



**INDIANA UNIVERSITY–PURDUE UNIVERSITY INDIANAPOLIS**

# **AFFIRMATIVE ACTION PROGRAM**

**October 1, 2012 - September 30, 2013**

Prepared by:

Office of Equal Opportunity  
Kim D. Kirkland, Director

## **Affirmative Action Program**

**for**

## **Women and Minorities**

Indiana University–Purdue University Indianapolis  
620 Union Drive  
Indianapolis, IN 46202

**October 1, 2012 thru September 30, 2013**

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# IUPUI AFFIRMATIVE ACTION PLAN FOR WOMEN AND MINORITIES

October 1, 2012 – September 30, 2013

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# SECTION I INTRODUCTION

## A. Identification of Establishment

Indiana University–Purdue University Indianapolis (IUPUI) combines the academic objectives of Indiana’s two largest public institutions of higher education: Indiana University and Purdue University. Indiana University established its first extension center in Indianapolis in 1916, while Purdue began its Indianapolis operations in 1946 as an outgrowth of World War II training programs. In 1969, the Boards of Trustees of the two universities established IUPUI under an agreement in which the Indianapolis programs from both schools were merged, and Indiana University assumed primary management of the combined enterprise.

In the merger, each parent university retained academic responsibility for the disciplines, programs, and professions for which they had demonstrated special strengths. Today, IUPUI is the third largest institution of higher education in the state of Indiana, and offers the broadest range of academic programs of any campus in Indiana. It is the state’s principal site for graduate professional education in medicine and law. Its academic programs educate over 30,000 students, and the campus employs approximately 4,500 full and part-time faculty and approximately 4,400 staff persons.

IUPUI and IU Bloomington are core campuses of the eight-campus Indiana University system. The Trustees of Indiana University establish policy for all students, faculty members and staff in the system, including IUPUI. The Trustees also have responsibility for faculty and administrative appointments, for the disposition of university property, for curricular and organizational development, for capital development, for setting fees and other charges, and other administrative matters. Indiana University–Bloomington, through the Office of the President, provides certain services to all eight campuses in the system, such as legal services, information and computer services, research and development, and public and governmental relations.

The President, Dr. Michael McRobbie, is the Chief Executive Officer of the Indiana University system. At IUPUI, Dr. Charles R. Bantz, the Executive Vice President and Chancellor–Indianapolis, provides administrative and academic leadership on behalf of the President with the assistance of the Deans of the schools and other academic and administrative officers on the Indianapolis campus.

## B. Reaffirmation of Policy

Indiana University’s Equal Employment Opportunity Policy was established and reinforced by a series of resolutions adopted by the Indiana University Board of Trustees beginning in November, 1969. This statement has since been expanded to include disabled veterans, veterans of the Vietnam era, and people with disabilities, thus reaching its present form as reaffirmed unanimously in 1995.

It has been, and will continue to be, the policy of IUPUI to be an equal opportunity employer. An EEO policy memorandum has been issued annually by the Chancellor to all faculty, staff and students on this campus, reaffirming IUPUI’s commitment to equal opportunity policies. The most recent memorandum reads, in part:

*“Our policy at IUPUI prohibits discrimination against anyone for reasons of race, color, religion, national origin, sex, sexual orientation, gender identity, marital status, age, disability, and covered veterans. We work diligently to uphold the spirit of the letter of this*

*policy. We will continue to promote and provide equal opportunity in education and training programs, employment, admissions, and all other activities for faculty, staff, and students. All personnel actions, such as compensation and fringe benefits, transfer, promotion, training for employees, as well as all university-sponsored social and recreational programs, will be administered in accordance with this policy.*

The full text of the IUPUI Equal Opportunity Policy is found in Appendix A.

## **SECTION II**

### **IMPLEMENTATION AND RESPONSIBILITY**

#### **A. Responsibility for Implementation**

Dr. Charles R. Bantz, Executive Vice President and Chancellor of the IUPUI campus, has the overall responsibility for the successful implementation of the institution's Equal Employment Opportunity Policy, and delegates responsibility for the administration of the IUPUI Office of Equal Opportunity to Dr. Kim D. Kirkland.

Dr. Kirkland, the Director, Office of Equal Opportunity for IUPUI, reports directly to the Executive Vice President and Chancellor and is responsible for developing, coordinating, and maintaining the IUPUI Affirmative Action Plan for both academic and non-academic areas. Her identity appears on all pertinent internal and external communications, and she has been assured of management's support and cooperation.

The Director, Office of Equal Opportunity is responsible for:

1. Reviewing university policies and procedures and recommending changes, as necessary, to implement the equal opportunity and affirmative action program.
2. Supervising and guiding the work of the Office of Equal Opportunity and its staff, and ensuring that the required reports and analyses are performed in a manner that facilitates achievement of the goals of the Affirmative Action Plan.
3. Assisting organizational units in identifying problem areas related to the implementation of this Plan and in arriving at solutions/corrective actions.
4. Investigating complaints of alleged harassment and discrimination.
5. Designing and implementing reporting systems that will measure the effectiveness of this Plan and other equal opportunity programs, indicate the need for remedial action, and determine the degree to which goals and objectives are being attained.
6. Serving as liaison between the University and state and federal civil rights enforcement agencies.
7. Serving as liaison between the University and minority organizations, women's organizations, disability organizations, and community action groups concerned with equal employment opportunities for minorities, women and other protected groups.
8. Keeping management informed of the latest developments affecting equal opportunity and affirmative action.
9. Meeting with department supervisors to make certain that EEO/AA policies are being followed.
10. Informing all supervisors that their individual work performance is being evaluated on the basis of the equal employment opportunity efforts and results, as well as other criteria.

The Assistant Vice Chancellor for Human Resources is responsible for maintaining personnel data systems for non-academic staff. She will ensure that recruitment and employment practices are consistent with nondiscrimination policies, and assist in implementing the affirmative action program in non-academic areas.

The Executive Vice Chancellor and Dean of Faculties, is responsible for planning and coordination of academic areas, including faculty appointments, advancement and development. He will assist the Director, Office of Equal Opportunity in implementing the affirmative action program in all academic areas.

An organizational chart at the end of this section shows the location and relationship of the Office of Equal Opportunity to other campus units.

## **B. Line Management and Supervisors**

It is the responsibility of each administrator, manager and supervisor to behave in a manner that clearly supports IUPUI's equal employment opportunity policies and affirmative action program. Their duties include:

1. Carrying out all hiring, promotion, and other personnel actions in a way that ensures they are in compliance with equal employment objectives.
2. Assisting the Director, Office of Equal Opportunity with the identification of problem areas in their units and taking corrective action.
3. Ensuring that an environment free of discrimination and harassment is maintained.
4. Facilitating the investigation and resolution of complaints.
5. Performing periodic audits to see that EEO posters are properly displayed, and that minority and female employees are encouraged to participate in all university sponsored educational, training, recreational and social activities.

Whenever performance evaluations are conducted for individuals with management or supervisory functions, the evaluation should include an appraisal of their equal opportunity and affirmative action efforts and the corresponding results, along with other work performance criteria.

