

## 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 Francisco, CA**

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

**KCBS(AM), San Francisco, CA  
KFRC-FM, San Francisco, CA  
KITS(FM), San Francisco, CA  
KLLC(FM), San Francisco, CA  
KMVQ-FM, San Francisco, CA  
KZDG(AM), San Francisco, CA**

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

Mailing Address: CBS RADIO - SAN FRANCISCO 865 Battery Street San Francisco, CA 94111	Telephone Number: 415-765-4000
	Contact Person/Title: Scott Mentzer, Market Controller
	E-mail Address: mentzer@sfradio.cbs.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) KCBS ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
(2) KMVQ ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
(3) KLLC ACCCOUNT EXECUTIVE	EMPLOYEE REFERRAL
(4) KITS ASST. PROMOTIONS DIR.	EMPLOYEE REFERRAL
(5) KCBS TRAFFIC OPERATIONS MGR.	CBSRADIO.COM
(6) KCBS SALES SPECIALIST	LINKEDIN
(7) KCBS ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
(8) KITS DIGITAL ACCOUNT EXECUTIVE	CBSRADIO.COM
(9) KCBS TRAFFIC REPORTER	CBSRADIO.COM
(10) KCBS TRAFFIC REPORTER	EMPLOYEE REFERRAL
(11) KCBS TRAFFIC REPORTER	CBSRADIO.COM

Stations KCBS(AM), KFRC(FM), KLLC(FM), KMVQ(FM), and KZDG(AM)  
are Equal Opportunity Employers.

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(12) KCBS TRAFFIC REPORTER	INTERNAL CANDIDATE
(13) KCBS TRAFFIC REPORTER	CBSRADIO.COM
(14) KCBS TRAFFIC REPORTER	INTERNAL CANDIDATE
(15) KMVQ ACCOUNT EXECUTIVE	LINKEDIN
(16) KCBS SALES COORDINATOR	EMPLOYEE RFERRAL
(17) KITS ACCOUNT EXCUTIVE	WWW.CBSRADIO.COM
(18) KMVQ LOCAL SALES COORD.	EMPLOYEE REFERRAL
(19) KLLC ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL

**5) Job Title: KCBS ACCOUNT EXECUTIVE (1) Referral Source(s) of Hiree: EMPLOYEE REFERRAL (1)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbscorporation.com/careers">www.cbscorporation.com/careers</a>	N/A	0	N/A

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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)
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	0	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO

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

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KOED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
LinkedIn	n/a	n/a	n/a	2	n/a
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	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)
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	5	n/a
Internal Candidate	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-in	n/a	n/a	n/a	0	n/a

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**5) Job Title: KMVQ ACCOUNT EXECUTIVE (2)**

**Referral Source(s) of Hire: EMPLOYEE REFERRAL (2)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbcorporation.com/careers">www.cbcorporation.com/careers</a>	N/A	0	N/A
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	3	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO

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

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KOED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
LinkedIn	n/a	n/a	n/a	0	n/a
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	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)
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	2	n/a
Internal Candidate	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In	n/a	n/a	n/a	0	n/a

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5) Job Title: **KLLC ACCOUNT EXECUTIVE (3)**

Referral Source(s) of Hire: **EMPLOYEE REFERRAL (3)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbcorporation.com/careers">www.cbcorporation.com/careers</a>	N/A	0	N/A
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	1	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	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)
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
East Bay Works	Kendra Williams	2300 El Portal Dr, Ste. B San Pablo, CA 94806	510.41.6758	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KOED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Laney College	Luis Serpa	900 Fallon Street Oakland, CA 94607	510.464.3562	0	NO
Lao Family Community Development	Ellery Graves	7200 Bancroft Ave, Ste. 140 Oakland, CA 94605	510.788.2588	0	NO
LinkedIn	n/a	n/a	n/a	0	n/a
Mission Economic Development Agency	Orrian Willis	2301 Mission St, Ste. 103 San Francisco, CA 94110	415.282.3334	0	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO

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Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Oakland NAACP	Doug Blaksher	P.O. Box 1319 Oakland, CA 94604	510.652.8493	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO
United Way	John Navarra	550 Kearny ST, Ste. 1000 San Francisco, CA 94108	415.808.4419	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	2	n/a
Internal Candidate	n/a	n/a	n/a	1	n/a
Industry Referral	n/a	n/a	n/a	0	n/a

**Stations KCBS(AM), KFRC(FM), KLLC(FM), KMVQ(FM), and KZDG(AM)  
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)
Walk-In	n/a	n/a	n/a	1	n/a

**5) Job Title: KITS ASST. PROMOTION Referral Source(s) of Hire: EMPLOYEE REFERRAL (4) DIRECTOR (4)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbcorporation.com/careers">www.cbcorporation.com/careers</a>	N/A	0	N/A

