

**EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

**FOR**

**Federal Communications Commission  
47 CFR Part 76**

**CenturyTel Broadband Services  
Ouachita Parish, Louisiana  
Headquarters  
Unit Number: 12744**

**EEO Public File Report:**

**Period Covered by Report: October 1, 2013 to September 30, 2014**

**Revised and Updated Annually**

## TABLE OF CONTENTS

	<b>Equal Employment Opportunity Statement .....</b>	<b>3</b>
<b>Section I.</b>	Preliminary Statement .....	4
<b>Section II.</b>	Listings of all full-time job vacancies filled by the Unit (12744) by job title .....	5
<b>Section III.</b>	Recruitment and Sources .....	7
<b>Section IV.</b>	Documentation which demonstrates compliance with the two long-term recruitment requirements.....	11

## **EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

### ***EQUAL EMPLOYMENT OPPORTUNITY***

CenturyTel Broadband Services (CenturyLink) is dedicated to equal employment opportunity. We provide equal employment opportunities to all individuals based on job-related qualifications and ability to perform a job, without regard to race, color, ancestry, citizenship, national origin, religion, veteran status, disability, genetic characteristic or information, age, gender, sexual orientation, marital status, family status, pregnancy, or other legally protected status (collectively, “protected statuses”). It is our policy to maintain a non-discriminatory environment free from intimidation, harassment or bias.

## **Section I: PRELIMINARY STATEMENT**

CenturyLink has prepared this equal employment opportunity program as a reaffirmation of its commitment to equal employment opportunity. In preparation for this plan, the terminology used in the Federal Communications Commission 74 CFR Part 76, rules and regulations has been used as a guide.

In developing and implementing this plan, CenturyLink has been guided by its established policy of providing equal employment opportunity. This program is intended to widely disseminate to the community notices of job vacancies to qualified candidates and community groups involved in assisting job seekers regardless of whether they are a minority or women's group. This plan has been developed in strict reliance upon the rules and regulations issued by the Federal Communications Commission.

As required, CenturyTel Broadband Services maintains this report at the unit's public file.

## Section II: FULL-TIME JOB VACANCIES

There were 37 full-time job vacancies filled externally, listed by job title, during the period covered by this report: October 1, 2013 to September 30, 2014:

Job Title	Number of External Hires
Video Repair Tech 1	5
Video Repair Tech 2	5
Video Repair Tech 3	2
SVC Provisioning Specialist III	1
Engineer I	1
Network Technician Prism	2
Customer Service Technician RSA	21

# Ext Hires	Job Title/ Tracking #	Date Filled	Total # of People Interviewed	Source which Referred Interviewee	# of Interviews per Source	Hire Referral Source
1	12094 BR Video Repair Tech 3	10/27/13	8	Internal Referral	Internal – 7 Referral - 1	Referral
4	12095BR Video Repair Tech 2	12/22/13 1/5/14 1/6/14 1/20/14	4	Centurylink.com Indeed.com Spherion Referral	Centurylink.com Indeed.com Spherion Referral	CTL.com Indeed. Spherion Referral
1	12205BR Svc Provisioning Spec III	1/6/14	6	Centurylink.com Referral Other	Centurylink.com – 2 Referral – 1 Other - 3	CTL.com
5	12761BR Video Repair Tech 1	1/5/14 1/13/14 – 3 1/20/14	5	Spherion Referral	Spherion – 3 Referral - 2	Spherion Referral
1	12912BR Engineer I	5/25/14	4	Other Internal	Other – 1 Internal - 3	Other
1	13240BR Video Repair Tech 2	6/8/14	15	Referral Centurylink.com Other Spherion	Referral – 6 Centurylink.com – 3 Other – 3 Spherion – 1	Referral

CenturyLink Equal Employment Opportunity Program, in compliance with Federal Communications Commission 47 CFR Part 76  
 Period Covered by Report: October 1, 2013 to September 30, 2014.