## **C. Equal Opportunity Advisory Council**

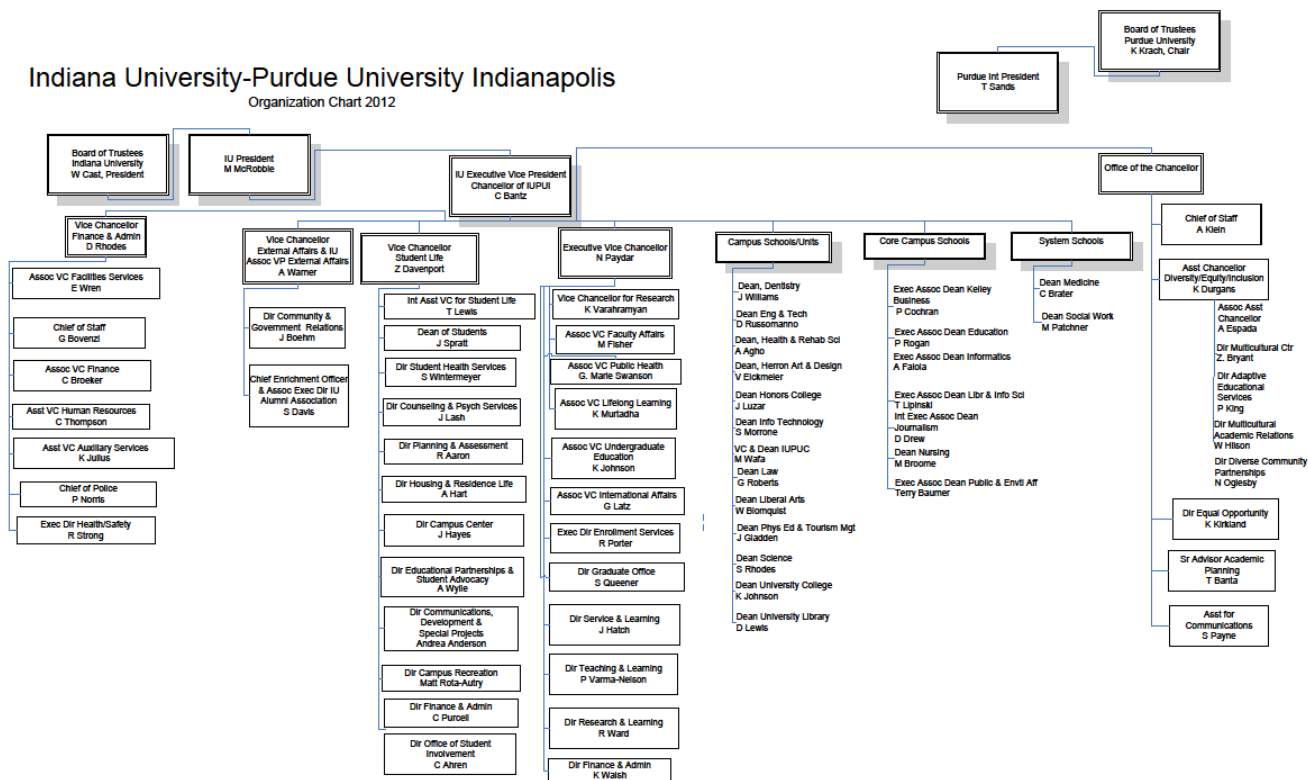
Each organizational unit on campus headed by a senior level administrator maintains a representative on the *Equal Opportunity Advisory Council*. Council representatives are appointed by either the Dean of the academic unit or the key administrative officer of the non-academic unit. The council is chaired by a member of the Council who is appointed by the Director, Office of Equal Opportunity.

The Equal Opportunity Council, also referred to as "the Council", is a university standing committee that meets monthly or as needed, serving in an advisory capacity to the Office of Equal Opportunity (OEO) with representatives appointed by Deans and senior level administrators across the campus. The charge of this committee is to address issues and concerns related to equal opportunity, harassment, and discrimination in both the workplace and learning environments. A statement of the Council's mission and responsibility, and a roster of current Council members are provided in Appendix C.



# Indiana University-Purdue University Indianapolis

Organization Chart 2012



Prepared by Sylvia M. Payne  
Current as of 8/1/12

## **SECTION III**

### **IDENTIFICATION OF PROBLEM AREAS**

#### **A. Workforce Composition and Selection**

As part of the ongoing audit process, we have conducted an analysis of the following personnel matters for the 12-month period October 1, 2011 through September 30, 2012. The snapshot of the workforce as discussed in the following paragraph took place on October 1, 2012.

##### **1. Composition of the workforce by gender and minority group status**

The University has analyzed its workforce as required by 41 CFR 60-2.17(b). We have elected to use the Workforce Analysis format for consistency with reports from prior years. The Workforce Analysis displays the number of incumbents by race and sex for each job title within each organizational unit as of October 1, 2012. The following are some highlights of our findings.

Women represent 56.7% of the total IUPUI workforce. Percentagewise, women are highly represented in the following units: School of Nursing (93.7%), Social Work (74.3%), Education (78.5%), University College (72.4%), Health & Rehabilitation Science (75.0%), Academic Support (74.6%), Enrollment Services (74.5%), Human Resources (90.9%), and Research Administration (78.3%). Women are not as highly represented in the following units: School of Engineering (37.2%), School of Public and Environmental Affairs (37.1%), Office of the Vice President for Information Technology (27.1%), and Physical Plant (32.0%).

African American employees represent 9.7 percent of IUPUI's total workforce. This is down slightly from five years ago when, in 2007, African Americans represented 10.2 percent of the total workforce. Several departments have considerably higher percentages of African American employees. They are: Physical Plant (36.6%), University College (28.7%), and Enrollment Services (22.6%).

Over a five year period, the percentage of women in tenure-track faculty positions has increased from 31.9 percent in 2007 to 34.4 percent in 2012 and the number of tenured/tenure-track minority faculty has increased from 20.3 percent to 26.2 percent over the same period.

The annual IPEDS (Integrated Postsecondary Education Data Survey) reports which include workforce data are separately bound as well as being available on the web at <http://www.iu.edu/~upira/reports/compliance/ipeds/index.shtml>. There are three IPEDS submissions throughout the academic year (fall, winter, and spring). Workforce data from the fall census are included in the Winter IPEDS submission.

##### **2. Composition of applicant flow by gender and minority group**

Data on all applicants and hires for staff vacancies are now maintained by Human Resources Administration in the Online Applicant (OLA) system, described in Section V. Applicant and hire data for all faculty vacancies are maintained by the Faculty Applicant Monitor (FAM) system which was developed in 2003-2004 by the IUPUI Office of Equal Opportunity. In FAM, records are kept for each vacancy and each applicant. This allows us to complete the required analyses of the selection rates by job title and job group and by gender and minority group. These data and analyses (also referred to as Adverse

Impact Analysis) are not included in the written Affirmative Action Plan, but they are performed annually and will be available for OFCCP inspection in the event of a Compliance Evaluation. The following highlights are noted for the 2011 reporting period (October 1, 2011 – September 30, 2012) which combines all searches undertaken during those twelve months:

Faculty: The report “Analysis of Hires – Faculty v. Applicants” (all faculty campuswide as well as campuswide tenured/tenure-track) reveals that the selection rate for females is higher than the selection rate for males to the point to where adverse impact exists for males. Applicants who were male, Hispanic or Asian were the most likely to experience adverse impact in the hiring process. No indication of adverse impact occurred for females at the campuswide level. It is noteworthy to mention that the number of Asian applicants is very high each year resulting in the inability to hire enough Asian faculty to prevent adverse impact against them compared to other minority groups who have far fewer applicants.

