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Via Electronic Filing

Marlene H. Dortch, Secretary
Office of the Secretary
Federal Communications Commission
445 12th Street, S.W., TW-B-205
Washington, DC 20554

Re: In the Matter of Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies, Second Notice of Proposed Rule Making, MM Docket No. 98-204, December 21, 2001

Dear Ms. Dortch:

Pursuant to Section 1.1206(b) of the Commission's Rules, this letter is to provide notice of an *ex parte* meeting in the above-referenced docket. On June 7, 2002, Thomas E. Fahy of Broadcaster Compliance Services ("BCS"), provided written materials to Hon. Kathleen Q. Abernathy.

These written materials generally discussed the substance of the Comments filed on behalf of BCS with the Commission in this proceeding on April 15, 2002. This included a discussion of the capabilities of BCS to send notices of all available jobs to a diverse network of organizations and institutions for dissemination to their constituents and members. The materials discussed the support services BCS can provide to implement the EEO Rule in an efficient, effective and economical manner.

Pursuant to the Commission's Rules, these written materials and this *ex parte* Notice are being filed with the Commission's secretary for inclusion in the public file. Please do not hesitate to contact me at (202) 828-5846 should you have any questions regarding this filing.

Very truly yours,

Bracewell & Patterson, L.L.P.

Nancy Morrison O'Connor

Nancy Morrison O'Connor

Attachments (2)

BROADCAST COMPLIANCE SERVICES

June 7, 2002

The Honorable Kathleen Q. Abernathy
Commissioner
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

RE: Appointment request to demonstrate Broadcast Compliance Services

Dear Commissioner Abernathy:

Broadcast Compliance Services (BCS) was created to provide unprecedented recruiting outreach for every broadcaster or cable operator, and to automate record keeping and reporting -- thereby reducing or eliminating the oft-cited burden and expense of compliance with the Commission's proposed EEO Rules.

Historically, the greater the outreach the Commission has mandated, the greater the outcry from the affected broadcasters. As a result, many broadcasters and cable operators have considered such rules inherently adversarial and have responded negatively, begrudgingly expending the bare minimum effort and commitment to achieve technical compliance.

Services like those provided by Broadcast Compliance Services (BCS) can alter that dynamic by spreading the cost of improved and automated methodology over a large subscriber base, thus enabling the industry to achieve broader, quicker, and less expensive outreach than any previous EEO compliance efforts. The Commission appeared sensitive to this when they specifically made reference to such outsourcing in the Reconsideration Order of the last Rules (FCC 00-338) in November, 2000.

Serving Broadcasters in your community and across the nation

106 Old Court Road •Suite 300 • Baltimore, MD 21208 • 866.227.4336 • info@BCS-ok.com

In the current proceeding, some proponents suggest that the Commission should allow job vacancies simply to be posted exclusively on the internet because the internet is everywhere and millions of people have access to it. True, this approach would lower the burden on licensees. But it would also lower the bar on outreach. As some commenters on the proposed rule have noted, not only do many internet job sites charge job seekers and/or employers for access to listings, but they lack the mechanism to bring jobs and applicants together. Typically, internet job listings sit passively on a website, awaiting the chance that someone may come "surfing" by. Measuring the effectiveness of these sites is a challenge: although the sites can measure the number of visits, such "hits" aren't jobs or even necessarily job seekers.

In comparison, services like those provided by BCS employ "push" technology to drive job listings out to various and diverse community organizations who help real people get real jobs. The process is inherently more sophisticated and more productive. Effective and broad EEO outreach demands more than just a posting service. We believe it is essential that the Commission is able to accurately predict the level of meaningful outreach which can be anticipated from various methodologies.

We look forward to demonstrating our service to you and showing you how BCS can benefit both the Commission, in adopting rules; and the affected employers, in implementing the rules in a manner that benefits them through improved access to applicants and job seekers who have improved access to career opportunities in broadcasting and cable operations. Simply stated, BCS' market-based solution offers improved results through a more effective, efficient and economical service.

I will call your office this week to request an appointment and look forward to the opportunity to demonstrate the mechanics and specifics our service can provide.

Sincerely,

Thomas E. Fahy
Managing Director
BROADCAST COMPLIANCE SERVICES

Broadcast Compliance Services

Broadcast Compliance Services
9841 Broken Land Parkway
Columbia, MD 21046

Contact:
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-or-
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BCS

Tired of having your employees spend endless hours filling out EEO forms and stuffing envelopes, then wondering if you have done enough to satisfy government regulators and special interest groups. With **BCS**, *you won't have to wonder anymore. Here's why*

Everyone has one question about **BCS**:
"Why didn't someone think of this before?"
An industry-inspired solution, it's the painless way for your stations to achieve best practices in employment outreach.

For a hands-on demonstration of **BCS** at your station, please contact:

Nancy Welch Almgren: (410) 533-8610
Tom Fahy: (202) 337-6954
Chip Weinman: (443) 286-4000
or call our office toll free: (866) 227-4336
E-mail: info@BCS-ok.com

BROADCAST COMPLIANCE SERVICES

Compliance

Documentation

No Surprises

BROADCAST COMPLIANCE SERVICES

EASIER COMPLIANCE

BCS is an on-line subscription service which provides all the tools necessary for unprecedented recruitment plus tracking, monitoring, reporting, and assessing your employment outreach efforts. The system stores and compiles your data, even fills out your forms – FCC, OFCCP, EEOC – whatever the government may require. You only have to deal with your data one time.

PROOF OF PERFORMANCE

Subscribing to **BCS** gives your stations protection from potential claims that you have not done enough to conduct a broad recruitment outreach effort by providing instant on-line documentation to demonstrate, to regulators and concerned organizations alike, the extent of your efforts to reach out in filling available positions at your stations. The system even tracks who received your job notices and who responded.

LOWER COST

Currently, you probably assign your best administrator to EEO to make sure it gets done right. Your best person, stuffing envelopes? That's a big investment in valuable manpower. With **BCS**, you can free up your personnel for more station-oriented tasks. What's more, **BCS** probably costs less than you're paying now for EEO-related postage alone.

WORKFORCE DEVELOPMENT

BCS is the ultimate workforce development tool because it employs a proprietary database of over 70,000 geographically coded resources to provide non-traditional sources of applicants far beyond the outreach capabilities of any local station or group. This larger applicant pool means more qualified candidates for jobs.

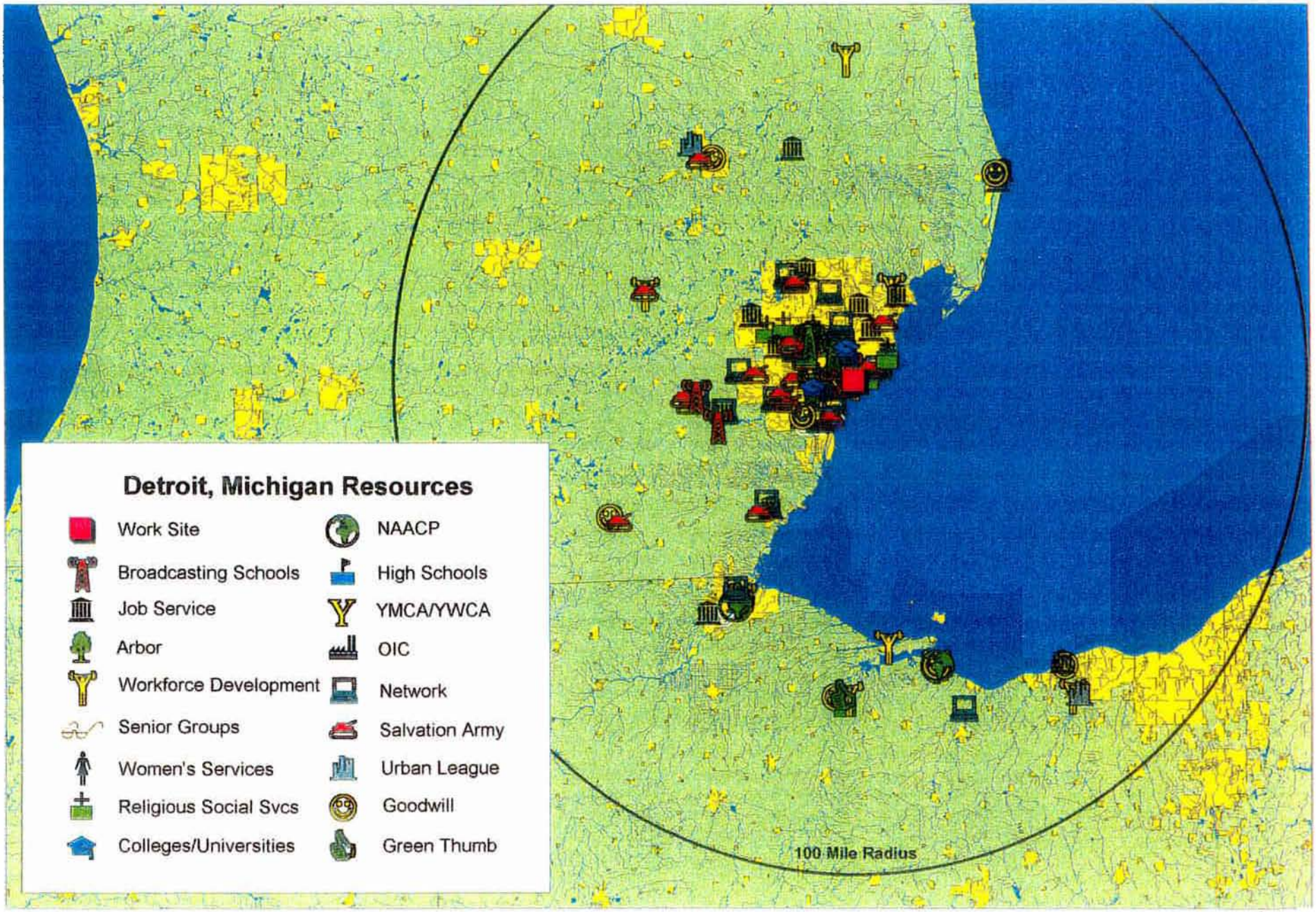
NEW REVENUE

BCS can screen applicants, on a contingent fee basis, to determine if they qualify to trigger employer tax credits, which can yield thousands of dollars per new employee.

