

EEO PUBLIC FILE REPORT

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

1) **Employment Unit:** CBS Radio – San Diego, CA

2) **Unit Members (Stations and Communities of License):**

KEGY (FM), San Diego, CA

KYXY (FM), San Diego, CA

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

Mailing Address: CBS Radio – San Diego 8033 Linda Vista Road San Diego, CA 92111-5108	Telephone Number: (858) 467-4111
	Contact Person/Title: Stephanie Estrada/Human Resource Administrator
	E-mail Address: Stephanie.estrada@cbsradio.com

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

Job Title	Recruitment Source Referring Hiree
(1) Engineer	Indeed.com
(2) Sales Assistant	Indeed.com
(3) Promotions Coordinator	CBSRadio.com
(4) Digital Sales Specialist	Internal candidate
(5) Account Executive	CBSRadio.com

Stations KEGY(FM) and KYXY(FM) are Equal Opportunity Employers.

5) Job Title: Engineer (1)

Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com*				2	No
Asian Business Association, San Diego	Rhea Dasgupta	5675 Ruffin Road, Suite 305 San Diego, CA 92123	858-277-2822		Yes
California Lutheran University	Cynthia Smith	60 West Olsen Road, #2400 Thousand Oaks, CA 91360	805-493-3196		Yes
Center for Employment Training	Inna Lomack	4153 Market Street San Diego, CA 92102	619-233-6829		Yes
Chapman University	Ilyana Marks	One University Drive Orange, CA 92866	714-744-7980		No
Cuyamaca College	Maggie Gonzalez	900 Rancho San Diego Pkwy San Diego, CA 92019-4304	619-660-4436		Yes
DeVry University	Guadalupe Zambrano	2655 Camino del Rio North, Suite 201 San Diego, CA 92108-1633	619-293-5440		No
East County Career Center	Susan Roberts	924 E. Main Street El Cajon, CA 92021	619-590-3900 x3038		Yes
East Village Community Development Corporation	Lamont West	P.O. BOX 126762 SAN DIEGO, CA 92112-6762	619-238-0283		Yes
Goodwill Industries of San Diego County	Hilda Mendoza	3663 Rosecrans Street San Diego, CA 92110-3226	619-225-2200		Yes
Grossmont College	Nancy Davis	8800 Grossmont College Drive El Cajon, CA 92020	619-644-7611		No
Indian Human Resource Center	Cynthia Begay	4265 Fairmont Ave, Suite 140 San Diego, CA 92105	619-281-5964		Yes
Latter-Day Saints Employment Services	Kirk Draper	4722 Mercury Street San Diego, CA 92111	858-279-2338		Yes
Metro Career Center	Patricia Devereaux	3910 University Avenue, Suite 300 San Diego, CA 92105	619-516-2265		No
Miramar College	Joe Hankinson	10440 Black Mountain Road San Diego, CA 92126	858-388-7335		No
National Hispanic Media Coalition	Alex Nogales	55 S. Grand Avenue Pasadena, CA 91105	626-792-6462		Yes

* 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 KEGY(FM) and KYXY(FM)
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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)
National City Chamber of Commerce	Jacqueline Reynoso	901 National City Blvd. National City, CA 91950	619-477-9339		Yes
Point Loma Nazarene University	Charlie Howard	3900 Lomaland Drive San Diego, CA 92106-2899	619-849-2633		Yes
Regional Occupational Program	Susan Yamate Ana Gutierrez	6401 Linda Vista Road San Diego, CA 92111-7399	858-292-3529		Yes
San Diego City College	Joe D'Ambro	1313 Park Blvd., Room A-111 San Diego, CA 92101-4787	619-388-3722		Yes
San Diego Community College District Career Planning & Assessment Center	Patti Buse	8401 Aero Drive San Diego, CA 92123	858-627-2553		Yes
San Diego Community College District Workability 3 Program	Rusty Krumm	3375 Camino Del Rio S, #275 San Diego, CA 92108	619-388-6801		Yes
San Diego Mesa College	Sheri Endicott	7250 Mesa College Drive San Diego, CA 92111	858-627-2777		Yes
San Diego State University	Nicole Vargas	Career Services-MC8255 5500 Campanile Drive San Diego, CA 92182	619-594-4391		No
SDRBA	Cris Tolley	P.O. Box 910285 San Diego, CA 92191	858-350-8854		No
South County Career Center	Diane Rose	1111 Bay Blvd., Suite E Chula Vista, CA 91911	619-628-0322		Yes
Southwestern College	Nelson Riley	900 Otay Lakes Road Chula Vista, CA 91910	619-482-6356		Yes
University of San Diego Career Services	Connie Wilson	5998 Alcala Park, HC 110 San Diego, CA 92110	619-260-4654		Yes
University of Southern California - Annenberg School of Communication	Megan Hutaff	3502 Watt Way, ASC 154 Los Angeles, CA 90089-0281	213-821-1514		Yes
XXavier Group	Carlette Lewis	P.O. Box 153106 San Diego, CA 92195	858-413-7577		Yes
Indeed	N/A	www.indeed.com	N/A	1	No

