

Annual EEO Public File Report
WGBH Educational Foundation
November 17, 2023 - November 22, 2024

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.

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

In addition, notices of all full-time job openings are automatically posted to www.indeed.com, LinkedIn.com and 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).

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

Job Requisition with Title	Number of Candidates Interviewed	Hire Source	Job Postings Used in Addition To Those Listed in Appendix C
R002713-Reporter, Equity and Justice	76	Social Network -> LinkedIn	
R002908-Member Development Representative I	27	Social Network -> LinkedIn	
R002728-Executive Assistant	27	Employee/Former Employee Referral	
R002801-Digital Video Editor for American Experience	26	Employee/Former Employee Referral	
R002826-Associate Digital Editor for Frontline	22	Social Network -> LinkedIn	
R002854-Member Development Representative I	19	Social Network -> Indeed	
R002715-Community Producer	15	Websites -> WGBH.org	CPB.org
R002840-Senior Development Associate	14	Social Network -> LinkedIn	CPB.org; Women of Color in Fundraising and Philanthropy; Women in Development; Association of Fundraising Professionals
R002914-Project Finance Analyst (Grants Management)	11	Social Network -> Indeed	Hireculture.org ; CPB.org
R002917-Business Associate	10	Social Network -> Indeed	
R002378-Manager, DEI Programs and Strategy	9	Social Network -> LinkedIn	
R002828-Managing Director - Operations & Strategy - Frontline	8	Websites -> WGBH.org	
R002947 Assistant Editor	8	Social Network -> LinkedIn	
R002689-Digital Video Producer/Editor	7	Social Network -> LinkedIn	
R002924 Development Assistant	7	Social Network -> LinkedIn	
R002902-Descriptor for Media Access Group/Los Angeles	6	Social Network -> LinkedIn	
R002508-Accessibility Analyst for NCAM	5	Job Fair	
R002511-Associate Event Producer	5	Direct Source -> Current Employee	
R002582-Archives Technical Manager	5	Employee/Former Employee Referral	
R002714-Senior Editor, Equity and Justice	5	Direct Source -> Current Employee	ONA; publicmediajobs.org ; and journalismnext.com
R002455-Radio Producer	4	Employee/Former/ Employee Referral	Corporation for Public Broadcasting
R002503-Digital Producer	4	WGBH.org	Corporation for Public Broadcasting
R002617-Development Assistant	4	Websites -> WGBH.org	
R002629-The World Show Editor/Editor	4	Employee/Former Employee Referral	CPB.org, publicmediajobs.org
R002817-Operations Assistant - Local Development & Membership	4	Social Network -> Indeed	
R002579-Manager of Audience Member Services	3	Social Network -> Glassdoor	
R002483-Assistant Post Production Specialist	3	Websites -> WGBH.org	

Appendix A

Recruitment Source List For Hires

Job Requisition with Title	Number of Candidates Interviewed	Hire Source	Job Postings Used in Addition To Those Listed in Appendix C
R002593-Senior Grants Financial Analyst	3	Social Network -> LinkedIn	Corporation for Public Broadcasting, The Partnership
R002527-Associate Researcher	3	Employee / Former Employee Referral	
R002549-Assistant Account Executive	3	Social Network -> LinkedIn	
R002584-Archives Project Manager	3	Employee / Former Employee Referral	
R002628-Communications and Media Relations Coordinator	3	Websites -> WGBH.org	
R002702-National Account Digital Director	3	Social Network -> LinkedIn	
R002645-Product Manager, YouTube	3	Social Network -> LinkedIn	
R002758-Senior Master Control Operator	3	Employee / Former Employee Referral	CPB.org; publicmediajobs.org
R002810-Executive Assistant	3	Social Network -> LinkedIn	
R002937-Designer, Corporate Sponsorship	3	Social Network -> LinkedIn	
R002912 Development Associate, Development Operations	3	Websites -> WGBH.org	
R002469-Editor, EXPLORE GBH	2	Social Network -> LinkedIn	Corporation for Public Broadcasting
R002558-Project Finance Analyst	2	Websites -> WGBH.org	
R002530-Contract Manager	2	Employee / Former Employee Referral	
R002543-Producer for Children's Media	2	Social Network -> LinkedIn	Indigenous Journalists Association
R002627-Associate Producer	2	Websites -> WGBH.org	
R002701-Operations Manager, WCRB	2	Direct Source -> Current Employee	publicmediajobs.org; Handshake womeninanimation.org;
R002677-Production Assistant - Children's Media/Acoustic Rooster	2	Websites -> WGBH.org	latinxanimation.org; blacknanimated;
R002845-NOVA Digital Producer/Host	2	Employee / Former Employee Referral	
R002850-Digital Associate Producer	2	Employee / Former Employee Referral	
R002939-The World Audio Engineer	2	Websites -> WGBH.org	
R002522-Chief Development Officer	1	Websites -> WGBH.org	
R002589-Executive Producer for Acoustic Rooster	1	Direct Source -> Current Employee	
R002563-Deputy General Manager GBH Music	1	Direct Source -> Current Employee	
R002524-Radio Operations and Maintenance Engineer	1	Websites -> WGBH.org	
R002590-Social Studies Curriculum Specialist	1	Websites -> WGBH.org	
R002599-Senior Producer, Digital Content and Strategy	1	Websites -> WGBH.org	
R002658-Editor-War Coverage	1	Direct Source -> Current Employee	
R002493-Senior Business Manager	1	Social Network -> LinkedIn	