				BAJobs Career Builder	BAJobs – 1 Career Builder - 1	
2	14367BR Network Technician Prism	7/14/14 8/4/14	4	Referral Centurylink.com	Referral – 3 Centurylink.com - 1	Referral
21	14619BR/ Customer Service Technician RSA	7/7/14	31	Newspaper Centurylink.com Indeed Career Builder Job Fair Referral Other	Newspaper – 12 Centurylink.com - 2 Indeed – 2 Career Builder -1 Job Fair – 3 Referral - 4 Other - 7	Newspaper – 7 Referral – 4 Job Fair – 3 Other – 4 Indeed – 1 CTL.com - 2
1	15305BR/ Video Repair Tech 3	9/14/14	3	Centurylink.com	Centurylink.com	CTL.com

### **Section III: RECRUITMENT AND SOURCES**

Recruiting – CenturyLink attends and hosts many recruiting fairs annually throughout our region, outreaching to the community for individuals who may have an interest in working at CenturyLink. To recruit a diverse source pool, CenturyLink utilizes radio, job fairs, print advertising, e.g., newspapers, DirectEmployer's Association who post CenturyLink's job advertisements with the appropriate state agencies and Affiliates. Additionally, CenturyLink posts external job advertisements to more than 100 diversity sites. An applicant may initially find the job advertisement through a diverse site such as AfricanAmericanJobs.org through CareerBuilder or iHispano through Monster and then, following CenturyLink's procedures, the applicant completes a profile through the CenturyLink.com site. Openings also are made available to existing employees on the Company's intranet and employees are encouraged to refer their friends and families to the CenturyLink.com site to apply.

CenturyLink forwards copies of regular full time job openings to the following recruitment sources:

Central Mississippi Chapter-National  
Coalition of 100 Black Women, Inc.  
Anderson Corinne, President  
P.O. Box 68412  
Jackson, MS 39286

Hinds Community College – Women in Trades  
and Technology  
Patsy Mayo, Director  
3925 Sunset Drive  
Jackson, MS 39212

Hinds County WIN Job Center  
Angela Griffin, Branch Manager  
420 E. Woodrow Wilson  
Jackson, MS 39216

Jackson Business Accelerator Collaboration  
(J-BAC)  
Harris Michael, President  
1700 Ellis Avenue  
Jackson, MS 39204

Jackson State University Career Counseling &  
Placement Center  
Obra Hackett, Director  
P.O. Box 17280  
Jackson, MS 39217

Jackson WIN Job Center  
Rachel Whatley, Branch Manager  
5959 I-55 North Frontage Road, Suite C  
Jackson, MS 39216

Mississippi Faith Based Coalition  
17700 Ellis Avenue  
Jackson, MS 39204

Mississippi National Guard Yellow Ribbon  
Program  
P.O. Box 5027  
Jackson, MS 39202

MS Department of Employment Security  
Teddy Anderson, State Veterans Coordinator  
1235 Echelon Parkway  
Jackson, MS 39213

NAACP Mississippi State Conference  
Derrick Johnson, State President  
1072 W. Lynch St.  
Jackson, MS 39204

Urban League of Greater Jackson, Inc.  
Willie Cole, President/CEO  
2310 Hwy. 80 West, Building 1, Suite E  
Jackson, MS 39204

Camelot College  
Lenora Robinson, Director, Vocational  
Training  
2618 Wooddale Blvd., Suite A  
Baton Rouge, LA 70805

Delta College of Arts & Technology  
Mickey Roy  
7380 Exchange Place  
Baton Rouge, LA 70806

Southern University  
Margo Stampley  
2 Floor Clark Annex Nettiville Drive  
Baton Rouge, LA 70807

American GI Forum  
Dottie Bruton, Nat'l Office Manager  
2870 N. Speer Blvd., #103  
Denver, CO 80211

Bayaud Industries  
Mary Page, Employment Director  
333 W. Bayaud Ave.  
Denver, CO 80223

Center for Women's Employment and  
Education, Inc.  
Barb Wallace, Director  
1175 Osage St., #300  
Denver, CO 80204

Colorado Dept. of Human Services  
Reggie Bicha, Executive Director  
2211 W. Evans Ave., Bldg. A  
Denver, CO 80223

Commission for People with Disabilities  
Ed Neuberg, Regional Manager  
201 W. Colfax Ave., Dept 1102  
Denver, CO 80202

Curtis Park Community Center  
Lydia Rodriguez  
929 29th St.  
Denver, CO 80205

Denver Indian Center, Inc.  
Anselma Mitchell, Placement Coord.  
4407 Morrison Rd.  
Denver, CO 80219

