

EEO PUBLIC FILE REPORT

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

1) Employment Unit: CBS Radio – Philadelphia, PA

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

3) EEO Contact Information for Employment Unit:

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

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

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

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

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

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

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

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

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

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

Referral Source(s) of Hire: Internal Posting

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Referral Source(s) of Hiree: Employee Referral

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Referral Source(s) of Hiree: CBSRadio.com

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 Website	Adam Baldwin	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215.238.2003	1	No
Internal Posting	Adam Baldwin	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215.238.2003	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnwood, PA 19096 www.phillyadclub.com	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 th Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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 Website	Dave Scopinich	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-2001	0	No
Internal Posting	Dave Scopinich	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-2001	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 www.phillyadclub.com	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 th Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No
CBS Direct Recruiter	Dayna Kalmus	Dayna.kalmus@cbs.com	212-975-0581	0	No
Employee Referral	Lisa Morton	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215-238-2006	1	No

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

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

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

Referral Source(s) of Hire: CBSRadio.com

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 Website	Robert(Bobby)Smith	www.CBSRadio.com 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	620-822-1335	3	No
Internal Posting	Robert(Bobby)Smith	www.CBSRadio.com 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	610-822-1335	0	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnwood, PA 19096 www.phillyadclub.com	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 th Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No

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

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

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

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

Referral Source(s) of Hiree: CBSRadio.com

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

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

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

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

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

Referral Source(s) of Hiree: Internal Posting

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

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

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

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

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

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

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

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

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

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

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

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

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

Referral Source(s) of Hiree: CBSRadio.com

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

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

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

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

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 Website	Jared Hart	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215.351.3704	8	No
Internal Posting	Jared Hart	www.CBSRadio.com 400 Market Street, 10 th Floor Philadelphia, PA 19106	215.351.3704	2	No
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 www.phillyadclub.com	610.642.2306	0	No
AHEDD	Mary Berry-Shield	115 West Avenue, Suite 303, Jenkintown, PA 19046	215-885-2060	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, 4 th Floor, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-568-8316	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 19123	215-560-5465	0	No
Urban League	Debra Abrams, CPA	121 S. Broad Street, 6 th Floor, Philadelphia, PA 19107	215.985.3220	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No

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

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

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

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

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

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

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

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

Referral Source(s) of Hire: Employee Referral

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

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

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

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

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

Referral Source(s) of Hire: CBSRadio.com

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

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

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

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

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

Referral Source(s) of Hiree: Internal Posting

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 Website	Suby Ross	www.CBSRadio.com 400 Market Street, 9 th Floor Philadelphia, PA 19106	215.625.6530	4	No
Internal Posting	Suby Ross	www.CBSRadio.com 400 Market Street, 9 th Floor Philadelphia, PA 19106	215.625.6530	1	
Indeed.com	Customer Service	www.indeed.com	N/A	0	No
Philadelphia Ad Club	Customer Service	308 E. Lancaster Avenue, Suite 110 Wynnewood, PA 19096 www.phillyadclub.com	610.668.5906	0	No
AHEDD	Mary Berry-Shield	301-305 N. 9 th Street, Philadelphia, PA 19107	215-922-7232	0	No
ASPIRA	Alfredo Calderon	4322 N. 5 th Street, Philadelphia, PA 19140	215-455-1300	0	No
Congreso de Latinos Unidos	Johnny Young	216 W. Somerset Street, Philadelphia, PA	215-763-8870	0	No
Concillio	Louis Kelley	705-09 Franklin Street, Philadelphia, PA 19123	215-627-3100	0	No
Opportunity Industrialization Center	Kevin Cafferty	1231 N. Broad Street, Philadelphia, PA 19122	215-236-7700	0	No
Team Career Link	Joe West	235 W. Chelton Avenue, Philadelphia, PA 19144	215-560-5151	0	No
Team Career Link	John Brunkun	701 Crosby Street, Suite B, Chester, PA 19013-6096	610-447-3350	0	No
Team Career Link	Nikki Woods	990 Spring Garden Street, Philadelphia, PA 191	215-560-5465	0	No
Urban League	Monique Washington	1801 Market Street, Philadelphia, PA 19103	215-561-4524	0	No
PA Careerlink Website	Customer Service	www.pacareerlink.state.pa.us	610-447-3350	0	No

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Referral Source(s) of Hiree: Employee Referral