Appendix A

Recruitment Source List For Hires

Job Requisition with Title	Number of Candidates Interviewed	Hire Source	Job Postings Used in Addition To Those Listed in Appendix C
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R002618-Visual Communications Editor	1	Direct Source -> Current Employee	
R002621-Associate Production Manager	1	Direct Source -> Current Employee	
R002613-Executive Assistant	1	Websites -> WGBH.org	
R002631-Executive Assistant	1	Direct Source -> Current Employee	
R002673-Editor	1	Websites -> WGBH.org	
R002504- 2024 FRONTLINE/CUNY J-School Reporting Fellow	1	Job Fair -> Job Fair	Handshake
R002606-Associate Researcher for Nova	1	Websites -> WGBH.org	
R002679-Associate Producer - Children's Media/Acoustic Rooster	1	Direct Source -> Current Employee	womeninanimation.org;
R002736-Digital Fundraising Specialist	1	Direct Source -> Current Employee	
R002780-Radio Associate Producer	1	Employee / Former Employee Referral	
R002793-Children's Media Business Associate	1	Social Network -> LinkedIn	
R002836-Event Producer	1	Social Network -> LinkedIn	
R002877-Production Assistant	1	Direct Source -> Current Employee	
R002815-Descriptor for Media Access Group/Los Angeles	1	Websites -> WGBH.org	
R002869-Audience Engagement Specialist	1	Direct Source -> Current Employee	
R002808- FRONTLINE/Missouri J-SchoolReporting Fellow	1	Websites -> WGBH.org	
R002782-FRONTLINE/Columbia J-School Reporting Fellow	1	Job Fair	
R002922-Senior Business Manager	1	Social Network -> LinkedIn	
R002913-Assistant Editor, The World	1	Direct Source -> Current Employee	
R002952-Digital Outreach Specialist	1	Direct Source -> Current Employee	
R002944-Member Development Representative I	1	Social Network -> LinkedIn	
R002949-Post Production Supervisor/ MAG	1	Employee / Former Employee Referral	
R002953-Senior Radio Producer, Weekend Programming	1	Direct Source -> Current Employee	
R002973 World Reporter	1	Websites -> WGBH.org	

Appendix B

Supplemental Outreach Activities WGBH Educational Foundation November 17, 2023 – November 22, 2024

During the current reporting period, WGBH 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. **Internship Programs**

GBH hosts interns for the fall, spring, and summer semesters. GBH internships are short-term work experiences that allow students to observe and participate in a professional work environment and explore how their interests relate to possible careers in media. The GBH internship program provides important learning opportunities that can help students make informed decisions about their career path. GBH interns can:

- Get an inside view of a major media organization and learn about the culture at GBH
- Gain valuable and practical skills and knowledge
- Make professional connections in media to enhance their network
- Get experience in media that enables students to make career transitions

As indicated in Appendix A (Recruitment Report), several open full-time positions were filled by individuals who had been or were interns.

The total number of GBH interns for the reporting period of November 17, 2023 - November 22, 2024 was 101.

2. **Training Programs for Station Personnel**

LinkedIn Learning Self-Directed Online Training

From November 1, 2023 through October 22, 2024 there were 98 employee logins to the LinkedIn learning system. Eighty one employees viewed content on the site, including 3489 videos watched for 176 hours and 78 completed courses. The courses completed focused on management skills, personal development, time management, and Microsoft Suite technical training.

Masterclass Self-Directed Online Training

From Nov 1, 2023 to October 30, 2024 GBH has 58 of our 60 licenses in use. 250 hours of content viewed. The top skills developed are: Leadership, Communication, Personal Growth, and Creativity.

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 for both employees and managers.

Compliance for Federally Funded Programs is a self-directed training for individuals who work on projects that have aspects of federal funding. Topics of the training include, ethics, responsible spending, and tracking time.

Learning and Development In-Person Training

The Public Speaking program at GBH is created to show WGBH employees how to prepare to speak in public, whether it is for work or for personal life. Topics include different aspects of speaking in public sessions of practice with peers and colleagues to get real time feedback to improve their skills.

Preventing Bias and Harassment Training

Web-based training through Everfi on preventing bias and harassment in the workplace. The training was mandatory for all WGBH staff, project contractors.

3. Participation in Career Events Sponsored by Educational Institutions

Date Attended	University/College/Organization	Career Fair?	Internship Expo	Networking Event?	GBH Representatives
1/25/2024	Boston Area Employers Internship Fair @ Mount Ida Campus		Yes		Medina Sehi
2/27/24	Lasell University Career & Internship Fair 2024		Yes		Medina Sehi
2/15/24	Suffolk University				Medina Sehi
2/21/24	Boston University's SPJ panel			Yes	Medina Sehi
2/28/24	MassArt : Creative Internship & Job Fair 2024 (Virtual)		Yes		Medina Sehi
3/1/24	Boston University Summer Internship & Job Fair (Virtual)		Yes		Medina Sehi
3/6/24	UMASS Boston		Yes		Medina Sehi
4/18/24	THE ROXBURY COMMUNITY COLLEGE CAREER & TRANSFER FAIR 2024		Yes		Medina Sehi
4/24/24	Tufts University Event		Yes		Medina Sehi
9/10/2024	2024 Salem State University Student Employment Fair		Yes		Medina Sehi
10/24/2024	Harvard		Yes		Medina Sehi