5) Job Title: Sales Assistant (2)

Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com				3	No
Asian Business Association, San Diego	Rhea Dasgupta	5675 Ruffin Road, Suite 305 San Diego, CA 92123	858-277-2822		Yes

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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)
California Lutheran University	Cynthia Smith	60 West Olsen Road, #2400 Thousand Oaks, CA 91360	805-493-3196		Yes
Center for Employment Training	Inna Lomack	4153 Market Street San Diego, CA 92102	619-233-6829		Yes
Chapman University	Ilyana Marks	One University Drive Orange, CA 92866	714-744-7980		No
Cuyamaca College	Maggie Gonzalez	900 Rancho San Diego Pkwy San Diego, CA 92019-4304	619-660-4436		Yes
DeVry University	Guadalupe Zambrano	2655 Camino del Rio North, Suite 201 San Diego, CA 92108-1633	619-293-5440		No
East County Career Center	Susan Roberts	924 E. Main Street El Cajon, CA 92021	619-590-3900 x3038		Yes
East Village Community Development Corporation	Lamont West	P.O. BOX 126762 SAN DIEGO, CA 92112-6762	619-238-0283		Yes
Goodwill Industries of San Diego County	Hilda Mendoza	3663 Rosecrans Street San Diego, CA 92110-3226	619-225-2200		Yes
Grossmont College	Nancy Davis	8800 Grossmont College Drive El Cajon, CA 92020	619-644-7611		No
Indian Human Resource Center	Cynthia Begay	4265 Fairmont Ave, Suite 140 San Diego, CA 92105	619-281-5964		Yes
Latter-Day Saints Employment Services	Kirk Draper	4722 Mercury Street San Diego, CA 92111	858-279-2338		Yes
Metro Career Center	Patricia Devereaux	3910 University Avenue, Suite 300 San Diego, CA 92105	619-516-2265		No
Miramar College	Joe Hankinson	10440 Black Mountain Road San Diego, CA 92126	858-388-7335		No
National Hispanic Media Coalition	Alex Nogales	55 S. Grand Avenue Pasadena, CA 91105	626-792-6462		Yes
National City Chamber of Commerce	Jacqueline Reynoso	901 National City Blvd. National City, CA 91950	619-477-9339		Yes
Regional Occupational Program	Susan Yamate Ana Gutierrez	6401 Linda Vista Road San Diego, CA 92111-7399	858-292-3529		Yes
San Diego City College	Joe D'Ambro	1313 Park Blvd., Room A-111 San Diego, CA 92101-4787	619-388-3722		Yes
San Diego Community College District Career Planning & Assessment Center	Patti Buse	8401 Aero Drive San Diego, CA 92123	858-627-2553		Yes
San Diego Community College District Workability 3 Program	Rusty Krumm	3375 Camino Del Rio S, #275 San Diego, CA 92108	619-388-6801		Yes

