

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2016 – May 22, 2017.

1) **Employment Unit: CBS Radio – Baltimore, MD**

2) **Unit Members (Stations and Communities of License):**      **WJZ (AM), Baltimore, MD**  
   **WJZ (FM), Catonsville, MD**  
   **WLIF (FM), Baltimore, MD**  
   **WWMX (FM), Baltimore, MD**

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

Mailing Address:  CBS Radio/Baltimore 1423 Clarkview Road Suite 100 Baltimore, MD 21209	Telephone Number: 410-825-1000
	Contact Person/Title: Ann Peters, Operations Manager/EEO Coordinator
	E-mail Address: ann.peters@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) Account Services Manager	CBS Radio.com
(2) Sports Sales Account Executive	CBS Radio.com
(3) Account Services Manager	CBS Radio.com
(4) Sports Sales Account Executive	CBS Radio.com
(5) Account Executive	Former Employee
(6) Account Executive	Industry Referral
(7) Account Executive	Industry Referral
(8) Account Executive	CBS Radio.com
(9) Sports Sales Account Executive	Industry Referral
(10) Continuity Director	Former Employee
(11) Account Executive	CBS Radio.com
(12) General Sales Manager	Former Employee
(13) Sports Sales Account Executive	CBS Radio.com
(14) Account Executive	CBS Radio.com
(15) Sports Sales Account Executive	CBS Radio.com

**Stations WJZ-AM, WJZ-FM, WLIF-FM and WWMX-FM are Equal Opportunity Employers.**

Vacancies 1,3 were filled from the same pool of interviewees

Vacancies 2,4 were filled from the same pool of interviewees

Vacancies 5,7,8 were filled from the same pool of interviewees

Vacancies 9,13,15 were filled from the same pool of interviewees

**5) Job Title: Account Services Manager Referral Source(s) of Hire: CBSRadio.com (1,3)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	5	No
All Access	n/a	28955 Pacific Coast Hwy,Suite 210 Malibu, California 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Rd Bowie, Md 20715	301-464-6570		No
Community College of Baltimore County Catonsville /Dundalk/Essex	n/a	College central.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Md 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxant Parkway Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a	2	No
Industry Referral	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000		No
Internal Job Posting	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000		No
Jewish Vocational Services	Tova Jaffe	1515 Reisterstown Rd Baltimore, Maryland 21208	info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N Calvert Street,#401 Baltimore, Maryland 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Road Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/M	410-385-0224		No
Morgan State University	William M Carson	1700 E Cold Spring Lane Montebello Complex C Wing, Rm224 Baltimore, Maryland21251	410-319-8506		No
National Associationfor the advancement of Colored People Of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, Maryland 21215	tpinchinat@naacpnet.org		No
Pennsylvania Association of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		No
Sheffield Institute For Recording Arts	Josh Scarff	13816 Sunnybrook Road Phoenix Maryland 21131	410-628-7260		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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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Stevenson University	n/a	Stevenson Career Connections Wooded Way 100 Campus Circle Owings mills Maryland 21117 Stevenson-csm-symplicity.com	443-352-4477		No
Towson University	n/a	7800 York Rd Suite 206 Towson, Maryland 21252 <a href="http://www.myinterface.com/towson">www.myinterface.com/towson</a>	410-704-2730		No
University Of Maryland Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math / Psychology, Room 204 Baltimore, Maryland	410-455-3907		No

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**5) Job Title: Account Executive – Sports Referral Source(s) of Hire: CBSRadio.com (2,4)  
Sales  
(2,4)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	11	No
All Access	n/a	28955 Pacific Coast Hwy,Suite 210 Malibu, California 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Rd Bowie, Md 20715	301-464-6570		No
Community College of Baltimore County Catonsville /Dundalk/Essex	n/a	College central.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Md 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxent Parkway Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a	5	No
Industry Referral	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000	3	No
Internal Job Posting	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000		No
Jewish Vocational Services	Tova Jaffe	1515 Reisterstown Rd Baltimore, Maryland 21208	info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N Calvert Street,#401 Baltimore, Maryland 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Road Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/M	410-385-0224		No
Morgan State University	William M Carson	1700 E Cold Spring Lane Montebello Complex C Wing, Rm224 Baltimore, Maryland21251	410-319-8506		No
National Association for the advancement of Colored People Of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, Maryland 21215	tpinchinat@naacpnet.org		No
Pennsylvania Association of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		No
Sheffield Institute For Recording Arts	Josh Scarff	13816 Sunnybrook Road Phoenix Maryland 21131	410-628-7260		No

