

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 22, 2015-September 21, 2016.

1) **Employment Unit:** CBS Radio – Orlando, FL

2) **Unit Members (Stations and Communities of License):** WQMP(FM), Daytona Beach, FL  
WOCL(FM), Deland, FL  
WOMX-FM, Orlando, FL

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

Mailing Address:  1800 Pembroke Drive Suite 400 Orlando, Florida 32810	Telephone Number: 407-919-1000
	Contact Person/Title: Paul Diaz, Regional Human Resources Manager
	E-mail Address: pdiaz@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) Account Executive	Employee Referral
(2) Account Executive	cbsradio.com
(3) Afternoon Talent	cbsradio.com
(4) Digital Sales Manager	Employee Referral
(5) General Sales Manager	Internal Candidate
(6) Morning Show Talent/APD	Internal Candidate
(7) Program Director	cbsradio.com

**Stations [INSERT CALL SIGN(S)] are Equal Opportunity Employers.**

**5) Job Title: Account Executive (#1, #2) Referral Source(s) of Hire: Employee Referral, cbsradio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Rosalind Smith	315 E. Robinson St., Suite 100 Orlando, Florida 32810	407- 420-4870		N
American Marketing Association	Nancy Noriega	11715 Eagle Ray Lane Orlando, Florida 32810	407- 437-6462		N
Bethune-Cookman University	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, Florida 32115	386- 481-2143		N
CBSRadio.com*	Paul Diaz	(See footnote below and Attachments A-C)		6	N
Central Florida Employment Council	Paulette Weir	450 Seminola Boulevard Casselberry, Florida 32707	407- 834-4223		N
City College	Claire Persichilli	1401 West Cypress Road Ft. Lauderdale, FL 33309	954-492-5353		N
Connecticut School of Broadcasting	Ray Thomas	5323 Millenia Lakes Blvd., Suite 120 Orlando, Florida 32839	407- 704-8910		N
Eastern Florida State College	Terri Peidro	1519 Clearlake Rd., Cocoa, Florida 32922	321- 433-7324		N
Employee Referral	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	2	N
Florida Association of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850- 681-6444		N
Florida International University	Harold Clayton	3000 N.E. 151st Street, WUC 255 North Miami, FL 33181	305- 919-4298		N
Florida Southern College	Xuchitl Coso	111 Lake Hollingsworth Dr., Lakeland, FL 33801-5698	863- 680-4390		N
Florida State University	Debbie Crowder Nancy Friedman	Dunlap Success Center, 2107 PO Box 3064162 100 South Woodward Ave., Tallahassee, FL 32306-4162	850-644-4023 850- 644-9773		N
Full Sail University	Jayne LaRosa Wynn Davis Keith Hernandez Tom Oberdick Ulla K. Isaac Harmony Thompson	3300 University Blvd., Winter Park, FL 32792	866- 807-3140		N
Linkedin.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Metropolitan Orlando Urban League	Shellie Minnis	2804 Belco Dr., Orlando, FL 32808	407- 841-7654		N
Sanford Brown College	Cindy Mullee	6039 S. Rio Grande Ave., Orlando, FL 32809	407- 513-6314		N
Seminole State College of Florida	Nathaniel Ferguson	1055 AAA Dr., Heathrow FL 32746	407.708.4512		N
Social Media (Twitter)	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Society of Broadcast Engineers	Mike Sprysenski	2500 Maitland Center Pkwy Ste 401 Maitland, FL 32751	407-916-7800		N

\* 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 [INSERT CALL SIGNS] 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)
University of Central Florida (Experiential Learning/Hospitality/ Marketing)	Chinyen Chuo Denise Moore JT Ghim Jacqueline Herold Lina Pabon Sandra Macaulay Leon-Barth Valda Ramdial	4000 Central Florida Blvd., CSEL, Suite 300, Orlando, FL 32816-1700	407- 823-4063 407-823-2667 407-903-8017 407- 823-2667 407-823-1438 407- 823-2667 407- 823-2742		N
University of South Florida (Tampa)	Kathy Roche Ashley Motley	4202 East Fowler Ave., Tampa, Florida 33620	813-974-3202 813 974-9722		N
Valencia College	Matthew Abalos	Mail Code: 6-2, 1800 Denn John Ln., Kissimmee, FL 34744	407- 582-4196		N
Workforce Central Florida	Joyce Ranson Cheryl McKinzie	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407 531-1222 407 531-1222		N
Ziprecruiter (Attachment B)	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407-919-1000		N

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**5) Job Title: Afternoon Drive Talent (#3) Referral Source(s) of Hire: cbsradio.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Rosalind Smith	315 E. Robinson St., Suite 100 Orlando, Florida 32810	407- 420-4870		N
American Marketing Association	Nancy Noriega	11715 Eagle Ray Lane Orlando, Florida 32810	407- 437-6462		N
Bethune-Cookman University	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, Florida 32115	386- 481-2143		N
CBSRadio.com	Paul Diaz	(See footnote below and Attachments A-C)		2	N
Central Florida Employment Council	Paulette Weir	450 Seminola Boulevard Casselberry, Florida 32707	407- 834-4223		N
City College	Claire Persichilli	1401 West Cypress Road Ft. Lauderdale, FL 33309	954-492-5353		N
Connecticut School of Broadcasting	Ray Thomas	5323 Millenia Lakes Blvd., Suite 120 Orlando, Florida 32839	407- 704-8910		N
Eastern Florida State College	Terri Peidro	1519 Clearlake Rd., Cocoa, Florida 32922	321- 433-7324		N
Employee Referral	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Florida Association of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850- 681-6444		N
Florida International University	Harold Clayton	3000 N.E. 151st Street, WUC 255 North Miami, FL 33181	305- 919-4298		N
Florida Southern College	Xuchitl Coso	111 Lake Hollingsworth Dr., Lakeland, FL 33801-5698	863- 680-4390		N
Florida State University	Debbie Crowder Nancy Friedman	Dunlap Success Center, 2107 PO Box 3064162 100 South Woodward Ave., Tallahassee, FL 32306-4162	850-644-4023 850- 644-9773		N
Full Sail University	Jayme LaRosa Wynn Davis Keith Hernandez Tom Oberdick Ulla K. Isaac Harmony Thompson	3300 University Blvd., Winter Park, FL 32792	866- 807-3140		N
Internal Candidate	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407-919-1000	3	N
LinkedIn.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Metropolitan Orlando Urban League	Shellie Minnis	2804 Belco Dr., Orlando, FL 32808	407- 841-7654		N
Sanford Brown College	Cindy Mullee	6039 S. Rio Grande Ave., Orlando, FL 32809	407- 513-6314		N
Seminole State College of Florida	Nathaniel Ferguson	1055 AAA Dr., Heathrow FL 32746	407.708.4512		N
Social Media (Twitter)	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Society of Broadcast Engineers	Mike Sprysenski	2500 Maitland Center Pkwy Ste 401 Maitland, FL 32751	407-916-7800		N