Denver Vet Center  
Larry B. Cannon, Exec. Director  
7465 E. 1st Ave., Suite B  
Denver, CO 80230

Epilepsy Foundation of Colorado  
Gail Pundsack, Exec. Director  
5889 Greenwood Plaza Blvd., #404  
Greenwood Village, CO 80111

Goodwill Industries  
Cynthia Rhodes  
6850 N. Federal Blvd.  
Denver, CO 80221

Hope Center  
Gerie Grimes, Job Placement  
3400 Elizabeth  
Denver, CO 80205

Mi Casa Resource Center  
Brenda Lopez, HR Rep.  
360 Acoma St.  
Denver, CO 80223

Division of Vocational Rehabilitation  
Jane Berry, Director Of Operations  
1365 Garden of the Gods Rd Suite 250  
Colorado Springs CO 80910

Urban League of Pikes Peak Region  
James Prody, Director  
1322 North Academy Blvd. Suite 114A  
Colorado Springs CO 80909

Women's Resource Agency  
Beth Roalstad, Executive Director  
750 Citadel Dr. E Suite 3128  
Colorado Springs CO 80909



Indian Center Inc.  
Clyde Tyndall, Executive Director  
1100 Military Rd.  
Lincoln NE 68508

La Raza Job Training Inc.  
Socorro Pastran  
4923 S. 24Th St.  
Omaha NE 68107

Latino Center of Midlands  
Carolina Quezada, Executive Director  
4821 S. 24Th St.  
Omaha NE 68107

Genesis  
Terry Johnson, CEO  
401 W. Mckinley PO BOX 438  
Jefferson IA 50129

Iowa Department for the Blind  
Karen D. Keninger, Director  
524 Fourth St.  
Des Moines IA 50309

Iowa Department of Veterans Affairs  
Jodi Tymeson, Executive Director  
7105 NW 70th Ave.  
Johnston IA 50131

PROTEUS  
Anselmo Villarreal  
409 Kenyon Road  
Fort Dodge IA 50501

PROTEUS  
3850 Merle Hay Road Suite 500  
Des Moines IA 50310

Vocational Rehabilitation Services  
510 East 12 Street  
Des Moines IA 50319

Women's Employment Network  
920 Main Suite 100  
Kansas City MO 64110

Department of Veterans Affairs  
James Albracht  
4801 Linwood Blvd.  
Kansas City MO 64128

Full Employment Council  
Andrea Robins, Manager  
1740 Paseo  
Kansas City MO 64108

Helping Hand of Goodwill Industries  
Bradley Burger, President CEO  
1817 Campbell Street  
Kansas City MO 64108

Hispanic Chamber of Commerce of  
Greater KC  
Carlos Gomez, President  
1600 Baltimore Ave. Suite 250  
Kansas City MO 64108

Kansas City - Full Employment Council  
1740 Paseo  
Kansas City MO 64108

Additionally, CenturyLink jobs are posted through the following DirectEmployers Affiliates:

# Job Syndication Alliances

**DirectEmployers Association Job Syndication Alliances** – Revised August 19, 2014. **Please Note:** DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to “third party” alliance websites. Any and all alteration performed to said job feed by a “third party” alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company’s job feed by a “third party” alliance website.