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Stevenson University	n/a	Stevenson Career Connections Wooded Way 100 Campus Circle Owings mills Maryland 21117 Stevenson-csm-symplicity.com	443-352-4477		No
Towson University	n/a	7800 York Rd Suite 206 Towson, Maryland 21252 <a href="http://www.myinterface.com/towson">www.myinterface.com/towson</a>	410-704-2730		No
University Of Maryland Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math / Psychology, Room 204 Baltimore, Maryland	410-455-3907		No

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**5) Job Title: Account Executive  
(5,7,8)**

**Referral Source(s) of Hire: CBSRadio.com (8)  
Industry Referral (5,7)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	15	No
All Access	n/a	28955 Pacific Coast Hwy,Suite 210 Malibu, California 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Rd Bowie, Md 20715	301-464-6570		No
Community College of Baltimore County Catonsville /Dundalk/Essex	n/a	College central.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Md 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxant Parkway Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a	6	No
Industry Referral	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000	7	No
Internal Job Posting	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000		No
Jewish Vocational Services	Tova Jaffe	1515 Reisterstown Rd Baltimore, Maryland 21208	info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N Calvert Street,#401 Baltimore, Maryland 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Road Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/M	410-385-0224		No
Morgan State University	William M Carson	1700 E Cold Spring Lane Montebello Complex C Wing, Rm224 Baltimore, Maryland21251	410-319-8506		No
National Association for the advancement of Colored People Of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, Maryland 21215	tpinchinat@naacpnet.org		No
Pennsylvania Association of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		No
Sheffield Institute For Recording Arts	Josh Scarff	13816 Sunnybrook Road Phoenix Maryland 21131	410-628-7260		No

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Stevenson University	n/a	Stevenson Career Connections Wooded Way 100 Campus Circle Owings mills Maryland 21117 Stevenson-csm-symplicity.com	443-352-4477		No
Towson University	n/a	7800 York Rd Suite 206 Towson, Maryland 21252 <a href="http://www.myinterface.com/towson">www.myinterface.com/towson</a>	410-704-2730		No
University Of Maryland Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math / Psychology, Room 204 Baltimore, Maryland	410-455-3907		No

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**5) Job Title: Account Executive  
(6,14)**

**Referral Source(s) of Hire: CBSRadio.com (6,14)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	12	No
All Access	n/a	28955 Pacific Coast Hwy,Suite 210 Malibu, California 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Rd Bowie, Md 20715	301-464-6570		No
Community College of Baltimore County Catonsville /Dundalk/Essex	n/a	College central.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Md 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxant Parkway Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a	3	No
Industry Referral	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-825-1000	1	No
Internal Job Posting	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000		No
Jewish Vocational Services	Tova Jaffe	1515 Reisterstown Rd Baltimore, Maryland 21208	info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N Calvert Street,#401 Baltimore, Maryland 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Road Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/M	410-385-0224		No
Morgan State University	William M Carson	1700 E Cold Spring Lane Montebello Complex C Wing, Rm224 Baltimore, Maryland21251	410-319-8506		No
National Association for the advancement of Colored People Of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, Maryland 21215	tpinchinat@naacpnet.org		No
Pennsylvania Association of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		No
Sheffield Institute For Recording Arts	Josh Scarff	13816 Sunnybrook Road Phoenix Maryland 21131	410-628-7260		No

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Stevenson University	n/a	Stevenson Career Connections Wooded Way 100 Campus Circle Owings mills Maryland 21117 Stevenson-csm-symplicity.com	443-352-4477		No
Towson University	n/a	7800 York Rd Suite 206 Towson, Maryland 21252 <a href="http://www.myinterface.com/towson">www.myinterface.com/towson</a>	410-704-2730		No
University Of Maryland Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math / Psychology, Room 204 Baltimore, Maryland	410-455-3907		No