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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)
University of Central Florida (Experiential Learning/Hospitality/ Marketing)	Chinyen Chuo Denise Moore JT Ghim Jacqueline Herold Lina Pabon Sandra Macaulay Leon-Barth Valda Ramdial	4000 Central Florida Blvd., CSEL, Suite 300, Orlando, FL 32816-1700	407- 823-4063 407-823-2667 407-903-8017 407- 823-2667 407-823-1438 407- 823-2667 407- 823-2742		N
University of South Florida (Tampa)	Kathy Roche Ashley Motley	4202 East Fowler Ave., Tampa, Florida 33620	813-974-3202 813 974-9722		N
Valencia College	Matthew Abalos	Mail Code: 6-2, 1800 Denn John Ln., Kissimmee, FL 34744	407- 582-4196		N
Workforce Central Florida	Joyce Ranson Cheryl McKinzie	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407 531-1222 407 531-1222		N
Ziprecruiter (Attachment B)	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407-919-1000		N

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**5) Job Title: Digital Sales Manager (#4) Referral Source(s) of Hire: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Rosalind Smith	315 E. Robinson St., Suite 100 Orlando, Florida 32810	407- 420-4870		N
American Marketing Association	Nancy Noriega	11715 Eagle Ray Lane Orlando, Florida 32810	407- 437-6462		N
Bethune-Cookman University	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, Florida 32115	386- 481-2143		N
CBSRadio.com	Paul Diaz	(See footnote below and Attachments A-C)			N
Central Florida Employment Council	Paulette Weir	450 Seminola Boulevard Casselberry, Florida 32707	407- 834-4223		N
City College	Claire Persichilli	1401 West Cypress Road Ft. Lauderdale, FL 33309	954-492-5353		N
Connecticut School of Broadcasting	Ray Thomas	5323 Millenia Lakes Blvd., Suite 120 Orlando, Florida 32839	407- 704-8910		N
Eastern Florida State College	Terri Peidro	1519 Clearlake Rd., Cocoa, Florida 32922	321- 433-7324		N
Employee Referral	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	2	N
Florida Association of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850- 681-6444		N
Florida International University	Harold Clayton	3000 N.E. 151st Street, WUC 255 North Miami, FL 33181	305- 919-4298		N
Florida Southern College	Xuchitl Coso	111 Lake Hollingsworth Dr., Lakeland, FL 33801-5698	863- 680-4390		N
Florida State University	Debbie Crowder Nancy Friedman	Dunlap Success Center, 2107 PO Box 3064162 100 South Woodward Ave., Tallahassee, FL 32306-4162	850-644-4023 850- 644-9773		N
Full Sail University	Jayme LaRosa Wynn Davis Keith Hernandez Tom Oberdick Ulla K. Isaac Harmony Thompson	3300 University Blvd., Winter Park, FL 32792	866- 807-3140		N
Indeed.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	1	N
Linkedin.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Metropolitan Orlando Urban League	Shellie Minnis	2804 Belco Dr., Orlando, FL 32808	407- 841-7654		N
Sanford Brown College	Cindy Mullee	6039 S. Rio Grande Ave., Orlando, FL 32809	407- 513-6314		N
Seminole State College of Florida	Nathaniel Ferguson	1055 AAA Dr., Heathrow FL 32746	407.708.4512		N
Social Media (Twitter)	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Society of Broadcast Engineers	Mike Sprysenski	2500 Maitland Center Pkwy Ste 401 Maitland, FL 32751	407-916-7800		N

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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)
University of Central Florida (Experiential Learning/Hospitality/ Marketing)	Chinyen Chuo Denise Moore JT Ghim Jacqueline Herold Lina Pabon Sandra Macaulay Leon-Barth Valda Ramdial	4000 Central Florida Blvd., CSEL, Suite 300, Orlando, FL 32816-1700	407- 823-4063 407-823-2667 407-903-8017 407- 823-2667 407-823-1438 407- 823-2667 407- 823-2742		N
University of South Florida (Tampa)	Kathy Roche Ashley Motley	4202 East Fowler Ave., Tampa, Florida 33620	813-974-3202 813 974-9722		N
Valencia College	Matthew Abalos	Mail Code: 6-2, 1800 Denn John Ln., Kissimmee, FL 34744	407- 582-4196		N
Workforce Central Florida	Joyce Ranson Cheryl McKinzie	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407 531-1222 407 531-1222		N
Ziprecruiter (Attachment B)	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407-919-1000		N

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**5) Job Title: General Sales Manager (#5) Referral Source(s) of Hiree: Internal candidate**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Rosalind Smith	315 E. Robinson St., Suite 100 Orlando, Florida 32810	407- 420-4870		N
American Marketing Association	Nancy Noriega	11715 Eagle Ray Lane Orlando, Florida 32810	407- 437-6462		N
Bethune-Cookman University	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, Florida 32115	386- 481-2143		N
CBSRadio.com	Paul Diaz	(See footnote below and Attachments A-C)			N
Central Florida Employment Council	Paulette Weir	450 Seminola Boulevard Casselberry, Florida 32707	407- 834-4223		N
City College	Claire Persichilli	1401 West Cypress Road Ft. Lauderdale, FL 33309	954-492-5353		N
Connecticut School of Broadcasting	Ray Thomas	5323 Millenia Lakes Blvd., Suite 120 Orlando, Florida 32839	407- 704-8910		N
Eastern Florida State College	Terri Peidro	1519 Clearlake Rd., Cocoa, Florida 32922	321- 433-7324		N
Florida Association of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850- 681-6444		N
Florida International University	Harold Clayton	3000 N.E. 151st Street, WUC 255 North Miami, FL 33181	305- 919-4298		N
Florida Southern College	Xuchitl Coso	111 Lake Hollingsworth Dr., Lakeland, FL 33801-5698	863- 680-4390		N
Florida State University	Debbie Crowder Nancy Friedman	Dunlap Success Center, 2107 PO Box 3064162 100 South Woodward Ave., Tallahassee, FL 32306-4162	850-644-4023 850- 644-9773		N
Full Sail University	Jayme LaRosa Wynn Davis Keith Hernandez Tom Oberdick Ulla K. Isaac Harmony Thompson	3300 University Blvd., Winter Park, FL 32792	866- 807-3140		N
Indeed.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	1	N
Internal Candidate	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	1	N
Linkedin.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Metropolitan Orlando Urban League	Shellie Minnis	2804 Belco Dr., Orlando, FL 32808	407- 841-7654		N
Sanford Brown College	Cindy Mullee	6039 S. Rio Grande Ave., Orlando, FL 32809	407- 513-6314		N
Seminole State College of Florida	Nathaniel Ferguson	1055 AAA Dr., Heathrow FL 32746	407.708.4512		N
Social Media (Twitter)	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Society of Broadcast Engineers	Mike Sprysenski	2500 Maitland Center Pkwy Ste 401 Maitland, FL 32751	407-916-7800		N