Staff: The report “Analysis of Hires – Staff v. Applicants - By EEO Category” reveals that for Professional, Clerical and Technical staff there were instances of adverse impact against males. There was one occurrence of adverse impact against females (Skilled Crafts) in these broad EEO job groups. With regard to minorities (all minorities combined), adverse impact was experienced in four areas (Professional, Clerical, Technical, and Skilled Craft). African Americans experienced adverse impact in three areas (Professional, Clerical, and Technical). Caucasian and Hispanics were not impacted in any category. Asians were only impacted in the Clerical and Technical category ranks while Multi-race individuals were impacted only in the Technical category.

The calculations to determine adverse impact were based on the ‘< 80% and Difference  $\geq 1.0$ ’ rule. However, applicants are not required to provide race and gender information and many do not. Therefore, since the analysis only includes those who provided their race and gender information, caution should be used when interpreting these findings.

3. The selection process for Faculty

Position descriptions for faculty are developed by each school and reflect the unique needs for the specialty being sought. Whenever vacancies are posted, they are reviewed by the Office of Equal Opportunity to ensure they are in compliance with university guidelines and policy. Upon request, faculty search committees are briefed on EEO/AA obligations and procedures. Approval must be obtained from the dean of the school and from the Office of Equal Opportunity before an interview can be held. Moreover, similar approvals must be obtained prior to extending an offer to a candidate.

4. The selection process for Staff

Whenever a staff vacancy occurs, position descriptions are reviewed by Human Resources Administration (HRA) to see that they accurately represent current functions and duties. Jobs requiring substantially similar skill, effort, and responsibility have been classified together. There are no titles that express a preference for one gender over another. The only scored selection procedures are for clerical, where a word processing score is taken.

Every vacancy must be posted in the Online Application (OLA) system, and every applicant must be recorded by the system. No employment commitment can be made to fill a staff position until the qualifications and credentials of all candidates have been presented to HRA. HRA approves placement of ads in all newspapers, journals and other professional publications before publication. All advertising for positions must carry

the tagline “*Indiana University is an equal Opportunity/Affirmative Action Employer*” or its equivalent.

#### 5. Transfers/Promotions/Terminations

Current employees may apply for opportunities throughout the campus. These opportunities may involve lateral transfer or promotion with or without change in work location. Vacancies are announced in accordance with IUPUI posting policy. All positions are posted. All employees, including women and minorities, are encouraged to take advantage of the opportunity to apply. Selections are made on the basis of knowledge, skills, and abilities and without regard to race, color, religion, sex, or national origin.

As mentioned above, all vacancies are announced in accordance with IUPUI posting policy, therefore, recruitment occurs for each vacancy. As a result, adverse impact analysis for hires includes individuals who were transferred or promoted as a result of successfully applying for the vacancy along with non-university employees.

Analysis of the 1,574 terminations reveals that there was adverse impact with females in three (Lecturer/Clinical, Executive Management and Technical Staff) of the nine EEO categories and with minorities (all minorities combined) in four categories (Lecturer/Clinical, Executive Management, Professional Staff, Service Maintenance). Males were adversely impacted in two categories (Clerical Staff, Service Maintenance). Caucasians were adversely impacted in two categories (Tenured/Tenure-Track and Service Maintenance).

These calculations were based on the ‘< 80% and Difference >=1.0’ rule. The complete data and analyses are not included in the written Affirmative Action Program, but are performed annually and will be available for OFCCP inspection in the event of a Compliance Evaluation.

### B. Identification of Problem Areas by EEO Job Group

Pursuant to 41 CFR 60-2.15, we have compared the estimated availability percentages with the incumbent percentages for each EEO job group to determine if there are any job groups in which there are fewer minorities and/or women than would reasonably be expected based on availability estimates. IUPUI has identified underutilization for women in one EEO job group:

- Tenured/Tenure-Track Faculty

Minorities (all minorities combined) were not underutilized in any job group. However, individual minority classifications were underutilized as follows:

- African/Americans: Tenured/Tenure-Track Faculty
- Hispanics: Tenured/Tenure-Track Faculty, Clinical/Lecturer, Other Academic, Executive Management, Professional Staff, Skilled Craft
- Asian: Executive Management
- Native American: Other Academic, Professional Staff, Service Maintenance
- Native Hawaiian/Other Pacific Islander: No underutilization in any EEO job group.

When job groups are consolidated into broad EEO categories, minorities have high representation in Service Maintenance (65.5%), Technical (27.3%), and Clerical (23.9%). In the School of Medicine 25.2% of all faculty (full and part-time combined) are Asian which contributes to an overall minority representation of 32.0 percent for academic employees in the school

(including executive management). In the School of Engineering, Asian faculty represents 22.6 percent of all faculty (full and part-time combined). All minorities together represent 30.9 percent of engineering academic employees. Likewise, while minorities constitute 27.1 percent of the School of Science faculty, Asians alone represent 22.9 percent. The highest representation of minority employees in terms of percentages exist in the Service Maintenance job group where they account for 65.5% of the workforce.

According to availability estimates, females are underutilized in the following EEO job groups: Tenure/Tenure-Track Faculty and Skilled Craft. 486 of the 1,414 Tenure/Tenure-Track faculty are female (34.4%). The target for female faculty in the tenure ranks is 44%.

### **C. Identification of Problem Areas by Organizational Unit**

Each year major unit administrators submit a Unit Action Plan after meeting with the Director, Office of Equal Opportunity. These plans identify problem areas and report specific efforts that will be the focus of activity within the respective units for the upcoming year.

### **D. Other Areas of Compliance**

#### **1. Facilities, university sponsored recreational, social, or special programs**

There are no segregated facilities at IUPUI. University-sponsored recreation and social events are open to all employees. Employees who meet the criteria outlined in Human Resources Policy 9.5 are eligible for fee courtesy benefits when attending Indiana University classes.

#### **2. Seniority practices and seniority provisions of union contracts**

AFSCME Local 1477 represents all service-maintenance employees on the Indianapolis campus. When vacancies in these classifications are filled by promotion or transfer, departments consider several factors, including experience, past performance, educational background, attendance record, and the ability to perform essential job functions with or without reasonable accommodation. If two or more employees are relatively equal in terms of relevant factors, then seniority governs the promotion or transfer. In such cases, the final decision is based on occupational unit seniority first and university seniority second. There is no evidence that seniority practices contribute to any disparities based on race or sex.

#### **3. Apprenticeship and training programs, formal and informal**

IUPUI has no formal apprenticeship programs. The university encourages staff development for all employees. Staff members are provided opportunities to cultivate their job skills through continuous learning.

#### **4. Attitude of workforce, managers and supervisors**

The Office of Information Management and Institutional Research (IMIR) conduct periodic surveys to assess the attitudes and opinions of faculty, staff, and students on the IUPUI campus. Staff surveys were conducted in 1997, 1999, 2003, 2006, and 2009. IMIR conducted faculty surveys in the following years: 1995, 1996, 1998, 2000, 2002, 2005, and 2009. Findings from these and other surveys can be viewed at the IMIR website <http://www.imir.iupui.edu/>.