ALWAYS CURRENT

As government regulations change, your stations may be required to file new forms or perform new EEO-related tasks. **BCS** "remembers" your profile and automatically adapts to the rule changes which affect you, right down to printing the new completed forms for your signature.

Reaching Out



Created: March 6, 2001

Local Resources per Location -BRD00000MI

Location Address: 645 GRISWOLD ST , DETROIT, MI, 48226

Search Radius: 100 miles

Agency Name	Address 1	Address 2	City	State	Zip	Phone	Code
A NEW BEGINNING, INC	615 GRISWOLD ST	STE 506	DETROIT	MI	48226	313-967-0170	19
AARP-SENIOR COMM. SVC. EMPLOYMENT	15100 NORTHLINE RD., RM 108	P.O. BOX 1249	SOUTHGATE	MI	48195	734-281-2470	10
ARAB AMER & CHALDEAN COUNCIL	111 W. 7 MILE RD		DETROIT	MI	48203	313-893-5269	19
ARAB AMERICAN & CHALDEAN COUNCIL	28551 SOUTHFIELD RD		LATHRUP VILLAGE	MI	48076	248-559-1990	9
ARAB COMMUNITY CNTR FOR ECO & SOC SVC	6451 SCHAEFER RD		DEARBORN	MI	48126	313-945-8139	19
ARBOR HAVEN/SALVATION ARMY	809 HENRY		ANN ARBOR	MI	48104	734-761-7750	20
ARKEY, INC.	23651 GODDARD RD.		TAYLOR	MI	48180	734-374-2929	19
CAREER PLANNING SPEC. SOFTWARE INC	362 HARVEY		PLYMOUTH	MI	48170	734-459-7348	19
CAREER WORKS, INC.	1200 E. MCNICHOLS		HIGHLAND PARK	MI	48203	313-867-3500	19
CATHOLIC SOCIAL SVC	19653 MACK AVE		GROSSE POINTE	MI	48236	313-821-2590	9
CATHOLIC SOCIAL SVCS OF WAYNE CNTY	9851 HAMILTON AVE		DETROIT	MI	48202	313-883-2391	9
CITY OF DETROIT EMP & TRNG	707 W. MILWAUKEE AVE	5TH FLOOR	DETROIT	MI	48202	313-876-0674	3
COMMUNITY DEVELOPMENT CENTER	24424 W. MCNICHOLAS		ANN ARBOR	MI	48109	313-531-1085	19
CROSSROADS JOBS	14641 E. JEFFERSON AVE.		DETROIT	MI	48215	313-822-1660	15
DETROIT CHAMBER WORKFORCE PREP	ONE WOODWARD, STE 1700	P.O. BOX 33840	DETROIT	MI	48232	313-596-0330	3
DETROIT HISPANIC DEVELOPMENT CORP	7752 W VERNOR HWY	STE 103	DETROIT	MI	48209	313-554-2400	19
DETROIT URBAN LEAGUE	208 MACK AVE		DETROIT	MI	48201	313-832-4600	16
DETROIT YOUTH OPPORTUNITY MOVEMENT	12101 MACK SERVICE DR		DETROIT	MI	48215	313-822-4880	19
DETROIT'S WORK PLACE	707 W. MILWAUKEE		DETROIT	MI	48202	313-873-7321	1
DOWNRIVER COMMUNITY CONFERENCE	15100 NORTHLINE RD		SOUTHGATE	MI	48195	734-281-3470	19
EASTERN MICHIGAN UNIV/DEPT OF COMMUNICATIONS	129 QUIRK BLDG		YPSILANTI	MI	48197	734-487-1849	24
EHOVE CAREER CENTER	316 W. MASON RD		MILAN	OH	44846	419-499-4663	19

EMPLOYMENT & TRAINING CENTER	304 HARRIOTT ST	PO BOX 915	YPSILANTI	MI	48197	734-481-2517	3
EMPLOYMENT & TRAINING DESIGNS, INC	3693 METRO PLACE MALL		WAYNE	MI	48184	734-858-4284	19
EMPLOYMENT TRAINING & DEVELOPMENT	16480 WOODWARD AVE		HIGHLAND PARK	MI	48203	313-826-0299	3
FERNDALE PROJECT JOBS/CAREER CNTR	713 E. NINE MILE RD		FERNDALE	MI	48220	248-545-0222	1
FOCUS: HOPE	1355 OAKMAN BLVD		DETROIT	MI	48238	313-494-5500	19
FOUNDATION FOR BEHAVIORAL RESOURCES	455 W. FORT ST	2ND FL	DETROIT	MI	48226	313-965-8180	19
GOODWILL IND OF GREATER DETROIT	3111 GRAND RIVER AVE.		DETROIT	MI	48208	313-964-3900	18
GOODWILL INDUSTRIES	3132 TRUMBULL ST		DETROIT	MI	48216	313-964-3900	18
GOODWILL INDUSTRIES	525 CHERRY ST		TOLEDO	OH	43604	419-255-0070	18
GOODWILL INDUSTRIES	419 W. MARKET ST		SANDUSKY	OH	44870	419-625-4744	18
GOODWILL INDUSTRIES	1600 BROADWAY		LORAIN	OH	44052	440-244-3174	18
GOODWILL INDUSTRIES	15530 RACHO RD		TAYLOR	MI	48180	313-287-9600	18
GOODWILL INDUSTRIES	626 N. HURON ST.		TOLEDO	OH	43604	419-255-0070	18
GOODWILL INDUSTRIES	501 S AVERILL AVE		FLINT	MI	48506	810-762-9960	18
GOODWILL INDUSTRIES	1013 26TH ST		PORT HURON	MI	48060	810-987-9333	18
GOODWILL INDUSTRIES	525 CHERRY ST	P.O. BOX 336	TOLEDO	OH	43697	419-255-0070	18
GOODWILL INDUSTRIES	1216 OAK HARBOR RD		FREMONT	OH	43420	419-334-8722	18
GOODWILL INDUSTRIES	13200 OAK PARK BLVD		OAK PARK	MI	48237	248-547-7712	18
GOODWILL LARC	600 BEECHER ST	P.O. BOX 805	ADRIAN	MI	49221	517-263-2135	18
GREATER TOLEDO URBAN LEAGUE	606 MADISON AVE	STE 1525	TOLEDO	OH	43604	419-243-3343	16
GREEN THUMB			FREMONT	OH	43420	800-742-8465	13
GREEN THUMB	615 CHERRY ST	SUITE 208	TOLEDO	OH	43604	419-255-7102	13
HENRY FORD COMMUNITY COLL	5101 EVERGREEN RD		DEARBORN	MI	48128	800-585-4322	24
HOPE PROGRAM	P.O. BOX 10000		TOLEDO	OH	44709	419-661-7514	19
INTERNATIONAL INSTITUTE	111 E. KIRBY ST		DETROIT	MI	48202	313-871-8600	19
JOB SERVICE	37250 VAN DYKE AVE		STERLING HEIGHTS	MI	48312	810-939-9650	1
JOB SERVICE	165 JACKSON ST.	POBOX 930	SANDUSKY	OH	44870	419-625-5732	1
LDS EMPLOYMENT SVC	37634 ENTERPRISE CT		FARMINGTON HILLS	MI	48331	248-553-0902	9
LIVINGSTON CO. JOB TRAINING SVC.	828 E. GRAND RIVER AVE		HOWELL	MI	48843	517-546-7450	3

LORAIN COUNTY URBAN LEAGUE	401 BROAD ST, STE 204	ROBINSON BLDG	ELYRIA	OH	44035	440-323-3364	16
LORAIN COUNTY WORKFORCE DEV	42495 N. RIDGE RD		ELYRIA	OH	44035	440-322-5262	3
LUTHERAN SOCIAL SERVICES OF MICHIGAN	21700 N. WESTERN HIGHWAY #801		SOUTHFIELD	MI	48075	248-423-2790	9
LUTHERAN SOCIAL SVC	4950 GATESHEAD ST		DETROIT	MI	48236	313-881-3374	9
LUTHERAN SOCIAL SVC	17300 BURGESS		DETROIT	MI	48219	313-532-0444	9
LUTHERAN SOCIAL SVC	30600 MICHIGAN AVE		WESTLAND	MI	48186	734-721-0590	9
LUTHERAN SOCIAL SVC	1110 E STATE ST		FREMONT	OH	43420	419-334-3431	9
LUTHERAN SOCIAL SVC	8131 E JEFFERSON AVE		DETROIT	MI	48214	313-823-7700	9
MACOMB AND ST. CLAIR WORKFORCE	21885 DUNHAM RD.	SUITE 11	CLINTON TOWNSHIP	MI	48036	810-469-5220	3
MACOMB/ST. CLAIR WORKFORCE DEV	21885 DUNHAM RD		MOUNT CLEMENS	MI	48043	810-469-5220	3
MI DEPT OF CAREER DEV	7310 WOODWARD AVE		DETROIT	MI	48202	313-876-6826	1
MICHIGAN WORKS	628 HURON AVE		PORT HURON	MI	48060	810-987-9170	1
MICHIGAN WORKS	14300 E. 11 MILE RD.		WARREN	MI	48089	810-777-8274	1
MICHIGAN WORKS	1200 N. TELEGRAPH RD	#437	PONTIAC	MI	48341	248-452-2256	19
MICHIGAN WORKS	75 N. RIVER RD		MOUNT CLEMENS	MI	48043	810-469-7702	1
MICHIGAN WORKS	214 E MICHIGAN AVE		YPSILANTI	MI	48198	734-481-2517	1
MICHIGAN WORKS	510 TENTH ST		PORT HURON	MI	48060	810-966-3300	1
MICHIGAN WORKS!	1640 CLEVELAND AVE		PORT HURON	MI	48060	810-982-4271	1
MICHIGAN WORKS!	1531 N. TELEGRAPH	STE D	MONROE	MI	48162	734-240-7950	1
MICHIGAN WORKS-JOB LINK CAREER CNTR	1839 N. PERRY		PONTIAC	MI	48340	248-209-2400	1
MONROE COUNTY EMP & TRNG DEPT	1531 TELEGRAPH RD	STE D	MONROE	MI	48162	734-240-7955	19
NAACP	158 E MARKET ST		SANDUSKY	OH	44870	419-624-8825	12
NAACP	525 HAMILTON ST		TOLEDO	OH	43602	419-242-2515	12
NCBA SENIOR EMPLOYMENT	2155 ARLINGTON AVE		TOLEDO	OH	43609	419-382-9538	10
NETWORK	300 PHILLIPS AVE.		TOLEDO	OH	43612	419-470-5983	19
OPERATION ABLE	16250 NORTHLAND DR.	SUITE 102	SOUTHFIELD	MI	48075	248-443-0370	10
PONTIAC AREA URBAN LEAGUE	295 W. HURON ST		PONTIAC	MI	48341	248-338-4581	16
PROJECT G.E.T.	8855 WOODWARD AVE		DETROIT	MI	48202	313-871-7707	19
QUALITY CAREER SKILLS LABORATORIES INC.	1772 E. 7 MILE RD		DETROIT	MI	48203	313-368-4637	2