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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)
University of Central Florida (Experiential Learning/Hospitality/ Marketing)	Chinyen Chuo Denise Moore JT Ghim Jacqueline Herold Lina Pabon Sandra Macaulay Leon-Barth Valda Ramdial	4000 Central Florida Blvd., CSEL, Suite 300, Orlando, FL 32816-1700	407- 823-4063 407-823-2667 407-903-8017 407- 823-2667 407-823-1438 407- 823-2667 407- 823-2742		N
University of South Florida (Tampa)	Kathy Roche Ashley Motley	4202 East Fowler Ave., Tampa, Florida 33620	813-974-3202 813 974-9722		N
Valencia College	Matthew Abalos	Mail Code: 6-2, 1800 Denn John Ln., Kissimmee, FL 34744	407- 582-4196		N
Workforce Central Florida	Joyce Ranson Cheryl McKinzie	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407 531-1222 407 531-1222		N
Ziprecruiter (Attachment B)	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407-919-1000		N

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**5) Job Title: Morning Show Talent (#6) Referral Source(s) of Hiree: Internal candidate**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Rosalind Smith	315 E. Robinson St., Suite 100 Orlando, Florida 32810	407- 420-4870		N
American Marketing Association	Nancy Noriega	11715 Eagle Ray Lane Orlando, Florida 32810	407- 437-6462		N
Bethune-Cookman University	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, Florida 32115	386- 481-2143		N
CBSRadio.com	Paul Diaz	(See footnote below and Attachments A-C)		1	N
Central Florida Employment Council	Paulette Weir	450 Seminola Boulevard Casselberry, Florida 32707	407- 834-4223		N
City College	Claire Persichilli	1401 West Cypress Road Ft. Lauderdale, FL 33309	954-492-5353		N
Connecticut School of Broadcasting	Ray Thomas	5323 Millenia Lakes Blvd., Suite 120 Orlando, Florida 32839	407- 704-8910		N
Eastern Florida State College	Terri Peidro	1519 Clearlake Rd., Cocoa, Florida 32922	321- 433-7324		N
Florida Association of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850- 681-6444		N
Florida International University	Harold Clayton	3000 N.E. 151st Street, WUC 255 North Miami, FL 33181	305- 919-4298		N
Florida Southern College	Xuchitl Coso	111 Lake Hollingsworth Dr., Lakeland, FL 33801-5698	863- 680-4390		N
Florida State University	Debbie Crowder Nancy Friedman	Dunlap Success Center, 2107 PO Box 3064162 100 South Woodward Ave., Tallahassee, FL 32306-4162	850-644-4023 850- 644-9773		N
Full Sail University	Jayme LaRosa Wynn Davis Keith Hernandez Tom Oberdick Ulla K. Isaac Harmony Thompson	3300 University Blvd., Winter Park, FL 32792	866- 807-3140		N
Internal Candidate	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	2	N
Linkedin.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Metropolitan Orlando Urban League	Shellie Minnis	2804 Belco Dr., Orlando, FL 32808	407- 841-7654		N
Sanford Brown College	Cindy Mullee	6039 S. Rio Grande Ave., Orlando, FL 32809	407- 513-6314		N
Seminole State College of Florida	Nathaniel Ferguson	1055 AAA Dr., Heathrow FL 32746	407.708.4512		N
Social Media (Twitter)	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Society of Broadcast Engineers	Mike Sprysenski	2500 Maitland Center Pkwy Ste 401 Maitland, FL 32751	407-916-7800		N
University of Central Florida (Experiential Learning/Hospitality/ Marketing)	Chinyen Chuo Denise Moore JT Ghim Jacqueline Herold Lina Pabon Sandra Macaulay Leon-Barth Valda Ramdial	4000 Central Florida Blvd., CSEL, Suite 300, Orlando, FL 32816-1700	407- 823-4063 407-823-2667 407-903-8017 407- 823-2667 407-823-1438 407- 823-2667 407- 823-2742		N

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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)
University of South Florida (Tampa)	Kathy Roche Ashley Motley	4202 East Fowler Ave., Tampa, Florida 33620	813-974-3202 813 974-9722		N
Valencia College	Matthew Abalos	Mail Code: 6-2, 1800 Denn John Ln., Kissimmee, FL 34744	407- 582-4196		N
Workforce Central Florida	Joyce Ranson Cheryl McKinzie	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407 531-1222 407 531-1222		N
Ziprecruiter (Attachment B)	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407-919-1000		N

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5) Job Title: Program Director (#7)

Referral Source(s) of Hire: cbsradio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
African American Chamber of Commerce	Rosalind Smith	315 E. Robinson St., Suite 100 Orlando, Florida 32810	407- 420-4870		N
American Marketing Association	Nancy Noriega	11715 Eagle Ray Lane Orlando, Florida 32810	407- 437-6462		N
Bethune-Cookman University	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, Florida 32115	386- 481-2143		N
CBSRadio.com	Paul Diaz	(See footnote below and Attachments A-C)		1	N
Central Florida Employment Council	Paulette Weir	450 Seminola Boulevard Casselberry, Florida 32707	407- 834-4223		N
City College	Claire Persichilli	1401 West Cypress Road Ft. Lauderdale, FL 33309	954-492-5353		N
Connecticut School of Broadcasting	Ray Thomas	5323 Millenia Lakes Blvd., Suite 120 Orlando, Florida 32839	407- 704-8910		N
Eastern Florida State College	Terri Peidro	1519 Clearlake Rd., Cocoa, Florida 32922	321- 433-7324		N
Florida Association of Broadcasters	Lindsay Tidwell	101 East College Ave., Ste 301, Tallahassee, FL 32301	850- 681-6444		N
Florida International University	Harold Clayton	3000 N.E. 151st Street, WUC 255 North Miami, FL 33181	305- 919-4298		N
Florida Southern College	Xuchitl Coso	111 Lake Hollingsworth Dr., Lakeland, FL 33801-5698	863- 680-4390		N
Florida State University	Debbie Crowder Nancy Friedman	Dunlap Success Center, 2107 PO Box 3064162 100 South Woodward Ave., Tallahassee, FL 32306-4162	850-644-4023 850- 644-9773		N
Full Sail University	Jayne LaRosa Wynn Davis Keith Hernandez Tom Oberdick Ulla K. Isaac Harmony Thompson	3300 University Blvd., Winter Park, FL 32792	866- 807-3140		N
Internal Candidate	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000	2	N
Linkedin.com	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Metropolitan Orlando Urban League	Shellie Minnis	2804 Belco Dr., Orlando, FL 32808	407- 841-7654		N
Sanford Brown College	Cindy Mullee	6039 S. Rio Grande Ave., Orlando, FL 32809	407- 513-6314		N
Seminole State College of Florida	Nathaniel Ferguson	1055 AAA Dr., Heathrow FL 32746	407.708.4512		N
Social Media (Twitter)	Paul Diaz	1800 Pembroke Dr., Ste 400, Orlando, FL 32810	407-919-1000		N
Society of Broadcast Engineers	Mike Sprysenski	2500 Maitland Center Pkwy Ste 401 Maitland, FL 32751	407-916-7800		N
University of Central Florida (Experiential Learning/Hospitality/ Marketing)	Chinyen Chuo Denise Moore JT Ghim Jacqueline Herold Lina Pabon Sandra Macaulay Leon-Barth Valda Ramdial	4000 Central Florida Blvd., CSEL, Suite 300, Orlando, FL 32816-1700	407- 823-4063 407-823-2667 407-903-8017 407- 823-2667 407-823-1438 407- 823-2667 407- 823-2742		N