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

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

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

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

Referral Source(s) of Hire: Indeed.com

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

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

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

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

Referral Source(s) of Hiree: Internal Posting

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

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

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

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

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

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

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

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

7) **Supplemental Recruitment Measures.**

(a) **Participation in Job Fairs**

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

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

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

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

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

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

<u>Description of Supplemental Recruitment Measure:</u>	<u>Date:</u>	<u>Personnel Involved: (Position)</u>
<u>KYW (AM) Internship Program</u> – During this reporting period, the Employment Unit provided 2 students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales. One of the interns who participated with KYW was also recognized as the recipient of the Mark Drucker Internship Program, in memory of a former KYW (AM) employee.	Ongoing	News Director Promotion Director Human Resources Manager
<u>WIP (FM) Internship Program</u> – During this reporting period, the Employment Unit provided 8 students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.	Ongoing	Promotion Director Promotion Coordinator General Sales Manager Human Resources Manager
<u>WOGL (FM) Internship Program</u> – During this reporting period, the Employment Unit provided 1 student with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.	Ongoing	Promotion Director Human Resources Manager
<u>WXTU (FM) Internship Program</u> – During this reporting period, the Employment Unit provided 7 students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.	Ongoing	Promotion Director Human Resources Manager
<u>WZMP (FM) Internship Program</u> – During this reporting period, the Employment Unit provided 7 students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.	Ongoing	Promotion Director Human Resources Manager

(d) **General Outreach Efforts**

<u>Description of Supplemental Recruitment Measure:</u>	<u>Date:</u>	<u>Personnel Involved: (Position)</u>
1. <u>Contributions to CBSRadio.com</u> – CBS Radio-Philadelphia has made significant contributions to the CBS Radio career website (www.cbsradio.com) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	Human Resources Manager

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

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

(e) Training of Management Level Personnel

<u>Description of Supplemental Recruitment Measure:</u>	<u>Date:</u>	<u>Personnel Involved:</u> <u>(Position)</u>
<p>1. <u>CBS Corporation Compliance Training Program.</u> Employment Unit employees, including management-level personnel, participated in CBS Corporation’s Compliance Training Program, which included online training regarding the Corporation’s Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. All full time Employment Unit employees received the 2014 CBS Corporation Business Conduct Statement in September 2014 and were required to complete related online training by October 15, 2014. Employment Unit employees, including management-level personnel, also received copies of the CBS Corporation compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: anti-bribery and anti-corruption laws, diversity at CBS and business travel and expenses. Beginning in September 2015, all full time employees were required to take an online course “Sexual Harassment: Our Expectations for a Respectful Workplace” and all supervisory managers were required to complete an additional online course “Sexual Harassment: What Leaders Need to Know.”</p>	Ongoing	All full time employees including management-level personnel.
<p>2. <u>EEO and OFCCP Webinar Training.</u> Employment Unit’s management-level personnel with hiring capabilities participated in a training webinar regarding methods of ensuring equal employment opportunities and eliminating discrimination.</p>	03/15/2016 03/21/2016	All management level personnel, and any other personnel significantly involved in the hiring process, including personnel who help prepare the EEO reports

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

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

Attachment A

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

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

Job Syndication Alliances

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

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

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

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

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

Federal Government Sites

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

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

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

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

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

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

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

Abilene Christian University
Alabama State
Albany College of Pharmacy & Health Sciences
Albany State University
Alcorn State University
Alfred University
Alma College
American Jewish University
American Public University System
American Sentinel University
Amherst College
Amridge University
Anderson University (IN)
Anne Arundel
Appalachian State University
Arizona State University
Arkansas Northeastern College
Arkansas State University
Arkansas State University Beebe
Arkansas State University Mountain Home
Arkansas State University Newport
Armstrong Atlantic
Assumption College
Athens State University
Auburn University
Augsburg College
Augustana College, Illinois
Averett University
Azusa Pacific University
Babson College
Baker College
Ball State
Barnard College
Bates College
Bay Path College
Bellevue College (WA)
Belmont Abbey College
Beloit College
Bennington College
Bentley University, Career Services
Berkeley College

Berklee College of Music

Monroe College
Moorpark College
Morehead State University
Morton College
Moultrie Technical College
Mount St. Mary's College (Los Angeles)
Mt. Holyoke College
Mt. Hood Community College, Business Center
Mt. San Antonio College
Mt. San Jacinto College
National Park Community College
National University
Navarro College
Nevada State College
New Jersey Institute of Technology
New York University
New York University, Abu Dhabi
Newberry College
Norfolk State University
North Carolina A&T State University
North Carolina Central University
North Carolina State University
North Central University
North Dakota State University
Northeast Alabama Community College
Northern Essex Community College
Northwest Arkansas Community College
Northwest Missouri
Northwestern University
Northwestern University School of Communication
Norwich University
Notre Dame de Namur
Nova Southeastern
Nyack College
Oakland University
Oberlin College
Occidental College
Ohio Christian University
Ohio Northern University
Ohio State, Arts & Sciences Career Services
Ohio State, Buckeye Careers Network
Ohio State, College of Food, Agriculture &
Environmental Sciences