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

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

Military Network Sites	
ArmedServicesJobs.com	<a href="http://www.armedservicesjobs.com/">http://www.armedservicesjobs.com/</a> (DE Member Jobs Only)
CASY/National Guard Employment Program	<a href="http://casy.msccn.jobs/">http://casy.msccn.jobs/</a>
eBenefits Employment Center Veterans Job Bank	<a href="https://www.ebenefits.va.gov/ebenefits/jobs">https://www.ebenefits.va.gov/ebenefits/jobs</a>
Hero 2 Hired (H2H)	<a href="https://h2h.jobs/">https://h2h.jobs/</a>
Honor Guard Network	<a href="http://www.honorguardnetwork.org/Jobs/DirectJobsDatabase.aspx">http://www.honorguardnetwork.org/Jobs/DirectJobsDatabase.aspx</a>
MarineGigs.com	<a href="http://www.marinegigs.com/">http://www.marinegigs.com/</a> (DE Member Jobs Only)
MarineJobsite.com	<a href="http://www.marinesjobsite.com/">http://www.marinesjobsite.com/</a> (DE Member Jobs Only)
MilitaryGigs.com	<a href="http://www.militarygigs.com/">http://www.militarygigs.com/</a> (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	<a href="https://msepjobs.militaryonesource.mil/job-map">https://msepjobs.militaryonesource.mil/job-map</a> (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse Connections	<a href="http://militaryspouseconnection.jobs">http://militaryspouseconnection.jobs</a>
Military Spouse Corporate Career Network (MSCCN)	<a href="http://www.msccn.org/Employers/DirectEmployers_Job_Board.html">http://www.msccn.org/Employers/DirectEmployers_Job_Board.html</a>
My Next Move for Veterans – U.S. DOL/ETA	<a href="http://www.mynextmove.org/vets/find/browse?c=0">http://www.mynextmove.org/vets/find/browse?c=0</a> Access ‘Job Outlook’ and ‘Find Jobs’
NYWorks Veterans (New York State Workforce)	<a href="http://nyworks-veterans.jobs/">http://nyworks-veterans.jobs/</a>
RecruitMilitary	<a href="http://recruitmilitary.com/">http://recruitmilitary.com/</a>
Save Our Veterans	<a href="http://board.jobcentral.com/saveourveterans">http://board.jobcentral.com/saveourveterans</a>
SDWorks Veterans (South Dakota State Workforce)	<a href="http://sdworks-veterans.jobs/">http://sdworks-veterans.jobs/</a>
USA Cares	<a href="http://board.jobcentral.com/usacares">http://board.jobcentral.com/usacares</a>
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP’s)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral search engine <a href="http://vetcentral.us.jobs/vet_index.asp?style=moc">http://vetcentral.us.jobs/vet_index.asp?style=moc</a>
US.jobs Veterans	<a href="http://veterans.jobs/">http://veterans.jobs/</a>
Veteran’s Enterprise	<a href="http://www.veteransenterprise.com/index.php/career-opportunities">http://www.veteransenterprise.com/index.php/career-opportunities</a>
VeteranJobSite.com	<a href="http://www.veteranjobsite.com/">http://www.veteranjobsite.com/</a> (DE Member Jobs Only)
<b>State Workforce Agency Veteran/Military Sites</b>	
KansasWorks Veterans (Kansas State Workforce)	<a href="http://kansasworks-veterans.jobs/">http://kansasworks-veterans.jobs/</a>
Mass Veterans (Massachusetts State Workforce)	<a href="http://mass-veterans.jobs/">http://mass-veterans.jobs/</a>

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

#### Federal Government Sites

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

State Government Sites	
US. Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	<a href="http://US.jobs/">http://US.jobs/</a>
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral search engine <a href="http://vetcentral.us.jobs/vet_index.asp?style=moc">http://vetcentral.us.jobs/vet_index.asp?style=moc</a>
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	<a href="https://3rivers.rescaretalentmarket.com/">https://3rivers.rescaretalentmarket.com/</a>
Rescare Workforce Services - Indiana	<a href="https://indiana.rescaretalentmarket.com/">https://indiana.rescaretalentmarket.com/</a>
State Workforce Agency Job Banks (State) (See list of state job banks below that accept the download).	All 50 states, DC, Puerto Rico, and Guam have signed participation agreements with DirectEmployers Association. Electronic exchange of job data varies by state workforce agencies' technical capabilities. As of October, there are currently 48 States accepting the job feed (download). For the remaining States not currently taking the download, all of your jobs in all states are delivered to the appropriate state's veteran representatives (DVOPs and LVERs) through the VetCentral email delivery process. Access your OFCCP Compliance Reports through the Member Desktop for verification of job delivery.
State of Alabama	<a href="https://joblink.alabama.gov/ada/">https://joblink.alabama.gov/ada/</a>
State of Alaska	<a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a>
State of Arizona	<a href="https://www.azjobconnection.gov/ders/ea/wcmrs/">https://www.azjobconnection.gov/ders/ea/wcmrs/</a>
State of Arkansas	<a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a>
State of California	<a href="http://www.caljobs.ca.gov/">http://www.caljobs.ca.gov/</a>
State of Colorado	<a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a>
State of Connecticut	<a href="http://connecticut.us.jobs/">http://connecticut.us.jobs/</a>
State of Delaware	<a href="https://joblink.delaware.gov/ada/">https://joblink.delaware.gov/ada/</a>
District of Columbia	<a href="https://www.dcnetworks.org/vosnet/Default.aspx">https://www.dcnetworks.org/vosnet/Default.aspx</a>
State of Florida	<a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a>
State of Georgia	<a href="http://explorer.dol.state.ga.us/jobfeeds/">http://explorer.dol.state.ga.us/jobfeeds/</a>
State of Hawaii	<a href="https://www.hirenethawaii.com/vosnet/Default.aspx">https://www.hirenethawaii.com/vosnet/Default.aspx</a>
State of Illinois	<a href="https://illinoisjoblink.illinois.gov/ada/">https://illinoisjoblink.illinois.gov/ada/</a>
State of Indiana	<a href="https://www.indianacareerconnect.com/">https://www.indianacareerconnect.com/</a>

