University  
Tallahassee Community College  
Tarleton State  
Tennessee State  
Texas A&M Central Texas  
Texas A&M College Station  
Texas A&M Kingsville  
Texas A&M San Antonio  
Texas A&M Texarkana  
Texas A&M University Qatar

Cypress College  
Dallas County Community College District (DCCCD)  
Daniel Webster College  
Dartmouth College, Health Policy & Clinical Practice  
Dartmouth College, Thayer School of Engineering  
Davidson College  
Dean College  
Delaware State University  
Delaware Technical Community College  
Delaware Valley College  
Delta State  
Denison University  
Depauw University  
DeSales University  
Dominican College  
Dominican University of California  
Dowling College  
Drake University  
Drew University  
Drexel University  
Dunwoody College of Technology  
Earlham College  
East Georgia State College  
East Stroudsburg University of Pennsylvania (PASSHE)  
Eastern Illinois University  
Eastern Washington University  
Eckerd College  
Edinboro University of Pennsylvania (PASSHE)  
EduK Group  
Ehove Career Center  
Elmhurst College  
  
Emerson College, Los Angeles Center

Texas Tech, Health Sciences Center School of Nursing  
Texas Tech, Rawls College of Business  
Texas Wesleyan University  
Texas Woman's University  
The Citadel  
The College of New Rochelle  
The King's College  
The New School  
The Universities at Shady Grove  
The University of the Arts  
Thomas Jefferson University  
Touro College  
Trident Technical College  
Trine University  
Trinity College (CT)  
Trinity Washington University  
Troy University  
Truckee Meadows Community College  
Tufts University, Office of Public Health  
Tulane University  
Tuskegee  
UCAN, University Career Action Network  
UCLA  
UCLA, School of Public Affairs  
University of Akron  
University of Alabama  
University of Alaska Fairbanks  
University of Arizona  
University of Arkansas at Fayetteville  
University of Arkansas at Fort Smith  
University of Arkansas at Little Rock  
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)	University of Southern California, Annenberg School
Indiana University, School of Social Work (Talent)	University of Southern California, Marshall Undergraduate
Indiana University, Talent	University of Southern Indiana
Indiana University, University College (Talent)	University of St Francis (IL)
Indiana University/Purdue University, Indianapolis (IUPUI)	University of St. Francis, Fort Wayne
Indiana Wesleyan University	University of St. Joseph
iNet Internship Network	University of St. Thomas
Iona College	University of Texas at Austin, School of Architecture
	University of Texas at Austin, School of Information

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

<b>Nebraska:</b>	<i>Lincoln</i>	<i>Omaha</i>			
<b>Nevada:</b>	<i>Carson City</i>	<i>Las Vegas</i>	<i>Reno</i>		
<b>New Hampshire:</b>	<i>Concord</i>	<i>Manchester</i>			
<b>New Jersey:</b>	<i>Elizabeth</i>	<i>Jersey City</i>	<i>Newark</i>	<i>Patterson</i>	<i>Trenton</i>
<b>New Mexico:</b>	<i>Albuquerque</i>	<i>Santa Fe</i>			
<b>New York:</b>	<i>Albany</i> <i>Syracuse</i>	<i>Buffalo</i>	<i>Elmira</i>	<i>New York</i>	<i>Rochester</i>
<b>North Carolina:</b>	<i>Asheville</i> <i>Durham</i>	<i>Charlotte</i> <i>Winston-Salem</i>	<i>Fayetteville</i>	<i>Greensboro</i>	<i>Raleigh</i>
<b>North Dakota:</b>	<i>Bismarck</i>	<i>Fargo</i>			
<b>Ohio:</b>	<i>Akron</i> <i>Toledo</i>	<i>Cincinnati</i>	<i>Cleveland</i>	<i>Columbus</i>	<i>Dayton</i>
<b>Oklahoma:</b>	<i>Oklahoma City</i>	<i>Tulsa</i>			
<b>Oregon:</b>	<i>Eugene</i>	<i>Portland</i>	<i>Salem</i>		
<b>Pennsylvania:</b>	<i>Allentown</i>	<i>Erie</i>	<i>Philadelphia</i>	<i>Pittsburgh</i>	
<b>Rhode Island:</b>	<i>Providence</i>				
<b>South Carolina:</b>	<i>Charleston</i>	<i>Columbia</i>			
<b>South Dakota:</b>	<i>Pierre</i>	<i>Sioux Falls</i>			
<b>Tennessee:</b>	<i>Chattanooga</i>	<i>Clarksville</i>	<i>Knoxville</i>	<i>Memphis</i>	<i>Nashville</i>
<b>Texas:</b>	<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>
<b>Utah:</b>	<i>Provo</i>	<i>Salt Lake City</i>			
<b>Vermont:</b>	<i>Burlington</i>	<i>Montpelier</i>			
<b>Virginia:</b>	<i>Alexandria</i>	<i>Norfolk</i>	<i>Richmond</i>	<i>Virginia Beach</i>	
<b>Washington:</b>	<i>Olympia</i>	<i>Seattle</i>	<i>Spokane</i>	<i>Tacoma</i>	
<b>West Virginia:</b>	<i>Charleston</i>	<i>Huntington</i>			
<b>Wisconsin:</b>	<i>Green Bay</i>	<i>Madison</i>	<i>Milwaukee</i>		
<b>Wyoming:</b>	<i>Casper</i>	<i>Cheyenne</i>			