Appendix C
Recruitment Sources
WGBH Educational Foundation
November 17, 2023 – November 22, 2024

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

For community outreach, eQuest partners with over 400 organizations nationally and sends job opening notices to organizations within a 50-mile radius of the position's 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		
Board Name	Board Description	Target Audience
State Employment Boards / Community Organizations	Job listings are sent to state employment boards based on the position's location. The listings are also sent to the following locations within a 50-mile radius of the job location's zip code: local employment offices; local veteran's offices; local organizations/associations; local colleges/universities; and local vocational/rehabilitation centers	Veterans, Disability, Women, Minority, General Public
Hire A Hero	Hire A Hero was created to provide free employment services to returning service members and their families. It acts as a pipeline to online social networking tools, allowing them to make connections to find a rewarding career. .	Veterans
JOFDAV	disABLEDperson, Inc. and the associated job board Job Opportunities for Disabled American Veterans (JOFDAV) are the basis for a public charity whose primary focus is disability employment. The site is accessible per Section 508 standards. JOFDAV.com is a listed resource on the National Resource site. Jobs are also sent to the following sites: Jooble, Jobquest.mass.gov, Careeronestop, SimplyHired, sourceamerica.org,	Disabled American Veterans
RecruitABILITY	RecruitABILITY 's primary focus is disability employment. recruitABILITY is affiliated with disABLEDperson, Inc. Job notices are also sent to: job.trovit, veteransfamiliesunited.org, SimplyHired, askjan.org, https://tapability.org/ , Googlejobs, scholarship.com, Careeronestop.org, and multiple state workforce development boards.	Disabled Persons
US Diversity	<u>African American Community</u>	
	<u>American Indian Community</u>	
	<u>Asian American Community</u>	
	<u>Persons with Disabilities</u>	
	<u>Gay/Lesbian Community</u>	
	<u>Hispanic American Community</u>	
	<u>Senior Citizen Community</u>	
	<u>Veteran Community</u>	
	<u>Women Community</u>	

Appendix C-2

Community Outreach for Job Positions

Action Inc. Compass Youth Program - (mhoward@actioninc.org)
American Job Center Enfield - Lorna McLeod (lorna.mcleod@ct.gov)
American Job Center - Hartford - Martha Rolon (mrolon@capitalworkforce.org)
American Job Center - Montville - Gumwatty Garcia (ggarcia@tvcca.org)
Attleboro Area School to Career Partnership - (alouro@schooltocareer.info)
Brattleboro Career Resource Center, Vermont Department of Labor - Cindy Delgatto (labor.vtjobs@vermont.gov)
Bryant University - Patricia Miernicki (pmiernicki@bryant.edu)
Career Opportunities - Orleans, MA 02653 (kdower@jiteccorp.com)
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)
Community Action of Franklin Hampshire and North Quabbin Regions - (info@communityaction.us)
Eastern Nazarene College Quincy, MA - (dianne.f.mcdonough@enc.edu)
EDCO - (ajay.edco@gmail.com)
Girls, Inc. of Lynn - (info@girlsinlynn.org)
Hartford Communities That Care - (info@hartfordctc.org)
Hartford CT American Job Center - (donna.smith@ct.gov)
Hartford CT American Job Center - (Ronald.Catania@ct.gov; ryan.barry@ct.gov)
LARE-CAN - (JodiHowshan@americantraininginc.com)
Las Centro Americas - Merari Alvarado (info@centrolasamericas.org)
Lasell College Career Services Edwards Student Center - Career Services Lasell College (careerServices@lasell.edu)
Massachusetts Bay (MassBay) Community College - Julie Ginn (Director of Career and Internship Services) (jginn@massbay.edu)
Masshire Boston Career Center - Maddrey Goode (contact@masshirebostoncareerctr.org)
Masshire Cape and Islands Career Center Hyannis - Kristina Dower, Career Center Director (info@masshire-capeandislands.com)
Masshire Central - Worcester Career Center - (Aponter@masshirecentralcc.com; JoyceD@masshirecentralcc.com)
Masshire Central - Worcester Career Center - (info@masshirecentralcc.com)
Masshire Central - Worcester Career Center - (RyanW@masshirecentralcc.com)
Masshire Fall River Career Center - Beth Ann Viveiros (help@masshirebristol.org)
Masshire Framingham Career Center - Angela Grant (agrnt@masshiresw.com)
Masshire Franklin/Hampshire Career Center - Edie Smith, Operations Manager (info@masshirefcareers.org)
Masshire Greater Brockton Career Center - John Murray (info@masshiregbc.org)
Masshire Greater New Bedford Career Center - Dr. James Daniels (info@masshiregnbcc.com)
Masshire Holyoke Career Center - David Gadaire (info@masshireholyoke.org)
Masshire Lowell Career Center - Nancy Gagnon (nancy.gagnon@massirelowellcc.com)
Masshire Merrimack Valley Career Center - Lawrence - (hosea.montague@mass.gov)
Masshire Merrimack Valley Career Center - Lawrence - (leta.mcdonald@mass.gov)
Masshire Merrimack Valley Career Center - Lawrence - (lrohrr@masshiremvalcc.com)
Masshire Merrimack Valley Workforce Board - Calvin C. Williams (bnorris@masshiremwb.org)
Masshire Metro North Career Center in Woburn - Lee-Ann Johnson (jobsearchhelp@mhmnc.com)
Masshire South Shore Career Center - (AClough@masshires.com)
Masshire South Shore Career Center - (JRobinson@MassHireSS.com)
Masshire Southbridge Career Center - Deborah Baillargeon (info@masshirecentralcc.com)
Masshire Springfield Career Center - Kevin Lynn (admin@masshirespringfield.org)
Masshire-North Shore Career Center - Ann-Marie O'Keefe (masshire-nscareers.org)
More Than Words - (info@mtwyouth.org)
MY TURN - Manchester, Central High School Diploma Plus Program - (nwilliams@my-turn.org)
MY TURN - Nashua High Schools North & South Diploma Plus Program - (jwilliams@my-turn.org)
New England College - Eugene Durkee (Director, Career & Life Planning) (edurkee@nec.edu)
NH WORKS - Lacomia - Carol Aubit (Jorge.F.Archundia@nhes.nh.gov)
NH WORKS - Manchester - Luc Mailoux (Kevin.A.Myers@nhes.nh.gov)
NH WORKS - Portsmouth - Catherine Gordon (Catherine.V.Gordon@nhes.nh.gov)
NH WORKS - Salem - Michael Theriault (nhes_employer_assist@nhes.nh.gov)
NH WORKS - Somersworth - Catherine Gordon (Catherine.V.Gordon@nhes.nh.gov)