RESOURCE NETWORK/MICHIGAN WORKS	25940 GRAND RIVER		REDFORD	MI	48240	313-533-5900	19
SALVATION ARMY	503 LAKE ST	P.O. BOX 647	HOWELL	MI	48843	517-546-4705	20
SALVATION ARMY	5931 MIDDLE BELT RD.		ROMULUS	MI	48174	313-729-3939	20
SALVATION ARMY	27500 SHIAWASSEE ST		FARMINGTON	MI	48336	248-477-1153	20
SALVATION ARMY	34 OAKLAND AVE		PONTIAC	MI	48342	248-334-2407	20
SALVATION ARMY	2300 VENOY RD		WESTLAND	MI	48186	734-722-3660	20
SALVATION ARMY	1258 BIDDLE ST		WYANDOTTE	MI	48192	313-282-0930	20
SALVATION ARMY	3735 HARDING ST		DETROIT	MI	48214	313-822-2800	20
SALVATION ARMY	20775 PEMBROKE AVE		DETROIT	MI	48219	313-537-2130	20
SALVATION ARMY	9611 DUNDEE ST		DETROIT	MI	48204	313-933-6826	20
SALVATION ARMY	26700 W WARREN ST		DEARBORN HEIGHTS	MI	48127	313-563-4457	20
SALVATION ARMY	100 ARBANA DR		ANN ARBOR	MI	48103	734-668-8353	20
SALVATION ARMY	211 W KEARSLEY ST		FLINT	MI	48502	810-232-2199	20
SALVATION ARMY	9451 S MAIN ST		PLYMOUTH	MI	48170	734-453-5464	20
SALVATION ARMY	3580 S. CUSTER RD		MONROE	MI	48161	734-242-5050	20
SALVATION ARMY	15133 BURGESS ST		DETROIT	MI	48223	313-532-1500	20
SALVATION ARMY	217 W CHURCH ST		ADRIAN	MI	49221	517-265-2038	20
SALVATION ARMY	130 W GRAND BLVD		DETROIT	MI	48216	313-964-5401	20
SALVATION ARMY	118 W LAWRENCE ST		PONTIAC	MI	48341	248-338-9601	20
SALVATION ARMY SOCIAL SVC DEPT	2643 PARK AVE		DETROIT	MI	48201	313-964-0577	20
SER JOBS FOR PROGRESS	9301 MICHIGAN AVE.		DETROIT	MI	48210	313-846-2240	9
SERCO	29305 JOHN R RD		MADISON HEIGHTS	MI	48071	248-548-2027	19
SOUTHFIELD CAREER CENTER	26000 EVERGREEN RD	P.O. BOX 2055	SOUTHFIELD	MI	48037	248-945-5100	1
SOUTHWYCK JOB SERVICE	5454 AIRPORT HWY		TOLEDO	OH	43615	419-865-7248	1
SPECS HOWARD SCHOOL OF BROADCAST ARTS	19900 W. 9 MILE RD		SOUTHFIELD	MI	48075	248-358-9000	24
ST VINCENT & SARAH FISHER CENTER	27400 WEST 12 MILE		FARMINGTON HILLS	MI	48334	248-626-7527	9
STATE EMPLOYMENT	33523 8 MILE RD.		LIVONIA	MI	48152	810-476-5980	1
STATE EMPLOYMENT COMMISSION	201 WEST ERIE AVENUE	POBOX	LORAIN	OH	44052	440-244-4030	1
THE SALVATION ARMY	18961 COMMON RD		ROSEVILLE	MI	48066	810-775-4567	20
THUMB AREA EMPLOYMENT AND TRAINING	3270 WILSON ST		MARLETTE	MI	48453	517-635-3561	3

THUMB AREA MICHIGAN WORKS	307 S. COURT ST		LAPEER	MI	48446	810-664-1680	1
TOLEDO AREA WORKFORCE DEV	1 MARITIME PLAZA	6TH FL.	TOLEDO	OH	43604	419-244-5900	3
TROY CAREER CENTER	210 W. SQUARE LAKE RD		TROY	MI	48098	248-879-7586	19
UNITED NEGRO COLLEGE FUND	700 PENOBSCOT BUILDING		DETROIT	MI	48226	313-965-5550	19
UNIV OF MICHIGAN-DEARBORN	4901 EVERGREEN		DEARBORN	MI	48128	313-593-5020	2
UNIVERSITY OF DETROIT MERCY/COMMUNICATIONS	4001 W. McNICHOLS RD	P.O. BOX 19900	DETROIT	MI	48219	313-993-1000	24
UNIVERSITY OF MICHIGAN /FILM & VIDEO STUDIES	105 S. STATE ST		ANN ARBOR	MI	48109	734-764-0147	24
URBAN LEAGUE OF FLINT	5005 CLOVERLAWN DR		FLINT	MI	48504	810-789-7611	16
WALLED LAKE CAREER CENTER	615 N. PONTIAC TRAIL		WALLED LAKE	MI	48390	810-960-8671	1
WAYNE COUNTY COMMUNITY COLLEGE	801 W. FORT AVE		DETROIT	MI	48226	313-496-2600	2
WAYNE METRO COMMUNITY SVC	3715 W. JEFFERSON		ECORSE	MI	48229	313-843-2550	19
WAYNE STATE UNIV/COLL OF COMMUNICATIONS	3 E. HNJ		DETROIT	MI	48202	313-577-5342	24
WOMEN IN COMMUNITY SERVICE	7737 KERCHEVAL ST	SUITE 110	DETROIT	MI	48214	313-921-8489	8
WORKFORCE DEVELOPMENT	1810 MADISON AVE		TOLEDO	OH	43624	419-241-4960	3
WORKFORCE DEVELOPMENT	331 14TH ST		TOLEDO	OH	43624	419-244-3900	3
WORKFORCE DEVELOPMENT	2511 COUNTRYSIDE DR		FREMONT	OH	43420	419-355-0510	3
WORKFORCE DEVELOPMENT	125 BUCKEYE BLVD		PORT CLINTON	OH	43452	419-734-1881	3
WORKFORCE DEVELOPMENT	165 JACKSON ST		SANDUSKY	OH	44870	419-624-9513	3
WORKFORCE DEVELOPMENT/EMPLOYMENT & TRAINING	555 TOWNER STREET		YPSILANTI	MI	48719	734-484-6650	19

Total: 129

GETTING STARTED

Broadcast Compliance Services

Subscribing to BCS is easy

All you need is an Internet connection and browser.
You can be up and running in a matter of minutes.

Very little of your staff's time is required to develop and maintain your account with BCS. Just copy your existing employee data directly from the last FCC employment form (395-B) filed by your station. Then enter the recruitment resources you've been using up to now. You may already have saved this information electronically in your HR database or in a simple spread sheet.

INTRODUCTION

Broadcast Compliance Services

Welcome.

This website is your portal to a new and streamlined approach to employment recruitment and EEO compliance.

Broadcast Compliance Services (BCS) is built on this simple concept: If diversity is good business, then making EEO recruitment and documentation painless and inexpensive is even better business. BCS is a state-of-the-art outreach, record-keeping, and reporting service which:

- Dramatically broadens the scope of your recruitment
- Reduces the amount of time, effort and cost associated with tracking and reporting your employment outreach efforts
- Provides instant on-line documentation that you have done everything possible to conduct an effective EEO outreach effort
- Reduces litigation and compliance risks
- Provides on-demand reports -- as required, or at the touch of a button

OUTREACH MANAGER

Broadcast Compliance Services

The Outreach™ Manager

allows access to Broadcast Compliance Services' exclusive internet-based recruitment and reporting engine for broadcast and cable human resource professionals.

By entering their station call letters and password, HR managers can access their account from any computer connected to the Internet. With the click of a mouse they can, among other things:

- Create and post a job vacancy announcement.
- Instantly notify targeted BCS resources of that posting.
- Send periodic diversity initiative notifications
- Review account history of jobs posted.
- Review all recruitment resources where job announcements were sent.
- Send announcements of job fairs.
- Use our customer support services.

Utilizing the best ideas and collaborative input from industry leaders in both conventional and internet-based recruitment and research, BCS has created a service which:

- Makes the right information quickly accessible to your staff.
- Increases capacity to handle routine transactions electronically.
- Offers simple, user-friendly on-line management reports and tools.
- Reduces manpower investment for workforce development.
- Reduces your overall EEO recruitment costs.

WHO WE ARE

Broadcast Compliance Services

A Service Company

created to help Broadcasters and Cable operators find real people for real jobs, painlessly and inexpensively.

Founded by individuals who bring together years of experience in broadcasting, human resources management, and government relations, Broadcast Compliance Services employs a system which has been field-tested by Fortune 500 companies for over twenty years to provide automated employment outreach and record-keeping services which meet the needs of both employers and employees. The service expands your outreach efforts and reduces your costs associated with EEO recruitment and workforce development.