#### **5. Technical aspects of compliance**

Current federal EEO posters have been placed on bulletin boards in every major campus building, along with campus policies regarding complaints, sexual harassment, and reasonable accommodations for people with disabilities. An online sexual harassment training program has been developed for faculty, staff, and students and is available through the Office of Equal Opportunity website: <http://www.iupui.edu/~oeo>.

IUPUI retains solicited applications and resumes for a period of two years from the date they are received, or from the date a selection decision is made, whichever is later. Other records related to personnel actions are maintained in accordance with OFCCP guidelines and/or applicable federal regulations.

## **SECTION IV**

### **ACTION-ORIENTED PROGRAMS**

#### **A. Recruitment, Selection, Training and Advancement**

We have developed the following action-oriented programs and expect that their proper execution will result in an appropriate increase in the minority or female representation in the targeted group and/or organizational units. Good faith efforts will be documented.

##### **1. Selection Process**

Human Resources Administration, on a continuing basis, reviews position descriptions for non-academic staff. Whenever a position is established, a requisition is submitted to fill a vacancy, or there is a request to review or reclassify a position. The review is to ensure that job descriptions on file accurately reflect functions and are consistent for the same position from one location to another. When female or minority applicants apply for a position that is underutilized and are not selected for an initial interview, hiring supervisors are asked to take a second look at the credentials to ensure that potential candidates have been fully considered.

Selection processes in each unit are continually scrutinized to see that they are nondiscriminatory. Personnel having any part in the selection process can participate in training offered by Human Resources Administration (HRA), such as the course on "Interviewing and Hiring." In addition, the university observes the requirements of the Uniform Guidelines on Employee Selection Procedures (41 CFR 60-3) and audits all un-scored selection procedures to ensure objectivity.

##### **2. Recruitment for Staff Vacancies**

A comprehensive list of "Staff Job Openings" is maintained by the Human Resources Administration which includes all non-instructional job vacancies on the IUPUI campus. In addition to being posted on the HRA website, copies are posted in university buildings. HRA maintains a short list of minority and women's organizations in the central Indiana area and sends weekly announcements to these groups. Professional staff positions are posted at careerbuilder.com which feeds many special interest websites. For a full listing of those special interest websites see Appendix D.

The Online Application (OLA) system, implemented in October 2002, makes vacancies in staff positions widely available to anyone who has access to the Internet. IUPUI and HRA have participated actively in job fairs and other recruitment venues such as Indiana Black Expo, Indiana Collegiate Job Fair, Indiana Multicultural Job Fair, College Talent Recruitment Fair, IUPUI Campus Day, and Arsenal Tech High School Career Day. Other efforts are detailed in the Unit Action Plans. Individual departments often do additional advertising in specialty publications and venues.

##### **3. Staff Training and Development**

Every supervisor is required to complete "Compliance Training," a set of six workshops totaling eight instructional hours, to ensure they are familiar with Equal Employment Opportunity and Affirmative Action, Sexual Harassment, The American with Disabilities Act, Family and Medical Leave Act, Workers Compensation, and the Fair Labor Standards Act.

Human Resource Administration offers training services designed to enhance individual and organizational effectiveness. Courses related to employee development offer participants opportunities to build personal skills. A course in diversity awareness has been designed to explore differences in culture and understanding. Classes are available on a first-come, first-served basis to all IUPUI staff and faculty, and require no fee unless otherwise indicated. Additional information on training can be found at <http://hra.iupui.edu/>

4. Staff Promotions

The university supports the efforts of staff who want to acquire and improve skills that qualify them for higher level positions. Staff may obtain higher level positions through a promotion within the department or by transfer to and promotion within another department. Staff interested in a promotion or transfer must ensure that their official IU employment application and related materials (e.g. Office Skills Inventory) are current. Promotional opportunities for all non-academic positions are posted on the OLA website, except those that may be restricted to candidates from within the unit. Open posting ensures that female and minority staff members are aware of such openings.

**B. Other Activities**

1. Summary of University Action Steps

There are a number of routine continuing activities that are undertaken by various campus offices. These include maintaining awareness of the equal opportunity policy, strengthening recruitment and retention of faculty and staff, encouraging professional development and upward mobility, and reviewing practices to ensure equality in employment policies and practices.

2. Unit Action Plans

After the fall workforce reports have been prepared, the Director, Office of Equal Opportunity meets with each Dean and Vice Chancellor to discuss workforce related issues. The purpose of the meeting is two-fold: (1) to review the profile of the unit's workforce and assess the efforts and progress toward meeting previous goals and (2) to discuss the focus of the new Unit Action Plans. In addition to considering the workforce statistical data and job groups in which placement goals were identified, other measures to be addressed in this year's Unit Action Plan include: (a) outreach efforts to recruit minority and female faculty and staff, (b) professional development and progress of minority and female faculty and staff in the unit, (c) participation by staff and faculty in defined activities such as training programs that enhance the understanding of and appreciation for diversity, and (d) other measures that fairly represent efforts and activities being carried out to attain equal opportunity and affirmative action goals.



## **SECTION V**

### **INTERNAL AUDIT AND REPORTING SYSTEMS**

#### **A. Applicant Tracking for Faculty Vacancies**

When there is a vacant faculty or academic position, the departmental human resources liaison uses the Faculty Applicant Monitoring (FAM) system to add a vacancy to the database. Currently, there are approximately 200 FAM users at IUPUI. Using the FAM software, the department provides the position description, the procedures to be used in screening applicants, the advertising plan, and other relevant information. The information must be reviewed and approved by the dean of the school, the Vice Chancellor for Academic Affairs, and the Office of Equal Opportunity before action may be taken by the department.

Once the vacant position has been fully approved, the department can place the ad and begin entering applicants into FAM. Part of the information input into the database is the applicant's e-mail address. Using the applicant's e-mail address, the Office of Equal Opportunity sends each applicant an e-mail requesting their race, sex and other demographic information. The applicant can simply click on a link in the e-mail that takes them to the IUPUI Office of Equal Opportunity website. From there, the applicant can provide their data by filling out a web form. The data are then imported into FAM for further monitoring. The Office of Equal Opportunity must approve requests for interviews and requests for offers before the department can take action.

In addition to requiring full documentation of the hiring process, the procedures allow for the Office of Equal Opportunity to review each individual employment search, and where appropriate, intervene to ensure equal opportunity and affirmative action on the part of hiring officials. When the applicant pool contains qualified women or minority candidates whom the department does not initially indicate will be interviewed, the school is contacted asking that a second review be conducted of the candidate(s) materials, plus a justification for the interview decision.

#### **B. Online Applicant (OLA) Tracking System for Staff Vacancies**

In September 2002, IUPUI implemented a new applicant tracking system for staff called the "Online Applicant System" (OLA). The new system tracks each stage in the process for every applicant, and we are now able to match each applicant to particular opportunities for which he/she was considered. This has greatly improved our ability to analyze and monitor selection decisions.

To apply for a job on the IUPUI campus, interested applicants log onto the system, fill out an online applicant profile which includes their education, experience, and demographic information. Applicants browse the available positions on screen, and select those of interest. Individuals are able to apply from home, the public library, or from any computer connected to the Internet at any time, day or night. All non-instructional staff classifications use this new system except Service Maintenance positions which continue to be filled using a paper application.