North Central Massachusetts Youth Council - Kelley French (kfrench@masshirenorthcentralwb.com)
North Shore Community College - Career Services - Mark Whitmore (mwhitmore@masshire-nscareers.org)
North Shore Community Development Coalition Inc. - YouthBuild - (felicia@northshorecdc.org)
Old Colony Planning Council - Mary Waldron (MWaldron@OCCPCPA.org)
Our Piece of the Pie, Inc - (info@OPP.org)
Portland Career Center - Mike Roland (portland.careercenter@maine.gov)
Regional Employment Board of Hampden County Youth Committee - Cleveland Burton (dcruise@masshirecwb.com)
Rhode Island Indian Council - Chester Bliss (chesterbliss@yahoo.com)
Rocky Hill Reemployment Support Group - St. James Church Hall - (rjgroup@gmail.com)
Roxbury Community College - P. Paul Alexander (palexander@ccc.mass.edu)
Socio-Economic Development Center for Southeast Asians - (admin.sedc@gmail.com)
Southeast Asian Coalition of Central Massachusetts - Ms. Thua Le (info@seacma.org/info@seacma.org)
The Sound Lab - (thesoundlabma@gmail.com)
Training Resources of America - Worcester YouthBuild - (ddaigle@tra-inc.org)
UMASS Dartmouth - (ckruger@umassd.edu)
United Teen Equality Center - (info@utec-lowell.org)
University of Rhode Island - Audrey Tessier (atessier@uri.edu)
Veterans' Employment and Training Service - Wethersfield, CT - VPA Linnai-Anne Camacho (mrolon@capitalworkforce.org)
West Warwick Public Library Job Club - West Warwick Public Library - Steve Colella (steveco20@aol.com)
Williamantic American Job Center-East - (jMartel@qvc.com/net.edu)
Worcester Community Action Council - (atubman@wvac.net)
Worcester State University - Carol Faron (cfaron@worcester.edu)
X-Cel Education - (x-cel@x-education.org)
Youth Build - (info@youthbuild.org)
Youth Build Brockton - (jbarakat@oldcolonymca.org)
Youth Build Preparatory Academy - (info@ybprep.org)
Albany Career Central - Mary Blais (Albany@labor.ny.gov)
American Job Center - Meriden - Christina Nerone (info@workforcealliance.biz)
American Job Center - New Haven - Pamela Tonello (info@workforcealliance.biz)
American Job Center Torrington One-Stop Center - Michelle Caffee (DOL Business Service Representative) (michelle.caffee@ct.gov)
American Job Centers - Hamden, CT 06514 (sandy.mello@ct.gov)
Amsterdam Workforce Solutions - Vet Rep - Ralph Grugnale (ralph.grugnale@labor.ny.gov)
Berkshire Training and Employment Program - (kgroves@berkshirerworks.org)
Bridgeport American Job Center - Victor Fuda (DOL.BridgeportAJC@ct.gov)
Common Ground High School - (holcombe@commongroundct.org)
DC WORKS - (845-249-4653)
DC WORKS - (Edward.Himko@labor.ny.gov)
DC WORKS - (info@Dutchessonestop.org)
Dutchess WORKS One Stop - (Edward.Himko@labor.ny.gov)
Guilford Job Network - (RussAllen2@aol.com)
Hall Neighborhood House - (info@hnhonline.org)
Hamden American Job Center - Lorna McLeod (lorna.mcleod@ct.gov)
Marrakech, Inc - (rmartin@marrakechinc.org)
MassHire Berkshire Career Center - Melanie Gelaznik (Executive Director) (masshireberkshirerecc.com)
Monday's at Seven: Job Club - (info@westportumc.org)
New Haven Board Promise - (youthfamilycommunityengagementteam@new-haven.k12.ct.us)
Northwest Regional Workforce Investment Board Youth Committee - Chief Fred Spagnolo (catherine.awwad@nrwib.org)
Norwalk Housing Authority (NHA) - (wgerbi@norwalkha.org)
NVCC WAVE Program - (lstango@nv.edu)
NYSEOL Career Center - AJC - Amanda Freisem (acting) (patchogue@labor.ny.gov)
Orange Works Career Center - Newburgh - Susan Hansen (kpatalos@orangecountygov.com)
Putnam Workforce Partnership - Atul Sheffey (37a235@dfa.state.ny.us)
Rockland County Career Center - Donald Lucarello - manager Supervisor's Name: Sandra Bandes (RocklandWorks@rbooces.org)
Rockland Works Career Center - (RocklandWorks@rbooces.org)
Schenectady County Connects - Jennifer Bargy (schenectady@dfa.state.ny.us)
Schenectady County One Stop Employment and Training Center - (schenectady@labor.ny.gov)
Social Enterprise and Training Center Inc. - YouthBuild - (Hello@SEATCenter.org)
Stratton VA Medical Center - Christina Mead (christina.mead@va.gov)
The Employment Center at Suffolk County Department of Labor - Craig Horowitz, Assistant Director (Hauppauge@labor.ny.gov)