BCS employs proven recruitment tools plus a proprietary database of over 70,000 resources -- comprised of community-based, faith-based, educational, and professional development organizations -- to provide non-traditional sources of applicants far beyond the outreach capabilities of any local station or cable operator. Your job vacancy announcements will now reach more qualified candidates in your community and across the nation.

The service organizes all your outreach data, documenting the extent of your efforts to reach out in filling your job openings. It's all there for you when and where you need it, at work or at home, on an easy-to-use web site. BCS is a powerful new tool for human resource professionals: a versatile, online 'one-stop-shop' for workforce development, diversity in recruitment, and EEO reporting/documentation.

BCS is an innovative industry-created solution, designed to meet and exceed not only past FCC outreach rules, but also the real-world rules which dictate that diversity is good business.

BENEFITS

Broadcast Compliance Services

BCS is more than just a compliance format.

It's a system that ***really works*** -- the most effective methodology ever sanctioned by the FCC to assist broadcasters and cable operators in achieving the broadest possible outreach for job dissemination.

The FCC addressed this issue in the Reconsideration Order of its last EEO rules (November, 2000) when it wrote: "...we intend to afford broadcasters flexibility in designing recruitment techniques that will result in broad outreach. For instance, an outside service might assist the broadcaster in identifying productive recruitment sources, facilitating the delivery of vacancy notifications to such sources, and/or preparing reports to better enable the broadcaster to track and monitor the results of its recruitment efforts. However, regardless of the method employed, each broadcaster remains individually responsible for compliance with the recruitment, recordkeeping and reporting requirements..." (FCC 00-338).

BCS was created to make EEO recruitment/documentation painless and inexpensive by providing ***unprecedented*** outreach -- all of it tracked and documented, including applicant responses (and their sources), interviews, and hires -- and storing and updating your data so that you can print out comprehensive reports from any computer connected to the internet. BCS is the best safeguard broadcasters can have at this time and in the future.

The BCS Advantages:

- Straightforward EEO recruitment and documentation – a new and innovative private-sector solution.
- Workforce Development - Expands the scope of your recruitment efforts to reach more qualified applicants than ever before.
- Reduces litigation and compliance risk.
- Proven costs savings (from postage alone).
- Frees valuable staff time.
- Reduces staff and employee frustration.

Employer tax credits may also be available to your station. BCS can automate the process of identifying these opportunities and collect the credits for you.

STRUCTURE

Broadcast Compliance Services

BCS has developed unique components which work in the background to make The Outreach™ Manager powerful, yet simple to use

The heart of the service is BCS' proprietary recruitment database of over 70,000 resources. To maintain this huge – and growing – database, BCS agents continuously call every contact on the list for changes and updates. Because of this unique effort, the BCS database is constantly renewed and improved, yielding a wealth of community-based, faith-based, educational, and professional development organizations which provide non-traditional sources of applicants far beyond the outreach capabilities of any station or group of stations.

- Local Level – A geographical information system which can pinpoint the longitude and latitude of both the stations seeking to reach out and the local resources that are trying to place minorities and women into the workplace. The geo-coded system works equally well for stations in urban, suburban, and rural areas.

- Regional/National Level – A specific dissemination of listings for each mid and upper-level category opening, as appropriate, to job banks, educational and professional development organizations, and media trade groups whose membership includes substantial participation of women and minorities.

- A proprietary software program, utilizing multiple databases running on an SQL server, which accepts notices of job openings, matches the station locations with the resources, and automatically transmits the notices to those resources. Resources which lack email capability are notified by fax, and resources which lack email and fax capability are notified by mail.

- An internet job bank service, listing every available broadcasting job at every participating station in the nation – and linked to every state and federal employment service and a host of special sites such as the Department of Labor's America's Job Bank. Any man, woman, or child who wants to apply for a broadcasting job anywhere in America can do so through the system.

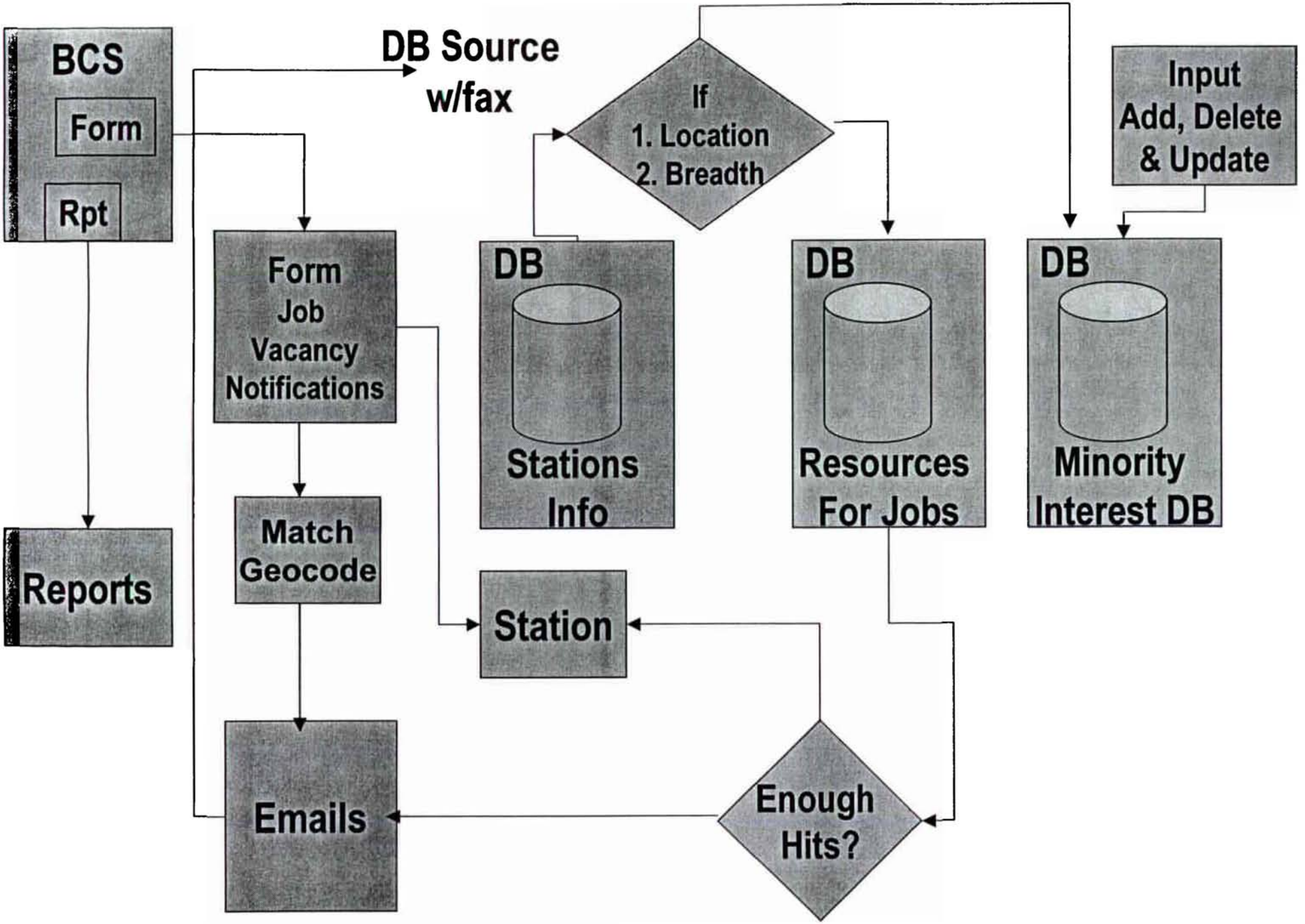
- A "reverse search" capability which can put an applicant's resume in the hands of stations located where the applicant seeks employment – across town or across the country.

- Notification of ***all*** organizations requesting broadcast job listings, so that any such organization requesting listings from any station in America will be notified of listings for ***every*** participating station.

- Job Fair Notices – BCS subscribers can disseminate notices of their job fairs through the system, accessing the same resources used for their job vacancy searches.

- Comprehensive reports which categorically document each station's outreach efforts to give the stations full accountability. The format of these reports will conform to whatever FCC requirements may then be in force, and will be modified automatically as required by new regulations.

Subscribers have instant access to all their data and reports online and can print those reports at their location on demand.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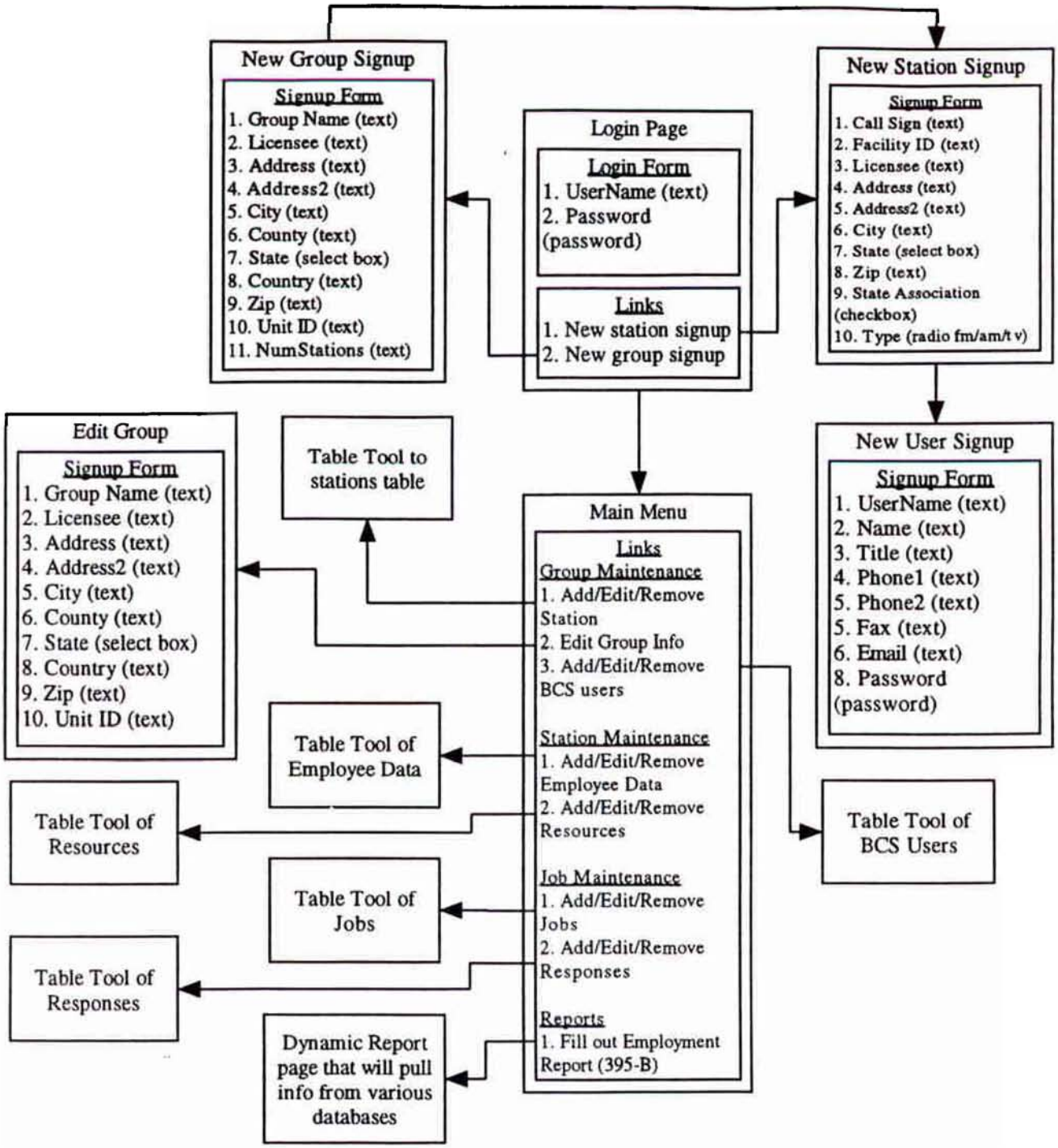
BCS System Page Layout



