

**Annual EEO Public File Report**  
WGBH Educational Foundation  
November 21, 2022 - November 17, 2023

This Annual EEO Public File Report lists all full-time vacancies filled during the reporting period for the employment unit comprised of the following Massachusetts stations:

WGBH-TV	(Boston)	WCAI(FM)	(Woods Hole)
WGBX-TV	(Boston)	WNAN(FM)	(Nantucket)
WGBH(FM)	(Boston)	WFXZ (CD)	(Boston)
WCRB(FM)	(Lowell)	WZAI(FM)	(Brewster)

All open full-time positions were listed on the station's website, except as noted below.

Notices for all open full-time positions were sent to each of the organizations listed in Appendix C, except as noted below.

In addition, notices of all full-time job openings are automatically posted to [www.indeed.com](http://www.indeed.com), [LinkedIn.com](https://www.linkedin.com) and [Glassdoor.com](https://www.glassdoor.com) (web-based job aggregators).

The employment unit uses the resources of eQuest to further disseminate information about job openings. The mission of eQuest is to provide diverse communities with a trusted professional network that pairs candidates with employers who are serious about building a diverse workforce. Every open job posting is listed with eQuest and is then funneled through over 40 affinity professional organizations. eQuest also sends job listings to a pool of over 400 community organizations within a 50-mile radius of the position's location. (More information in Appendix C).

In addition to sources listed in Appendix C and those notified via eQuest, advertisements or notices used for particular position openings are listed in the Recruitment Report (Appendix A).

In August 2023, WGBH Educational Foundation ("GBH") created a new role, Senior Director of Editorial Projects. GBH did not widely recruit for this specific opening. Rather, the GBH CEO had the opportunity to recruit a former colleague and uniquely experienced media executive to work internally across the foundation to identify, create and develop major tent-pole projects, coordinating with PBS, NPR, and other partners to amplify these efforts. GBH is committed to widely recruiting for all full-time job vacancies consistent with the EEO rules and believes this exigent circumstance hire will enable GBH to better elevate nationally important stories and projects with participation of GBH's multiple editorial teams and program units.

Appendices:

Appendix A: Recruitment Report listing all full-time positions that were filled during the current reporting period, including recruitment sources.

Appendix B: A summary of the Supplemental Outreach initiatives undertaken by the employment unit during the current reporting period.

Appendix C: Recruitment Source List identifying each organization that receives notice of all full-time openings.

**Appendix A  
Recruitment Source List For Hires**

<b>Job Requisition ID - Job Posting Title</b>	<b>Number of Candidates Interviewed</b>	<b>Hire Source</b>	<b>Job Postings Used in Addition To Those Listed in Appendix C</b>
R001857-Senior Digital Media Analyst	2	Social Network -> LinkedIn	
R001998-Producer / Editor	1	Employee/Former Employee Referral	
R002026-HR Operations Specialist	3	Direct Source -> Recruiter	
R002139-Managing Director, Talent	3	Staffing Firm-M2	
R001895-Features Editor - GBH News	1	Websites -> WGBH.org	CPB, <a href="http://Journalismnext.com">Journalismnext.com</a>
R002075-Account Coordinator	2	Employee/Former Employee Referral	
R002199-President & CEO	6	Staffing Firm - Spencer Stuart	
R002023-Radio Producer	1	Websites -> WGBH.org	<a href="http://journalismnext.com">journalismnext.com</a>
R002056-Financial Analyst	2	Staffing Firm - KForce	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
R002081-Associate Producer	3	Social Network -> LinkedIn	
R002137-Caption Writer	1	Social Network -> LinkedIn	
R002158-Member Development Rep.	1	Employee/Former Employee Referral	
R002182-Business System Analyst	1	Staffing Firm - Jobot	
R002167-Encoding and Production	1	Employee/Former Employee Referral	
R002180-HR Operations Specialist	1	Social Network -> LinkedIn	
R002215-Radio Producer/Announcer	1	Direct Source -> Current Employee	
R002034-Assistant Director/Editor	2	Employee/Former Employee Referral	
R001856-Audience Insights Analyst	3	Social Network -> LinkedIn	
R002010-Director of Strategic	3	Employee/Former Employee Referral	
R002012-Senior Data Analyst, Strategy	3	Social Network -> LinkedIn	
R002074-Talent Acquisition Specialist	4	Staffing Firm - Beacon Hill Staffing	
R002212-Social/Digital Assoc. Producer	1	Employee/Former Employee Referral	
R002105-Describer Media Access	2	Websites -> WGBH.org	
R002181-Assoc Producer -	1	Direct Source -> Current Employee	
R002101-Production Assistant	3	Social Network -> Indeed	
R002127-Senior Network Engineer	3	Staffing Firm = Jobot	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a> , <a href="http://dice.com">dice.com</a>
R002210-Prod. Assistant - Molly of	1	Websites -> WGBH.org	
R002194-Associate Producer	4	Direct Source -> Current Employee	
R002070-Frontline Digital Reporting	1	Job Fair -> Job Fair	
R001879-Promotional Storyteller GBH	9	Social Network -> LinkedIn	
R002097-Director, Education Development	2	Social Network -> LinkedIn	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a> ; New England Blacks in Philanthropy; Candid/Philanthropy News Digest; Chronicle of Philanthropy; Change Philanthropy; <a href="http://www.aadonetwork.com">www.aadonetwork.com</a>