**Stations KCBS(AM), KFRC(FM), KLLC(FM), KMVQ(FM), and KZDG(AM) 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)
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	1	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
East Bay Works	Kendra Williams	2300 El Portal Dr, Ste. B San Pablo, CA 94806	510.41.6758	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO

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

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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)
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Laney College	Luis Serpa	900 Fallon Street Oakland, CA 94607	510.464.3562	0	NO
Lao Family Community Development	Ellery Graves	7200 Bancroft Ave, Ste. 140 Oakland, CA 94605	510.788.2588	0	NO
LinkedIn	n/a	n/a	n/a	0	n/a
Mission Economic Development Agency	Orrian Willis	2301 Mission St, Ste. 103 San Francisco, CA 94110	415.282.3334	0	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Oakland NAACP	Doug Blaksher	P.O. Box 1319 Oakland, CA 94604	510.652.8493	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO

**Stations KCBS(AM), KFRC(FM), KLLC(FM), KMVQ(FM), and KZDG(AM)  
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)
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO
United Way	John Navarra	550 Kearny ST, Ste. 1000 San Francisco, CA 94108	415.808.4419	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	2	n/a
Internal Candidate	n/a	n/a	n/a	6	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In	n/a	n/a	n/a	0	n/a

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**5) Job Title: KCBS TRAFFIC OPERATIONS MGR (5)**

**Referral Source(s) of Hire: CBSRADIO.COM (5)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Black Journalists	<a href="mailto:info@babja.org">info@babja.org</a>	1714 Franklin Street #100-260 Oakland, CA 94612	510.464.1000	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	1	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbcorporation.com/careers">www.cbcorporation.com/careers</a>	N/A	0	N/A
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	2	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO

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

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
East Bay Works	Kendra Williams	2300 El Portal Dr, Ste. B San Pablo, CA 94806	510.41.6758	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KOED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Laney College	Luis Serpa	900 Fallon Street Oakland, CA 94607	510.464.3562	0	NO

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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)
Lao Family Community Development	Ellery Graves	7200 Bancroft Ave, Ste. 140 Oakland, CA 94605	510.788.2588	0	NO
LinkedIn	n/a	n/a	n/a	0	n/a
Mission Economic Development Agency	Orrian Willis	2301 Mission St, Ste. 103 San Francisco, CA 94110	415.282.3334	0	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Oakland NAACP	Doug Blaksher	P.O. Box 1319 Oakland, CA 94604	510.652.8493	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO
United Way	John Navarra	550 Kearny ST, Ste. 1000 San Francisco, CA 94108	415.808.4419	0	NO

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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)
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	0	n/a
Internal Candidate	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In	n/a	n/a	n/a	0	n/a

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**5) Job Title: KCBS DIGITAL SALES SPECIALIST (6) Referral Source(s) of Hire: LINKEDIN (6)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbscorporation.com/careers">www.cbscorporation.com/careers</a>	N/A	0	N/A
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	2	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO

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

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
East Bay Works	Kendra Williams	2300 El Portal Dr, Ste. B San Pablo, CA 94806	510.41.6758	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	1	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Laney College	Luis Serpa	900 Fallon Street Oakland, CA 94607	510.464.3562	0	NO
Lao Family Community Development	Ellery Graves	7200 Bancroft Ave, Ste. 140 Oakland, CA 94605	510.788.2588	0	NO
LinkedIn	n/a	n/a	n/a	1	n/a

**Stations KCBS(AM), KFRC(FM), KLLC(FM), KMVQ(FM), and KZDG(AM)  
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)
Mission Economic Development Agency	Orrian Willis	2301 Mission St, Ste. 103 San Francisco, CA 94110	415.282.3334	0	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Oakland NAACP	Doug Blaksher	P.O. Box 1319 Oakland, CA 94604	510.652.8493	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO
United Way	John Navarra	550 Kearny ST, Ste. 1000 San Francisco, CA 94108	415.808.4419	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO

**Stations KCBS(AM), KFRC(FM), KLLC(FM), KMVQ(FM), and KZDG(AM)  
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)
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	0	n/a
Internal Candidate	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In	n/a	n/a	n/a	0	n/a

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5) Job Title: **KCBS ACCOUNT EXECUTIVE (7)**

Referral Source(s) of Hire: **EMPLOYEE REFERRAL (7)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Black Journalists	<a href="mailto:info@babja.org">info@babja.org</a>	1714 Franklin Street #100-260 Oakland, CA 94612	510.464.1000	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbcorporation.com/careers">www.cbcorporation.com/careers</a>	N/A	0	N/A
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	0	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO