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**5) Job Title: Account Executive – Sports Sales (9, 13, 15) Referral Source(s) of Hire: CBSRadio.com (13,15) Industry Referral (9)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	13	No
All Access	n/a	28955 Pacific Coast Hwy,Suite 210 Malibu, California 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Rd Bowie, Md 20715	301-464-6570		No
Community College of Baltimore County Catonsville /Dundalk/Essex	n/a	College central.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Md 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxent Parkway Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a	3	No
Industry Referral	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000	7	No
Internal Job Posting	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000		No
Jewish Vocational Services	Tova Jaffe	1515 Reisterstown Rd Baltimore, Maryland 21208	info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N Calvert Street,#401 Baltimore, Maryland 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Road Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/M	410-385-0224		No
Morgan State University	William M Carson	1700 E Cold Spring Lane Montebello Complex C Wing, Rm224 Baltimore, Maryland21251	410-319-8506		No
National Association for the advancement of Colored People Of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, Maryland 21215	tpinchinat@naacpnet.org		No
Pennsylvania Association of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		No
Sheffield Institute For Recording Arts	Josh Scarff	13816 Sunnybrook Road Phoenix Maryland 21131	410-628-7260		No

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Stevenson University	n/a	Stevenson Career Connections Wooded Way 100 Campus Circle Owings mills Maryland 21117 Stevenson-csm-symplicity.com	443-352-4477		No
Towson University	n/a	7800 York Rd Suite 206 Towson, Maryland 21252 <a href="http://www.myinterface.com/towson">www.myinterface.com/towson</a>	410-704-2730		No
University Of Maryland Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math / Psychology, Room 204 Baltimore, Maryland	410-455-3907		No

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**5) Job Title: Account Executive  
(11)**

**Referral Source(s) of Hire: Industry Referral (11)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	5	No
All Access	n/a	28955 Pacific Coast Hwy,Suite 210 Malibu, California 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Rd Bowie, Md 20715	301-464-6570		No
Community College of Baltimore County Catonsville /Dundalk/Essex	n/a	College central.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Md 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxant Parkway Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a	2	No
Industry Referral	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000	2	No
Internal Job Posting	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000		No
Jewish Vocational Services	Tova Jaffe	1515 Reisterstown Rd Baltimore, Maryland 21208	info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N Calvert Street,#401 Baltimore, Maryland 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Road Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/M	410-385-0224		No
Morgan State University	William M Carson	1700 E Cold Spring Lane Montebello Complex C Wing, Rm224 Baltimore, Maryland21251	410-319-8506		No
National Association for the advancement of Colored People Of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, Maryland 21215	tpinchinat@naacpnet.org		No
Pennsylvania Association of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		No
Sheffield Institute For Recording Arts	Josh Scarff	13816 Sunnybrook Road Phoenix Maryland 21131	410-628-7260		No

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Towson University	n/a	7800 York Rd Suite 206 Towson, Maryland 21252 <a href="http://www.myinterface.com/towson">www.myinterface.com/towson</a>	410-704-2730		No
University Of Maryland Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math / Psychology, Room 204 Baltimore, Maryland	410-455-3907		No

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**5) Job Title: General Sales Manager  
(12)**

**Referral Source(s) of Hiree: Former Employee (12)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	4	No
All Access	n/a	28955 Pacific Coast Hwy,Suite 210 Malibu, California 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Rd Bowie, Md 20715	301-464-6570		No
Community College of Baltimore County Catonsville /Dundalk/Essex	n/a	College central.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Md 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxant Parkway Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a		No
Industry Referral	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000	3	
Internal Job Posting	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000	3	No
Jewish Vocational Services	Tova Jaffe	1515 Reisterstown Rd Baltimore, Maryland 21208	info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N Calvert Street,#401 Baltimore, Maryland 21202 MWEJobs.maryland.gov	410-230-6001		No
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Pennsylvania Association of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		No
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Towson University	n/a	7800 York Rd Suite 206 Towson, Maryland 21252 <a href="http://www.myinterface.com/towson">www.myinterface.com/towson</a>	410-704-2730		No
University Of Maryland Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math / Psychology, Room 204 Baltimore, Maryland	410-455-3907		No