Job Requisition ID - Job Posting Title	Number of Candidates Interviewed	Hire Source	Job Postings Used in Addition To Those Listed in Appendix C
R002192-Business Manager	2	Websites -> WGBH.org	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
R002175-Radio Prod. Assistant - BPR	4	Websites -> WGBH.org	
R001940-Editor, Education		Direct Source -> Current Employee	CPB, Journalismnext.com, ewa.org, thepartnershipinc.org
	5		
R002067-Chief Editor, EXPLORE GBH	4	Employee/Former Employee Referral	
R002111-Caption Writer	1	Direct Source -> Current Employee	
R002201-Studio Operations Manager	3	Employee/Former Employee Referral	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
R002227-Human Resources Business	1	Social Network -> Indeed	
R002258-Radio Prod. Assistant -- BPR	1	Direct Source -> Current Employee	
R002117-Senior Business Associate	4	Employee/Former Employee Referral	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a> , <a href="http://Hollylist.com">Hollylist.com</a> ; CPB
R002164-Senior Developer	3	Staffing Firm - Jobot	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
R002254-Associate Producer	2	Employee/Former Employee Referral	
R002239-Administrative Assistant, GBH	2	Social Network -> LinkedIn	
R002213-Building Service Technician	1	Employee/Former Employee Referral	The Peterson School; thepartnershipinc.org
R002193-Caption Writer	2	Social Network -> Indeed	
R002321-Digital Reporter	1	Direct Source -> Current Employee	
R002328-Senior Project Manager	1	Direct Source -> Current Employee	
R002241-Staff Accountant	1	Staffing Firm - KForce	
R002256-Associate Producer	6	Social Network -> Indeed	
R002280-Senior Accounting Manager	1	Websites -> WGBH.org	
R002287-Podcast Producer	1	Websites -> WGBH.org	
R002200-Associate Event Producer	3	Employee/Former Employee Referral	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a> , CASE, AFP, WID
R002229-Production Assistant	4	Social Network -> Indeed	
R002251-Outreach Projects Manager	6	Social Network -> LinkedIn	CPB
R002255-Business Associate	6	Social Network -> LinkedIn	
R002264-Member Development Rep I	6	Social Network -> LinkedIn	
R002179-Sr HR Business Partner	2	Employee/Former Employee Referral	
R002352-Staff Accountant I	1	Staffing Firm - KForce	
R002319-Project Finance Analyst	3	Employee/Former Employee Referral	
R002240-Sr Editor, Politics + Voter Engagement		Direct Source -> Current Employee	Roll Call, CPB, <a href="http://Publicmediajobs.org">Publicmediajobs.org</a> (Current), <a href="http://mediajobboard.com">mediajobboard.com</a> (Poynter), Online News Association - ONA, AAJA, NABJ, NAHJ
	2		