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

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
East Bay Works	Kendra Williams	2300 El Portal Dr, Ste. B San Pablo, CA 94806	510.41.6758	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KOED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Laney College	Luis Serpa	900 Fallon Street Oakland, CA 94607	510.464.3562	0	NO

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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)
Lao Family Community Development	Ellery Graves	7200 Bancroft Ave, Ste. 140 Oakland, CA 94605	510.788.2588	0	NO
LinkedIn	n/a	n/a	n/a	0	n/a
Mission Economic Development Agency	Orrian Willis	2301 Mission St, Ste. 103 San Francisco, CA 94110	415.282.3334	0	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Oakland NAACP	Doug Blaksher	P.O. Box 1319 Oakland, CA 94604	510.652.8493	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO
United Way	John Navarra	550 Kearny ST, Ste. 1000 San Francisco, CA 94108	415.808.4419	0	NO

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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)
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	3	n/a
Internal Candidate	n/a	n/a	n/a	1	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In	n/a	n/a	n/a	0	n/a

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**5) Job Title: KITS DIGITAL ACCOUNT Referral Source(s) of Hire: CBSRADIO.COM (8) EXECUTIVE (8)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbcorporation.com/careers">www.cbcorporation.com/careers</a>	N/A	1	N/A
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	3	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO

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

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
East Bay Works	Kendra Williams	2300 El Portal Dr, Ste. B San Pablo, CA 94806	510.41.6758	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Laney College	Luis Serpa	900 Fallon Street Oakland, CA 94607	510.464.3562	0	NO
Lao Family Community Development	Ellery Graves	7200 Bancroft Ave, Ste. 140 Oakland, CA 94605	510.788.2588	0	NO
LinkedIn	n/a	n/a	n/a	0	n/a
Mission Economic Development Agency	Orrian Willis	2301 Mission St, Ste. 103 San Francisco, CA 94110	415.282.3334	0	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO

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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)
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Oakland NAACP	Doug Blaksher	P.O. Box 1319 Oakland, CA 94604	510.652.8493	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO
United Way	John Navarra	550 Kearny ST, Ste. 1000 San Francisco, CA 94108	415.808.4419	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	1	n/a

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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)
Internal Candidate	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	1	n/a
Walk-In	n/a	n/a	n/a	0	n/a

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5) Job Title: **KCBS TRAFFIC REPORTER (9 - 14)**  
 were filled using the  
 same pool of applicants

Referral Source(s) of Hiree: **CBSRADIO.COM (9)**  
**EMPLOYEE REFERRAL (10)**  
**CBSRADIO.COM (11)**  
**INTERNAL CANDIDATE (12)**  
**CBSRADIO.COM (13)**  
**INTERNAL CANDIDATE (14)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Black Journalists	<a href="mailto:info@babja.org">info@babja.org</a>	1714 Franklin Street #100-260 Oakland, CA 94612	510.464.1000	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	1	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbscorporation.com/careers">www.cbscorporation.com/careers</a>	N/A	0	N/A
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	29	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO

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

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 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)
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
East Bay Works	Kendra Williams	2300 El Portal Dr, Ste. B San Pablo, CA 94806	510.41.6758	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KOED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO

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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)
Laney College	Luis Serpa	900 Fallon Street Oakland, CA 94607	510.464.3562	0	NO
Lao Family Community Development	Ellery Graves	7200 Bancroft Ave, Ste. 140 Oakland, CA 94605	510.788.2588	0	NO
LinkedIn	n/a	n/a	n/a	0	n/a
Mission Economic Development Agency	Orrian Willis	2301 Mission St, Ste. 103 San Francisco, CA 94110	415.282.3334	0	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Oakland NAACP	Doug Blaksher	P.O. Box 1319 Oakland, CA 94604	510.652.8493	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO

**Stations KCBS(AM), KFRC(FM), KLLC(FM), KMVQ(FM), and KZDG(AM)  
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)
United Way	John Navarra	550 Kearny ST, Ste. 1000 San Francisco, CA 94108	415.808.4419	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	6	n/a
Internal Candidate	n/a	n/a	n/a	4	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In	n/a	n/a	n/a	0	n/a

**5) Job Title: KMVQ ACCOUNT EXECUTIVE (15) KLLC ACCOUNT EXECUTIVE (19)**      **Referral Source(s) of Hire: LINKEDIN (15) EMPLOYEE REFERRAL (19)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO

**Stations KCBS(AM), KFRC(FM), KLLC(FM), KMVQ(FM), and KZDG(AM) 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)
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbcorporation.com/careers">www.cbcorporation.com/careers</a>	N/A	0	N/A
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	3	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
East Bay Works	Kendra Williams	2300 El Portal Dr, Ste. B San Pablo, CA 94806	510.41.6758	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO

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

**Stations KCBS(AM), KFRC(FM), KLLC(FM), KMVQ(FM), and KZDG(AM)  
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)
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Laney College	Luis Serpa	900 Fallon Street Oakland, CA 94607	510.464.3562	0	NO
Lao Family Community Development	Ellery Graves	7200 Bancroft Ave, Ste. 140 Oakland, CA 94605	510.788.2588	0	NO
LinkedIn	n/a	n/a	n/a	2	n/a
Mission Economic Development Agency	Orrian Willis	2301 Mission St, Ste. 103 San Francisco, CA 94110	415.282.3334	0	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Oakland NAACP	Doug Blaksher	P.O. Box 1319 Oakland, CA 94604	510.652.8493	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO

**Stations KCBS(AM), KFRC(FM), KLLC(FM), KMVQ(FM), and KZDG(AM)  
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)
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO
United Way	John Navarra	550 Kearny ST, Ste. 1000 San Francisco, CA 94108	415.808.4419	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	3	n/a
Internal Candidate	n/a	n/a	n/a	1	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In	n/a	n/a	n/a	0	n/a

**5) Job Title: KCBS SALES COORDINATOR (16)**

**Referral Source(s) of Hire: EMPLOYEE REFERRAL (16)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	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)
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbcorporation.com/careers">www.cbcorporation.com/careers</a>	N/A	0	N/A
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	4	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
East Bay Works	Kendra Williams	2300 El Portal Dr, Ste. B San Pablo, CA 94806	510.41.6758	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	1	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.

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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)
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 94103	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Laney College	Luis Serpa	900 Fallon Street Oakland, CA 94607	510.464.3562	0	NO
Lao Family Community Development	Ellery Graves	7200 Bancroft Ave, Ste. 140 Oakland, CA 94605	510.788.2588	0	NO
LinkedIn	n/a	n/a	n/a	2	n/a
Mission Economic Development Agency	Orrian Willis	2301 Mission St, Ste. 103 San Francisco, CA 94110	415.282.3334	0	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Oakland NAACP	Doug Blaksher	P.O. Box 1319 Oakland, CA 94604	510.652.8493	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO

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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)
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO
United Way	John Navarra	550 Kearny ST, Ste. 1000 San Francisco, CA 94108	415.808.4419	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	3	n/a
Internal Candidate	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In	n/a	n/a	n/a	0	n/a

Stations KCBS(AM), KFRC(FM), KLLC(FM), KMVQ(FM), and KZDG(AM)  
are Equal Opportunity Employers.

**5) Job Title: KITS DIGITAL ACCOUNT EXECUTIVE (17) Referral Source(s) of Hire: CBSRADIO.COM (17)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
All Access Music Grp	Customer Svc.	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	310.457.6616	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Black Journalists	<a href="mailto:info@babja.org">info@babja.org</a>	1714 Franklin Street #100-260 Oakland, CA 94612	510.464.1000	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbcorporation.com/careers">www.cbcorporation.com/careers</a>	N/A	0	N/A
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	5	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO

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

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
East Bay Works	Kendra Williams	2300 El Portal Dr, Ste. B San Pablo, CA 94806	510.41.6758	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO
KQED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Laney College	Luis Serpa	900 Fallon Street Oakland, CA 94607	510.464.3562	0	NO
Lao Family Community Development	Ellery Graves	7200 Bancroft Ave, Ste. 140 Oakland, CA 94605	510.788.2588	0	NO
LinkedIn	n/a	n/a	n/a	0	n/a

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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)
Mission Economic Development Agency	Orrian Willis	2301 Mission St, Ste. 103 San Francisco, CA 94110	415.282.3334	0	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Oakland NAACP	Doug Blaksher	P.O. Box 1319 Oakland, CA 94604	510.652.8493	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	NO
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO
United Way	John Navarra	550 Kearny ST, Ste. 1000 San Francisco, CA 94108	415.808.4419	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	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)
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	0	n/a
Internal Candidate	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	1	n/a
Walk-In	n/a	n/a	n/a	0	n/a