**Stations WJZ-AM, WJZ-FM, WLIF-FM and WWMX-FM are Equal Opportunity Employers.**



**5) Job Title: Continuity Director  
(10)**

**Referral Source(s) of Hire: Former Employee (10)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*	EEO Coordinator	www.cbsradio.com/careers	410-825-1065	2	No
All Access	n/a	28955 Pacific Coast Hwy, Suite 210 Malibu, California 90265 www.allaccess.com	310-457-6616		No
Bowie State University	Career Services Department	14000 Jericho Park Rd Bowie, Md 20715	301-464-6570		No
Community College of Baltimore County Catonsville /Dundalk/Essex	n/a	College central.com/ccbc	n/a		No
College of Notre Dame	Brynn Career Center	4701 North Charles Street, Baltimore, Md 21210	410-435-0100		No
Goucher College	Raquel Cosden Employment Relations Coordinator	1021 Dulaney Valley Road Baltimore, Maryland 21204	410-337-6000		No
Howard County Community College	HCC Job Connection	10901 Little Patuxant Parkway Columbia, Maryland 21044	410-772-4450		No
Indeed.com	n/a	www.indeed.com	n/a		No
Industry Referral	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000		
Internal Job Posting	EEO Coordinator	1423 Clarkview Rd Baltimore, Maryland 21209	410-285-1000	1	No
Jewish Vocational Services	Tova Jaffe	1515 Reisterstown Rd Baltimore, Maryland 21208	info@jcsbaltimore.org		No
Loyola College	n/a	4501 North Charles Street, Baltimore Maryland 21210 www.loyola.edu	410-617-2000		No
Maryland Workforce Exchange	n/a	500 N Calvert Street, #401 Baltimore, Maryland 21202 MWEJobs.maryland.gov	410-230-6001		No
Maryland Works Inc.	Jay Stewart	10270 Old Columbia Road Suite 100 Baltimore, Maryland	410-551-3130		No
MD/DC/DE Broadcasters Association	Chip Weinman Job Bank	106 Old Court Road Baltimore, Maryland 21208 http://associationdatabase.com/aws/M	410-385-0224		No
Morgan State University	William M Carson	1700 E Cold Spring Lane Montebello Complex C Wing, Rm224 Baltimore, Maryland 21251	410-319-8506		No
National Association for the advancement of Colored People Of Baltimore County	Trish Pinchinat	4805 MT Hope Drive Baltimore, Maryland 21215	tpinchinat@naacpnet.org		No
Pennsylvania Association of Broadcasters	n/a	8501 Paxton Street Hummels Town, PA 17036	717-482-4820		No
Sheffield Institute For Recording Arts	Josh Scarff	13816 Sunnybrook Road Phoenix Maryland 21131	410-628-7260		No

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

**Stations WJZ-AM, WJZ-FM, WLIF-FM and WWMX-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)
Stevenson University	n/a	Stevenson Career Connections Wooded Way 100 Campus Circle Owings mills Maryland 21117 Stevenson-csm-symplicity.com	443-352-4477		No
Towson University	n/a	7800 York Rd Suite 206 Towson, Maryland 21252 <a href="http://www.myinterface.com/towson">www.myinterface.com/towson</a>	410-704-2730		No
University Of Maryland Baltimore County	Diane Crump Fogle	1000 Hilltop Circle Math / Psychology, Room 204 Baltimore, Maryland	410-455-3907		No

**Stations WJZ-AM, WJZ-FM, WLIF-FM and WWMX-FM are Equal Opportunity Employers.**

6) **Total # of Interviewees Referred:** For the period from May 23, 2016 – May 22, 2017, this Employment Unit interviewed 115 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

List and briefly describe the Supplemental Recruitment Measures undertaken during the period covered by this report. Include a brief description showing how the employment unit had meaningful involvement in the activity. For privacy reasons, list only the position (not the name) of the station personnel participating in each recruitment measure; the name of the participating employees should be kept in the employment unit's internal, non-public files.