Bethel University (Minnesota)
Biola University
BJU Press
Black River Technical College
Bloomsburg University of Pennsylvania (PASSHE)
Bluegrass Community and Technical College
Bob Jones University
Boise State University
Boston Architectural College
Boston College
Boston University
Boston University, College of Communication
Boston University, College of Engineering
Boston University, School of Hospitality
Boston University, School of Management

Boston University, School of Public Health
Bow Valley College
Bowie State University
Bowling Green
Brandeis University, Graduate School of Arts & Sciences
Brandeis University, Hiatt Career Center
Brandman University

Bridgepoint Education - Ashford University
Brigham Young University
Brigham Young University, Hawaii
Brigham Young University, Idaho
Brown University
Brown University, Alumni
Bucks County Community College
Burlington County College
Butler Community College
Cabrillo College
Cabrini College
Cairn University
Cal Poly Pomona
Cal Poly San Luis Obispo
California Baptist University
California Institute of Integral Studies
California Institute of Technology (Caltech)
California Lutheran University
California Lutheran University, Institute of Finance
California State University Channel Islands
California State University Fresno
California State University Fullerton

Ohio State, Engineering Career Services
Ohio University
Old Dominion University
Oral Roberts
Oregon State University
Oregon State University, Cascades
Ouachita Baptist
Palm Beach Atlantic University
Pasadena City College
Peirce College
Penn State University, Schreyer Honors College
Penn State, Alumni
Penn State, Behrend
Penn State, College of Agricultural Sciences
Penn State, College of Engineering
Penn State, College of Information Sciences & Technology
Penn State, College of the Liberal Arts
Penn State, Consortia
Penn State, Eberly College of Science
Penn State, Harrisburg
Penn State, University Park
Pennsylvania College of Technology
Pepperdine University, Graduate School of Education & Psychology
Pepperdine University, School of Public Policy
Pepperdine University, Seaver Career Center
Philadelphia University
Philander Smith College
Piedmont Community College
Piedmont Virginia Community College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical Institute
Pitzer (Claremont MSE)
Pomona College (Claremont MSE)
Prairie View A&M University
Purdue University
Quinnipiac University
Rasmussen College
Reed College
Regent University
Rensselaer Polytechnic Institute
Rice University
Roane State Community College
Rochester Institute of Technology

California State University Long Beach	Rockhurst University
California State University Monterey Bay	Rocky Mountain College
California State University Northridge	Rollins College
California State University Sacramento	Ron Brown Scholar Fund
California State University San Bernardino	Russell Sage College
California University of Pennsylvania (PASSHE)	Rutgers University Camden
Calvin College	Rutgers University New Brunswick
	Rutgers University New Brunswick, Environmental & Biological Sciences (E MSE)
Cañada College	Rutgers University New Brunswick, Professional Science Master's Program
	Rutgers University New Brunswick, School of Management and Labor Relations
Cape Fear Community College	Rutgers University New Brunswick, School of Planning and Public Policy
	Rutgers University New Brunswick, Undergraduate Business
Capella University	Rutgers University Newark
Capitol College	Rutgers University Newark, Undergrad Business
	Sacred Heart University
Carleton College	Saddleback College
Carnegie Mellon	Saginaw Valley State University
Carnegie Mellon, Heinz School of Public Policy & Management	Saint Josephs College
Case Western Reserve University	Saint Peter's University
Case Western Reserve University, School of Engineering	Samford University
Catholic University of Portugal	San Diego State University
Cedarville University	San Jose State University
Central Arizona College	Santa Barbara City College
Central College	Santa Clara University
Central Lakes College at Brainerd	Sarah Lawrence
Central Methodist University	Savannah College of Art and Design
Central New Mexico Community College	Savannah State University
Central Oregon Community College	School of Visual Arts
Central State	Scripps (Claremont MSE)
Central Virginia Community College	Seattle Pacific University
Centre College	Sewanee, the University of the South
Chadwick School	Shippensburg University of Pennsylvania (PASSHE)
Chaffey College	Siena College
Chaminade University of Honolulu	Simpson College
Champlain College	SIT Graduate Institute
Chapman University	Skidmore College
Charleston Southern University	Skyline College
Chatham University	Slippery Rock University of Pennsylvania (PASSHE)
Cheyney University of Pennsylvania (PASSHE)	Smith College
Chicago State University	Soka University of America
Christian Brothers University	
City Colleges of Chicago	
Claremont Graduate University (Claremont MSE)	
Claremont McKenna College (Claremont MSE)	