Job Requisition ID - Job Posting Title	Number of Candidates Interviewed	Hire Source	Job Postings Used in Addition To Those Listed in Appendix C
R002286-Fundraising Producer	6	Direct Source -> Current Employee	
R002327-Social Media Manager	4	Websites -> WGBH.org	
R002269-Marketing Assistant	2	Websites -> WGBH.org	
R002288-Media Historian and Curator	11	Employee/Former Employee Referral	
R002372-Associate Producer	1	Employee/Former Employee Referral	
R002390-Digital Video Producer/Editor	1	Websites -> WGBH.org	
R002411-Production Assistant	1	Direct Source -> Current Employee	
R002381-Producer, NOVA	1	Websites -> WGBH.org	
R002253-Senior Business Associate	4	Websites -> WGBH.org	
R002351-Associate Producer	2	Social Network -> Indeed	
R002289-Metadata Operations	7	Employee/Former Employee Referral	
R002272-Investment Operations	3	Direct Source -> Recruiter	
R002260-Senior Digital Video Producer	8	Direct Source -> Current Employee	
R002290-Acquisitions and Rights	6	Social Network -> LinkedIn	
R002353-Describer for Media Access	2	Employee/Former Employee Referral	
R002379-Member Development Rep I	1	Social Network -> LinkedIn	
R002322-Archival Producer	2	Social Network -> LinkedIn	
R002355-Senior Podcast Producer	2	Employee/Former Employee Referral	
R001997-Associate Social Video	22	Social Network -> LinkedIn	Handshake
R002259-Frontline J-School Reporting	5	Job Fair -> Job Fair	Handshake
R002350-Building Services Tech I	2	Employee/Former Employee Referral	
R002438-Director of Benefits	3	Social Network -> LinkedIn	NEHRA, WorldatWork
R002396-Special Projects Assistant	12	Social Network -> Indeed	
R002395-Production Assistant	3	Social Network -> LinkedIn	
R002217-Manager of Revenue	3	Social Network -> LinkedIn	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
R002349-Prospect Research Analyst	8	Social Network -> LinkedIn	Handshake - Simmons University and Salem
R002377-TV Studio Operations	12	Social Network -> LinkedIn	
R002433-Outreach & Communications	1	Websites -> WGBH.org	
R002320-FRONTLINE/ J-School	1	Websites -> WGBH.org	
R002405-Digital Prod. Assistant	8	Direct Source -> Current Employee	
R002454-Radio Associate Producer	1	Direct Source -> Current Employee	
R002268-Audience Engagement	21	Social Network -> LinkedIn	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a> ; Media Bistro
R002365-Project Mgr, Acquisition and	16	Employee/Former Employee Referral	
R002389-Administrative Assistant	10	Social Network -> LinkedIn	
R002407-Accessibility Analyst NCAM	15	Social Network -> LinkedIn	

Job Requisition ID - Job Posting Title	Number of Candidates Interviewed	Hire Source	Job Postings Used in Addition To Those Listed in Appendix C
R002461-Radio Production Assistant	11	Job Fair -> Job Fair	
R002481-Senior Director of Special	1	Employee Referral	
R002418-Digital Video Producer/Editor	9	Social Network -> Indeed	
R002476-Business Manager	2	Staffing Firm - KForce	
R002214-Revenue Accountant	3	Staffing Firm - KForce	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
R002380-Frontline J- School Reporting	1	Job Fair -> Job Fair	
R002501-Executive Assistant	3	Staffing Firm - Beacon Hill Staffing	
R002436-Outreach and Social Media	10	Social Network -> LinkedIn	
R002459-Business Associate	1	Websites -> WGBH.org	
R002510-Radio Engineer	1	Employee/Former Employee Referral	
R002450-Programming Manager	10	Employee/Former Employee Referral	
R002520 Chief Operating Officer	8	Staffing Firm -Russel Reynolds	
R002471- Media Services Specialist - Studio	20	Websites -> WGBH.org	
R002363-Marketing Manager	24	Social Network -> LinkedIn	
R002414-Assistant Director/Editor	21	Websites -> WGBH.org	
R002443-Network Engineer	9	Social Network -> Indeed	<a href="http://Dice.com">Dice.com</a>
R002525-Executive Assistant	3	Staffing Firm - Beacon Hill Staffing	
R002513-Project Finance Analyst	3	Staffing Firm - KForce	
R002535-Producer, High School Quiz	12	Social Network -> LinkedIn	
R002522 Chief Development Officer	6	Staffing Firm - Diversified Search	<ul style="list-style-type: none"> <li>• African American Development Officers Network</li> <li>• Association of Black Fundraising Executives</li> <li>• Association of Fundraising Professionals</li> <li>• Association of Fundraising Professionals Mass.</li> <li>• CHANGE Philanthropy</li> <li>• Chronicle of Philanthropy</li> <li>• Hispanic Alliance for Career Enhancement</li> <li>• Native Americans in Philanthropy</li> <li>• Philanthropy New Digest</li> </ul>
R002455 Radio Producer	6	Employee/Former Employee Referral	Corporation for Public Broadcasting