Ulster County Career Center - Faith Golden (oet@co.ulster.ny.us)
Ulster Works One Stop - William McDonough (wmc@co.ulster.ny.us)
Vocational and Educational Services for Individuals with Disabilities - (accessadm@mail.nyased.gov)
Workforce Alliance Youth Committee - Christopher Cozi (jvazquez@workforcealliance.biz)
America's Job Center of California-Oceanside - (steven.segobiano@edd.ca.gov)
America's Job Center of California Oxnard - Pat Dupree (wsboxnardinformation@edd.ca.gov)
America's Job Center of California Riverside - Nicole Roby (msinger@rivco.org)
American Job Center of California - (janabajab@sbsocialserv.org)
American Job Center of California - (Ronald.Jacobs@edd.ca.gov)
Anaheim Workforce Center - Anaheim Workforce Center Email (aherrera@anaheim.net)
Anaheim Workforce Connection - Reyna Villarreal (WFCinterest@workforce-connection.com)
Anaheim Youth Committee - Robert Nelson (drodriguez3@anaheim.net)
Baldwin Park AICC-Affiliate to East San Gabriel Valley - (lgaeta@goodwillsocial.org)
Baldwin Park AICC-Affiliate to East San Gabriel Valley - (referralsbpajcc@goodwillsocial.org)
Baldwin Park AICC-Affiliate to East San Gabriel Valley Comprehensive AICC - Arthur Monreal (referralsbpajcc@goodwillsocial.org)
Bridges From School to Work - Los Angeles - (therese.lyons@marriott.com)
Burbank Employment Connection - Susie Aveltsyan (burbankworkforceconnection@burbankca.gov)
Camp Pendleton, Oceanside, CA - Bruce Carroll (bruce.l.carroll@usmc.mil)
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)
Crossroads Christian Church - Doug Husen (doug@crossroadschurch.com)
Disabled Resource Center - Dolores Dolores (info@drinc.org)
DPSS - Belvedere - (bservices@opportunity.lacounty.gov)
DPSS - Civic Center - (bservices@opportunity.lacounty.gov)
DPSS - Cudahy - (bservices@opportunity.lacounty.gov)
DPSS - East Valley - (bservices@opportunity.lacounty.gov)
DPSS - El Monte - (bservices@opportunity.lacounty.gov)
DPSS - Exposition Park - (bservices@opportunity.lacounty.gov)
DPSS - Florence - (bservices@opportunity.lacounty.gov)
DPSS - Glendale - (bservices@opportunity.lacounty.gov)
DPSS - Lancaster - (bservices@opportunity.lacounty.gov)
DPSS - Metro East - (bservices@opportunity.lacounty.gov)
DPSS - Metro Family - (bservices@opportunity.lacounty.gov)
DPSS - Norwalk - (bservices@opportunity.lacounty.gov)
DPSS - Pasadena - (bservices@opportunity.lacounty.gov)
DPSS - Rancho Park - (bservices@opportunity.lacounty.gov)
DPSS - San Fernando - (bservices@opportunity.lacounty.gov)
DPSS - San Gabriel Valley - (bservices@opportunity.lacounty.gov)
DPSS - Santa Clarita - (bservices@opportunity.lacounty.gov)
DPSS - South Central - (bservices@opportunity.lacounty.gov)
DPSS - South Family - (bservices@opportunity.lacounty.gov)
DPSS - South Special - (bservices@opportunity.lacounty.gov)
DPSS - Southwest Special - (bservices@opportunity.lacounty.gov)
DPSS - West Valley - (bservices@opportunity.lacounty.gov)
DPSS - Wilshire Special - (bservices@opportunity.lacounty.gov)
East LA/West San Gabriel Valley AICC - Manuel Cerda (Ayes@aye-la.org)
East San Gabriel Valley AICC - Arthur Monreal (referralsEGVAICC@goodwillsocial.org)
East Valley America's Job Center of California - (info@wdd.sbcounty.gov)
East Valley America's Job Center of California - (Terrence.Banks@edd.ca.gov)
Foothill Employment and Training Connection - (aestevez@foothilletc.org)
Foothill Employment and Training Connection - (WFCinterest@workforce-connection.com)
Foundation for Second Chances - (info@fscinc.org)
Gardena South Bay One Stop Business and Career Center - (AVonHeeder@sbwib.org)
Gardena South Bay One Stop Business and Career Center - (Gardenareception@sbwib.org)
Hemet Workforce Development Center AICC - (951-304-5307; 951-304-5308; 951-304-5331)
Hemet Youth Opportunity Center - (employerservices@rivco.org)
Hemet Youth Opportunity Center - (mframirez@cfckids.org)
Imperial Courts Worksource Center - (joclyn.Molo (pamela.paige@haci.org)
Job Connect - (jobconnect@burbankca.gov)