**5) Job Title: KMVQ SALES  
COORDINATOR (18)**

**Referral Source(s) of Hire: EMPLOYEE REFERRAL (18)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alameda County SSA	Darlene Sloan	24100 Amador St, 3 <sup>rd</sup> Flr Hayward, CA 94544	510.259.3879	0	NO
Arriba Juntos	Noemy Membreno	1850 Mission Street San Francisco, CA 94103	415.487.3240	0	NO
Bay Area Community Resources	Tommy Thach	3219 Pierce Street Richmond, CA 94804	510.525.9980	0	NO
Bay Area Star	Karie Yost	c/o KGO-TV 900 Front St San Francisco, California 94111	408.249.7682	0	NO
Bay View Newspaper	Mary Ratcliff	4917 Third St. San Francisco CA 94124	415.671.0789	0	NO
Berkeley Adult School Workability II Program	Kenneth L. Booker	1222 University Ave, #108 Berkeley, CA 94702-1709	510.644.8968	0	NO
CA Department of Rehabilitation	Joe Deal	301 Howard St, Ste. 700 San Francisco, CA 94105	415.904.7100	0	NO
Canada College	Robert Haick	4200 Farm Hill Blvd Redwood City, CA 94061	650.306.3178	0	NO
CBS Corporation	N/A	<a href="http://www.cbcorporation.com/careers">www.cbcorporation.com/careers</a>	N/A	2	N/A
CBS Radio*	N/A	<a href="http://www.cbsradio.com/careers">www.cbsradio.com/careers</a>	N/A	1	N/A
CBS Radio Internal Job Board San Francisco Mkt only	H.R. Administrator	865 Battery St San Francisco, CA 94111	415.765.4000	0	N/A

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

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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)
Chinese for Affirmative Action	Anna Cheng	17 Walter U. Lum Place San Francisco, CA 94108	415.274.6760	0	NO
City College of SF	Rudy Padilla	50 Phelan Avenue San Francisco, CA 94112	415.452.5112	0	NO
College of San Mateo	Rose Garcia	1700 West Hillside Blvd San Mateo, CA 94402	650.574.6625	0	NO
Community Housing Partnership	Mark Ostapiak	20 Jones St, Ste. 200 San Francisco, CA 94102	415.852.5300	0	NO
Community Voc. Enterprises	Yvette Torres	818 Mission St, Ste 300 San Francisco, CA	415.544.0424	0	NO
Contra Costa Vocational Svc	Thomas Mcaninley	1485 Enea Ct, Ste 1100 Concord, CA 94520	925.602.3953	0	NO
County of San Mateo Human Services	Susana Stewart	550 Quarry Rd San Carlos, CA 94070	650.802.6527	0	NO
Craigslist.org	n/a	n/a	n/a	1	NO
Department of Veteran Affairs	Anita Yoskowitz Melissa Janosek	401 3 <sup>rd</sup> St San Francisco, CA 9410	415.441.5051	0	NO
East Bay Asian Local Development	Dawn Love	310 Eighth St, Ste. 200 Oakland, CA 94607	510.287.5353	0	NO
East Bay Works	Kendra Williams	2300 El Portal Dr, Ste. B San Pablo, CA 94806	510.41.6758	0	NO
Employment Development Dept.	Cal Jobs.ca.gov	2450 S Bascom Ave Campbell, CA 95008	408.369.3600	0	YES
Employment Development Dept. Career Link Center	Tony Esperanza	3120 Mission St San Francisco, CA 94110	415.920.2442	0	NO
El Mundo	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Episcopal Community Services	Yvette Burnside	165 Eighth St San Francisco, CA 94103	415.487.3310	0	NO
Goodwill Industries	Marie-Claire Balea	1500 Mission St San Francisco, CA 94103	415.575.4521	0	NO
Heald college	Carolyn Burns	350 Mission Street San Francisco, CA 94105	415.808.3000	0	NO
Helix Opportunity	David Fazio	425 California St, Ste. 400 San Francisco, CA 94104	510.590.7363	0	NO
Indeed.com	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	0	NO
Jewish Vocational Service	Jvs.org	225 Bush St, Ste. 400 San Francisco, CA 94104	415.391.3600	0	NO
Job Corps	Deon Price	90 7 <sup>th</sup> Street, Suite 12-100 San Francisco, CA 91403	415.625.2600	0	NO
Job Train	Bernita Dillard	1200 O'Brien Drive Menlo Park, CA 94025	650.330.6429	0	NO
Keller Grad Schl of Mgmt	Christopher Scott	2001 Junipero Serra Blvd. Daly City, CA 94014	N/A	0	NO