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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)
University of South Florida (Tampa)	Kathy Roche Ashley Motley	4202 East Fowler Ave., Tampa, Florida 33620	813-974-3202 813 974-9722		N
Valencia College	Matthew Abalos	Mail Code: 6-2, 1800 Denn John Ln., Kissimmee, FL 34744	407- 582-4196		N
Workforce Central Florida	Joyce Ranson Cheryl McKinzie	1097 Sand Pond Rd., Ste 1009, Lk Mary, FL 32746	407 531-1222 407 531-1222		N
Ziprecruiter (Attachment B)	Paul Diaz	1800 Pembroke Dr., Suite 400, Orlando, FL 32810	407-919-1000		N

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6) **Total # of Interviewees Referred:** For the period from September 22, 2015-September 21, 2016, this Employment Unit interviewed 24 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) **Participation in Job Fairs**

*Valencia College Spring 2016 Job Fair*

Date: March 31, 2016

Personnel Involved: Promotion Manager, HR Representative

The Employment Unit promotion manager and HR representative, each of whom has substantial responsibility in the making of hiring decisions, attended on behalf of the Employment Unit. The Employment Unit recruited for current part-time and full-time positions, internships, and discussed broadcast careers with job seekers.

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

*City of Altamonte Springs Teen Camp Station Tour*

Date: June 28, 2016

Personnel Involved: Morning Show Host

On June 28, 2016, 35 children from the City of Altamonte Springs Teen Camp came to the studios to learn about careers in radio broadcasting. The Morning Show Host (WOMX-FM) participated and gave a tour.

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

*University of Central Florida, "Tonight's the Knight" Program*

Date: February 23, 2016

Personnel Involved: Show Talent

On February 23, 2016, the WOMX-FM Morning Show Talent participated in an on-camera interview with University of Central Florida for their program, "Tonight's The Knight," to discuss careers in radio broadcasting.

d) **Internships**

*Internships*

Date: Ongoing

Personnel involved: Promotion Manager, Marketing Director, Program Director, Regional HR Manager

During this reporting period, the Employment Unit provided four (4) college students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.

e) **Job Shadow Programs**

Date: Ongoing

Personnel involved: Regional HR Manager

The Employment Unit participates in local high school and college job shadow programs to provide an opportunity for students to learn more about careers in radio broadcasting. The programs are designed to couple the students with an employee with advanced knowledge and/or experience in their radio career to share meaningful and educational information and generate an interest in radio broadcasting careers and the

**Stations [INSERT CALL SIGNS] are Equal Opportunity Employers.**

Employment Unit's local employment and internship opportunities. During this reporting period, the Employment Unit had 2 participants from Seminole State College and Winter Park High School in a job shadow program.

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

CBS Corporation Compliance Training Program

Date: Ongoing

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

Employment Unit employees, including management-level personnel, participated in CBS Corporation's Compliance Training Program, which included online training regarding the Corporation's Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. All full time Employment Unit employees received the 2014 CBS Corporation Business Conduct Statement in September 2014 and were required to complete related online training by October 15, 2014. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: anti-bribery and anti-corruption laws, diversity at CBS and business travel and expenses. Beginning in September 2015, all full-time employees were required to take an online course "Sexual Harassment: Our Expectations for a Respectful Workplace" and all supervisory managers were required to complete an additional online course "Sexual Harassment: What Leaders Need to Know."

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

Contributions to CBS Radio Career Website

Date: Ongoing

Personnel involved: Market EEO Compliance Officer

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

**Attachment A**

**Stations [INSERT CALL SIGNS] are Equal Opportunity Employers.**



# Job Syndication Alliances

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

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

Disability Sites	
Agency for Persons with Disabilities (APD)	<a href="http://apd.myflorida.jobs/">http://apd.myflorida.jobs/</a>
Bosma Enterprises	<a href="http://bosma.jobs/">http://bosma.jobs/</a> (Indiana Located Jobs Only)
Deaf To Work	<a href="http://deaftowork.jobs/">http://deaftowork.jobs/</a>
Enable America	<a href="http://enableamerica.jobs">http://enableamerica.jobs</a>
Land A Job	<a href="http://jobs.landajob.org/">http://jobs.landajob.org/</a>
Maryland Works, Inc	<a href="http://mdworks.jobs/">http://mdworks.jobs/</a> (Maryland Located Jobs Only)
Options Unlimited Inc.	<a href="http://optionsunlimitedinc.jobs/">http://optionsunlimitedinc.jobs/</a> (Louisville, KY Located Jobs Only)
Quest	<a href="http://questinc.jobs/">http://questinc.jobs/</a> (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	<a href="http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx">http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx</a>
United Spinal Association	<a href="http://spinalcord.jobs/">http://spinalcord.jobs/</a>
US.jobs Disability	<a href="http://disability.jobs">http://disability.jobs</a>
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop. Jobs also appear on VetCentral search engine at <a href="http://vetcentral.us.jobs/vet_index.asp?stype=moc">http://vetcentral.us.jobs/vet_index.asp?stype=moc</a>
Workforce Recruitment Program	<a href="http://wrp.jobs/">http://wrp.jobs/</a>
Work In Iowa Disability (Iowa State Workforce)	<a href="http://workiniowa-disability.jobs/">http://workiniowa-disability.jobs/</a>

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

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

### Federal Government Sites

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

State Government Sites	
US. Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	<a href="http://US.jobs/">http://US.jobs/</a>
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your <u>Member Desktop</u> Jobs also appear on VetCentral search engine <a href="http://vetcentral.us.jobs/vet_index.asp?stype=moc">http://vetcentral.us.jobs/vet_index.asp?stype=moc</a>
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	<a href="https://3rivers.rescaretalentmarket.com/">https://3rivers.rescaretalentmarket.com/</a>
Rescare Workforce Services - Indiana	<a href="https://indiana.rescaretalentmarket.com/">https://indiana.rescaretalentmarket.com/</a>
State & US Territory Workforce Agency Job Banks	All DE member jobs are delivered to over 3500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities. Members access your VEVRAA Compliance Reporting through the <u>Member Desktop</u> for confirmation of job listing delivery
State of Alabama	<a href="https://joblink.alabama.gov/ada/">https://joblink.alabama.gov/ada/</a>
State of Alaska	<a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a>
State of Arizona	<a href="https://www.azjobconnection.gov/ders/ea/wcmrs/">https://www.azjobconnection.gov/ders/ea/wcmrs/</a>
State of Arkansas	<a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a>
State of California	<a href="http://www.caljobs.ca.gov/">http://www.caljobs.ca.gov/</a>
State of Colorado	<a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a>
State of Connecticut	<a href="http://connecticut.us.jobs/">http://connecticut.us.jobs/</a>
State of Delaware	<a href="https://joblink.delaware.gov/ada/">https://joblink.delaware.gov/ada/</a>
District of Columbia	<a href="https://www.dcnetworks.org/vosnet/Default.aspx">https://www.dcnetworks.org/vosnet/Default.aspx</a>
State of Florida	<a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a>
State of Georgia	<a href="http://explorer.dol.state.ga.us/jobfeeds/">http://explorer.dol.state.ga.us/jobfeeds/</a>
Guam Job Bank	<a href="http://guam.us.jobs/">http://guam.us.jobs/</a>
State of Hawaii	<a href="https://www.hirenethawaii.com/vosnet/Default.aspx">https://www.hirenethawaii.com/vosnet/Default.aspx</a>
State of Idaho	<a href="http://labor.idaho.gov/">http://labor.idaho.gov/</a>