Jordan Downs Worksource Center - Raymond Monje (ppaige@hacla.org)
JVS Marina del Rey-Mar Vista Worksource Center - Alex Mack (Business Representative) (amack@jvsia.org)
JVS West Hollywood Worksource Center - (askus@jvsia.org)
JVS West Hollywood Worksource Center - Alex Mack (Veterans Representative) (amack@jvsia.org)
JVS West Hollywood Worksource Center - Elisa Taylor (Business Representative) (etaylor@jvsia.org)
JVS West Hollywood Worksource Center - General Workforce/Career Center Email (askus@jvsia.org)
JVS West Hollywood Worksource Center - Josefin Santiago (jsantiago@jvsia.org)
JVS West Hollywood Worksource Center - Ronda Dixon (Program Manager) (rdixon@jvsia.org)
JVS West Hollywood Worksource Center - Sai Galvan (sgalvan@jvsia.org)
Lake Elsinore Youth Opportunity Center - (employerservices@rivco.org)
Los Angeles Unified School District - Abram Friedman Occupational Center - Russell Hing (jx158514@lausd.net)
Monrovia Adult School Career Center - (info.from.mcas@gmail.com)
Monrovia Adult School Career Center - (onestop.info.mcas@gmail.com)
Moreno Valley Business and Employment Resource Center/AJC / BERC) C - (berc@moval.org)
Moreno Valley Business and Employment Resource Center/AJC / BERC) C - (Miguel.Gutierrez@edd.ca.gov)
Moreno Valley Business and Employment Resource Center/AJC / BERC) C - (stephanie@moval.org)
North County Coastal Career Center - Connie Vasquez (conniev@workforce.org)
North County Coastal Career Center - Holly Childs (holly@workforce.org)
Northeast San Fernando AJCC - (dhanson@goodwillsocial.org)
Northeast San Fernando AJCC - (mfigueroa@ypi.org)
Northeast San Fernando Valley AJCC - Merin Figueroa (mfigueroa@ypi.org)
OC Workforce Solutions Center - (info@ocworkforcesolutions.com)
OC Workforce Solutions Center - (vrep@ocworkforcesolutions.com)
Orange County One-Stop Center-Buena Park - Deborah Bergman (info@ocworkforcesolutions.com)
Orange County Workforce Solutions Center - Brea - (Eric.Ensley@ocwr.gov.com)
Orange County Workforce Solutions Center - Brea - (info@ocworkforcesolutions.com)
Orange County Workforce Solutions Center - Brea - (Zitilalic.domond@ocwr.gov.com)
Orange County Workforce Solutions Center Joint Forces Training Base Los Alamitos - (abraham.saucedo@edd.ca.gov)
Palm Jale AJCC-Affiliate to Antelope Valley Comprehensive AJCC - Victoria Oliveira (PalmdaleAJCC@jvs-social.org)
Pasadena City College's Job Developer - Mayra Basteris (mbasteris@pasadena.edu)
Planet Youth - Joseph Silva (joesilva.cfc@gmail.com)
Pomona Valley Comprehensive AJCC - (kaceves@mcs-careergroup.com; cindy.schulenburg@edd.ca.gov)
Rancho Dominguez-AJCC of California - Aissa Cerda (AJCCJobs@wdacslaccounty.gov)
Rio Hondo America's Job Center of California - (cguillen@ajcc.lacounty.gov)
Rio Hondo America's Job Center of California - (richard.ruvalcaba@edd.ca.gov)
Riverside Workforce Development Center AJCC - (Bradford.Smith@EDD.ca.gov / Miguel.Gutierrez@EDD.ca.gov)
Riverside Workforce Development Center AJCC - (J.Tang@rivco.org)
Riverside Workforce Development Center AJCC - (msinger@rivco.org)
San Diego North County Coastal Career Center - Catherine McLean (careercenter@workforce.org)
San Gabriel Valley Training Center - (dhermendez@sgvtc.org)
Santa Ana Workforce Development Board Youth Committee - Mr. Bob Tucker (bobtucker@socialrric.com)
Santa Clarita AJCC - Melissa Mc Cubbin (www.goodwill.org/find-jobs-and-services/)
SELACO Cerritos AJCC - Anna Leon (selaco@selaco.com)
South Bay One Stop Business and Career Center - Carla Cortez (Gardenareception@sbwib.org)
South Bay One Stop Business and Career Center - Carson - Cheryl Cooks (carreception@sbwib.org)
South Los Angeles AJCC, Southwest College - Maria Nurrillo (southlaajcc@ave-la.org)
Southeast LA - Watts Worksource Center - Marvynette Harris (mcolumbus@wtac.org)
Southeast Los Angeles Ameroica's Job Center of California - (mario.salguero@edd.ca.gov)
Southeast Los Angeles Ameroica's Job Center of California - (WSB122HInbox@edd.ca.gov)
Sunburst Youth Academy - (admissions@sunburstyouthacademy.com)
test.in - James Nelson (james.nelson@equest.com)
Verdugo Jobs Center - Vet Rep - M. Galacia (mjimenez@glendaleca.gov)
Verdugo School to Career Coalition Partner Committee - Melissa Younesian (dantonio@glendaleca.gov)
Vernon-Central/LATTC Worksource Center - Rick Solis, Jr. (rsolis@coalitionrccd.org)
Veterans AJCC - Shantae Conliffe (veterans@jvs-social.org)
VEIS - Los Angeles Regional Office - David Fierro (David.Fierro@va.gov)
Watts/Los Angeles Worksource Center - Hector Chacon (hector.chacon@hacla.org)
West Adams Worksource Center - (Wimamoto@aadapinc.org)
West Covina AJCC - Affiliate to Pomona Valley Comprehensive AJCC - Ripsime Markanyan (info@mcs-careergroup.com)
West LA Worksource Center/American Job Center of CA - Sade Washington (westlaajcc@jvs-social.org)