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



State of Wyoming	<a href="https://www.wyomingatwork.com/vosnet/Default.aspx">https://www.wyomingatwork.com/vosnet/Default.aspx</a>
<b>State Workforce Agency Microsites (See list of specific state microsites below).</b>	<b>Several State Workforce Agencies have added .jobs microsites to target specific recruiting populations, allowing states to drive more jobseeker traffic to their state job banks (see below).</b>
EmployNevada (Nevada State Workforce)	<a href="http://employnevadavets.jobs">http://employnevadavets.jobs</a>
KansasWorks Veterans (Kansas State Workforce)	<a href="http://kansasworks-veterans.jobs/">http://kansasworks-veterans.jobs/</a>
Mass Veterans (Massachusetts State Workforce)	<a href="http://mass-veterans.jobs/">http://mass-veterans.jobs/</a>
Missouri Veterans (Missouri State Workforce)	<a href="http://mo-veterans.jobs/">http://mo-veterans.jobs/</a>
NYWorks Veterans (New York State Workforce)	<a href="http://nyworks-veterans.jobs/">http://nyworks-veterans.jobs/</a>
SDWorks Veterans (South Dakota State Workforce)	<a href="http://sdworks-veterans.jobs/">http://sdworks-veterans.jobs/</a>
WorkInAZ Veterans (Arizona State Workforce)	<a href="http://workinaz-veterans.jobs/">http://workinaz-veterans.jobs/</a>
WorkInIllinois Veterans (Illinois State Workforce)	<a href="http://workinillinois-veterans.jobs/">http://workinillinois-veterans.jobs/</a>
WorkInIowa Veterans (Iowa State Workforce)	<a href="http://workiniowa-veterans.jobs/">http://workiniowa-veterans.jobs/</a>
WorkInOregon Veterans (Oregon State Workforce)	<a href="http://workinoregon-veterans.jobs/">http://workinoregon-veterans.jobs/</a>
WorkInTexas Veterans (Texas State Workforce)	<a href="http://workintexas-veterans.jobs/">http://workintexas-veterans.jobs/</a>

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

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

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

## College Network

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

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

California State University Long Beach  
California State University Monterey Bay  
California State University Northridge  
California State University Sacramento  
California State University San Bernardino  
California University of Pennsylvania (PASSHE)  
Calvin College  
  
Cañada College  
  
Cape Fear Community College  
  
Capella University  
  
Capitol College  
  
Carleton College  
Carnegie Mellon  
Carnegie Mellon, Heinz School of Public Policy & Management  
Case Western Reserve University  
Case Western Reserve University, School of Engineering  
Catholic University of Portugal  
Cedarville University  
Central Arizona College  
Central College  
Central Lakes College at Brainerd  
Central Methodist University  
Central New Mexico Community College  
Central Oregon Community College  
Central State  
Central Virginia Community College  
Centre College  
Chadwick School  
Chaffey College  
Chaminade University of Honolulu  
Champlain College  
Chapman University  
Charleston Southern University  
Chatham University  
Cheyney University of Pennsylvania (PASSHE)  
Chicago State University  
Christian Brothers University  
City Colleges of Chicago  
Claremont Graduate University (Claremont MSE)  
Claremont McKenna College (Claremont MSE)