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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)
San Diego Job Corps Center	Joseph Guiffre	1325 Iris Ave, Bldg 21 Imperial Beach, CA 91932	619-429-8500 ext 2305		Yes
San Diego Mesa College	Sheri Endicott	7250 Mesa College Drive San Diego, CA 92111	858-627-2777		Yes
San Diego State University	Nicole Vargas	Career Services-MC8255 5500 Campanile Drive San Diego, CA 92182	619-594-4391		No
SDRBA	Sharon Massey, Cris Tolley	P.O. Box 910285 San Diego, CA 92191	858-350-8854		No
South County Career Center	Diane Rose	1111 Bay Blvd., Suite E Chula Vista, CA 91911	619-628-0322		Yes
South Metro Career Center	Inna Lomack	4389 Imperial Avenue San Diego, CA 92113	619-266-4200		No
Southwestern College	Nelson Riley	900 Otay Lakes Road Chula Vista, CA 91910	619-482-6356		Yes
University of San Diego Career Services	Connie Wilson	5998 Alcalá Park, HC 110 San Diego, CA 92110	619-260-4654		Yes
University of Southern California - Annenberg School of Communication	Megan Hutaff	3502 Watt Way, ASC 154 Los Angeles, CA 90089-0281	213-821-1514		Yes
XXavier Group	Carlette Lewis	P.O. Box 153106 San Diego, CA 92195	858-413-7577		Yes
Employee Referral				2	No
Internal Job Posting				1	No
Indeed	N/A	www.indeed.com	N/A	7	No
LinkedIn				1	No

5) Job Title: Promotions Coordinator (3) Referral Source(s) of Hire: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com				3	No
Asian Business Association, San Diego	Rhea Dasgupta	5675 Ruffin Road, Suite 305 San Diego, CA 92123	858-277-2822		Yes
California Lutheran University	Cynthia Smith	60 West Olsen Road, #2400 Thousand Oaks, CA 91360	805-493-3196		Yes
Center for Employment Training	Inna Lomack	4153 Market Street San Diego, CA 92102	619-233-6829		Yes

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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)
Chapman University	Ilyana Marks	One University Drive Orange, CA 92866	714-744-7980		No
Cuyamaca College	Maggie Gonzalez	900 Rancho San Diego Pkwy San Diego, CA 92019-4304	619-660-4436		Yes
DeVry University	Guadalupe Zambrano	2655 Camino del Rio North, Suite 201 San Diego, CA 92108-1633	619-293-5440		No
East County Career Center	Susan Roberts	924 E. Main Street El Cajon, CA 92021	619-590-3900 x3038		Yes
East Village Community Development Corporation	Lamont West	P.O. BOX 126762 SAN DIEGO, CA 92112-6762	619-238-0283		Yes
Goodwill Industries of San Diego County	Hilda Mendoza	3663 Rosecrans Street San Diego, CA 92110-3226	619-225-2200		Yes
Grossmont College	Nancy Davis	8800 Grossmont College Drive El Cajon, CA 92020	619-644-7611		No
Indian Human Resource Center	Cynthia Begay	4265 Fairmont Ave, Suite 140 San Diego, CA 92105	619-281-5964		Yes
Latter-Day Saints Employment Services	Kirk Draper	4722 Mercury Street San Diego, CA 92111	858-279-2338		Yes
Metro Career Center	Patricia Devereaux	3910 University Avenue, Suite 300 San Diego, CA 92105	619-516-2265		No
Miramar College	Joe Hankinson	10440 Black Mountain Road San Diego, CA 92126	858-388-7335		No
National Hispanic Media Coalition	Alex Nogales	55 S. Grand Avenue Pasadena, CA 91105	626-792-6462		Yes
National City Chamber of Commerce	Jacqueline Reynoso	901 National City Blvd. National City, CA 91950	619-477-9339		Yes
Point Loma Nazarene University	Charlie Howard	3900 Lomaland Drive San Diego, CA 92106-2899	619-849-2633		Yes
Regional Occupational Program	Susan Yamate Ana Gutierrez	6401 Linda Vista Road San Diego, CA 92111-7399	858-292-3529		Yes
San Diego City College	Joe D'Ambro	1313 Park Blvd., Room A-111 San Diego, CA 92101-4787	619-388-3722		Yes
San Diego Community College District Career Planning & Assessment Center	Patti Buse	8401 Aero Drive San Diego, CA 92123	858-627-2553		Yes
San Diego Community College District Workability 3 Program	Rusty Krumm	3375 Camino Del Rio S, #275 San Diego, CA 92108	619-388-6801		Yes
San Diego Job Corps Center	Joseph Guiffre	1325 Iris Ave, Bldg 21 Imperial Beach, CA 91932	619-429-8500 ext 2305		Yes