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KOED	Adrienne Cabanatuan	2601 Mariposa St San Francisco, CA 94115	415.553.2307	0	NO
Laney College	Luis Serpa	900 Fallon Street Oakland, CA 94607	510.464.3562	0	NO
Lao Family Community Development	Ellery Graves	7200 Bancroft Ave, Ste. 140 Oakland, CA 94605	510.788.2588	0	NO
LinkedIn	n/a	n/a	n/a	0	n/a
Mission Economic Development Agency	Orrian Willis	2301 Mission St, Ste. 103 San Francisco, CA 94110	415.282.3334	0	NO
Mass Mutual	Jane Louie	2201 Walnut Ave, Ste. 140 Fremont, CA 94538	510.789.2432	0	NO
Mission Hiring Hall	Robert Lopez	288 7 <sup>th</sup> St San Francisco, CA 94103	415.626.1919	0	NO
Newark One Stop	Shadia Schoen	39399 Cherry Street Newark, CA 94560	510.742.2323	0	YES
Oakland NAACP	Doug Blaksher	P.O. Box 1319 Oakland, CA 94604	510.652.8493	0	NO
Peninsula Works	Annie Aduy-beggs	271 92 <sup>nd</sup> St Daly City, CA 94012	650.301.8440	0	YES
PEP JOBS/CPMC	Tom Post	P.O. Box 7999 San Francisco, CA 94120	415.600.4875	0	NO
Post Newsgroup	Jack Nadu	630 20 <sup>th</sup> Street Oakland, CA 94612	510.287.8228	0	NO
Philippine News	Margarita Argente	1818 Gilbreth Road, Ste 220 Burlingame, CA 94010	650.872.0217	0	NO
Project Hope	Paul Bains	1854 Bay Rd East Palo Alto, CA 94303	650.330.8000	0	NO
Rubicon Programs	Gary Goodson	101 Broadway Richmond, CA 94804	510.235.1516	0	NO
Self-Help for the Elderly	Katelynn Luong	407 Sansome St. San Francisco, CA 94111	415.677.7664	0	NO
Swords to Plowshares	Joseph Moglia	1060 Howard St San Francisco, CA 94103	415.252.4787	0	NO
TEAM AMVETS	Helen Wong	109 Goldhunter Ct Foster City, CA 94404	650.576.7875	0	NO
The ARC of San Francisco	Terry Goodwin	1500 Howard Street San Francisco, CA 94103	415.255.7200	0	NO
The Salvation Army (Harbor House)	Marcy Orosco	407 Ninth Street San Francisco, CA 94103	415.503.3022	0	NO
Tri-Cities One Stop Career Ctr	Robert Hernandez	39155 Liberty St, B200 Fremont, CA 94538	510.794.3879	0	NO
UC Berkeley	Sheryl Nelson	2150 Shattuck Ave, Ste. 750 Berkeley, CA 94704	510.643.8062	0	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)
UCSF	Naomi Marcus, Job Developer	University of CA, SF 982 Mission St, 2 <sup>nd</sup> Flr San Francisco, CA 94143	415-597-8050	0	NO
United Way	John Navarra	550 Kearny ST, Ste. 1000 San Francisco, CA 94108	415.808.4419	0	NO
Upwardly Global	Cecily Victor Mary Volbel	582 market Street, Ste. 1207 San Francisco, CA 94104	415.834.9902	0	NO
U.S. Dept. of Vet Affairs	Michael Evans	401 Third St San Francisco, CA 94107	415.551.7360	0	NO
Wu Yee Children's SVC	Simon Thai	888 Clay Street, Lower level San Francisco, CA 94108	415.321.3823	0	NO
Employee Referral	n/a	n/a	n/a	2	n/a
Internal Candidate	n/a	n/a	n/a	0	n/a
Industry Referral	n/a	n/a	n/a	0	n/a
Walk-In	n/a	n/a	n/a	0	n/a

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6) **Total # of Interviewees Referred:** For the period from July 23, 2016, through July 22, 2017, this Employment Unit interviewed 114 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) Participation in Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. Honor a Hero, Hire a Vet Job Fair- San Francisco The Employment Unit spoke to veterans and the local community about career opportunities with CBS Radio and in the broadcast industry. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees. All interested parties were directed to apply at <a href="http://www.cbsradio.com">www.cbsradio.com</a> .	04/26/17	H.R. Administrator

b) Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. Ohlone College Fall Career Expo - Newark The Employment Unit spoke to Skyline students and members of the community on career opportunities in broadcast and with CBS Radio. Personnel involved with the event answered questions, interviewed, and received resumes.	10/12/16	H.R. Administrator
2. San Francisco State University - San Francisco The Employment Unit spoke to students in radio broadcasting about media and careers in media. Personnel involved with the event answered questions.	11/30/2016 03/25/17 05/03/17	Reporter
3. University of California Berkeley - Berkeley The Employment Unit spoke to graduate students of journalism and reviewed student work for. Personnel involved with the event answered questions about careers in media.	04/06/17	Reporter
4. City College of San Francisco - San Francisco The Employment Unit familiarized City College students with career opportunities with CBS Radio. Personnel involved with the event answered questions about careers in broadcast and directed applicants to apply online for openings in the Employment Unit.	05/04/17	H.R. Administrator

d) Internships

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. The Employment Unit established and conducted an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Ongoing during class sessions	H.R. Administrator Music Director Asst. Program Director Producer Sales Manager

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d) Events Sponsored by Groups Interested in Broadcast Employment Issues

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: Position
1. The Employment Unit taught a workshop to public relations & media relations people on how to pitch stories, understand the editorial process, and press deadlines, how to conduct interview and press conferences, & how news media covers medical news.	07/13/17	Asst. News Director
2. The Employment Unit mentored students for the Asian American Journalist Association.	07/01/16-07/01/17	Reporter

e) Training of Management-Level Personnel

Description of Supplemental Recruitment Measure:	Date	Personnel Involved: Position
1. 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 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. Beginning in September 2016, 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."	Ongoing	All full time employees, including management-level personnel
2. EEO and OFCCP Webinar Training: The Employment Unit provided training of management-level personnel on methods of ensuring equal employment opportunity and preventing discrimination.	07/13/17	All management level personnel, in the Employment Unit.