**Appendix B**  
**Supplemental Outreach Activities**  
**Educational Foundation**  
November 21, 2022 - November 17, 2023

During the current reporting period, GBH engaged in the following Supplemental Outreach Activities as part of its continuing efforts to create and maintain a diverse workforce providing educational programming to its communities of license and nationwide.

**1. Participation in Job Fairs**

Date Attended	University/College/Organization	Career Fair?	Internship Expo?	Networking Event?	GBH Representatives
07/12-07/15	<a href="#">NAHJ</a>	Yes		Yes	Susan Guinan, Medina Sehi
07/19-07/22	<a href="#">AAJA</a>	Yes		Yes	Susan Guinan, Alyssa Mullen-Zidik
08/02 - 08/06	<a href="#">NABJ</a>	Yes		Yes	Susan Guinan , Amy Bellville

### **Learning and Development Virtual Training**

Virtual Management Essentials training on delivering feedback, coaching for employee success, and employee relations to managers of people. Delivered an adaptive management series focused on adapting management practices to a hybrid work environment, delivered virtually by the GBH Learning and Development team. Training sessions include recognition while remote, managing through challenging times and leading through challenges. A parallel course for individual contributors, "Thriving in a hybrid workplace," was piloted and delivered.

Leading Interns is a self-paced, on demand learning course designed for people that give work direction to GBH interns.

Creating Collaborative Goals is another self-paced, on demand course focused on the process of developing job performance related goals and personal development goals as a conversation with an employee and manager.

IT launched remedial training for GBH's anti-phishing campaigns. This training is provided to GBH employees who repeatedly fail to identify fraudulent emails during GBH's anti-phishing campaigns.

### **Preventing Bias and Harassment Training via Everfi**

All GBH staff, project contract employees, and interns take mandatory annual training on preventing bias and harassment in the workplace.

Date Attended	University/College/Organization	Career Fair?	Internship Expo	Networking Event?	GBH Representative(s)
04/04/2023	NYU Virtual Equity & Inclusion Multi-School Hiring Event 2023 registration	Yes			Medina
04/05/2023	Simmons University Library & Information Science Virtual Career	Yes			Alyssa
04/06/2023	Boston University Nonprofit Career Fair registration	Yes			Medina
04/12/2023	University of DC 2023 Annual Spring Career Fair *HBCU	Yes			Medina
03/25-03/27	Columbia Journalism School 2023 Virtual Career Expo	Yes			Alyssa
04/04/2023	NYU Virtual Equity & Inclusion Multi-School Hiring Event 2023 registration	Yes			Medina
04/05/2023	Simmons University Library & Information Science Virtual Career	Yes			Alyssa
04/06/2023	Boston University Nonprofit Career Fair registration	Yes			Medina
04/12/2023	University of DC 2023 Annual Spring Career Fair *HBCU	Yes			Medina
08/22/2023	The Loop Lab at GBH			Yes	Susan
09/14/2023	UMass Amherst	Yes			Medina
09/14/2023	Howard University	Yes			Susan/Alyssa
09/26/2023	Boston Public High School and Private Industry Council at GBH			Yes	Susan
10/04/2023	Clark University	Yes			Medina
10/05/23	Berklee	Yes			Medina
10/12/23	Bunker Hill Classroom Visit			Yes	Medina
10/13/23	BPL GBH x Suffolk University			Yes	Medina



## 5. Other Outreach Activities

### A. Professional Networking & Community Events

#### **NAHJ Convention and Career Fairs**

**Date:** 07/12-07/15

**Attended by** Susan Guinan and Medina Sehi

**Summary:** GBH representatives attended the career fairs of the two journalism conventions as part of the Public Media Village organized by NPR. These conferences featured comprehensive journalism training, specialty programming, national newsmakers, and multi-day career fairs.