HRA professional staff review applicant credentials, and refer those qualified to the hiring department. The department then reviews credentials online, and selects the individuals they wish to interview or pursue further. The disposition of each applicant is captured by the system and provides the basis for analyzing results, including impact ratio analyses by the OEO. Equally important, the OEO Employment Monitoring Specialist is involved at each step of the process and approves the requests for interview as well as the request to offer the position to the chosen candidate.

**C. Human Resources Management System (PeopleSoft)**

Indiana University adopted an Integrated Personnel Management System from PeopleSoft December 2002. This system maintains accurate and up-to-date records on all personnel activity, including hire, assignment, promotion, pay, transfer, termination and any other change in status.

## **SECTION VI**

### **WORKFORCE ANALYSIS**

#### **A. Academic and Non-Academic Sectors**

As do most universities, IUPUI divides the workforce into two major sectors: academic (faculty) and non-academic (all other non-instructional) personnel. Separate analyses are performed because these two classes differ in fundamental ways and are, for many purposes, administered as two distinct workforces.

The academic personnel (tenured, tenure-track and non-tenure-track faculty) and other instructional staff come under the purview of the Executive Vice Chancellor and Dean of Faculties. All faculty reside in academic departments which, in turn, are clustered in academic schools. At IUPUI, the academic school structure serves as both the major organizational unit and as the “job group” for faculty, since it best reflects work content (e.g., academic discipline), pay rate, and opportunity for advancement.

All types of non-instructional staff such as professional, technical, clerical and service employees are found in every organizational unit. Non-instructional employees are governed by the policies established by Human Resources Administration. The departments in which non-instructional employees reside are managed by the respective Deans and/or Vice Chancellors.

#### **B. Workforce Analysis**

Pursuant to 41 CFR 60-2.11, we have produced the Workforce Analysis for the IUPUI campus as of October 2012. Specifically, we have listed each job title, ranked from the lowest paid to the highest paid within each of our major organizational units, including unit supervisors. We have further displayed within each unit for each job title the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents who are Black, Hispanic, American Indian or Alaskan Native, and Asian or Pacific Islanders. Finally, we have also supplied a salary range for each job title. We have chosen to continue the use of this format rather than the “organizational display” (chart form) permitted in 41 CFR 60-2.11(b).

## SECTION VII

### JOB GROUP ANALYSIS

#### A. Job Groups Identified

Pursuant to 41 CFR 60-2.12, we have established job groups at this establishment covering all job titles. Specifically, we have grouped those jobs having similar content, wage rates and opportunities. Other criteria include the relation to external availability data, organizational unit structure, and being mindful that the job groups should be sufficiently large to make for meaningful statistical analysis. As a result, we have grouped the 8,904 faculty and staff into the following 65 job groups:

**Table 1**  
**IUPUI Job Groups - AAP Year 2012-2013**

<b>FACULTY</b>	<b>STAFF</b>
A03-Business Faculty	E01-Executive/Managerial
A07-Dentistry Faculty	E03-Education Administrators
A09-Education Faculty	E04-Business & Finance Administrators
A11-Engineering & Tech Faculty	E05-Plant & Facilities Administrators
A13-Herron Art Faculty	P01-Math & Computing Professionals
A15-Journalism Faculty	P02-Engineers
A17-Law Faculty	P03-Life & Physical Scientists
A19-Liberal Arts Faculty	P04-Clinicians & Medical Professionals
A21-Medicine Faculty	P05-Counselors - Student Affairs
A23-Nursing Faculty	P06-Education Program & Project Coord.
A25-Optometry Faculty	P07-Arts, Media & Communications
A27-Physical Education Faculty	P08-Business & Acct.
A29-Public & Environ Affairs Faculty	P10-Administrative Assistants
A31-Science Faculty	P12-Athletic Professionals
A33-Social Work Faculty	P13-Plant & Facilities Supervisors
A35-Library Faculty	P15-Librarians, Curators & Archivists
A37-Health & Rehab Science	P17-Nurses
A39-Other Faculty, NEC	C01-Secretaries & Receptionists
A40-Columbus Faculty	C02-Bookkeeping, Acct & Billing Clerks
A41-Informatics Faculty	C03-Data Entry Clerks & Typists
A42-University College Faculty	C04-Records, Info & Filing Clerks
A43-Public Health Faculty	C05-Tellers, Cashiers & Sales Assts
	C06-Clerical Supervisors
	C07-Library Clerks
	S01-Construction Crafts
	S02-Mechanics & Repairers
	S06-Skilled Crafts
	S07-Police & Detectives
	S18-Skilled Craft Supervisor
	T01-Math & Computing Specialists
	T02-Engineering & Electronics Techs
	T03-Science Technicians
	T05-Health Technicians
	T06-Clinical Laboratory Technicians
	T07-Technicians, NEC
	T09-Animal Technicians
	T10-Graphics, Audiovisual Tech

M02-Cleaning & Building Services  
M04-Drivers & Deliverers  
M05-Grounds Workers  
M08-Food Service Supervisor  
M10-Service Maintenance, NEC  
M19-Service Maintenance Supervisors

The Job Group Analysis, which lists in detail the number and percentage of women and minority incumbents in each job title for each job group, is separately bound.

## **SECTION VIII**

### **AVAILABILITY ANALYSIS**

#### **A. Availability Methodology**

Pursuant to 41 CFR 60-2.15, we have estimated the percentages of minorities and women available for employment in each identified job group. In calculating these estimates, we have considered the following two factors: (a) the percentage of minorities or women with requisite skills in the reasonable recruitment area, and (b) the percentage of minorities or women among those promote-able and transferable within IUPUI. The recruitment area is defined as the geographical area from which we usually seek or reasonably could seek workers to fill the positions in question. The raw statistical data are multiplied by the value weights then the collective product added for each of the two factors to provide the final estimate of availability for each job group.

Factor 1 – Reasonable Recruitment Area: We have used data from the Census Bureau and the 'Survey of Earned Doctorates 1997-2006'.

Factor 2 – Promotable: An analysis showing movement by promotion and/or transfer between job groups was used to identify the primary feeder job groups. The feeder patterns were used to determine the job group and the relative weighting to be applied.

Factor 3 – Other Recruitment: For some job groups, especially faculty, sources such as membership in professional societies and other special surveys are better estimates of availability than are census data or 'Survey of Earned Doctorate' data. In those cases we predominately used Factor 3.

#### **B. Sources for Raw Data**

Primary sources included the 2000 census (EEO special file), as well as survey and reports from National Center for Educational Statistics report of degrees conferred, Survey of Earned Doctorates, National Science Foundation, American Dental Association, Corporation for Professionals in Science and Technology, American Bar Association, American Association of Medical Colleges, American Library Association, College and University Personnel Association, and others. The citation of the specific sources used for each job group is shown on the set of printouts titled "Factor Components" which is separately bound.

## SECTION IX ESTABLISHING PLACEMENT GOALS

### A. Placement Goals

Pursuant to 41 CFR 60-2.16, we have compared the percentage employment of minorities and women in each job group with the calculated estimate of available minorities and women. Where the percentage in a particular job group is less than would reasonably be expected, we have established a "Placement Goal" equal to the calculated availability percentage.

In establishing placement goals, IUPUI has chosen to use the "80% with Whole Person Rule" for all job groups.

The following table lists job groups in which the campus-wide incumbent percentage for minorities and females is less than 80% of the availability percentage estimate. IUPUI will make a good faith effort to fill vacancies in the following job groups at the rate indicated.