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San Diego Mesa College	Sheri Endicott	7250 Mesa College Drive San Diego, CA 92111	858-627-2777		Yes
San Diego State University	Nicole Vargas	Career Services-MC8255 5500 Campanile Drive San Diego, CA 92182	619-594-4391		No
SDRBA	Sharon Massey, Cris Tolley	P.O. Box 910285 San Diego, CA 92191	858-350-8854		No
South County Career Center	Diane Rose	1111 Bay Blvd., Suite E Chula Vista, CA 91911	619-628-0322		Yes
South Metro Career Center	Inna Lomack	4389 Imperial Avenue San Diego, CA 92113	619-266-4200		No
Southwestern College	Nelson Riley	900 Otay Lakes Road Chula Vista, CA 91910	619-482-6356		Yes
University of San Diego Career Services	Connie Wilson	5998 Alcalá Park, HC 110 San Diego, CA 92110	619-260-4654		Yes
University of Southern California - Annenberg School of Communication	Megan Hutaff	3502 Watt Way, ASC 154 Los Angeles, CA 90089-0281	213-821-1514		Yes
XXavier Group	Carlette Lewis	P.O. Box 153106 San Diego, CA 92195	858-413-7577		Yes
Internal Posting				3	No
Loyal Marymount University				1	No

5) Job Title: Digital Sales Specialist (4) Referral Source(s) of Hire: Internal Candidate

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com				1	No
Asian Business Association, San Diego	Rhea Dasgupta	5675 Ruffin Road, Suite 305 San Diego, CA 92123	858-277-2822		Yes
California Lutheran University	Cynthia Smith	60 West Olsen Road, #2400 Thousand Oaks, CA 91360	805-493-3196		Yes
Center for Employment Training	Inna Lomack	4153 Market Street San Diego, CA 92102	619-233-6829		Yes
Chapman University	Ilyana Marks	One University Drive Orange, CA 92866	714-744-7980		No
Cuyamaca College	Maggie Gonzalez	900 Rancho San Diego Pkwy San Diego, CA 92019-4304	619-660-4436		Yes

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East County Career Center	Susan Roberts	924 E. Main Street El Cajon, CA 92021	619-590-3900 x3038		Yes
East Village Community Development Corporation	Lamont West	P.O. BOX 126762 SAN DIEGO, CA 92112-6762	619-238-0283		Yes
Goodwill Industries of San Diego County	Hilda Mendoza	3663 Rosecrans Street San Diego, CA 92110-3226	619-225-2200		Yes
Grossmont College	Nancy Davis	8800 Grossmont College Drive El Cajon, CA 92020	619-644-7611		No
Indian Human Resource Center	Cynthia Begay	4265 Fairmont Ave, Suite 140 San Diego, CA 92105	619-281-5964		Yes
Latter-Day Saints Employment Services	Kirk Draper	4722 Mercury Street San Diego, CA 92111	858-279-2338		Yes
Metro Career Center	Patricia Devereaux	3910 University Avenue, Suite 300 San Diego, CA 92105	619-516-2265		No
National Hispanic Media Coalition	Alex Nogales	55 S. Grand Avenue Pasadena, CA 91105	626-792-6462		Yes
National City Chamber of Commerce	Jacqueline Reynoso	901 National City Blvd. National City, CA 91950	619-477-9339		Yes
Point Loma Nazarene University	Charlie Howard	3900 Lomaland Drive San Diego, CA 92106-2899	619-849-2633		Yes
Regional Occupational Program	Susan Yamate Ana Gutierrez	6401 Linda Vista Road San Diego, CA 92111-7399	858-292-3529		Yes
San Diego City College	Joe D'Ambro	1313 Park Blvd., Room A-111 San Diego, CA 92101-4787	619-388-3722		Yes
San Diego Community College District Career Planning & Assessment Center	Patti Buse	8401 Aero Drive San Diego, CA 92123	858-627-2553		Yes
San Diego Community College District Workability 3 Program	Rusty Krumm	3375 Camino Del Rio S, #275 San Diego, CA 92108	619-388-6801		Yes
San Diego Mesa College	Sheri Endicott	7250 Mesa College Drive San Diego, CA 92111	858-627-2777		Yes
San Diego State University	Nicole Vargas	Career Services-MC8255 5500 Campanile Drive San Diego, CA 92182	619-594-4391		No
SDRBA	Sharon Massey, Cris Tolley	P.O. Box 910285 San Diego, CA 92191	858-350-8854		No
South County Career Center	Diane Rose	1111 Bay Blvd., Suite E Chula Vista, CA 91911	619-628-0322		Yes
South Metro Career Center	Inna Lomack	4389 Imperial Avenue San Diego, CA 92113	619-266-4200		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)
Southwestern College	Nelson Riley	900 Otay Lakes Road Chula Vista, CA 91910	619-482-6356		Yes
University of San Diego Career Services	Connie Wilson	5998 Alcala Park, HC 110 San Diego, CA 92110	619-260-4654		Yes
University of Southern California - Annenberg School of Communication	Megan Hutaff	3502 Watt Way, ASC 154 Los Angeles, CA 90089-0281	213-821-1514		Yes
XXavier Group	Carlette Lewis	P.O. Box 153106 San Diego, CA 92195	858-413-7577		Yes
Internal Posting	N/A	N/A	N/A	1	No
Indeed	N/A	www.indeed.com	N/A	2	No