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

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

Other Sites	
Adsdeck	<a href="http://www.adsdeck.com/">http://www.adsdeck.com/</a>
Beyond.com	<a href="http://www.beyond.com/">http://www.beyond.com/</a>
Career Bliss	<a href="http://www.careerbliss.com/jobs/">http://www.careerbliss.com/jobs/</a>
Facebook Social Jobs Partnership	<a href="https://www.facebook.com/socialjobs/app_417814418282098">https://www.facebook.com/socialjobs/app_417814418282098</a>
Info.com	<a href="http://info.com/">http://info.com/</a>
Jobalot	<a href="http://www.jobalot.com/">http://www.jobalot.com/</a>
Job Inventory	<a href="http://www.jobinventory.com/">http://www.jobinventory.com/</a>
Jobsearch.net	<a href="http://www.jobsearch.net/">http://www.jobsearch.net/</a>
Juju	<a href="http://www.job-search-engine.com/">http://www.job-search-engine.com/</a>
The Ladders	<a href="http://TheLadders.com/">http://TheLadders.com/</a>
Meelieu	<a href="http://meelieu.com">http://meelieu.com</a> (Engineering Jobs Only)
Mitula	<a href="http://www.mitula.com/">http://www.mitula.com/</a>
mybrightmountain.com	<a href="http://www.mybrightmountain.com/classifiedjobs.aspx">http://www.mybrightmountain.com/classifiedjobs.aspx</a>
Recruiter.com	<a href="http://www.recruiter.com">http://www.recruiter.com</a>
Servant@Heart Christian Business Directory	<a href="http://jobs.servantatheart.org/">http://jobs.servantatheart.org/</a>
SimplyHired	<a href="http://www.simplyhired.com/">http://www.simplyhired.com/</a>
St. Christopher Parish	<a href="http://jobs.saintchristopherparish.org/">http://jobs.saintchristopherparish.org/</a>
TalentPlanet	<a href="http://talentplanet.com/index.php">http://talentplanet.com/index.php</a>
Trovit	<a href="http://job.trovit.com/">http://job.trovit.com/</a>
Universal Technical Institute	<a href="http://uti.jobs/">http://uti.jobs/</a> *Automotive Industry Related Job Content



Global Sites	
Australia.recruit.net	Jobrapido.de – Germany
China.recruit.net	Jobrapido.nl – Holland
HongKong.recruit.net	Jobrapido.ie – Ireland
India.recruit.net	Jobrapido.it – Italy
Japan.recruit.net	Jobrapido.mx – Mexico
Malaysia.recruit.net	Jobrapido.nz – New Zealand
NewZealand.recruit.net	Jobrapido.pl – Poland
Singapore.recruit.net	Jobrapido.es – Spain
Jobespresso.net – Italy	Jobrapido.se – Sweden
Jobrapido.com.ar – Argentina	Jobrapido.ch – Switzerland
Jobrapido.at – Austria	Jobrapido.co.uk – UK
Jobrapido.com.au – Australia	Jobrapido.com – USA
Jobrapido.br – Brazil	Jumpstation.com.au
Jobrapido.cl – Chile	Jobrapido.cl
Jobrapido.fr – France	Jobrapido.fr

Simply Hired Global Sites	
Simply Hired – Australia	Simply Hired – India
Simply Hired – Brazil	Simply Hired – Ireland
Simply Hired – Belgium	Simply Hired – Italy
Simply Hired – Canada	Simply Hired – Netherlands
Simply Hired – France	Simply Hired – Spain
Simply Hired – Germany	Simply Hired – United Kingdom

Abilene Christian University  
Alabama State  
Albany College of Pharmacy & Health Sciences  
Albany State University  
Alcorn State University  
Alfred University  
Alma College  
American Jewish University  
American Public University System  
American Sentinel University  
Amherst College  
Amridge University  
Anderson University (IN)  
Anne Arundel  
Appalachian State University  
Arizona State University  
Arkansas Northeastern College  
Arkansas State University  
Arkansas State University Beebe  
Arkansas State University Mountain Home  
Arkansas State University Newport  
Armstrong Atlantic  
Assumption College  
Athens State University  
Auburn University  
Augsburg College  
Augustana College, Illinois  
Averett University  
Azusa Pacific University  
Babson College  
Baker College  
Ball State  
Barnard College  
Bates College  
Bay Path College  
Bellevue College (WA)  
Belmont Abbey College  
Beloit College  
Bennington College  
Bentley University, Career Services  
Berkeley College  
  
Berklee College of Music  
  
Monroe College  
Moorpark College  
Morehead State University  
Morton College  
Moultrie Technical College  
Mount St. Mary's College (Los Angeles)  
Mt. Holyoke College  
Mt. Hood Community College, Business Center  
Mt. San Antonio College  
Mt. San Jacinto College  
National Park Community College  
National University  
Navarro College  
Nevada State College  
New Jersey Institute of Technology  
New York University  
New York University, Abu Dhabi  
Newberry College  
Norfolk State University  
North Carolina A&T State University  
North Carolina Central University  
North Carolina State University  
North Central University  
North Dakota State University  
Northeast Alabama Community College  
Northern Essex Community College  
Northwest Arkansas Community College  
Northwest Missouri  
Northwestern University  
Northwestern University School of Communication  
Norwich University  
Notre Dame de Namur  
Nova Southeastern  
Nyack College  
Oakland University  
Oberlin College  
Occidental College  
Ohio Christian University  
Ohio Northern University  
Ohio State, Arts & Sciences Career Services  
Ohio State, Buckeye Careers Network  
Ohio State, College of Food, Agriculture &  
Environmental Sciences

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Bethel University (Minnesota)  
Biola University  
BJU Press  
Black River Technical College  
Bloomsburg University of Pennsylvania (PASSHE)  
Bluegrass Community and Technical College  
Bob Jones University  
Boise State University  
Boston Architectural College  
Boston College  
Boston University  
Boston University, College of Communication  
Boston University, College of Engineering  
Boston University, School of Hospitality  
Boston University, School of Management  
  
Boston University, School of Public Health  
Bow Valley College  
Bowie State University  
Bowling Green  
Brandeis University, Graduate School of Arts & Sciences  
Brandeis University, Hiatt Career Center  
Brandman University  
  