**Table 2**

**IUPUI Job Groups with Placement Goals, AAP Year 2012-2013**

<i>Placement Goals</i>					
<b>Job Group</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
Tenure/Ten-Trk Faculty & Librarians	44.0%		4.0%		
Clinical & FT Non-Tenured Faculty			4.0%		
Other Academic: Misc. & Part-Time			4.0%		1.0%
Executive Management			4.1%	10.6%	
Professional Staff			1.7%		.5%
Clerical Staff					.5%
Technical Staff					
Skilled Craft			1.8%		.7%
Service Maintenance					1.2%

The establishment of a placement goal does not amount to an admission of impermissible conduct. It is neither a finding of discrimination nor a finding of a lack of good faith effort. Rather, it is a technical targeting term used by affirmative action planners who seek to apply good faith efforts to increase, in the future, the percentage employment of minorities and women in the workforce.



**AFFIRMATIVE ACTION PLAN**

**FOR**

**VETERANS and People with Disabilities**



**IUPUI**  
**AFFIRMATIVE ACTION PLAN**  
**FOR VETERANS and PEOPLE WITH DISABILITIES**

October 1, 2012 – September 30, 2013

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Note: The Veterans Employment Opportunities Act of 1998 (VEOA), Public Law 105-339, effective October 31, 1998, increased the threshold for coverage under VEVRAA from a contract of \$10,000, or more to a contract of \$25,000 or more; extended the law's protections to "veterans who served on active duty during a war or in a campaign for which a campaign badge was authorized; and, provides temporary (up to one year) protection to veterans who do not have a service connected disability, did not see action in a foreign war and did not serve during the Vietnam era.

The Jobs for Veterans Act (JFVA), Public Law 107-288, effective December 1, 2003, increased the threshold for coverage under 38 U.S.C. § 4212 from \$25,000 to \$100,000; grants VEVRAA protection to those veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (62 Fed. Reg. 1209); changes the definition of "recently separated veteran" to include "any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty"; changes "Special Disabled Veterans" to "Disabled Veterans," expanding the coverage to conform to 38 U.S.C. § 4211 (3); and, following publication of the final regulations, requires contractors to post job listings with their local employment service delivery system. The existing VEVRAA regulations do not yet reflect the changes made by the VEOA or JFVA. OFCCP is planning to publish for notice and comment regulatory provisions that reflect the new coverage threshold and the additional groups of veterans entitled to protections under VEVRAA in the very near future.

<p style="text-align: center;"><i>S E C T I O N  I</i> <b>Title 41 CFR Section</b> 60-250.44(a), 60-741.44(a)</p>
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**Equal Opportunity Policy Statement for Covered Veterans and Qualified Individuals with Disabilities**

It is the policy of Indiana University–Purdue University Indianapolis (IUPUI) not to discriminate against any employee or applicant for employment because he or she is qualified with a disability, a disabled veteran, a newly separated veteran, a campaign veteran, or an armed forces service medal veteran (i.e., qualified protected veterans). It is also the policy of IUPUI to take affirmative action to employ and to advance in employment, all persons regardless of their status as qualified individuals with disabilities or qualified protected veterans and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees of and applicants to IUPUI will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

IUPUI is committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the university, the Director, Office of Equal Opportunity is the Equal Employment Opportunity (EEO) Manager for IUPUI. One of the Director's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of IUPUI's programs.

In furtherance of IUPUI's policy regarding Affirmative Action and Equal Employment Opportunity, IUPUI has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which IUPUI is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Office of Equal Opportunity. Interested persons should contact the Office of Equal Opportunity at (317) 274-2306 for assistance.

<p style="text-align: center;"><i>SECTION II</i> <b>Title 41 CFR Section</b> 60-250.44(b), 60-741.44(b)</p>
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**Review of Personnel Processes**

IUPUI has reviewed its personnel processes to determine whether its present procedures assure careful, thorough and systematic consideration of the qualifications of known qualified individuals with disabilities and qualified protected veterans. This review covered all procedures related to the filling of job vacancies either by hire or by promotion, as well as all training opportunities offered or made available to employees.

In determining the qualifications of veterans, IUPUI limits its consideration of a qualified protected veteran's military record, including discharge papers, to only that portion of the record, which is relevant to the specific job qualifications for which the veteran is being considered.

Based upon IUPUI's review of its personnel processes, IUPUI will modify the personnel processes when necessary, and will include the development of new procedures in this Affirmative Action Program to ensure equal employment opportunity. To date, no modifications have been necessary.

<p style="text-align: center;"><i>SECTION III</i> <b>Title 41 CFR Section</b> 60-250.44(c), 60-741.44(c)</p>
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**Review of Physical and Mental Job Qualification Standards**

The physical and mental job qualifications of all jobs are reviewed on an ongoing basis to ensure that, to the extent that such qualification requirements tend to screen out qualified individuals with disabilities and qualified disabled veterans, job qualifications are consistent with business necessity and the safe performance of the job. This responsibility is delegated to Human Resources Administration.

No qualification requirements were identified which had a screening effect. All job qualification requirements were found to be job-related and consistent with business necessity and safety.

IUPUI will continue to review physical and mental job qualification requirements whenever a job is vacated and the university intends to fill it, through either hiring or promotion, and will conduct a qualifications review whenever job duties change.

If at any time in the future, IUPUI should inquire into an employee's physical or mental condition or should conduct a medical examination prior to a change in employment status, IUPUI affirms that information obtained as a result of the inquiry will be kept confidential, except as otherwise provided for in the Section 402 regulations.

<p style="text-align: center;"><i>SECTION IV</i> <b>Title 41 CFR Section</b> 60-250.44(d), 60-741.44(d)</p>
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**Reasonable Accommodation to Physical and Mental Limitations**

IUPUI commits to making a reasonable accommodation to the known physical and mental limitations of qualified individuals with disabilities and qualified disabled veterans, unless such accommodation would impose an undue hardship on the conduct of its business. In determining the extent of its obligation, IUPUI will consider business necessity and financial costs and expenses, among other factors. The Director, Office of Equal Opportunity cooperates with the Directors of the Adaptive Educational Services, Human Resources Administration, and Occupational Health Services to determine the need for reasonable accommodations.

*SECTION V*  
**Title 41 CFR Section**  
**60-250.44(e), 60-741.44(e)**

**Harassment Prevention Procedures**

The Office of Equal Opportunity monitors University compliance with federal and state affirmative action and nondiscrimination laws and regulations. This includes monitoring institutional employment practices, as well as investigating and resolving discrimination and harassment complaints. Individuals who believe they have been unlawfully harassed or discriminated against are encouraged to contact the office. The University's equal opportunity and anti-harassment policies and related positions include:

- IUPUI Equal Opportunity Policy
- IUPUI Sexual Harassment Policy
- IUPUI Nondiscrimination Policy for People with Disabilities
- - Equal Employment Opportunity Policy
  - Equal Educational Opportunity Policy
  - Anti-Harassment Policy
  - Sexual Harassment
  - Retaliation
  - Filing a Complaint

Federal and State Regulatory Agencies

- Equal Employment Opportunity Commission (EEOC)
- U.S. Department of Labor - Office of Federal Contract Compliance Programs (OFCCP)
- American Association of Affirmative Action
- Office for Civil Rights
- Indiana Civil Rights Commission

Any employees or applicants who feel that they have been subject to harassment, intimidation, threats, coercion, or discrimination because of their disability or status as a qualified protected veteran should contact the Office of Equal Opportunity at (317) 274-2306 for assistance. This policy is communicated to all employees and students through ongoing training, on our website, and via promotional materials disseminated or placed on bulletin boards campus-wide.