Broadcast Compliance Services

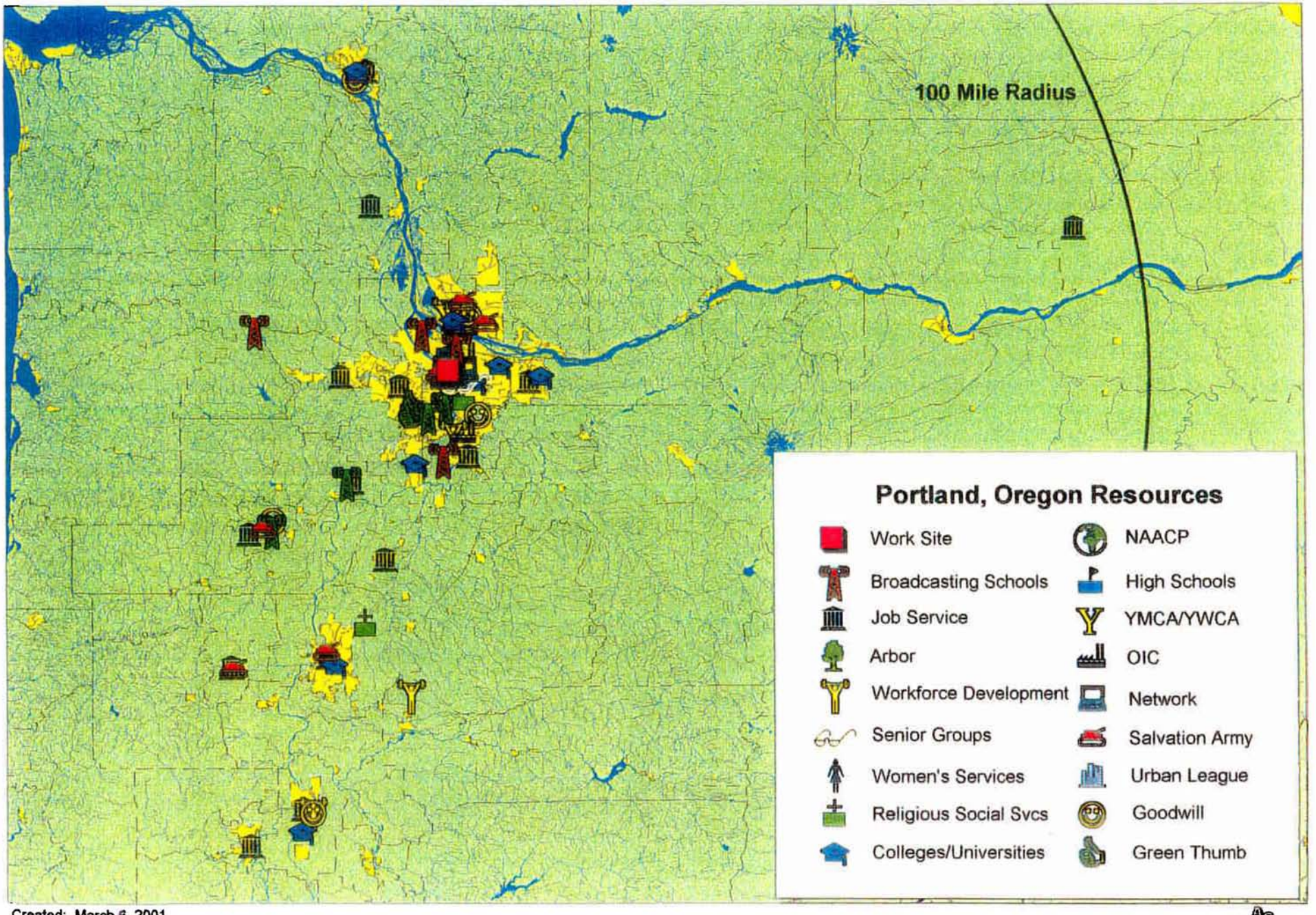
The Ultimate Workforce Development Tool

- Dramatically Broadens EEO Recruitment
- Saves Money and Manpower
- Reduces Litigation and Compliance Risk
- Reports on Demand for Full Accountability

Broadcast Compliance Services

Contact:
Thomas Fahy
(202) 337-6954
tfahy@EEOcomp.com
-or-
Chip Weinman
(410) 486-7333
cweinman@EEOcomp.com

Reaching Out



Created: March 6, 2001

Local Resources per Location -BRD00000OR

Location Address: 777 NE M L KING BLVD , PORTLAND, OR, 97232

Search Radius: 100 miles

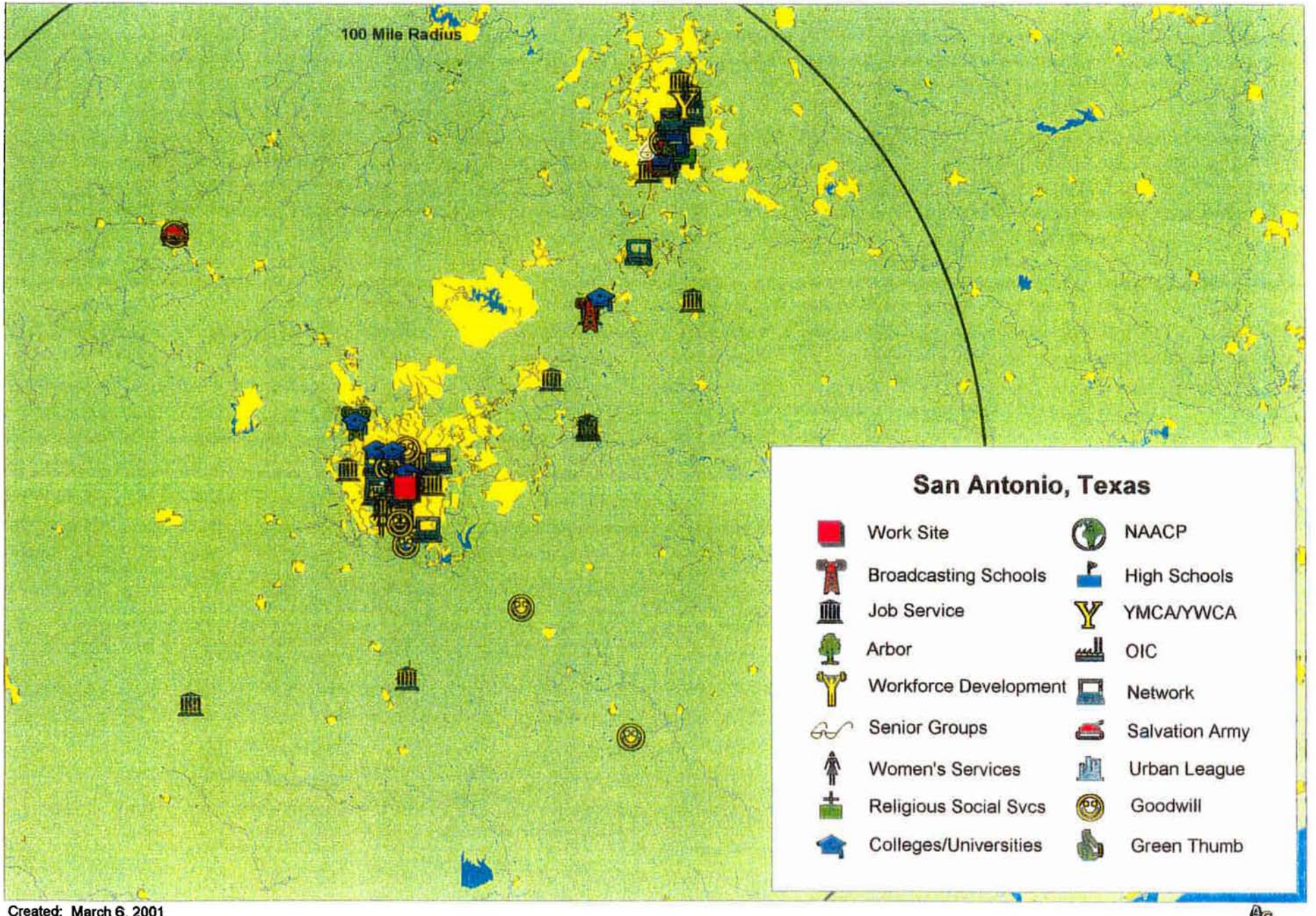
Agency Name	Address 1	Address 2	City	State	Zip	Phone	Code
AARP	4610 S.E. BELMONT ST		PORTLAND	OR	97215	503-231-8355	10
CHEMETKA COMMUNITY COLL/JOBS PLUS	P.O. BOX 14007	BLDG 17	SALEM	OR	97309	503-399-6982	2
CLACKAMAS SOCIAL SVC DIV	PO BOX 68369		OAK GROVE	OR	97268	503-655-8640	15
CLARK COLLEGE-ONE STOP	1800 E. MCLOUGHLIN BLVD		VANCOUVER	WA	98663	360-992-2154	2
CONCORDE CAREER INSTITUTE	1827 N.E. 44th AVE		PORTLAND	OR	97213	503-281-4181	19
CONCORDIA UNIVERSITY/MARKETING	2811 H.E. HOLMAN		PORTLAND	OR	97211	503-280-8501	24
EXPERIENCE WORKS - GREEN THUMB	9115 S.W. OLESON RD	SUITE 101	PORTLAND	OR	97223	503-644-2522	13
GEORGE FOX UNIV/COMMUNICATION ARTS	414 N. MERIDIAN ST		NEWBERG	OR	97132	503-554-2610	24
GOODWILL INDUSTRIES	526 NE HIGHWAY 99W		MCMINNVILLE	OR	97128	503-472-3230	18
GOODWILL INDUSTRIES	375 PACIFIC BLVD		ALBANY	OR	97321	541-928-0171	18
GOODWILL INDUSTRIES	6425 E FOURTH PLAIN BLVD		VANCOUVER	WA	98661	360-695-1923	18
GOODWILL INDUSTRIES	1362 TENNANT WAY		LONGVIEW	WA	98632	360-425-6929	18
GOODWILL INDUSTRIES	1943 SE 6TH AVE		PORTLAND	OR	97214	503-238-6100	18
GOODWILL INDUSTRIES	11424 SE 82ND AVE		PORTLAND	OR	97266	503-238-6100	18
GREEN THUMB	9115 OLESON RD	STE 101	PORTLAND	OR	97223	503-244-3776	13
I AM CARES	4134 N. VANCOUVER		PORTLAND	OR	97217	503-335-6161	19
IRCO INT'L REFUGEE CENTER OF OREGON	1336 E. BURNSIDE ST		PORTLAND	OR	97214	503-234-1541	19
JOB SERVICE	19421 S.E. STARK	PO BOX 2070	GRESHAM	OR	97030	503-666-0908	1
LEWIS & CLARK COLLEGE/COMMUNICATION	615 S.W. PALATINE HILL RD		PORTLAND	OR	97219	503-768-7615	24
LINFIELD COLLEGE/COMMUNICATIONS	900 S.E. BAKER ST		MCMINNVILLE	OR	97128	503-434-2291	24
LINN- BENTON COMMUNITY COL/JOBS PLUS	6500 SW PACIFIC BLVD.		ALBANY	OR	97321	503-917-4870	2
LOWER COLUMBIA COLLEGE/CAREER EMP SVC	1600 MAPLE		LONGVIEW	WA	98632	360-578-5486	2
MARYLHURST UNIV/DEPT OF COMMUNICATIONS	17600 PACIFIC HWY		MARYLHURST	OR	97036	503-636-8141	24