*San Diego Job Corps Center requests only entry-level, clerical/admin, general labor, computer technician postings.

5) Job Title: Account Executive (5) Referral Source(s) of Hire: CBSRadio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBSRadio.com				2	No
Asian Business Association, San Diego	Rhea Dasgupta	5675 Ruffin Road, Suite 305 San Diego, CA 92123	858-277-2822		Yes
California Lutheran University	Cynthia Smith	60 West Olsen Road, #2400 Thousand Oaks, CA 91360	805-493-3196		Yes
Center for Employment Training	Inna Lomack	4153 Market Street San Diego, CA 92102	619-233-6829		Yes
Cuyamaca College	Maggie Gonzalez	900 Rancho San Diego Pkwy San Diego, CA 92019-4304	619-660-4436		Yes
East County Career Center	Susan Roberts	924 E. Main Street El Cajon, CA 92021	619-590-3900 x3038		Yes
East Village Community Development Corporation	Lamont West	P.O. BOX 126762 SAN DIEGO, CA 92112-6762	619-238-0283		Yes
Goodwill Industries of San Diego County	Hilda Mendoza	3663 Rosecrans Street San Diego, CA 92110-3226	619-225-2200		Yes
Indian Human Resource Center	Cynthia Begay	4265 Fairmont Ave, Suite 140 San Diego, CA 92105	619-281-5964		Yes
Latter-Day Saints Employment Services	Kirk Draper	4722 Mercury Street San Diego, CA 92111	858-279-2338		Yes
National Hispanic Media Coalition	Alex Nogales	55 S. Grand Avenue Pasadena, CA 91105	626-792-6462		Yes
National City Chamber of Commerce	Jacqueline Reynoso	901 National City Blvd. National City, CA 91950	619-477-9339		Yes

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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)
Regional Occupational Program	Susan Yamate Ana Gutierrez	6401 Linda Vista Road San Diego, CA 92111-7399	858-292-3529		Yes
San Diego City College	Joe D'Ambro	1313 Park Blvd., Room A-111 San Diego, CA 92101-4787	619-388-3722		Yes
San Diego Community College District Career Planning & Assessment Center	Patti Buse	8401 Aero Drive San Diego, CA 92123	858-627-2553		Yes
San Diego Community College District Workability 3 Program	Rusty Krumm	3375 Camino Del Rio S, #275 San Diego, CA 92108	619-388-6801		Yes
San Diego Mesa College	Sheri Endicott	7250 Mesa College Drive San Diego, CA 92111	858-627-2777		Yes
SDRBA	Sharon Massey, Cris Tolley	P.O. Box 910285 San Diego, CA 92191	858-350-8854		No
South County Career Center	Diane Rose	1111 Bay Blvd., Suite E Chula Vista, CA 91911	619-628-0322		Yes
Southwestern College	Nelson Riley	900 Otay Lakes Road Chula Vista, CA 91910	619-482-6356		Yes
University of San Diego Career Services	Connie Wilson	5998 Alcalá Park, HC 110 San Diego, CA 92110	619-260-4654		Yes
University of Southern California - Annenberg School of Communication	Megan Hutaff	3502 Watt Way, ASC 154 Los Angeles, CA 90089-0281	213-821-1514		Yes
XXavier Group	Carlette Lewis	P.O. Box 153106 San Diego, CA 92195	858-413-7577		Yes
LinkedIn	N/A	N/A	N/A	1	No

*Point Loma Nazarene requests not to receive commission only job postings

*San Diego Job Corps Center requests only entry-level, clerical/admin, general labor, computer technician postings

6) Total # of Interviewees Referred: For the period from July 23, 2016, through July 22, 2017, this Employment Unit interviewed 31 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

a) Participation in Career Events Sponsored by Educational Institutions

Date: September 23, 2016

Personnel Involved: Energy Afternoon Drive Host

KEGY-FM afternoon drive host Sean “Sonic” Leckie participated in the Creative/Career Expo – ARTS: A Reason to Survive (National City). He spoke to youth from underserved communities and encouraged them to explore creative career options such as those available in the radio industry.