Bridgepoint Education - Ashford University  
Brigham Young University  
Brigham Young University, Hawaii  
Brigham Young University, Idaho  
Brown University  
Brown University, Alumni  
Bucks County Community College  
Burlington County College  
Butler Community College  
Cabrillo College  
Cabrini College  
Cairn University  
Cal Poly Pomona  
Cal Poly San Luis Obispo  
California Baptist University  
California Institute of Integral Studies  
California Institute of Technology (Caltech)  
California Lutheran University  
California Lutheran University, Institute of Finance  
California State University Channel Islands  
California State University Fresno  
California State University Fullerton  
  
Ohio State, Engineering Career Services  
Ohio University  
Old Dominion University  
Oral Roberts  
Oregon State University  
Oregon State University, Cascades  
Ouachita Baptist  
Palm Beach Atlantic University  
Pasadena City College  
Peirce College  
Penn State University, Schreyer Honors College  
Penn State, Alumni  
Penn State, Behrend  
Penn State, College of Agricultural Sciences  
Penn State, College of Engineering  
Penn State, College of Information Sciences & Technology  
Penn State, College of the Liberal Arts  
Penn State, Consortia  
Penn State, Eberly College of Science  
Penn State, Harrisburg  
Penn State, University Park  
Pennsylvania College of Technology  
Pepperdine University, Graduate School of Education & Psychology  
Pepperdine University, School of Public Policy  
Pepperdine University, Seaver Career Center  
Philadelphia University  
Philander Smith College  
Piedmont Community College  
Piedmont Virginia Community College  
Pikes Peak Community College  
Pima Community College  
Pittsburgh Technical Institute  
Pitzer (Claremont MSE)  
Pomona College (Claremont MSE)  
Prairie View A&M University  
Purdue University  
Quinnipiac University  
Rasmussen College  
Reed College  
Regent University  
Rensselaer Polytechnic Institute  
Rice University  
Roane State Community College  
Rochester Institute of Technology

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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

Cañada College

Cape Fear Community College

Capella University

Capitol College

Carleton College  
Carnegie Mellon  
Carnegie Mellon, Heinz School of Public Policy & Management  
Case Western Reserve University  
Case Western Reserve University, School of Engineering  
Catholic University of Portugal  
Cedarville University  
Central Arizona College  
Central College  
Central Lakes College at Brainerd  
Central Methodist University  
Central New Mexico Community College  
Central Oregon Community College  
Central State  
Central Virginia Community College  
Centre College  
Chadwick School  
Chaffey College  
Chaminade University of Honolulu  
Champlain College  
Chapman University  
Charleston Southern University  
Chatham University  
Cheyney University of Pennsylvania (PASSHE)  
Chicago State University  
Christian Brothers University  
City Colleges of Chicago  
Claremont Graduate University (Claremont MSE)  
Claremont McKenna College (Claremont MSE)

Rockhurst University  
Rocky Mountain College  
Rollins College  
Ron Brown Scholar Fund  
Russell Sage College  
Rutgers University Camden  
Rutgers University New Brunswick  
Rutgers University New Brunswick, Environmental & Biological Sciences (E | MSE)  
Rutgers University New Brunswick, Professional Science Master's Program  
Rutgers University New Brunswick, School of Management and Labor Relations  
Rutgers University New Brunswick, School of Planning and Public Policy  
Rutgers University New Brunswick, Undergraduate Business  
Rutgers University Newark  
Rutgers University Newark, Undergrad Business  
Sacred Heart University  
Saddleback College  
Saginaw Valley State University  
Saint Josephs College  
Saint Peter's University  
Samford University  
San Diego State University  
San Jose State University  
Santa Barbara City College  
Santa Clara University  
Sarah Lawrence  
Savannah College of Art and Design  
Savannah State University  
School of Visual Arts  
Scripps (Claremont MSE)  
Seattle Pacific University  
Sewanee, the University of the South  
Shippensburg University of Pennsylvania (PASSHE)  
Siena College  
Simpson College  
SIT Graduate Institute  
Skidmore College  
Skyline College  
Slippery Rock University of Pennsylvania (PASSHE)  
Smith College  
Soka University of America

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

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

Concordia University Irvine  
Cornell College  
Cornerstone University  
Cuesta College  
Cumberland University  
CUNY Baruch College  
CUNY Baruch College, School of Public Affairs  
CUNY Baruch College, Weissman School of Arts & Sciences  
CUNY Borough of Manhattan Community College  
CUNY Central Internship Programs

Sonoma State University  
South Central College  
Southeast Arkansas College  
Southeastern Oklahoma State University  
Southern Adventist University  
Southern Connecticut State University  
Southern Crescent Technical College  
Southern Oregon University  
Southern University and A & M College  
Southern Wesleyan University  
Southwestern University  
Spokane Community College, Career Services  
Spokane Falls Community College, Student  
Employment Office  
Spring Arbor University  
Springfield College  
St. Ambrose University  
St. Bonaventure University  
St. John's University  
St. Joseph's University  
St. Lawrence University  
St. Leo University  
St. Louis University  
St. Mary's College of California  
St. Michael's College (VT)  
St. Olaf College  
St. Paul College  
St. Thomas Aquinas College  
St. Thomas University  
St. Xavier University  
Stanford University (MSE)  
Stanford University School of Medicine  
Stanford University, School of Education  
Stevenson University  
Stratford University  
SUNY Albany, Rockefeller College of Public Affairs &  
Policy  
SUNY Alfred State College  
SUNY Buffalo State College  
SUNY College at Brockport  
SUNY College at Oneonta  
SUNY College of Plattsburgh  
SUNY Fredonia  
SUNY Jefferson Community College  
SUNY Oswego  
SUNY Purchase College

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CUNY Graduate Center  
CUNY Graduate School of Journalism  
CUNY Hostos Community College  
CUNY Hunter College  
CUNY John Jay College of Criminal Justice  
CUNY LaGuardia Community College  
CUNY Lehman College  
CUNY Macaulay Honors College  
CUNY Medgar Evers College  
CUNY Queens College  
CUNY Service Corps  
CUNY York College

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

Emerson College, Los Angeles Center

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

Texas Tech, Health Sciences Center School of Nursing  
Texas Tech, Rawls College of Business  
Texas Wesleyan University  
Texas Woman's University  
The Citadel  
The College of New Rochelle  
The King's College  
The New School  
The Universities at Shady Grove  
The University of the Arts  
Thomas Jefferson University  
Touro College  
Trident Technical College  
Trine University  
Trinity College (CT)  
Trinity Washington University  
Troy University  
Truckee Meadows Community College  
Tufts University, Office of Public Health  
Tulane University  
Tuskegee  
UCAN, University Career Action Network  
UCLA  
UCLA, School of Public Affairs  
University of Akron  
University of Alabama  
University of Alaska Fairbanks  
University of Arizona  
University of Arkansas at Fayetteville  
University of Arkansas at Fort Smith  
University of Arkansas at Little Rock  
University of Arkansas at Little Rock, College of Engineering & Information Technology