<p style="text-align: center;"><i>SECTION VI</i> <b>Title 41 CFR Section</b> 60-250.44(f), 60-741.44(f)</p>
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**External Dissemination of Policy, Outreach, and Positive Recruitment**

All recruiting sources, including State employment agencies, educational institutions, and social service agencies have been informed of the university's policy concerning the employment of qualified protected veterans and have been advised to actively recruit and refer qualified persons for job opportunities.

A copy of IUPUI's Affirmative Action Policy for qualified protected veterans is provided to the State Employment Service annually.

IUPUI participates in local job fairs sponsored by support groups for qualified protected veterans.

A weekly job listing is sent to the following contacts:

**Work One**

jwood@dwd.in.gov

Julie Wood

805 Beachway Drive Ste 110

Indianapolis, IN 46224

**Work One**

1024 Lantern Rd.

Fishers, IN 46038

**Vocational Rehabilitation Specialist**

Department of Veteran Affairs

VA 116A

gibenefi@iupui.edu

<p style="text-align: center;"><i>SECTION VII</i> <b>Title 41 CFR Section</b> 60-250.44(g), 60-741.44(g)</p>
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**Internal Dissemination of Policy**

Copies of our affirmative action programs will be made available for inspection to any employee or applicant upon request to promote understanding, acceptance and support. Policies are re-emphasized to managers and supervisors annually during dissemination of Unit's AAP goals, through other relevant interactions, as well as in online training.

IUPUI's Affirmative Action policy and the EEO poster are posted on bulletin boards located throughout our facilities and office work areas.

All applicants who believe they are a qualified individual with a disability, as defined in Section 503 of the Rehabilitation Act of 1973, as amended, or who are a qualified protected veteran under the equal employment opportunity provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, are invited to identify themselves if they wish to benefit under this affirmative action program. Employees may self-identify at any time.

Training sessions are conducted annually for managers and supervisors to review the applicable regulations and to discuss such affirmative action measures as training and reasonable accommodation.

When making internal Equal Opportunity audits, implementation of this affirmative action program will be reviewed.

Articles (and pictures) regarding accomplishments of employees who are qualified protected veterans are included in university and/or facility publications.



*SECTION VIII*  
**Title 41 CFR Section**  
**60-250.44(h), 60-741.44(h)**

**Audit and Reporting Systems**

The Director, Office of Equal Opportunity has the responsibility for developing and preparing the formal documents of the AAP. The Director is also responsible for:

- The effective implementation of the AAP; however, responsibility is likewise vested with each department manager and supervisor. IUPUI's audit and reporting system is designed to:
  - Measure the effectiveness of the AAP/EEO program;
  - Document personnel activities;
  - Determine the degree to which the program's objectives have been attained.
  - Measure compliance with the program's specific obligations. If the program is found to be deficient, take necessary action to bring the program into compliance.
  - Determine whether qualified veterans have had the opportunity to participate in all university-sponsored educational, training, recreational and social activities.
- Liaison with appropriate enforcement agencies
- Liaison with organizations serving veterans
- Keeping management informed
- Career counseling for covered veterans employees

The Office of Equal Opportunity in conjunction with the IUPUI Office for Veterans & Military Personnel have developed and implemented a system that periodically measures the effectiveness of our affirmative action program. This system includes the following:

- Periodically monitoring records pertaining to hiring, promotions and terminations;
- Periodically monitoring records pertaining to other selection procedures, including referrals, placements and transfers;
- Periodically monitoring records pertaining to compensation;
- Conducting scheduled internal reporting on the degree to which equal employment opportunity and organizational objectives have been established;
- Reviewing reports with all appropriate levels of management;
- Advising senior management of the affirmative action program's effectiveness; and
- Recommending to senior administrative staff methods to improve unsatisfactory affirmative action performance.

Managers and supervisors are asked to report any current or foreseeable EEO problem areas to the Office of Equal Opportunity and are asked to outline their suggestions/recommendations for solutions.

**SECTION IX**  
**Title 41 CFR Section**  
**60-250.44(i), 60-741.44(i)**

**Responsibility for Implementation of AAP**

The Chancellor

The Chancellor of IUPUI has responsibility as the chief-on-site manager for equal opportunity and the Affirmative Action Program for the employees covered under this AAP.

Compliance Coordinator (Director, Office of Equal Opportunity)

The Chancellor has delegated authority for coordination and implementation of the Affirmative Action Program to the Director, Office of Equal Opportunity as the Compliance Coordinator. The Compliance Coordinator has the responsibility for integrating the efforts of the University's officials, managers, supervisors, faculty and staff to achieve the following activities and processes:

1. Being conversant with laws and regulations of federal, state, and local governments, which pertain to equal employment and educational opportunity, nondiscrimination, and affirmative action.
2. Informing members of the University community of their rights and responsibilities under legal guidelines and of recent developments regarding affirmative action.
3. Developing appropriate policy statements on affirmative action
4. Investigating employment discrimination complaints against the University in accordance with policies passed by the Board of Trustees.
5. Investigating sexual and racial harassment complaints in accordance with the harassment policies passed by the Board of Trustees.
6. Preparing reports required by federal enforcement agencies.
7. Carrying out other activities related to affirmative action as directed by the Chancellor.
8. Conducting or participating in in-depth analyses of the total employment process to determine whether and where impediments to equal employment opportunity exist.
9. Implementing and auditing a reporting system, including the annual internal review process, to evaluate the ongoing effectiveness of the Affirmative Action Program.
10. Monitoring records of applicants, placements, transfers, promotions and separations at all levels to ensure conformance with non-discriminatory policy.
11. Requiring reports from operating units that indicate progress toward established goals.
12. Serving as liaison between IUPUI and enforcement agencies.
13. Serving as liaison between IUPUI and organizations for qualified individuals with disabilities.

In conjunction with other areas:

1. An invitation periodically will be extended to all employees to determine the status of potential for promotion and/or transfer of disabled individuals and covered veterans presently employed.
2. A review of personnel records will be conducted to identify and determine the status and potential for promotion of disabled individuals and covered veterans
3. Job descriptions will be reviewed to include realistic physical and mental qualifications that are necessary for successful job performance and safety
4. Employment practices, i.e. transfers, promotions, etc. will be reviewed to eliminate potential barriers to individuals with disabilities and covered veterans. In addition, liaisons will be maintained with government agencies and officials and other organizations concerned with affirmative action programs and individuals with disabilities.

#### Human Resources Administration

Human Resources Administration is responsible for ensuring that all personnel practices provide full and fair consideration of all applicants, employees with disabilities, and covered veterans for placement and training, and in all other personnel actions, and that such practices do not perpetuate discriminatory stereotypes. Human Resources responsibility also includes:

1. The implementation of the policies and practices relating to the compensation, recruiting, screening, upgrading and rehiring of employees is assigned to Assistant Vice Chancellor, Human Resources.
2. Advising and encouraging employees to participate in University-sponsored educational, training, recreational and social activities or related programs. Encourage the use of the University's Tuition Fee Waiver Program.
3. Assuring that career counseling is made available to all employees.
4. Meeting formally with the University's officials to review human resource matters. These matters include problem areas, compensation, hiring, promotion and separation practices.