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

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

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

Emerson College, Los Angeles Center

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

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



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, Alumin 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
Hampshire College	University of Maryland Eastern Shore
Hanover College	University of Michigan Ann Arbor
Harding University	University of Michigan Ann Arbor, Engineering Career Resource Center
	University of Michigan Ann Arbor, School of Information
Hartwick College	University of Michigan Ann Arbor, School of Natural Resources and Environment
	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

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

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

And the following list of newspaper, college, diversity partners, etc. sites are available to CenturyLink Recruiters to link CenturyLink open jobs through CareerBuilder and/or Monster:



## 2014 Career Builder Diversity Partners

### **Terra.com** - <http://terra.com/>

Terra Networks is a global Internet group with a presence in the U.S. and Latin America. The group operates some of the most popular Web sites in the United States, Spain and Latin America, and is the largest access provider in Spain and Latin America. Terra.com is the U.S. Hispanic arm of the Terra Networks group providing portal and value-added services to Spanish speaking users in the U.S. Terra is a leader in the U.S. Hispanic online market according to comScore Media Metrix and Nielsen/NetRatings. CareerBuilder.com is advertised on this site.

### **55-Alive!** - <http://www.55-alive.com/>

55-Alive! provides an online community for people age 55 and up. On this site you will find answers to diverse issues such as health matters, insurance, financial issues, and travel. CareerBuilder.com powers their career channel.

### **AAUW** - <http://www.aauw.org/>

The mission of AAUW (American Association of University Women) is to advance the equity for women and girls through advocacy, education and research. The Association has about 100,000 members, 1,000 branches and 500 college/university institution partners nationwide. CareerBuilder.com powers their career channel.

### **AbilityLinks.org** - <http://www.abilitylinks.org/jobseekers/forms.aspx>

AbilityLinks is a nationwide, web-based community where job seekers with disabilities and inclusive employers meet and gain access to valuable networking opportunities. CareerBuilder is advertised on this site.

### **After Fifty Living** - <http://www.afterfiftyliving.com/>

After Fifty Living is an online resource for baby boomers. This site offers retirement living information, senior adult resources, social security guidance and more. CareerBuilder.com powers their career channel.

### **BabyBoomerGold.com** - <http://www.babyboomerGold.com/>

BabyBoomerGold (BBG) is a new and rewarding enterprise founded and developed by baby boomers to provide an organization that meets baby boomer challenges and needs. BBG partners with vendors, companies, political allies and agencies to provide the ultimate in care, support and provision for the baby boomer generation. CareerBuilder.com powers their job channel.

### **BabyBoomer-Magazine** - <http://www.babyboomer-magazine.com/>

BabyBoomer-Magazine is a complete resource magazine for the Baby Boomer generation. Visitors to this site can find information on health, fitness, travel, and more. CareerBuilder.com powers their career channel.

### **Black Men In America** - <http://www.blackmeninamerica.com>

Showcases a forum for visitors to express themselves and exchange information. CareerBuilder has advertising on the site.

### **Blue Suit Mom** - <http://www.bluesuitmom.com>

Blue Suit Mom is a site exclusively designed to meet the needs of executive working mothers. This site offers online virtual classes, as well as provides seminars, training sessions to corporations who strive to retain their valuable female executives who also happen to be mothers. CareerBuilder.com powers their career channel.

### **ChicagoPride.com** - <http://www.chicagopride.com>

ChicagoPride is the premiere site on the web for the best eats, nightlife, social calendar and event photos for gays in Chicago. The site offers editorial columns, restaurant advice, a travel guide, and fitness information among other various services. The site also gives weather information, stock updates as well as interviews with various celebrities. CareerBuilder.com powers their career channel.

### **Chinatown Connection** - <http://www.chinatownconnection.com>

Our vision is to open up the Asian-Chinese culture and share it with everyone. From delicious, original cooking to shopping for items unique to the Asian culture, we are determined to bring out the best in Chinatown and Asian businesses. By doing so, people can make informed decisions to where to go and spend time and money with the click of a mouse. CareerBuilder.com powers their career channel.

### **ChristianCommunityNetworking.com** - <http://www.christiancommunitynetworking.com/>

The mission of ChristianCommunityNetworking.com (CCN) is to provide a community for Christian singles in fellowship, evangelism, business, health and dating. CareerBuilder.com powers their career channel.

## 2014 Career Builder Diversity Partners

### **Diversity News Magazine** - <http://diversitynewsmagazine.com/>

Diversity News Magazine is a consumer news magazine covering News, Entertainment, Features, Sports, Events and more. CareerBuilder.com powers their career channel.