Western Youth Services - Mobile Family Resources - (info@westernyouthservices.org)
Westlake Resource Center Pacific Asian Consortium in Employment - Edmond Soohoo (jng@westlake-worksource.org)
Westmont College (Job Spot) Santa Barbara, CA - Lori Ann Banez (studentemployment@westmont.edu)
Westside Center for Independent Living - (jeffmichaelsen@hotmail.com)
Whittier AUCC Affiliate to Rio Hondo AUCC - (cguillen@ajcc.lacounty.gov)
- Eye to Eye Project (dasinger@gmail.com)
- The National Federation of the Blind (pmaurer@nfb.org)
African American Chamber of Commerce of New Jersey - (mgriffin@aaccnj.com)
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)
American Job Center Gloucester County - Robert Demarco (jsathorofare@dol.nj.gov)
Association of Latino Professionals in Finance & Accounting - Ann Marquez (ann.marquez@national.alpfa.org)
Association of Women Construction Workers of America, Inc - Herlema Owens (awcwamembers@gmail.com)
Big Brothers Big Sisters of New York City - (help@bigsnyc.org)
Black Veterans for Social Justice - Recruitment Manager (admin@bvsj.org)
Bronx Workforce1 Career Center - Frank Cook (Bronx.DOL@labor.ny.gov)
Bronx Workforce1 Career Center (NYC Workforce1 Career Center) - Frank Cook (Business Representative) (frank.cook@labor.ny.gov)
Camden County Workforce Development Board Youth Committee - Matthew Verney (ccwib@ccwib.com)
Community Integrated Services - Angelina Bush (angelina_bush@cisworks.org)
Cooper Union School of Art, Architecture & Engineering - Tony Burrell (burrell@cooper.edu)
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)
Employment Horizons, Inc. - Lisa Montalbano (lmontalbano@ehorizons.org)
Employment Ministry - St. Matthias - Terrence Seamon (terrence.seamon@gmail.com)
FedCap - Workforce Development - Michael Dunne (mdunne@fedcap.org)
Gay Men's Health Crisis, Inc. - Berkis DeLeon (berkisd@gmhc.org)
Gloucester County Workforce Investment Board Youth Committee - Thomas Bianco (tbianco@co.gloucester.nj.us)
Greater Raritan One-Stop Career Center - (GROSCC@dol.nj.gov)
Greater Raritan One-Stop Career Center - (Karen.Araujo@dol.nj.gov)
Greater Raritan Workforce Development Board Youth Committee - Aubrey Flanagan (Aubrey.Flanagan@raritanval.edu)
Hicksville Career Center - (May-wei.lin@labor.ny.gov)
Job Club Networking Group - Mike Coviello (mcoviello@edsolutions.com)
Job Path - James Sanuf (james@yourjobpath.com)
Kings County - New York State Department of Labor Workforce1 Career Center - (Martha.Longo@labor.ny.gov)
Kings County - New York State Department of Labor Workforce1 Career Center - (SchermerhornSt.DEWS@labor.ny.gov)
Kings County - New York State Department of Labor Workforce1 Career Center - (Scott.Gallopp@labor.ny.gov)
In His Eyes Outreach - (info@inhiseyes.org)
Lower Manhattan Workforce1 Career Center - Anthony Robles (VarickStreet@labor.ny.gov)
Manhattan College (JasperLink) - (jasperrecruiting@manhattan.edu)
Maritime Academy Charter High School Philadelphia - Eugene Mattioni, CEO (mattioni.e@maritimecharter.org)
Middlesex County One-Stop Career Center æt New Brunswick - (Anthea.Williams@dol.nj.gov)
Middlesex County One-Stop Career Center æt New Brunswick - (MiddlesexOneStop@dol.nj.gov)
Morris-Sussex-Warren Workforce Development Board - Hope Hurley (hhurley@thorlabs.com)
Nassau Community College - Constance Egelman (Constance.Egelman@ncc.edu)
National Organization for Women (NOW), NJ Chapter - Jennifer Armiger (jja3975@gmail.com)
Network Support Services - (contact@networkssi.org)
Newark One-Stop Career Center - Morris Murray (Morris.Murray@dol.nj.gov)
npower - Brooklyn - (admissionsBrooklyn@npower.org)
npower - Harlem - (admissionsHarlem@npower.org)
NYC Business Solutions Center - Lower Manhattan - (LowerManhattanBSC@nycbusiness-solutions.com)
NYS Department of Labor - Division of Employment Services - Eliana Palmay (SchermerhornSt.DEWS@labor.ny.gov)
Office of Vocational Rehabilitation - (tascafter@state.pa.us)