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

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Georgia Southern University  
Georgia Southwestern State University  
Georgia State University  
Georgia Tech  
Georgia Tech, Division of Professional Practice  
Georgian Court University  
Gettysburg College  
Golden Gate University  
Gonzaga University  
Grambling State University  
Grantham University  
Great Bay Community College  
Grinnell College  
Hamilton College  
Hamline University  
  
Hampden -Sydney College  
  
Hampshire College  
Hanover College  
Harding University  
  
Hartwick College  
  
Harvard University  
  
Harvard University, Institute of Politics  
  
Harvard University, Kennedy School of Government  
Harvey Mudd (Claremont MSE)  
Hawaii Pacific University  
Hendrix College  
  
Henry Ford College  
Heritage University  
Herzing University  
High Point University  
Hofstra University  
Hood College  
Houston Community College Engineering  
Howard University  
  
Hudson Valley Community College  
Husson University  
Illinois Institute of Technology

University of Illinois at Urbana - Champaign, Alumni Assoc.  
University of Illinois at Urbana  
University of Illinois Theta Xi  
University of Iowa  
University of Iowa, College of Public Health  
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 Maryland Eastern Shore  
University of Michigan Ann Arbor  
University of Michigan Ann Arbor, Engineering Career Resource Center  
University of Michigan Ann Arbor, School of Information  
University of Michigan Ann Arbor, School of Natural Resources and Environment  
University of Michigan Ann Arbor, School of Public Health  
University of Michigan Athletic Department  
University of Michigan Dearborn  
University of Michigan Flint  
University of Michigan, College of Literature, Science and the Arts  
University of Missouri Kansas City  
University of Nebraska 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 and Human Services  
University of New Haven  
University of New Mexico



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Illinois State University  
Indiana University -Purdue University, Fort Wayne (IPFW)  
Indiana University Alumni Association  
Indiana University Bloomington, Career Development  
Indiana University Bloomington, School of Education  
Indiana University Bloomington, School of Informatics  
Indiana University Bloomington, School of Public &  
Environmental Affairs  
Indiana University Bloomington, School of Public Health  
Indiana University of Pennsylvania (PASSHE)

Indiana University South Bend  
Indiana University Southeast  
Indiana University, East

Indiana University, Herron School of Art and Design (Talent)  
Indiana University, Kelley School of Business (Talent)  
Indiana University, Kelley School of Business Bloomington

Indiana University, Kokomo  
Indiana University, Northwest  
Indiana University, Richard M. Fairbanks School of Public  
Health (Talent)

Indiana University, School of Education (Talent)  
Indiana University, School of Engineering and Technology  
(Talent)  
Indiana University, School of Health and Rehabilitation  
Sciences (Talent)  
Indiana University, School of Informatics and Computing  
(Talent)  
Indiana University, School of Liberal Arts (Talent)  
Indiana University, School of Philanthropy (Talent)  
Indiana University, School of Physical Education and  
Tourism Management (Talent)  
Indiana University, School of Public and Environmental  
Affairs (Talent)

Indiana University, School of Science (Talent)  
Indiana University, School of Social Work (Talent)  
Indiana University, Talent  
Indiana University, University College (Talent)  
Indiana University/Purdue University, Indianapolis (IUPUI)  
Indiana Wesleyan University  
iNet Internship Network  
Iona College

University of North Alabama  
University of North Carolina at Asheville  
University of North Carolina at Chapel Hill  
University of North Carolina at Greensboro  
University of North Texas at Dallas  
University of Northern Iowa

University of Northwestern - St. Paul  
University of Notre Dame  
University of Oregon  
University of Oregon, School of Architecture & Allied  
Arts  
University of Pennsylvania  
University of Pittsburgh

University of Pittsburgh at Bradford  
University of Pittsburgh at Greensburg  
University of Pittsburgh at Johnstown  
University of Pittsburgh, Graduate School of Public  
and International Affairs  
University of Pittsburgh, School of Education

University of Puget Sound  
University of Rhode Island Office of Experiential  
Learning and Community Engagement

University of Richmond

University of Rochester

University of San Diego  
University of San Francisco  
University of South Carolina Upstate

University of Southern California

University of Southern California, Annenberg School  
University of Southern California, Marshall  
Undergraduate  
University of Southern Indiana  
University of St Francis (IL)  
University of St. Francis, Fort Wayne  
University of St. Joseph  
University of St. Thomas  
University of Texas at Austin, School of Architecture  
University of Texas at Austin, School of Information

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Iowa Central Community College  
Iowa State University

Ivy Tech Group  
Ivy Tech Indianapolis  
Jackson State University  
Jacksonville State University (Alabama)  
Jacksonville University (Florida)  
James Madison University  
Johns Hopkins University  
Johnson C Smith University  
Johnson University

Juniata College

Kansas Wesleyan University  
Keck Graduate Institute (Claremont MSE)

Kendall College  
Kendall College of Art and Design  
Kennesaw State University  
Kenyon College  
Kingsborough Community College  
Kutztown University of Pennsylvania (PASSHE)  
Lake Land College  
Lander University  
Lawrence Tech  
Lewis & Clark College  
Lewis University  
Liberty University  
Life University  
LIM College  
Linfield College  
Linn - Benton Community College  
Lock Haven University of Pennsylvania (PASSHE)  
Longwood University  
Lorain County Community College  
Louisiana State University  
Louisiana Tech University  
Loyola Marymount University

Loyola Marymount University, School of Film and Television  
Loyola University Chicago  
Luther College  
Lynchburg College

University of Texas at Austin, Student Employment  
University of Texas at Tyler  
University of Texas Austin, Moody College of Communications  
University of Texas, College of Fine Arts  
University of the Ozarks  
University of the Pacific  
University of Toledo  
University of Tulsa  
University of Utah  
University of Vermont  
University of Virginia  
University of Washington, Daniel J. Evans School of Public Affairs  
University of Washington, Engineering Coop & Internship Program  
University of Washington, Information School  
University of Wisconsin at Madison, School of Education  
University of Wisconsin, School of Human Ecology  
Upper Iowa University  
Ursinus College  
USC Occupational & Physical Therapy and Dentistry  
USC Rossier School of Education  
Valencia College  
Vanderbilt University  
Vanderbilt University, Graduate School  
Vanguard University  
Vassar College  
Ventura College  
Vincennes University  
Virginia Highlands Community College  
Virginia International University  
Virginia State University  
Virginia Union University  
Virginia Western Community College  
Wade College  
Walla Walla University  
Warner Pacific College  
Warren Wilson College

Wartburg College  
Washington College  
Washington State University  
Washington University in St. Louis

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Macalester College

Madonna University

Manchester 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 School of Professional Psychology (MSPP)

McDaniel College

McNeese State University

Menlo College

Mercer University

Mercy College

Merrimack College

Metropolitan Community Colleges of Kansas City

Metropolitan State University (Minnesota)

Miami University (OH)

Michigan State University

Michigan Technological University

Middle Tennessee State University

Middlebury College

Millersville University of Pennsylvania (PASSHE)