### **Diversity News Publications** - <http://diversitynewspublications.com/>

Diversity News Publications is a news/entertainment multimedia and public relations firm specialized in Advertising, Design, Marketing, Printing & Public Relations services who combines all sources in one. CareerBuilder.com powers their career channel.

### **DiversityBusiness.com** - <http://www.diversitybusiness.com/careers/>

DiversityBusiness.com is the nation's primary resource portal for small businesses and large organizational buyers (i.e., Fortune 1000 Companies, Government Agencies and College/Universities). It is a membership-based exchange platform that facilitates contacts and communication, streamlines business processes and provides vital business news and information. CareerBuilder.com powers their career channel.

### **El Nuevo Herald** - <http://www.miami.com/mld/elnuevo>

Miami, FL. CareerBuilder.com powers their career channel.

### **Gayapolis** - <http://www.gayapolis.com>

Gayapolis, Inc. provides Internet-based community services to gay, lesbian, bisexual, and transgendered individuals. Founded in 2000, we are an alternative to the larger portal sites available for the community. Our mission is not only to provide the highest level of services to individual visitors, but also to serve as a resource to smaller gay and lesbian owned businesses, by offering lower advertising rates that are more affordable to small businesses, as well as a variety of new business solutions currently in development. CareerBuilder.com powers their career channel.

### **Harlem World** - <http://www.harlemworldmag.com/>

Harlem World Magazine, Harlem curates editorial content, experiences, shopping and events across multiple platforms including email, mobile, online and offline, as the #1 source in the world for all things Harlem. Founded by Danny Tisdale who served as an advertising production director at Interview, Essence, and Details Magazines, and Barney's N.Y., Tisdale's idea was to create quality Harlem content using Harlem-based photographers, designers and writers for Harlem World Magazine. CareerBuilder.com powers their career channel.

### **Jack Brewer Foundation** - <http://www.jackbrewerfoundation.org>

The Jack Brewer Foundation strives to "Empower From Within" through our self-sustaining initiatives, offering educational opportunities and economic development in partnership with underprivileged people around the world. CareerBuilder places advertising on the site.

### **Multicultural Women's Council** - <http://www.multiculturalwomenscouncil.org/home.php>

The Multicultural Women's Council is a non-profit organization headquartered in Texas. It was created to serve as an inclusive resource and networking organization committed to bridging the divide amongst women of different racial, cultural and ethnic backgrounds, impacting social change and improving the lives of women around the world. CareerBuilder.com powers their career channel.

### **MyBrotha.com** - <http://www.mybrotha.com>

The goal of MyBrotha.com is to provide education, information, and entertainment resources to black men and black communities. Among other things, MyBrotha.com offers information on health/fitness, entertainment, relationships, business and more. CareerBuilder.com powers their career channel.

### **Qcitymetro.com** - <http://www.qcitymetro.com/>

Qcitymetro.com is an independent online news source based in Charlotte, N.C. Their mission is to be the leading source of news, opinion and other information relevant to the region's thriving African American Community. CareerBuilder.com powers their career channel.

### **RetirementJobs.com** - <http://www.retirementjobs.com/>

RetirementJobs.com provides job search resources for those looking for employment after retirement.

### **Senior Business Connection** - <http://www.seniorbusinessconnection.com/index.html>

Senior Business Connection provides business networking and media resources for profit and non-profit businesses and organizations that serve older adults. CareerBuilder.com powers their career channel.

## 2014 Career Builder Diversity Partners

### **Seniors Resource Guide** - <http://www.seniorsresourceguide.com/index.html>

Seniors Resource Guide is a comprehensive site that contains information on caring for seniors. CareerBuilder.com powers their career channel.

### **USBlack.com** - <http://www.usblack.com/usbcareercenter.html>

US Black.Com is the place to come and witness the African-American Experience in the United States. US Black.Com's mission is to showcase the positive aspects of the African-American Experience in the United States. African-Americans in the United States possess a rich history that chronicles a people's rise from slave ships to a people who now possess a combined purchasing power of more than \$750 Billion Dollars. African-Americans now influence many aspects of the American Mosaic. African-Americans have revolutionized sports, music, the media, business, religion, and many other aspects of the American Experience. US Black.Com will showcase all that being African-American in the United States entails. US Black.Com will provide a forum that represent the concerns of most African-Americans in the United States. US Black.Com will provide a critical forum for other ethnic groups and people to learn what it means to be African-American in the United States! CareerBuilder powers the career channel.