Each employment unit may choose from a broader list of Supplemental Recruitment Measures summarized below. Each employment unit must complete four initiatives in each two-year cycle, beginning with the date on which its stations file their license renewal applications.

a) **Participation in Job Fairs**

Loyola University /Fall Career Fair

Date: October 19, 2016

Personnel Involved: Sales Manager

The Employment Unit Sales Manager attended the Loyola University Fall Career Fair on behalf of the Employment Unit. At the job fair, students were invited to come and speak directly with management about job opportunities at the Employment Unit, drop off resumes, learn about the application process, and about careers in radio broadcasting.

b) **Hosting of Job Fairs**

Date: September 29, 2016

Personnel Involved: General Sales Manager, Sports Sales Manager

The Employment Unit Sales Managers hosted a Job Fair at Employment Unit Facilities. Candidates were invited via on-air announcements and through social media to Facilities to learn about careers in Sports Sales. Candidates were shown a presentation and then given an opportunity to speak with management regarding Sports Sales careers and to learn about the application process.

c) **Internships**

Internships

Date: Ongoing

Personnel involved: Assistant Program Director, Sales Manager, EEO Coordinator

During this reporting period, the Employment Unit provided 5 college students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.

d) **Training Programs**

Sales Associate Training/Mentoring Program

Date: Ongoing

**Stations WJZ-AM, WJZ-FM, WLIF-FM and WWMX-FM are Equal Opportunity Employers.**

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

The Employment Unit has implemented a sales associate training/mentoring program to assist with the growth, development, and support of “sales associates” and junior account executives and other entry level personnel who have interests in careers in sales. The Sales Associate Program is designed to enable Employment Unit personnel in sales in acquiring skills that could qualify them for higher level positions. The sales associates who are the focus of this program and other participants partake in a 10 – 12 month training program to obtain real world industry training as well as a perspective on interdepartmental procedures. Additionally, account executives work on a one-on-one daily basis with designated mentee sales associates. At the same time, the account executive mentors develop supervisory and instructional skills necessary for careers in sales management. During this reporting period, the Employment Unit had 34 participants in the training/mentoring program.

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

Training of management-level personnel on methods of ensuring equal employment opportunity and preventing discrimination. (CBS Radio Law and HR Departments will provide this training to the Stations every two years via webinar). Please include, as appropriate:

CBS Corporation Compliance Training Program

Date: Ongoing

Personnel involved: All full time employees, including management-level personnel

Employment Unit employees, including management-level personnel, participated in CBS Corporation’s Compliance Training Program, which included online training regarding the Corporation’s Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. All full time Employment Unit employees received the 2016 CBS Corporation Business Conduct Statement in October 2016 and were required to complete related online training by October 15, 2016. 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.

CBS Radio Management-Level Training

Date: May 15, 2017

Personnel involved: All management-level employees

On **May 15, 2017**, the Employment Unit’s management-level personnel received training on methods of ensuring equal employment opportunity and preventing discrimination.

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

This initiative includes participation in CBSRadio.com or other job banks and Internet programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies). Please include, as appropriate:

Contributions to CBS Radio Career Website

Date: Ongoing

Personnel involved: Market EEO Compliance Officer

The Employment Unit has made significant contributions to the CBS Radio career website ([www.cbsradio.com](http://www.cbsradio.com)), which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio Baltimore.

**Stations WJZ-AM, WJZ-FM, WLIF-FM and WWMX-FM are Equal Opportunity Employers.**

**Attachment A**

**Stations WJZ-AM, WJZ-FM, WLIF-FM and WWMX-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)	
Indiana University, School of Social Work (Talent)	University of Southern California, Annenberg School Undergraduate
Indiana University, Talent	University of Southern California, Marshall Undergraduate
Indiana University, University College (Talent)	University of Southern Indiana
Indiana University/Purdue University, Indianapolis (IUPUI)	University of St Francis (IL)
Indiana Wesleyan University	University of St. Francis, Fort Wayne
iNet Internship Network	University of St. Joseph
Iona College	University of St. Thomas
	University of Texas at Austin, School of Architecture
	University of Texas at Austin, School of Information

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

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



### Metro Areas on US Jobs

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

<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>			