MID-WILLAMETTE WORKFORCE DEV	11656 SUBLIMIT RD		SUBLIMITY	OR	97385	503-316-3211	3
MOUNT HOOD COMMUNITY COLLEGE	26000 S.E. STARK ST		GRESHAM	OR	97030	503-491-7432	2
MT. HOOD COMM COLL/STEPS TO SUCCESS	14030 NE SACRAMENTO		PORTLAND	OR	97230	503-256-0432	2
MT. HOOD COMMUNITY COLLEGE	26000 S.E. STARK ST		GRESHAM	OR	97030	503-667-7432	2
OREGON CITY EMPLOYMENT	506 HIGH ST.	POBOX 71	OREGON CITY	OR	97045	503-657-2701	1
OREGON EMPLOYMENT DEPT	500 N. HWY 30	SUITE 320	SAINT HELENS	OR	97051	503-397-4995	1
OREGON EMPLOYMENT DEPT	875 UNION ST NE	RM 201, SEC 024	SALEM	OR	97311	503-947-1672	1
PACIFIC UNIVERSITY/MEDIA ARTS & COMM	2043 COLLEGE WAY		FOREST GROVE	OR	97116	503-359-2701	24
PIONEER PACIFIC COLLEGE	25195 SW PARKWAY AVENUE		WILSONVILLE	OR	97070	503-682-3903	2
PORTLAND COMMUNITY COLLEGE	12000 S.W. 49TH AVE	P.O. BOX 19000	PORTLAND	OR	97280	503-978-5857	24
PORTLAND OIC	717 N. KILLINGSWORTH CT		PORTLAND	OR	97217	503-735-1825	15
RUSSIAN OREGON SOCIAL SERVICES	4033 S.E. WOODSTOCK BLVD		PORTLAND	OR	97202	503-777-3437	9
SALEM LDS EMPLOYMENT SERVICES	862 45TH ST., NE	P.O. BOX 17636	SALEM	OR	97305	503-370-8244	9
SALVATION ARMY	1950 NW 2ND ST		MCMINNVILLE	OR	97128	503-434-5330	20
SALVATION ARMY	820 SW OAK ST		PORTLAND	OR	97205	503-239-1245	20
SALVATION ARMY	2010 NW KEARNEY ST		PORTLAND	OR	97209	503-224-7718	20
SALVATION ARMY	1901 FRONT ST NE		SALEM	OR	97303	503-585-6688	20
SALVATION ARMY	1639 10TH AVE		LONGVIEW	WA	98632	360-423-3990	20
SALVATION ARMY	1500 NE 112TH AVE		VANCOUVER	WA	98684	360-892-9050	20
SALVATION ARMY-CENTER FOR SOCIAL SVCS	7509 N.E. 47TH AVE		VANCOUVER	WA	98661	360-694-9503	20
STATE EMPLOYMENT COMMISSION	30 NORTH WEBSTER	SUITE E	PORTLAND	OR	97217	503-280-6046	1
STATE EMPLOYMENT COMMISSION	12901 SW JENKINS #C	P. O. BOX 768	BEAVERTON	OR	97075	503-526-2709	1
STATE EMPLOYMENT COMMISSION	301 N. ELLIOTT ROAD	SUITE 4	NEWBURG	OR	97132	503-538-2368	1
STATE EMPLOYMENT COMMISSION	545 S W 2ND ST	SUITE C	CORVALLIS	OR	97333	541-757-4261	1
STATE EMPLOYMENT COMMISSION	265 SE OAK STREET, SUITE A	P. O. BOX 240	HILLSBORO	OR	97123	503-681-0219	1
STATE EMPLOYMENT COMMISSION	310 KIRBY STREET	P. O. BOX 7	MCMINNVILLE	OR	97128	503-472-5118	1

STATE EMPLOYMENT COMMISSION	506 HIGH STREET	P. O. BOX 71	OREGON CITY	OR	97045	503-657-2071	1
STATE EMPLOYMENT COMMISSION	182 S.W. ACADEMY		DALLAS	OR	97338	503-623-6682	1
STATE EMPLOYMENT COMMISSION	120 E. LINCOLN		WOODBURN	OR	97071	503-982-2817	1
STATE EMPLOYMENT COMMISSION	605 COTTAGE ST. NORTH EAST	PO BOX 751	SALEM	OR	97308	503-378-4846	1
STATE EMPLOYMENT COMMISSION	139 SOUTH EAST FOURTH AVE.	PO BOX 70	ALBANY	OR	97321	541-967-2171	1
STEPS TO SUCCES NORTH	5600 N.E. 42nd		PORTLAND	OR	97218	503-281-0495	15
THE SALVATION ARMY	P.O. BOX 138		DALLAS	OR	97338	503-623-6011	20
THE SALVATION ARMY/ARC	139 SE M L KING BLVD		PORTLAND	OR	97214	503-235-4192	20
UNIVERSITY OF PORTLAND/COMMUNICATIONS	5000 N. WILLIAMETTE BLVD		PORTLAND	OR	97203	503-943-7170	24
URBAN LEAGUE ONE-STOP CAREER CNTR	3034 N.E. MARTIN LUTHER KING Jr BLVD		PORTLAND	OR	97212	503-241-4644	16
WARNER PACIFIC/CAREER & LIFE PLANNING	2219 S.E. 68TH AVE		PORTLAND	OR	97215	503-517-1010	2
WASHINGTON WORK SOURCE	3320 E. MILL PLAIN BLVD	STE 3-B	VANCOUVER	WA	98661	360-735-5068	1
WASHINGTON WORK SOURCE	5411 E. MILL PLAIN BLVD	STE 15	VANCOUVER	WA	98661	360-735-4960	1
WASHINGTON WORK SOURCE	711 VINE ST	P.O. BOX 29	KELSO	WA	98626	360-578-4244	1
WASHINGTON WORK SOURCE	116 E. MAIN ST		GOLDENDALE	WA	98620	509-773-5503	1
WORK SOURCE WEST	1526 COMMERCE AVE	P.O. BOX 2129	LONGVIEW	WA	98632	360-425-3430	15
WORKFORCE DEV OF SOUTHWEST WA	111 W 39TH ST		VANCOUVER	WA	98660	360-696-8409	3
WORKFORCE DEVELOPMENT	260 S.W. FERRY ST	STE 102	ALBANY	OR	97321	541-928-0241	3
WORKFORCE DEVELOPMENT	P.O. BOX 215		MARYLHURST	OR	97036	503-635-4591	3
WORKSYSTEMS, INC	711 S.W. ALDER	STE 200	PORTLAND	OR	97205	503-478-7300	19
YOUTH EMPLOYMENT & EMPOWERMENT	1818 NE M LKING BLVD		PORTLAND	OR	97212	503-287-8332	19
YWCA	3609 MAIN ST		VANCOUVER	WA	98663	360-696-0167	14