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Date: June 24, 2017
Personnel Involved: Accounting Assistant

The Employment Unit's Accounting Assistant spoke at Bliss! Journey: How to Achieve Your Dreams about jobs available in the radio industry, as well as education needed, networking, and internship opportunities.

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

Date: April 22, 2017
Personnel Involved: Energy Afternoon Drive Host

KEGY-FM afternoon drive host Sean "Sonic" Leckie spoke at Career Day at Steele Canyon High School. He spoke to Mrs. Laura Boehmke's Speech Communications class about his career and experience in the broadcasting industry.

c) Internship Program

Internship Program

Date: Ongoing
Personnel involved: Program Director/KEGY, Morning Show Hosts, HR Administrator

During this reporting period, the Employment Unit provided two (2) 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 of Management-Level Personnel

CBS Corporation Compliance Training Program

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

Employment Unit employees, including management-level personnel, participated in CBS Corporation's Compliance Training Program, which included online training regarding the Corporation's Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. All full time Employment Unit employees received the 2016 CBS Corporation Business Conduct Statement in September 2016 and were required to complete related online training by October 26, 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. Beginning in September 2015, all full-time employees were required to take an online course "Sexual Harassment: Our Expectations for a Respectful Workplace" and all supervisory managers were required to complete an additional online course "Sexual Harassment: What Leaders Need to Know."

CBS Radio Management-Level Training

Date: July 13, 2017
Personnel involved: All management-level employees

On July 13, 2017, the Employment Unit's management-level personnel received training on methods of ensuring equal employment opportunity and preventing discrimination.

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e) **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), 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 San Diego.

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Attachment A

**Stations KEGY(FM) and KYXY(FM)
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Job Syndication Alliances

DirectEmployers Association Job Syndication Alliances – Revised July 19, 2017. **Please Note:** *DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to “third party” alliance websites. Any and all alteration performed to said job feed by a “third party” alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company’s job feed by a “third party” alliance website.*

Diversity Sites	
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
BabyBoomerJobs.net	http://www.babyboomerjobs.net/ (DE Member Jobs Only)
The Black Perspective	http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine
Campus Pride	http://campuspride.jobs
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	http://fatherresource.jobs/ (DE Member Jobs Only - Indiana Locations Only)
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	http://www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Lgbtjobsite.com	http://www.lgbtjobsite.com/
MinorityJobsite.com	http://www.minorityjobsite.com/ (DE Member Jobs Only)
New Start Career Network	http://newstartcareernetwork.jobs/ Jobs in New Jersey, New York, Pennsylvania - Long-term unemployed mature workers
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
US.jobs Diversity	http://diversity.jobs

**Stations KEGY(FM) and KYXY(FM)
are Equal Opportunity Employers.**

Way Finders Careers	http://wayfinderscareers.com/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	http://www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine

DirectEmployers

DirectEmployers.org

**Stations KEGY(FM) and KYXY(FM)
are Equal Opportunity Employers.**

Disability Sites	
Allsup Employment Services	http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&utm_source=Allsup-DE&utm_medium=Disability&utm_campaign=Allsup
Bosma Enterprises	http://bosma.jobs/ (Indiana Located Jobs Only)
Deaf To Work	http://deaftowork.jobs/
Disabilityjobsite.com	http://www.disabilityjobsite.com/
Easter Seals	http://easterseals.jobs/
Enable America	http://enableamerica.jobs
Indiana Career Connect (Indiana State Workforce)	http://indianacareerconnect-disability.jobs
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	http://mdworks.jobs/ (Maryland Located Jobs Only)
National Multiple Sclerosis Society	http://nationalmssociety.jobs/ (DE Member Jobs Only)
Options Unlimited Inc.	http://optionsunlimitedinc.jobs/ (Louisville, KY Located Jobs Only)
Our Ability	http://www.ourability.com/
Quest	http://questinc.jobs/ (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
United Spinal Association	http://spinalcord.jobs/
US.jobs Disability	http://disability.jobs
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop. Jobs also appear on VetCentral search engine at http://vetcentral.us.jobs/vet_index.asp?stype=moc
Workforce Recruitment Program	http://wrp.jobs/
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/