#### **AAJA Convention and Career Fairs**

**Date:** 07/19-07/22

**Attended by** Susan Guinan and Alyssa Mullen-Zidik

**Summary:** GBH representatives attended the career fairs of the two journalism conventions as part of the Public Media Village organized by NPR. These conferences featured comprehensive journalism training, specialty programming, national newsmakers, and multi-day career fairs.

#### **NABJ Conventions and Career Fairs**

**Date:** 08/02 - 08/06

**Attended by** Susan Guinan and Amy Bellville

**Summary:** GBH representatives attended the career fairs of the two journalism conventions as part of the Public Media Village organized by NPR. These conferences featured comprehensive journalism training, specialty programming, national newsmakers, and multi-day career fairs.

**Appendix C**  
Recruitment Source List  
WGBH Educational Foundation  
November 21, 2022 - November 17, 2023

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WGBH partners with eQuest to share all job openings. They have shared on over 40 job boards (Appendix C-1), and community outreach (Appendix C-2).

For community outreach, eQuest partners with over 400 organizations nationally and sends to organizations within a 50-mile radius of positions location.

In addition, all these job opening announcements are aggregated on indeed.com, LinkedIn, and Glassdoor for further distribution.

## Appendix C-1 Postings With Job Boards

eQuest Compliance Solution		
Board Name	Board Description	Target Audience
<b>State Employment Boards and community organizations</b>	Jobs are sent to state employment job portals and web platforms for candidates based on the state the position is located in. The jobs listings are also sent to the following locations within a 50-mile radius of the zip code: local employment offices, local veteran's offices, local organizations/associations, local colleges/universities, and local vocational/rehabilitation centers	Veterans, Disability, Women, Minority, Public
<b>Hire A Hero</b>	Hire A Hero was created to provide free employment services to returning service members and their families. It acts as a pipeline for service members and their families to reach out through online social networking tools, allowing them to make connections to find a rewarding career. Hire A Hero is a nation-wide resource that connects the growing number of unemployed veterans with job opportunities, education, and social services. Hire A Hero has over 300,000 registrations and sees over 3 million unique visits a year.	Veterans
<b>JOFD AV</b>	disABLEDperson, Inc. and the associated job board Job Opportunities for Disabled American Veterans (JOFDAV) are the basis for a public charity organization whose primary focus is disability employment. The site has been made accessible as per 508 Standards. JOFDAV.com is a listed resource on the National Resource. Jobs are also sent to the following sites: Jooble, Glassdoor, Facebook, Jobquest.mass.gov, LinkedIn, Jobcase, Careeronestop, Ziprecruiter, SimplyHired, Jobtome, EmployGeorgia, JobZone.ny.gov, IHire.com, Focuscareer.ky.gov, Askearn, Petersons.com, greaterstcloudjobspot.com, illinoisjoblink.illinois.gov, jobcenterofwisconsin.com, sourceamerica.org, texasskillstowork.com, defense.com	Disabled Veterans
<b>RecruitABILITY</b>	RecruitABILITY public charity whose primary focus is disability employment. The services offered at www.disabledperson.com are free. recruitABILITY is affiliated with disABLEDperson, Inc. Jobs are also sent to: Facebook, escocia.org, job.trovit, veteransfamiliesunited.org, illinoisjoblink.illinois.gov, jobfinder.usaa360.com, askearn.gov, dmva.pa.gov, dogpile.com, simlyhired.com, askjan.org, bestjobsusa.com, https://tapability.org/, MyJobhelper, Google Jobs, ZipRecruiter, USBeBee.com, scholarship.com, Simplyhired.com, Careeronestop.org, and multiple state workforce development boards	Disabled Persons
<b>Additional Job Boards</b>	<a href="http://www.africanamericancareers.org">http://www.africanamericancareers.org</a> ; and <a href="http://www.africanamericanjobs.org">http://www.africanamericanjobs.org</a>	African American Community
	<a href="http://www.nativeamericancareers.org">http://www.nativeamericancareers.org</a> ; <a href="http://www.americanindeianjobs.org">http://www.americanindeianjobs.org</a>	Native American Community
	<a href="http://www.asiancareers.org">http://www.asiancareers.org</a> ; <a href="http://www.sd-asianworkforce.com">http://www.sd-asianworkforce.com</a> ; <a href="http://www.asianjobs.org">http://www.asianjobs.org</a>	Asian American Community
	<a href="http://www.diabilityjobs.org">http://www.diabilityjobs.org</a> ; <a href="http://www.disabilitycareers.org">http://www.disabilitycareers.org</a>	Persons with Disabilities
	<a href="http://www.gaycareers.org">http://www.gaycareers.org</a> ; <a href="http://www.gayjobs.org">http://www.gayjobs.org</a>	Gay/Lesbian Community
	<a href="http://www.hispaniccareers.org">http://www.hispaniccareers.org</a> , <a href="http://www.usd-hispanicworkforce.com">http://www.usd-hispanicworkforce.com</a> , <a href="http://www.hispanicjobs.org">http://www.hispanicjobs.org</a>	Hispanic American Community
	<a href="http://www.seniorscareers.org">http://www.seniorscareers.org</a> ; <a href="http://www.seniorjobs.org">http://www.seniorjobs.org</a>	Senior Citizen Community
	<a href="http://www.usd-veterans.com">http://www.usd-veterans.com</a> ; <a href="http://www.veteranscareers.org">http://www.veteranscareers.org</a> ; <a href="http://www.veteranjobs.org">http://www.veteranjobs.org</a> ; <a href="http://www.usd-disablelevets.com">http://www.usd-disablelevets.com</a>	Veterans
<a href="https://www.usd-workingwomen.com">https://www.usd-workingwomen.com</a> ; <a href="http://www.womenscareers.org">http://www.womenscareers.org</a>	Women	