Total: 71

Reaching Out



Created: March 6, 2001

Local Resources per Location -BRD00000TX

Location Address: 101 BOWIE ST , SAN ANTONIO, TX, 78205

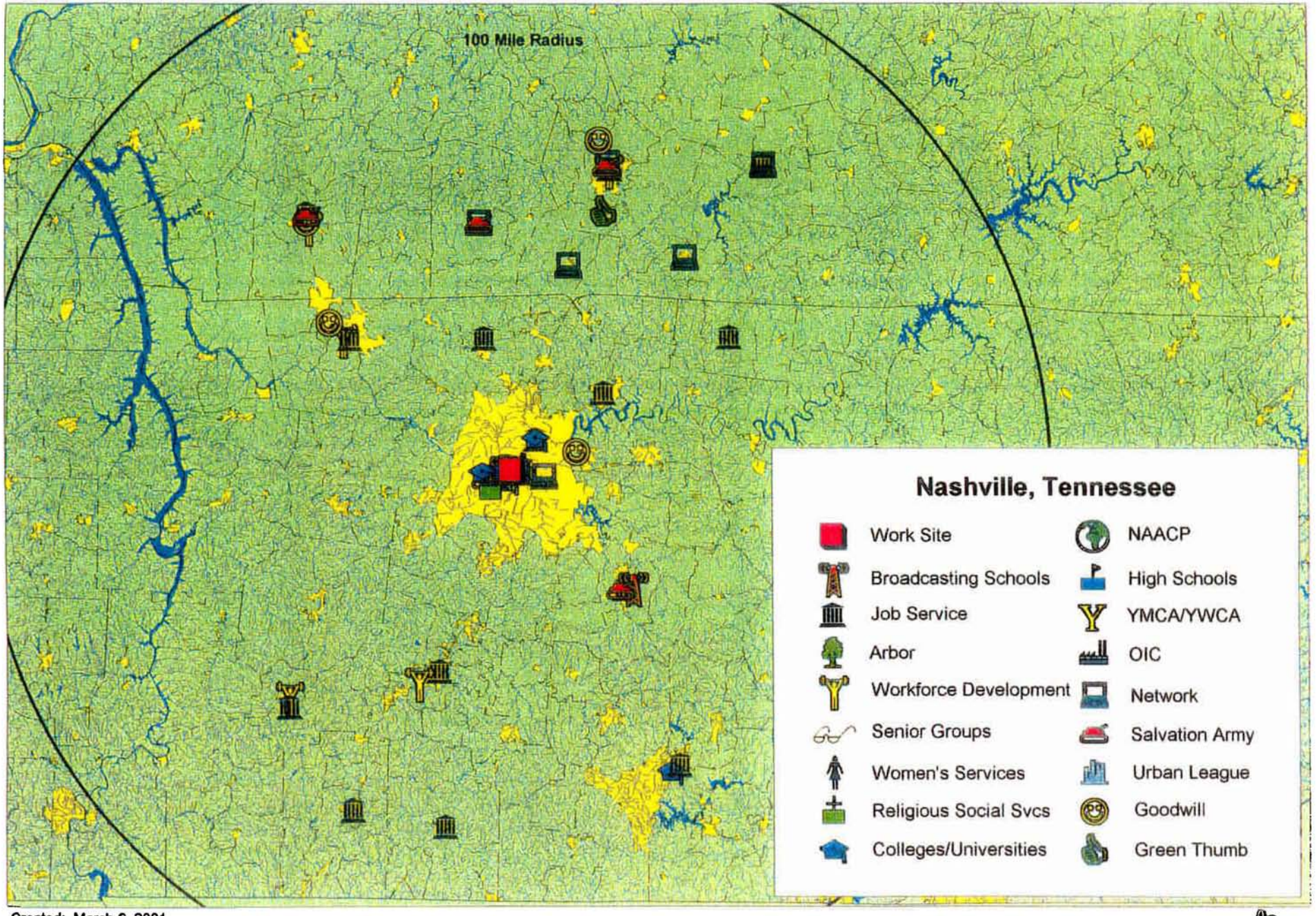
Search Radius: 100 miles

Agency Name	Address 1	Address 2	City	State	Zip	Phone	Code
ALAMO COMMUNITY COLLEGE	201 W. SHERIDAN		SAN ANTONIO	TX	78204	210-208-8020	2
ALAMO WORKFORCE DEV COUNCIL	115 E. TRAVIS ST	STE 220	SAN ANTONIO	TX	78205	210-272-3250	3
AUSTIN BUSINESS COLLEGE	2102 IH-35 S	3RD FL	AUSTIN	TX	78741	512-447-9415	2
AUSTIN COMM COLLEGE-RIVERSIDE CAMPUS	1020 GROVE BLVD	CAREER CENTER	AUSTIN	TX	78741	512-223-6205	2
AUSTIN PROJECT	1600 CHICON ST		AUSTIN	TX	78702	512-414-8655	19
AUSTIN RECOVERY	8402 CROSS PARK DR		AUSTIN	TX	78754	512-997-0101	19
AUSTIN TRAVIS CO MHMR	5225 N. LAMAR BLVD	STE 207	AUSTIN	TX	78751	512-804-3804	19
AUSTIN URBAN LEAGUE	1825 E. 38 1/2TH ST		AUSTIN	TX	78722	512-478-7176	16
AVENIDA GUADALUPE ASSOC.	1327 GUADALUPE ST		SAN ANTONIO	TX	78207	210-223-3151	19
BENEVIDES LEARNING CENTER	515 CASTERVILLE RD		SAN ANTONIO	TX	78237	210-435-2352	19
BEXAR COUNTY OIC, INC.	1023 N. PINE ST	SUITE 101	SAN ANTONIO	TX	78202	210-225-6291	15
BOYS & GIRLS CLUBS OF CAPITAL AREA	303 W. JOHANNA ST		AUSTIN	TX	78704	512-444-7199	19
CAPITAL OF TX WORK FORCE CENTER	825 E. RUNDBERG LA.	P.O. BOX 15995	AUSTIN	TX	78753	512-719-4145	1
CARITAS OF AUSTIN	611 NECHES ST		AUSTIN	TX	78701	512-479-4610	19
CATHOLIC CHARTIES	2903 W. SALINAS ST		SAN ANTONIO	TX	78207	210-433-3256	9
CONCORDIA UNIVSERSITY OF AUSTIN	3400 INTERSTATE 35 N		AUSTIN	TX	78705	512-486-2000	2
DE PAUL FAMILY CNTR/DAUGHTERS OF CHARITY	7603 SOMERSET RD		SAN ANTONIO	TX	78211	210-921-0071	8
DMG-MAXIMUS	4438 CENTERVIEW DR	SUITE 302	SAN ANTONIO	TX	78228	210-735-1400	19
DWYER AVENUE CENTER	307 DWYER AVE		SAN ANTONIO	TX	78204	210-225-2234	19
EL BUEN SAMARITIANO EPISCOPAL MISSION	1919 S. 1ST ST		AUSTIN	TX	78701	512-441-7977	9
EXPERIENCE UNLIMITED	901 W. RIVERSIDE DR.		AUSTIN	TX	78741	512-480-3013	10
GEORGE GERVIN YOUTH CENTER, INC.	6903 SUNBELT DR S		SAN ANTONIO	TX	78218	210-804-1786	19
GOODWILL INDUSTRIES	819 WATER ST		KERRVILLE	TX	78028	210-896-7643	18
GOODWILL INDUSTRIES	P.O. BOX 21340		SAN ANTONIO	TX	78221	210-653-1178	18

GOODWILL INDUSTRIES	3401 FREDERICKSBURG RD		SAN ANTONIO	TX	78201	210-736-2961	18
GOODWILL INDUSTRIES	300 N. LAMAR BLVD		AUSTIN	TX	78703	512-480-0772	18
GOODWILL INDUSTRIES	2001 ROSEWOOD AVE	BLDG B #2101	AUSTIN	TX	78702	512-480-0772	18
GOODWILL INDUSTRIES-JTPA	1101 C ST		FLORESVILLE	TX	78114	210-393-0405	18
GOODWILL INDUSTRIES/JOB HELP CNTR	3830 PLEASANTON RD.		SAN ANTONIO	TX	78221	210-924-8581	18
GOODWILL JOB TRAINING	111 S 2ND ST		KENEDY	TX	78119	210-583-3332	18
GOODWILLJOB PLACEMENT	727 N.W. LOOP 410		SAN ANTONIO	TX	78216	210-979-8020	18
HAYES COUNTY WORKFORCE CENTER	202 S C M ALLEN PKWY #1		SAN MARCOS	TX	78666	512-392-1291	1
HISPANIC ASSOC OF COLLEG & UNIV	8415 DATAPOINT	STE 400	SAN ANTONIO	TX	78229	210-615-0841	2
HUSTON-TILLOTSON COLLEGE	900 CHICON ST		AUSTIN	TX	78702	512-505-3000	2
JOB SERVICE	1117 TRINITY ST #-404T		AUSTIN	TX	78701	512-832-9116	1
KYLE-FAMILY LEARNING & CAREER CNTR	107 CENTER ST		KYLE	TX	78640	512-268-2719	19
LUTHERAN SOCIAL SVC	314 E HIGHLAND MALLBLVD # 200		AUSTIN	TX	78752	512-454-4611	9
LUTHERAN SOCIAL SVC	110 McCULLOUGH		SAN ANTONIO	TX	78215	210-223-5490	9
MANOS DE CRISTO	1200 WILLOW ST		AUSTIN	TX	78702	512-477-7454	19
POSITIVE SOLUTIONS	302 S. FLORES		SAN ANTONIO	TX	78204	210-299-1025	19
PROJECT AYUDA	2300 W. COMMERCE		SAN ANTONIO	TX	78207	210-226-3806	10
PROJECT QUEST, INC.	301 S. FRIO		SAN ANTONIO	TX	78207	210-270-4690	19
PROJECT TRANSITIONS, INC.	P.O. BOX 4826		AUSTIN	TX	78765	512-454-8646	19
SAFEPLACE	P.O. BOX 19454		AUSTIN	TX	78760	512-385-5181	8
SALVATION ARMY	4216 S. CONGRESS AVE		AUSTIN	TX	78745	512-416-0607	20
SALVATION ARMY	910 N. FORTES		SAN ANTONIO	TX	78204	210-352-2020	20
SALVATION ARMY	500 JEFFERSON ST		KERRVILLE	TX	78028	210-896-5455	20
SALVATION ARMY	501 E 8TH ST		AUSTIN	TX	78701	512-476-1111	20
SALVATION ARMY - HOPE CENTER	521 W. ELMIRA		SAN ANTONIO	TX	78212	212-352-2020	20
SAM SHELTER/CENTRO DEL BARRIO	910 W. COMMERCE ST		SAN ANTONIO	TX	78207	210-224-5838	19
SAN ANTONIO COLLEGE	1300 SAN PEDRO		SAN ANTONIO	TX	78212	210-733-2000	24
SAN ANTONIO HOUSING AUTH-FAM SELF SUFF	818 S. FLORES		SAN ANTONIO	TX	78204	210-220-3392	19
SAN ANTONIO ONE-STOP CAREER CENTER	800 QUINTANA RD	BLDG 3020	SAN ANTONIO	TX	78211	210-921-4860	3
SENIOR WORKER PROGRAM	1405 N. MAIN ST		SAN ANTONIO	TX	78212	210-222-1294	10