Milligan College

Mills College

Milwaukee Institute of Art and Design

Minneapolis Community and Technical College

Minnesota Mankato

Mississippi College

Mississippi State University

Missouri Baptist University

Washington University in St. Louis, Olin Undergrad Business School

Washington University in St. Louis, School of Social Work

Washtenaw Community College

Wayland Baptist University

Wayne State University, School of Business Administration

Webster

Wentworth Institute of Technology

West Chester University of Pennsylvania (PASSHE)

West Virginia State University

Western Kentucky

Western Oregon

Western Washington University

Westmont College

Wheaton College Illinois

Wheaton College Massachusetts

Whitman College

Whitworth University

Willamette University

William & Mary

William Woods University

Williams College

Wilmington College

Wingate University

Winthrop University

Wiregrass Georgia Technical College

Woodbury University

Worcester Polytechnic Institute

Wytheville Community College

Xavier University of Louisiana

Yale University

Yeshiva University

York College of Pennsylvania

York Technical College

Youngstown State University

Youngstown State University, Science, Technology, Engineering, and Mathematics

Youngstown State University, Williamson College of Business Administration

## Metro Areas on US.jobs

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

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

**ATTACHMENT B**

# Job Boards

**ZipRecruiter posts your jobs (/post-a-job) to 100+ of the most visited job boards, websites and social networks on the Internet.**

Our proprietary technology analyzes your jobs in real-time to maximize your placement across all of our job board distribution partners. No other software or service can provide you with the same level of per-job-level optimization and candidate traffic that ZipRecruiter provides, with pricing plans that fit every size business.

## Job Boards:

One-click posting to the most trafficked jobs boards.

**MONSTER**

(<http://www.monster.com>)

**LinkedIn**

(<http://www.linkedin.com>)

**TrafficBoost**

(/trafficboost)

**ZipRecruiter**

(/jobs)

**ebay classifieds**

(<http://www.ebayclassifieds.com>)

**glassdoor**

(<http://www.glassdoor.com>)

**Job.com**

(<http://job.com>)

**Patch**

(<http://www.patch.com/>)

**topix**

(<http://www.topix.com/>)

**juju**

(<http://www.job-search-engine.com>)

**topUSAjobs**

(<http://topusajobs.com>)

**geebo**

(<http://www.geebo.com>)

**Yakaz**

(<http://www.yakaz.com>)

**jobrapido**

(<http://www.jobrapido.com>)

**JobsRadar**

(<http://www.jobsradar.com>)

**startwire**

(<http://www.startwire.com>)

**JobsFlag**  
Search • Find • Apply

(<http://www.jobsflag.com>)

**trovit**

(<http://www.trovit.com>)

**JOBDIAGNOSIS.COM**

(<http://jobdiagnosis.com>)

**oodle marketplace**

(<http://jobs.oodle.com>)

**Just Jobs**  
All jobs with one click

(<http://www.justjobs.com>)

**career**

(<http://www.careerbliss.com>)

**resume.**

(<http://www.resume.com>)

**The Job Network**

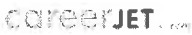

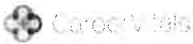








































(<http://jobs.thejobnetwork.com/>)

**The Business Marketplace**

(<http://thebusinessmarketplace.com>)

**Jobr**

(<http://www.jobrapp.com/>)

- |   |  |   |   |
|---|--|---|---|
|  <p>(http://www.careerjet.com)</p>             |  <p>(http://www.adzuna.co.uk)</p>                 |  <p>(http://www.careervitals.com)</p>       |  <p>(http://www.jobs-to-careers.com)</p>     |
|  <p>(http://www.mynewjobsearch.com)</p>        |  <p>(http://www.jobinventory.com)</p>             |  <p>(http://www.tiptopjob.com)</p>          |  <p>(http://www.jobhat.com)</p>              |
|  <p>(http://www.flexjobs.com)</p>              |  <p>(http://www.jooble.com)</p>                   |  <p>(http://www.employmentcrossing.com)</p> |  <p>(http://www.jobg8.com)</p>               |
|  <p>(http://www.wowjobs.ca)</p>                |  <p>(http://www.jobvertise.com)</p>               |  <p>(http://www.betterjobs.com)</p>         |  <p>(http://www.careerigniter.com)</p>       |
|  <p>(http://www.targetedcareersearch.com)</p>  |  <p>(http://www.rolepen.com)</p>                  |  <p>(http://www.jobsler.com)</p>            |  <p>(http://www.recruit.net)</p>             |
|  <p>(http://www.pure-jobs.com)</p>            |  <p>(http://www.nsphere.net)</p>                |  <p>(http://www.directemployers.org)</p>  |  <p>(http://www.jobunlocker.com)</p>       |
|  <p>(http://www.cognius.com)</p>             |  <p>(http://www.jobapplicationsearch.com)</p>  |  <p>(http://www.neuvoo.ca)</p>           |   |
|  <p>(http://www.dieseljobs.com)</p>          |  <p>(http://www.coasttocoastcareerfair.com)</p> |  <p>(http://www.jobmatcher.com)</p>       |  <p>(http://www.skilledjobsdirect.com)</p> |
|  <p>(http://www.careersingovernment.com)</p> |  <p>(http://www.vbench.com)</p>                 |  <p>(http://www.skipta.com)</p>           |  <p>(http://www.jobkoreausa.com)</p>       |
|  <p>(http://www.jobtonic.com)</p>            |  <p>(http://www.wantedanalytics.com)</p>        |  <p>(http://www.jobisite.com)</p>         |  <p>(http://www.techfetch.com)</p>         |
|  <p>(http://www.mitula.us)</p>               |  <p>(http://www.jobsnprofiles.com)</p>          |  <p>(http://www.workersweb.com)</p>       |  <p>(http://www.truckerswanted.ca)</p>     |



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(<http://www.jobjig.com>)

 **JobArrive**  
(<https://www.jobarrive.com/>)

 **medjobbers**  
Just for medical  
(<https://www.medjobbers.com/>)

 **moonlighting**  
Opportunities Everywhere  
(<http://moonlightingapp.com/>)

 **workhoppers**  
Get your help on demand  
(<https://www.workhoppers.com/>)

**WORKLOOKER**  
(<http://www.worklooker.com/>)

 **jaazle**  
All Things Job Search and Careers  
(<http://jaazle.com/>)

 **Job Fusion**  
(<https://jobfusion.co/>)

 **Tech Hiring**  
(<https://www.techhiring.com/>)

**JOB DASH**   
(<http://jobdash.com/>)

 **Potential**  
(<http://otpotential.com/>)

**Start Jobs**  
(<http://www.startjobs.net/>)

 **MAUI WATCH**  
COMMUNITY NETWORK  
(<http://mauiwatch.com/>)

**Sercanto**   
(<http://us.sercanto.com/>)

SecondChanceJobs  
(<https://secondchancejobsforfellow.com/>)

**TRUCK DRIVING SCHOOLS INFO**  
(<http://www.truckdrivingschoolsinfo.com/>)

**openings**  
(<http://openings.com/>)

**JOB ZOOM**  
(<http://www.jobzoom.com/>)

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