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

Description of Supplemental Recruitment Measure:	Date	Personnel Involved: Position
<p><u>Contributions to CBS Radio Career Website-</u> The Employment Unit has made significant contributions to the CBS Radio career website (<a href="http://www.cbsradio.com">www.cbsradio.com</a>), which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio - San Francisco.</p>	Ongoing	Market EEO Compliance Officer

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**Attachment A**

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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	<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 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>
Campus Pride	<a href="http://campuspride.jobs">http://campuspride.jobs</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>
Jobs4Women.net	<a href="http://www.jobs4women.net/">http://www.jobs4women.net/</a> (DE Member Jobs Only)
Lgbtjobsite.com	<a href="http://www.lgbtjobsite.com/">http://www.lgbtjobsite.com/</a>
MinorityJobsite.com	<a href="http://www.minorityjobsite.com/">http://www.minorityjobsite.com/</a> (DE Member Jobs Only)
New Start Career Network	<a href="http://newstartcareernetwork.jobs/">http://newstartcareernetwork.jobs/</a> Jobs in New Jersey, New York, Pennsylvania - Long-term unemployed mature workers
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)
US.jobs Diversity	<a href="http://diversity.jobs">http://diversity.jobs</a>
Way Finders Careers	<a href="http://wayfinderscareers.com/">http://wayfinderscareers.com/</a>
Women For Hire	<a href="http://jobs.womenforhire.com/">http://jobs.womenforhire.com/</a>

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Women in Business and Industry

<http://www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine>

**DirectEmployers**

**DirectEmployers.org**

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Disability Sites	
Allsup Employment Services	<a href="http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&amp;utm_source=Allsup-DE&amp;utm_medium=Disability&amp;utm_campaign=Allsup">http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&amp;utm_source=Allsup-DE&amp;utm_medium=Disability&amp;utm_campaign=Allsup</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>
Disabilityjobsite.com	<a href="http://www.disabilityjobsite.com/">http://www.disabilityjobsite.com/</a>
Easter Seals	<a href="http://easterseals.jobs/">http://easterseals.jobs/</a>
Enable America	<a href="http://enableamerica.jobs">http://enableamerica.jobs</a>
Indiana Career Connect (Indiana State Workforce)	<a href="http://indianacareerconnect-disability.jobs">http://indianacareerconnect-disability.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)
National Multiple Sclerosis Society	<a href="http://nationalmssociety.jobs/">http://nationalmssociety.jobs/</a> (DE Member Jobs Only)
Options Unlimited Inc.	<a href="http://optionsunlimitedinc.jobs/">http://optionsunlimitedinc.jobs/</a> (Louisville, KY Located Jobs Only)
Our Ability	<a href="http://www.ourability.com/">http://www.ourability.com/</a>
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.msccn.jobs/">http://casy.msccn.jobs/</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://msepjobs.militaryonesource.mil/job-map">https://msepjobs.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.msccn.org/Employers/DirectEmployers_Job_Board.html">http://www.msccn.org/Employers/DirectEmployers_Job_Board.html</a>
MOC2SOC	<a href="https://www.moc2soc.com">https://www.moc2soc.com</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>
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>
Student Veterans Of America	<a href="http://studentveteransofamerica.jobs">http://studentveteransofamerica.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>
Vet720.com	<a href="http://vet720.com/">http://vet720.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>
Veterans Job Bank	<a href="https://www.vets.gov/employment/job-seekers/search-jobs">https://www.vets.gov/employment/job-seekers/search-jobs</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>	
Arizona Workforce Connection (Arizona State Workforce)	<a href="http://workinaz-veterans.jobs/">http://workinaz-veterans.jobs/</a>
Connecting Colorado (Colorado State Workforce)	<a href="http://coworkforce-veterans.jobs">http://coworkforce-veterans.jobs</a>
IndianaCareerConnect (Indiana State Workforce)	<a href="http://indianacareerconnect-veterans.jobs/">http://indianacareerconnect-veterans.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>
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>
SCWorks (South Carolina State Workforce)	<a href="http://SCWorks-veterans.jobs/">http:// SCWorks-veterans.jobs/</a>
SDWorks Veterans (South Dakota State Workforce)	<a href="http://sdworks-veterans.jobs/">http://sdworks-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>
WorkInMichigan (Michigan State Workforce)	<a href="http://workinmichigan-veterans.jobs/">http://workinmichigan-veterans.jobs/</a>
MontanaWorks (Montana State Workforce)	<a href="http://workinmontana-veterans.jobs/">http://workinmontana-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>
WorkInWashington Veterans (WA State Workforce)	<a href="http://workinwashington-veterans.jobs/">http://workinwashington-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>
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 <a href="#">Member Desktop</a> Jobs also appear on VetCentral <a href="http://vetcentral.us.jobs/vet_index.asp?stype=moc">http://vetcentral.us.jobs/vet_index.asp?stype=moc</a> <a href="http://veterans.jobs/">http://veterans.jobs/</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/ada/r/">https://www.azjobconnection.gov/ada/r/</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="https://www.cthires.com/vosnet/Default.aspx">https://www.cthires.com/vosnet/Default.aspx</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://employgeorgia.com/">http://employgeorgia.com/</a>
Guam Job Bank	<a href="https://www.hireguam.com/vosnet/Default.aspx">https://www.hireguam.com/vosnet/Default.aspx</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/r/">https://illinoisjoblink.illinois.gov/ada/r/</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/r/">https://www.kansasworks.com/ada/r/</a>
State of Kentucky	<a href="http://kcc.ky.gov/">http://kcc.ky.gov/</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://jobquest.detma.org/JobQuest/Default.aspx">https://jobquest.detma.org/JobQuest/Default.aspx</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://careerconnections.nj.gov/">http://careerconnections.nj.gov/</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.oregon.gov/employ/pages/default.aspx">http://www.oregon.gov/employ/pages/default.aspx</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="https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E">https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E</a>
State of Washington	<a href="https://seeker.worksourcewa.com/">https://seeker.worksourcewa.com/</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>
California Employment Development Dept. (EDD)	<a href="http://ca-veterans.jobs/">http://ca-veterans.jobs/</a>
Colorado Department of Labor & Employment	<a href="http://coworkforce-veterans.jobs/">http://coworkforce-veterans.jobs/</a>
EmployNevada (Nevada State Workforce)	<a href="http://employnevadavets.jobs">http://employnevadavets.jobs</a>