**Appendix C-2**  
**Community Outreach for Job Postings**

Action Inc. Compass Youth Program - (mhoward@actioninc.org)  
African American Chamber of Commerce of New Jersey - (mgriffin@aaccnj.com)  
Albany Career Central - Mary Blais (Albany@labor.ny.gov)  
Albany County Youth Bureau - (Nicole.ward@albanycountyny.gov)  
America Works - Bronx - (info@americaworks.com)  
America Works - Brooklyn - (info@americaworks.com)  
America Works - Far Rockaway - (info@americaworks.com)  
America Works - Jamaica - (info@americaworks.com)  
America Works - New York - (info@americaworks.com)  
America Works - Philadelphia - (info@americaworks.com)  
America Works - Staten Island - (info@americaworks.com)  
America Works - West Atlantic City - (info@americaworks.com)  
America Works Burlington County - (info@americaworks.com)  
America's Job Center of California Riverside - Nicole Roby (msinger@rivco.org.)  
American Job Center Enfield - Lorna McLeod (lorna.mcleod@ct.gov)  
American Job Center Torrington One-Stop Center - Michelle Caffee (DOL Business Service Representative) (michelle.caffee@ct.gov)  
American Job Center Torrington One-Stop Center - Stephen Romano (DOL Business Service Representative) (stephen.romano@ct.gov)  
American Job Centers - Hamden - Hamden, CT 06514 (sandy.mello@ct.gov)  
Amsterdam Workforce Solutions - Vet Rep - Ralph Grugnale (ralph.grugnale@labor.ny.gov)  
Anaheim Workforce Center - Anaheim Workforce Center Email (aherrera@anaheim.net)  
Anaheim Youth Committee - Robert Nelson (drodriguez3@anaheim.net)  
Area Cooperative Educational Services - (acesinfo@aces.org)  
Association of Latino Professionals in Finance & Accounting - Ann Marquez (ann.marquez@national.aipfa.org)  
Association of Women Construction Workers of America, Inc - Herlema Owens (awcwamembers@gmail.com)  
Attleboro Area School to Career Partnership - (alouro@schooltocareer.info)  
Baldwin Park AJCC-Affiliate to East San Gabriel Valley Comprehensive AJCC - Arthur Monreal (referralsbpajcc@goodwillsocial.org)  
Berkshire Training and Employment Program - (kgroves@berkshireworks.org)  
Big Brothers Big Sisters of New York City - (help@bigsnyc.org)  
Black Veterans for Social Justice - Recruitment Manager (admin@bvsj.org)  
Bottom Line - Boston - (ccarson@bottomline.org)  
Bottom Line - New York - (cwootan@bottomline.org)  
Bottom Line - Worcester - (melanie@bottomline.org)  
Boys and Girls Club of Plymouth - (cyoung@bgcplymouth.org)