Total: **85**

Reaching Out



Created: March 6, 2001

Local Resources per Location -BRD00000TN

Location Address: 1 PUBLIC SQ STE 601, NASHVILLE, TN, 37201
Search Radius: 100 miles

Agency Name	Address 1	Address 2	City	State	Zip	Phone	Code
BARREN RIVER WORKFORCE DEV	740 E. 10TH ST	PO BOX 90005	BOWLING GREEN	KY	42102	270-781-2381	3
BELMONT UNIVERSITY	1900 BELMONT BLVD		NASHVILLE	TN	37212	615-460-6000	2
CAREER DIRECTIONS	4805 PARK AVENUE		NASHVILLE	TN	37209	615-298-8056	19
CATHOLIC CHARITIES OF TN	10 S. 5TH ST		NASHVILLE	TN	37206	615-259-3567	9
CATHOLIC SOCIAL SVC	30 WHITE BRIDGE RD		NASHVILLE	TN	37205	615-352-3087	9
CHRISTIAN WOMEN'S JOB CORPS OF NASHVILLE	1601 HOLLY ST		NASHVILLE	TN	37206	615-226-1222	8
COMMUNITY ACTION OF SOUTHERN KY	727 N. MAIN ST	P.O. BOX 87	FRANKLIN	KY	42135	270-586-3238	19
COMMUNITY ACTION OF SOUTHERN KY	413 HAPPY VALLEY RD	P.O.BOX 787	GLASGOW	KY	42141	270-651-8171	19
COMMUNITY ACTION OF SOUTHERN KY	268 N. MAIN	APT B	RUSSELLVILLE	KY	42276	270-726-2459	19
COMMUNITY ACTION OF SOUTHERN KY	225 N. 6TH ST		SCOTTSVILLE	KY	42164	270-237-4149	19
COMMUNITY ACTION OF SOUTHERN KY	921 BEAUTY AVE	P.O. BOX 90014	BOWLING GREEN	KY	42102	270-782-3162	19
DAVIDSON COUNCY WORKFORCE DEV	211 UNION ST	#915	NASHVILLE	TN	37201	615-862-8890	3
DEPT OF LABOR	909 8TH AVE N		NASHVILLE	TN	37208	615-741-3626	1
EMPLOYMENT SECURITY	220 E. VINE ST		MURFREESBORO	TN	37130	615-898-8050	1
EMPLOYMENT SECURITY	752 MADISON SQ		MADISON	TN	37115	615-868-6400	1
EMPLOYMENT SERVICES	445 N. GREEN ST	P.O. BOX 307	GLASGOW	KY	42142	502-651-2121	1
EMPLOYMENT SERVICES	110 RIVERFRONT DR	P.O. BOX 1128	HOPKINSVILLE	KY	42241	502-889-6509	1
EMPLOYMENT SERVICES	809 CHESTNUT ST	P.O. BOX 90003	BOWLING GREEN	KY	42102	270-745-7425	1
EQUAL EMPLOYMENT OPPORTUNITY	505 DEADERICKST FL 2		NASHVILLE	TN	37219	615-741-4845	1
FISK UNIVERSITY	1000 17TH AVE N		NASHVILLE	TN	37208	615-329-8631	2
FISK UNIVERSITY/RADIO SATION	1000 17TH AVE N		NASHVILLE	TN	37208	615-329-8754	24
GOODWILL IND OF MIDDLE TENNESSEE	1015 HERMAN ST		NASHVILLE	TN	37208	615-742-4151	18
GOODWILL INDUSTRIES	905 9th AVE N.		NASHVILLE	TN	37208	615-742-4151	18

GOODWILL INDUSTRIES	5031 LEBANON RD		OLD HICKORY	TN	37138	615-742-4151	18
GOODWILL INDUSTRIES	2208 FORT CAMPBELL BLVD		HOPKINSVILLE	KY	42240	502-886-9190	18
GOODWILL INDUSTRIES	1592 FT CAMPBELL BLVD		CLARKSVILLE	TN	37042	931-645-2310	18
GOODWILL INDUSTRIES	1806 31 W. BYPASS		BOWLING GREEN	KY	42101	270-781-4930	18
GREEN THUMB			BOWLING GREEN	KY	42104	270-843-8127	13
ITT TECHNICAL INSTITUTE	441 DONELSON PIKE		NASHVILLE	TN	37214	615-889-8700	19
JOB SERVICE	923 E COLLEGE ST		PULASKI	TN	38478	615-424-4006	1
JOB SERVICE	111 E LINCOLN ST		TULLAHOMA	TN	37388	615-454-1905	1
JOB SERVICE	650 NASHVILLE PIKE		GALLATIN	TN	37066	615-451-5800	1
JOB SERVICE	241 E TAYLOR ST		LAWRENCEBURG	TN	38464	615-766-1405	1
JOB SERVICE	204 W 4TH ST		COLUMBIA	TN	38401	931-380-2500	1
JOB SERVICE	2308 MEMORIAL BLVD #-A		SPRINGFIELD	TN	37172	615-382-2418	1
JOB TRAINING CENTER	6007 MT. PLEASANT PIKE		COLUMBIA	TN	38401	931-381-0068	3
LOUIS CO WORKFORCE DEV	28 E. MAIN		HOHENWALD	TN	38462	931-796-3747	3
MACON JOB CENTER	P.O. BOX 299	HWY 52 BYPASS E.	LAFAYETTE	TN	37083	615-666-2179	1
MARTHA O'BRYAN CENTER	711 S. 7TH ST		NASHVILLE	TN	37206	615-254-1791	19
MARTHA O'BRYAN CENTER C/O CWA LRNG CNT	521 S. 5TH ST		NASHVILLE	TN	37206	615-248-4029	19
MIDDLE TENNESSEE STATE UNIV	BOX 51		MURFREESBORO	TN	37132	615-898-2813	24
MOTLOW STATE COMMUNITY COLLEGE	MOTLOW LANE		TULLAHOMA	TN	37388	615-393-1756	2
NAACP	1308 JEFFERSON ST		NASHVILLE	TN	37208	615-329-0999	12
NASHVILLE COLLEGE	400-402 PLAZA PROFESSIONAL BUILDING	SUITE 402	MADISON	TN	37115	615-868-2963	2
NASHVILLE OIC	1507 MEHARRY BLVD.		NASHVILLE	TN	37208	615-321-0021	15
NASHVILLE URBAN LEAGUE	1219 9TH AVE N.		NASHVILLE	TN	37208	615-254-0525	16
NASHVILLE WORKS	10 S. 6TH ST		NASHVILLE	TN	37206	615-760-2769	1
NORTH TENNESSEE PIC	216 FRANKLIN STREET	PO BOX 1125	CLARKSVILLE	TN	37041	931-648-5731	3
SALVATION ARMY	128 W 3RD ST		RUSSELLVILLE	KY	42276	502-726-1765	20
SALVATION ARMY	6214 CHARLOTTE PIKE		NASHVILLE	TN	37209	615-242-0411	20
SALVATION ARMY	401 W MAIN ST		BOWLING GREEN	KY	42101	270-843-3485	20
SALVATION ARMY	140 N 1ST ST		NASHVILLE	TN	37213	615-259-2348	20
SALVATION ARMY	1137 W MAIN ST		MURFREESBORO	TN	37129	615-895-7071	20
SALVATION ARMY	701 S CLAY ST		HOPKINSVILLE	KY	42240	502-886-9105	20
SALVATION ARMY	631 DICKERSON		NASHVILLE	TN	37207	615-242-0411	20

SALVATION ARMY	631 N 1ST ST		NASHVILLE	TN	37207	615-242-0411	20
SALVATION ARMY	301 E 7TH ST		HOPKINSVILLE	KY	42240	502-885-6006	20
SALVATION ARMY	313 E 7TH ST		HOPKINSVILLE	KY	42240	502-885-9633	20
STATE EMPLOYMENT COMMISSION	445 N. GREEN ST		GLASGOW	KY	42141	502-651-2121	1
STATE EMPLOYMENT COMMISSION	110 RIVER FRONT DRIVE		HOPKINSVILLE	KY	42240	502-889-6516	1
T.D.E.S.	28 PARK AVE		HOHENWALD	TN	38462	931-796-3319	1
TENNESSEE STATE UNIVERSITY	3500 JOHN A MERRIT BLVD		NASHVILLE	TN	37209	615-963-5000	2
TN DEPT OF LABOR & WORKFORCE DEV	350 PADGANT LN	SUITE 406	CLARKSVILLE	TN	37040	931-648-5530	1
VANDERBILT UNIVERSITY			NASHVILLE	TN	37240	615-322-7311	2
WORKFORCE DEVELOPMENT	300 HAMMOND DR		HOPKINSVILLE	KY	42240	502-886-9484	3

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