IndianaCareerConnect Veterans (IN State Workforce)	<a href="http://indianacareerconnect-veterans.jobs/">http://indianacareerconnect-veterans.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>
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>
WorkInWashington Veterans (WA State Workforce)	<a href="http://workinwashington-veterans.jobs/">http://workinwashington-veterans.jobs/</a>

### Other Sites

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>
Flexjobs	<a href="https://www.flexjobs.com">https://www.flexjobs.com</a> (only remote positions)
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>
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>
Mitula	<a href="http://www.mitula.com/">http://www.mitula.com/</a>
Servant@Heart Christian Business Directory	<a href="http://jobs.servantatheart.org/">http://jobs.servantatheart.org/</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
Zippia.com	<a href="https://www.zippia.com">https://www.zippia.com</a>

Ziprecruiter.com	<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>

### 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	

<b>Metro Areas on US.jobs</b>					
<b>STATES:</b>	<b>METRO AREAS:</b>				
<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	Vellejo
<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>	<i>Minneapolis</i>	<i>St. Paul</i>			
<b>Mississippi:</b>	<i>Gulfport</i>	<i>Jackson</i>			
<b>Missouri:</b>	<i>Independence</i>	<i>Jefferson City</i>	<i>Kansas City</i>	<i>Springfield</i>	<i>St. Louis</i>
<b>Montana:</b>	<i>Billings</i>	<i>Helena</i>			
<b>Nebraska:</b>	<i>Lincoln</i>	<i>Omaha</i>			
<b>Nevada:</b>	<i>Carson City</i>	<i>Las Vegas</i>	<i>Reno</i>		
<b>New Hampshire:</b>	<i>Concord</i>	<i>Manchester</i>			
<b>New Jersey:</b>	<i>Elizabeth</i>	<i>Jersey City</i>	<i>Newark</i>	<i>Patterson</i>	<i>Trenton</i>
<b>New Mexico:</b>	<i>Albuquerque</i>	<i>Santa Fe</i>			
<b>New York:</b>	<i>Albany</i> <i>Syracuse</i>	<i>Buffalo</i>	<i>Elmira</i>	<i>New York</i>	<i>Rochester</i>
<b>North Carolina:</b>	<i>Asheville</i> <i>Durham</i>	<i>Charlotte</i> <i>Winston-Salem</i>	<i>Fayettesville</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 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>			
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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