### **Woman Knows** - <http://www.womanknows.com>

Woman Knows is an online resource for women. Topics they cover include home & family, diet & fitness, relationships, beauty, entertainment, careers and more. CareerBuilder.com powers their career channel.

### **Women On Business** - <http://www.womenonbusiness.com/jobs/career-center/>

Established in 2007, Women on Business, is an award-winning online destination for the news and information women need to be successful in the business world from today's thought leaders. Business women can be a powerful network online. The goal of Women on Business is to see that power grow and to broaden the online discussion between today's male and female business thought leaders. CareerBuilder powers the career channel.

### **WomenWorking.com** - <http://www.womenworking.com/>

WomenWorking.com is a world-wide community of businesswomen and experts that offers columns, forums, newsletters and more. CareerBuilder powers their career channel.

**Notice:** Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request CenturyLink to provide them with information about full-time video system related openings at the company. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to CenturyLink Corporation, 1801 California Street, Suite 295, Denver, CO 80202 or to [staffing@CenturyLink.com](mailto:staffing@CenturyLink.com). CenturyLink is an Equal Opportunity Employer.

## Section IV: LONG-TERM RECRUITMENT ACTIVITIES

In accordance with FCC 47 CFR Part 76, CenturyLink conducted two of the sixteen suggested long-term recruitment activities. Option 5 - Establishment of an internship program designed to assist members of the community in acquiring skills needed for multi-channel video programming distributor employment. Option 8 - Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.

**1. Option 5:** Establishment of an internship program designed to assist members of the community in acquiring skills needed for IPTV Video Operations/Engineering.

Our internship provides student interns with practical work experience designed to expand their classroom education and career path as they prepare for a profession in the field of IPTV Video Operations/Engineering. The intern serves as an active member in Video Operations team.

Intern worked directly with Video Operations team and various department personnel necessary for the operations, maintenance and support of IPTV and Digital CATV Head End and delivery of content. Intern responsibilities included assisting in Channel Scanning, Network Surveillance, Outage Management and Customer Escalations.

Intern work included the reporting, trending, and analysis of network and customer centric events. Additionally, intern assisted with the development of programs, plans, and strategies for improvements in the process, tools and skills related to the Video Operations Functions.

Intern created a process for our internal teams to collect, store, track, and access “root cause analysis” documentation for each video event in our network. This project included the decisions and development for defining the events that need analysis, ownership of the documentation, where to store the documentation, how to inventory the documentation, and how to handoff the process.

---

**2. Option 8:** Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.

Unit employees are eligible to attend Prism/IPTV/Video/HSI training to enhance their knowledge and skills in multichannel video program technology and the CenturyLink higher speeds product offerings.

Specific modules of the training are designed to train technicians to install, repair, and maintain units at the Head End or customer premise and are required to be completed with proficiency prior to assignment of work in a multichannel video program area.

Other modules are available to enable individuals to gain knowledge of the video technology and an understanding of the skills required to perform the work. Gaining knowledge and skills in this area distinguishes them from others in the company, which could better position them to move out of a technician role and into a supervisory role or other positions in the Video/IPTV/MDU organization.

Training is offered in the following areas and job categories:

- Pre-field and Cable Maintenance for Bonded xDSL Services – Cable Technicians
- CenturyLink Prism TV Overview – All employees
- Prism Technical Overview – Cable Technicians, CO Technicians, Installation Technicians, Lead Technicians, I&R Technicians
- NOSA Video Process Practical Application – CO Technicians
- Prism Check 360 – Cable Technicians, Installation Technicians, Lead Technicians, I&R Technicians
- CenturyLink Prism IPTV Installation - Installation Technicians, Lead Technicians, I&R Technicians
- CenturyLink Prism IPTV Troubleshooting and Repair - Installation Technicians, Lead Technicians, I&R Technicians
- Installation of Wireless Set Top Boxes for Prism – I&R Technicians
- Wideband Testing – Installation Technicians, Lead Technicians, I&R Technicians and Cable Technicians