Bridges From School to Work - Los Angeles - (therese.lyons@marriott.com)  
Bronx Independent Living Center - Brett Eisenberg (brett@bils.org)  
Bronx Workforce1 Career Center (NYC Workforce1 Career Center) - Frank Cook (Business Representative) (frank.cook@labor.ny.gov)  
Bronx Works/Workforce Development Inc. - Denise Major (dmajor@bronxworks.org)  
Bryant University - Patricia Miernicki (pmiernic@bryant.edu)  
Burbank Employment Connection - Susie Avetisyan (burbankworkforceconnection@burbankca.gov)  
Camden County Workforce Development Board Youth Committee - Matthew Verney (ccwib@ccwib.com)  
Capital Region WDB Youth & Emerging Worker Committee - Nathan Mandsager (NathanM@PineRidgeInd.com)  
Capitol Region Education Council - (kbrewer@crec.org)  
Career Opportunities - Orleans, MA 02653 (kdower@jteccorp.com)  
Career Renewal Ministry - Sts. Simon & Jude Catholic Church - Joe Teske (Joe@Teske.me)  
Career Services Center - Lake Isabella - Donna Moreno (Morenod@co.kern.ca.us)  
Career Start -SVUSD - Julie Dickelman (dickelman@svusd.org)  
CareerCenter at Portland - (portland.careercenter@maine.gov)  
CareerCenter at Springvale - Springvale, ME 04083 (allen.blackstone@maine.gov)  
Catholic Charities - Boston - (info@ccab.org)  
Catholic Charities North - (info@ccab.org)  
CMO Network - (contact@cmo-network.org)  
Common Ground High School - (rholcombe@commongroundct.org)  
Community Action of Franklin Hampshire and North Quabbin Regions - (info@communityaction.us)  
Community Integrated Services - Angelina Bush (angelina\_bush@cisworks.org)  
Community Support for Employment Transition (ComSET) - Larchmont Avenue Church - Debbie Earthrowl (mrsrevmom@yahoo.com)  
Cooper Union School of Art, Architecture & Engineering - Tony Burrell (burrell@cooper.edu)  
Crossroads Christian Church - Doug Husen (doug@crossroadschurch.com)  
Disabled Resource Center - Dolores Dolores (info@drcinc.org)  
Division of Employment and Workforce Solutions - (does\_lo584@labor.state.ny.us)  
Division of Employment and Workforce Solutions - Antonio Wilson (antonio.wilson@labor.ny.gov)  
Downtown/Pico-Union WorkSource Center, Pacific Asian Consortium in Employment - Johnson Ng (worksource@pacela.org)  
Dutchess WORKS One Stop - (Dennis.Higgins@labor.ny.gov)  
Dutchess WORKS One Stop - (Edward.Himko@labor.ny.gov)  
East LA/West San Gabriel Valley AJCC - Manuel Cerda (Ayes@aye-la.org)  
East San Gabriel Valley AJCC - Arthur Monreal (referralsESGVAJCC@goodwillsocial.org)  
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ELAC Specialized AJCC - Mayra Rodriguez (ynostrd@elac.edu)  
EMERGE Connecticut, Inc. - (info@emergect.net)  
Employment Horizons, Inc. - Lisa Montalbano (lmontalbano@ehorizons.org)  
Employment Ministry - St. Matthias - Terrence Seamon (terrence.seamon@gmail.com)  
Eye to Eye Project (dasinger@gmail.com)  
FedCap - Workforce Development - Michael Dunne (mdunne@fedcap.org)  
Foothill Employment & Training Connection - Julie McElrat (Jmcelrat@foothilletc.org)  
Foundation for Second Chances - (info@ffscinc.org)  
Gay Men's Health Crisis, Inc. - Berkis DeLeon (berkisd@gmhc.org )  
Girls, Inc. of Lynn - (info@girlsinclynn.org)  
Gloucester County Workforce Investment Board Youth Committee - Thomas Bianco (tbianco@co.gloucester.nj.us)  
Greater New Bedford Community Health Center, Inc. - Jennifer Patnaude (jpatnaude@gnbchc.org)  