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

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

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

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

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

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

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

Emerson College, Los Angeles Center

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

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

Georgia Southern University	University of Illinois at Urbana - Champaign, Alumni Assoc.
Georgia Southwestern State University	University of Illinois at Urbana
Georgia State University	University of Illinois Theta Xi
Georgia Tech	University of Iowa
Georgia Tech, Division of Professional Practice	University of Iowa, College of Public Health
Georgian Court University	University of Kansas
Gettysburg College	University of Kentucky
Golden Gate University	University of La Verne
Gonzaga University	University of Louisville
Grambling State University	University of Louisville, Speed School of Engineering
Grantham University	University of Maine
Great Bay Community College	University of Maine at Augusta
Grinnell College	University of Mary Washington
Hamilton College	University of Maryland Baltimore County
Hamline University	University of Maryland College Park
	University of Maryland College Park, Clark School of Engineering
Hampden -Sydney College	University of Maryland College Park, School of Public Policy
	University of Maryland Eastern Shore
Hampshire College	University of Michigan Ann Arbor
Hanover College	University of Michigan Ann Arbor, Engineering Career Resource Center
Harding University	University of Michigan Ann Arbor, School of Information
	University of Michigan Ann Arbor, School of Natural Resources and Environment
Hartwick College	University of Michigan Ann Arbor, School of Public Health
Harvard University	University of Michigan Athletic Department
	University of Michigan Dearborn
Harvard University, Institute of Politics	University of Michigan Flint
	University of Michigan, College of Literature, Science and the Arts
Harvard University, Kennedy School of Government	University of Missouri Kansas City
Harvey Mudd (Claremont MSE)	University of Nebraska Kearney
Hawaii Pacific University	University of Nebraska Lincoln
Hendrix College	University of Nebraska Omaha
	University of Nevada Las Vegas
Henry Ford College	University of Nevada Reno
Heritage University	University of New Hampshire
Herzing University	University of New Hampshire, College of Health and Human Services
High Point University	University of New Haven
Hofstra University	University of New Mexico
Hood College	
Houston Community College Engineering	
Howard University	
Hudson Valley Community College	
Husson University	
Illinois Institute of Technology	

Illinois State University	University of North Alabama
Indiana University -Purdue University, Fort Wayne (IPFW)	University of North Carolina at Asheville
Indiana University Alumni Association	University of North Carolina at Chapel Hill
Indiana University Bloomington, Career Development	University of North Carolina at Greensboro
Indiana University Bloomington, School of Education	University of North Texas at Dallas
Indiana University Bloomington, School of Informatics	University of Northern Iowa
Indiana University Bloomington, School of Public & Environmental Affairs	University of Northwestern - St. Paul
Indiana University Bloomington, School of Public Health	University of Notre Dame
Indiana University of Pennsylvania (PASSHE)	University of Oregon
	University of Oregon, School of Architecture & Allied Arts
Indiana University South Bend	University of Pennsylvania
Indiana University Southeast	University of Pittsburgh
Indiana University, East	
	University of Pittsburgh at Bradford
Indiana University, Herron School of Art and Design (Talent)	University of Pittsburgh at Greensburg
Indiana University, Kelley School of Business (Talent)	University of Pittsburgh at Johnstown
Indiana University, Kelley School of Business Bloomington	University of Pittsburgh, Graduate School of Public and International Affairs
	University of Pittsburgh, School of Education
Indiana University, Kokomo	
Indiana University, Northwest	University of Puget Sound
Indiana University, Richard M. Fairbanks School of Public Health (Talent)	University of Rhode Island Office of Experiential Learning and Community Engagement
Indiana University, School of Education (Talent)	University of Richmond
Indiana University, School of Engineering and Technology (Talent)	
Indiana University, School of Health and Rehabilitation Sciences (Talent)	University of Rochester
Indiana University, School of Informatics and Computing (Talent)	
Indiana University, School of Liberal Arts (Talent)	University of San Diego
Indiana University, School of Philanthropy (Talent)	University of San Francisco
Indiana University, School of Physical Education and Tourism Management (Talent)	University of South Carolina Upstate
Indiana University, School of Public and Environmental Affairs (Talent)	
	University of Southern California
Indiana University, School of Science (Talent)	
Indiana University, School of Social Work (Talent)	University of Southern California, Annenberg School Undergraduate
Indiana University, Talent	University of Southern California, Marshall Undergraduate
Indiana University, University College (Talent)	University of Southern Indiana
Indiana University/Purdue University, Indianapolis (IUPUI)	University of St Francis (IL)
Indiana Wesleyan University	University of St. Francis, Fort Wayne
iNet Internship Network	University of St. Joseph
Iona College	University of St. Thomas
	University of Texas at Austin, School of Architecture
	University of Texas at Austin, School of Information

Iowa Central Community College
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

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

Metro Areas on US Jobs

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

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