Office of Vocational Rehabilitation - Rob Hodapp (rhodapp@state.pa.us)
Orange Works Career Center - Middletown - (paul.sangalli@labor.ny.gov)
PA CareerLink - Bucks County at Treviso - (cjmoores@buckscounty.org)
PA CareerLink - Bucks County at Treviso - (info@buckscounty.org)
PA CareerLink - Delaware County Community College - Susan Bond, Executive Director, Workforce Entry Center (wec@dcc.edu)
PA CareerLink - Lackawanna County - Cathy Gerard (c-gerard@pa.gov)
PA CareerLink - Monroe County - Deborah Harrison (dahmcc@ptd.net)
PA CareerLink - Northwest Philadelphia - Charles Jameson (pacareerlink@state.pa.us)
PA CareerLink - West Philadelphia - Chris Paul (info@pacareerlinkphl.org)
PA CareerLink - Delaware County Community College - (wec@dcc.edu)
PA CareerLink - Lackawanna County - Juan Mendez (Job Posting Manager) (jmenandez@pa.gov)
PA CareerLink - Montgomery County - Vet Rep - (roberclar@pa.gov)
PA CareerLink - Northwest - (shgriffin@pa.gov)
PA CareerLink - Philadelphia North - Vet Rep - J. Bell (jcurtis@pa.gov)
Passaic County - Paterson Job Club - Marcia McNeel (Marcia.McNeel@dol.nj.gov)
Per Scholas New York - (info@perscholas.org)
Philadelphia Works - (info@philaworks.org)
Philadelphia Youth Network, Inc. - (youth@pyninc.org)
Queens Workforce1 Career Center - Ruth Junior (workforce1.queens@grantassociatesinc.com)
Rockland County Career Center - Suffern - Irene Deusch (rocklandworks@rboces.org)
Sheltering Arms - (info@shelteringarmsny.org)
Smart Energy Initiative of Southeastern Pennsylvania - Jim Lauckner (jlauckner@economicdevelopment.com)
St. Nicholas Alliance Workforce Development - Carlann Johns (cjohns@stnicksalliance.org)
St. Nicks Alliance Workforce Development - Larry Rothchild (lwr@stnicksalliance.org)
State University of New York Maritime College (SUNY) - Michelle Reina, Director of Career Planning & Development (mreina@sunymaritime.edu)
Staten Island Workforce1 Career Center - Jennifer Dixon (stateniland.dews@labor.ny.gov)
Suburban Station PA CareerLink - Neo McNair (Business Representative) (nmcnair@jobworksinc.org)
Suburban Station PA CareerLink - Raymond A. Bates (Veterans Representative) (rmbates@jobworksinc.org)
The Doe Fund, Inc. - (info@doefund.org)
The Fortune Society - (info@fortunesociety.org)
The Harlem Community Justice Center - (info@hccj-tnnovation.org)
The Sierra Group Academy of Philadelphia - Emily Coder (ecoder@sierragroup.org)
Union of Hempstead Youth Committee - Rebecca Bell, M.A. (rbell@eacinc.org)
Union County One Stop Career Center - Elizabeth - Juanito Chiluiza (Juanito.Chiluiza@dol.nj.gov)
University Heights Workforce1 Career Center - (WF1-FM)library@fegs.org
Urban League of Essex County - General Email (info@ulec.org)
US Merchant Marine Academy - Captain Ian Jones, Department Head, Professional Development & Career Services (ijones@USMMA.edu)
Womens Center at County College of Morris - Michale Conneys (mmconneys@gmail.com)
Women's Prison Association - (info@wpaonline.org)
Workforce 1 Career Center (NYS Department of Labor Office) - (flushing.does@labor.ny.gov)
Workforce Alliance (A PA CareerLink (r) Affiliate - (r-yevan@pa.gov)
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Workforce Board Lehigh Valley - PRESENTLY VACANT (indischnat@workforce1v.org)
Workforce1 Healthcare Career Center - (Workforce1.healthcarecareers@fegs.org)
Workforce1 Industrial & Transportation Career Center - Monique Cole-Green (industrialandtransportationcenter@grantassociatesinc.com)
YouthBuild Newark, Inc. - (info@ybnj.org)