Greater Raritan Workforce Development Board Youth Committee - Aubrey Flanagan (Aubrey.Flanagan@raritanval.edu)  
Guilford Job Network - (RussAllen2@aol.com)  
Hall Neighborhood House - (info@hnhonline.org)  
Hartford Communities That Care - (info@hartfordctc.org)  
Hempstead Works Career Center - (peter.paftinos@labor.state.ny.us)  
Hicksville Career Center - (Anthony.Robles@labor.ny.gov)  
Imperial Courts Worksource Center - Joclyn Molo (pamela.paige@hacla.org)  
Job Club Networking Group - Mike Coviello (mcoviello@edsolutions.com)  
Job Path - James Sanuf (james@yourjobpath.com)  
Jordon Downs Worksource Center - Raymond Monje (ppaige@hacla.org)  
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JVS West Hollywood Worksource Center - Alex Mack (Veterans Represenative) (amack@jvsla.org)  
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LeadersUp - (info@leadersup.org)  
In His Eyes Outreach - (info@inhiseyes.org)  
Los Angeles Unified School District -Abram Friedman Occupational Center - Russell Hing (jxl58514@lausd.net)  
Manhattan College (JasperLink) - (jasperrecruiting@manhattan.edu)  
Maritime Academy Charter High School Philadelphia - Eugene Mattioni, CEO (mattioni.e@maritimecharter.org)  
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National Organization for Women (NOW), NJ Chapter - Jennifer Armiger (jja3975@gmail.com)  
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New England College - Eugene Durkee (Director, Career & Life Planning) (edurkee@nec.edu)  
New Haven Board Promise - (youthfamilycommunityengagementteam@new-haven.k12.ct.us)  
New North Citizens Council Inc. - YouthBuild - (Imanzi@newnorthcc.org)  
New York State Office of Children & Family Services - Richard Brown (Richard.Brown@ocfs.state.ny.us)  
North Central Massachusetts Youth Council - Kelley French (kfrench@massshirenorthcentralwb.com)  
North County Coastal Career Center - Connie Vasquez (conniev@workforce.org)  
North County Coastal Career Center - Holly Childs (holly@workforce.org)  
North Shore Community Development Coalition Inc. - YouthBuild - (felicia@northshorecdc.org)  
Northeast San Fernando Valley AJCC - Merin Figueroa (mfigueroa@ypi.org)  
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Orange Works Career Center - Middletown - (paul.sangalli@labor.ny.gov)  
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Rhode Island Indian Council - Chester Bliss (chesterbliss@yahoo.com)



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test - James Nelson (james.nelson@equest.com)  
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The Doe Fund, Inc. - (info@doe.org)  
The Fortune Society - (info@fortunesociety.org)

The Harlem Community Justice Center - (info@courtinnovation.org)  
The National Federation of the Blind (pmaurer@nfb.org)  
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Town of Hempstead Youth Committee - Rebecca Bell, M.A. (rbell@eacinc.org)  
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United Teen Equality Center - (info@utec-lowell.org)  
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Workforce1 Healthcare Career Center - (Workforce1healthcarecareers@fegs.org)  
Workforce1 Industrial & Transportation Career Center - Monique Cole-Green (Industrialandtransportationcenter@grantassociatesinc.com)  
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