Military Network Sites	
ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	http://casy.msccn.jobs/
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://msepjobs.militaryonesource.mil/job-map (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse Connections	http://militaryspouseconnection.jobs
Military Spouse Corporate Career Network (MSCCN)	http://www.msccn.org/Employers/DirectEmployers_Job_Board.html
MOC2SOC	https://www.moc2soc.com
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
Save Our Veterans	http://board.jobcentral.com/saveourveterans
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
Student Veterans Of America	http://studentveteransofamerica.jobs
USA Cares	http://board.jobcentral.com/usacares
US.jobs Veterans	http://veterans.jobs/
US Military Pipeline	https://usmilitarypipeline.com/
Vet720.com	http://vet720.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral search engine http://vetcentral.us.jobs/vet_index.asp?stype=moc
Veteran's Enterprise	http://www.veteransenterprise.com/index.php/career-opportunities
Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs

VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
State Workforce Agency Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
Connecting Colorado (Colorado State Workforce)	http://coworkforce-veterans.jobs
IndianaCareerConnect (Indiana State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SCWorks (South Carolina State Workforce)	http:// SCWorks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInMichigan (Michigan State Workforce)	http://workinmichigan-veterans.jobs/
MontanaWorks (Montana State Workforce)	http://workinmontana-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

Federal Government Sites

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

State Government Sites

US.Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	http://US.jobs/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral http://vetcentral.us.jobs/vet_index.asp?stype=moc http://veterans.jobs/
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	https://3rivers.rescaretalentmarket.com/
Rescare Workforce Services - Indiana	https://indiana.rescaretalentmarket.com/
State & US Territory Workforce Agency Job Banks	All DE member jobs are delivered to over 3500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. All 50 States, DC, Puerto Rico and Guam have signed

	data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities. Members access your VEVRAA Compliance Reporting through the <u>Member Desktop</u> for confirmation of job listing delivery
State of Alabama	https://joblink.alabama.gov/ada/
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	http://www.caljobs.ca.gov/
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/
Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www1.iowajobs.org/jobs/login.seek
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	http://kcc.ky.gov/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	http://www.mainecareercenter.com/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://jobs.mt.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx

State of Nevada	http://nevada.us.jobs/
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	http://careerconnections.nj.gov/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	http://newyork.us.jobs/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://ohiomeansjobs.com/omj/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	http://puertorico.us.jobs/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://wit.twc.state.tx.us/
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://seeker.worksourcewa.com/
State of West Virginia	http://www.wvcommerce.org/business/workforcewv/default.aspx
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx
State Workforce Agency Microsites (See list of specific state microsites below).	Several State Workforce Agencies have added .jobs microsites to target specific recruiting populations, allowing states to drive more jobseeker traffic to their niche microsites and state job banks (see below).
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Colorado Department of Labor & Employment	http://coworkforce-veterans.jobs/
EmployNevada (Nevada State Workforce)	http://employnevadavets.jobs

IndianaCareerConnect Veterans (IN State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
Missouri Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

Other Sites

Beyond.com	http://www.beyond.com/
Career Bliss	http://www.careerbliss.com/jobs/
Facebook Social Jobs Partnership	https://www.facebook.com/socialjobs/app_417814418282098
Flexjobs	https://www.flexjobs.com (only remote positions)
Info.com	http://info.com/
Jobalot	http://www.jobalot.com/
Job Inventory	http://www.jobinventory.com/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
Mitula	http://www.mitula.com/
Servant@Heart Christian Business Directory	http://jobs.servantatheart.org/
St. Christopher Parish	http://jobs.saintchristopherparish.org/
TalentPlanet	http://talentplanet.com/index.php
Trovit	http://job.trovit.com/
Universal Technical Institute	http://uti.jobs/ *Automotive Industry Related Job Content
Zippia.com	https://www.zippia.com

Ziprecruiter.com	https://www.ziprecruiter.com/

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	nz.jobrapido.com – 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.fr – France	
Wowjobs.ca - Jobs in Canada and Australia Only	

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

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

Wyoming:	<i>Casper</i>	<i>Cheyenne</i>			
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College Network

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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