Managers and supervisors are advised annually of their responsibilities under the campus AAP for covered veterans and of their obligations to:

1. Review the campus Affirmative Action policy for covered veterans with subordinate managers and supervisors to ensure that they are aware of the policy and understand their obligation to comply with it in all personnel actions;
2. Assist in the identification of problem areas, formulate solutions and establish departmental goals and objectives when necessary;
3. Review the qualifications of all applicants and employees to ensure qualified veterans are treated in a nondiscriminatory manner when hire, promotion, transfer and termination actions occur; and
4. Review all employees' performance to ensure that non-discrimination is adhered to in all personnel activities.

<p style="text-align: center;"><i>SECTION X</i> <b>Title 41 CFR Section</b> 60-250.44(j), 60-741.44(j)</p>
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**Training to Ensure AAP Implementation**

Training is provided to all personnel involved in the recruitment, screening, hiring, promotion, disciplinary and related employment processes, to ensure that the commitments made in IUPUI's AAP are implemented. Training is provided on an ongoing basis.

<p style="text-align: center;"><i>SECTION XI</i> <b>Title 41 CFR Section</b> <b>60-250.42, 60-741.42</b></p>
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**Invitation to Self-Identify for Covered Protected Veterans and People with Disabilities**

Applicants who have been made a job offer may voluntarily identify themselves as disabled or indicate their veteran status after that job offer has been made and before employment begins. At that time, they may also indicate a desire to be covered under an Affirmative Action Program. These individuals are also informed that they may notify the University at any time in the future of their desire to be covered under an Affirmative Action Program.

An invitation to self-identify is periodically extended to all employees to determine the status of potential for promotion and/or transfer of disabled individuals and covered veterans presently employed. The opportunity to self-identify is also included in the University's Application for Employment. The University's self-identification form is on the following page.

A written copy of this Affirmative Action Program is available for inspection by any employee or applicant for employment, during normal business hours, in the Office of Equal Opportunity. Interested persons should contact the Office of Equal Opportunity at (317) 274-2306 for assistance.

## Invitation to Self-Identify for Qualified Protected Veterans

1. IUPUI is a federal contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, which requires federal contractors to take affirmative action to employ and advance in employment qualified disabled veterans and qualified protected veterans.
2. **An invitation to veterans of the Vietnam era only:** If you are a veteran of the Vietnam era, we would like to include you under our affirmative action program. If you would like to be included under the affirmative action program, please tell us. The term "veteran of the Vietnam era" refers to a person who served on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred in the Republic of Vietnam between February 28, 1961, and May 7, 1975 or between August 5, 1964, and May 7, 1975, in all other cases. The term also refers to a person who was discharged or released from active duty for a service connected disability if any part of such active duty was performed in the Republic of Vietnam between February 28, 1961, and May 7, 1975, or between August 5, 1964, and May 7, 1975, in all other cases.

**An invitation to qualified disabled veterans only:** If you are a qualified special disabled veteran, we would like to include you in our affirmative action program. If you would like to be included under the affirmative action program, please tell us. This information will assist us in placing you in an appropriate position and in making accommodations for your disability. The term "qualified special disabled veteran" refers to a veteran who is entitled to compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) under laws administered by the Department of Veterans Affairs for a disability rated at 30 percent or more, or rated at 10 or 20 percent in the case of a veteran who has been determined by the Department of Veterans Affairs to have a serious employment handicap. The term also refers to a person who was discharged or released from active duty because of a service-connected disability.

**An invitation to both (1) veterans of the Vietnam era and (2) qualified disabled veterans:** If you are a veteran of the Vietnam era or a qualified special disabled veteran, we would like to include you under our affirmative action program. If you would like to be included under the affirmative action program, please tell us. The term "veteran of the Vietnam era" refers to a person who served on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred in the Republic of Vietnam between February 28, 1961, and May 7, 1975 or between August 5, 1964, and May 7, 1975, in all other cases. The term also refers to a person who was discharged or released from active duty for a service connected disability if any part of such active duty was performed in the Republic of Vietnam between February 28, 1961, and May 7, 1975, or between August 5, 1964, and May 7, 1975, in all other cases. The term "qualified special disabled veteran" refers to a veteran who is entitled to compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) under laws administered by the Department of Veterans Affairs, for a disability rated at 30 percent or more, or rated at 10 or 20 percent in the case of a veteran who has been determined by the Department of Veterans Affairs to have a serious employment handicap. The term also refers to a person who was discharged or released from active duty because of a service-connected disability.

3. You may inform us of your desire to benefit under the program at this time and/or at any time in the future.
4. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.
5. The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of qualified disabled veterans, and

regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) government officials engaged in enforcing laws administered by OFCCP, or enforcing the Americans with Disabilities Act, may be informed.

6. If you are a qualified special disabled veteran it would assist us if you tell us about (i) any special methods, skills, and procedures which qualify you for positions that you might not otherwise be able to do because of your disability so that you will be considered for any positions of that kind, and (ii) the accommodations which we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, provision of personal assistance services or other accommodations. This information will assist us in placing you in an appropriate position and in making accommodations for your disability.
7. A written copy of this Affirmative Action Program is available for inspection by any employee or applicant for employment, during normal business hours, in the Office of Equal Opportunity. Interested persons should contact the Office of Equal Opportunity at (317)274-2306 for assistance.

**Note: Paragraph 6 (ii) above will be omitted if this invitation to self-identify is being extended prior to an offer of employment. This avoids conflict with EEOC's guidance under the ADA, which in most cases precludes asking a job applicant about potential reasonable accommodations prior to a job offer being made.**

### **Invitation to Self-Identify for People with Disabilities**

1. IUPUI is a Government contractor subject to section 503 of the Rehabilitation Act of 1973, as amended, which requires Government contractors to take affirmative action to employ and advance in employment qualified people with disabilities.
2. If you have a disability and would like to be considered under the affirmative action program, please tell us.
3. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. This information will assist us in placing you in an appropriate position and in making accommodations for your disability.
4. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with Section 503 of the Rehabilitation Act.
5. Information you submit about your disability will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of qualified people with disabilities, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment; and (iii) government officials engaged in enforcing laws administered by OFCCP or the Americans with Disabilities Act, may be informed.
6. If you are a qualified individual with a disability, we would like to include you under the affirmative action program. It would assist us if you tell us about (i) any special methods, skills, and procedures which qualify you for positions that you might not otherwise be able to do because of your disability so that you will be considered for any positions of that kind, and (ii) the accommodations which we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, provision of personal assistance services or other accommodations.
7. A written copy of this Affirmative Action Program is available for inspection by any employee or applicant for employment, during normal business hours, in the Office of Equal Opportunity. Interested persons should contact the Office of Equal Opportunity at (317)274-2306 for assistance.

**Note: Paragraph 6 (ii) above will be omitted if this invitation to self-identify is being extended prior to an offer of employment. This avoids conflict with EEOC's guidance under the ADA, which in most cases precludes asking a job applicant about potential reasonable accommodations prior to a job offer being made.**



## **APPENDICES**

Appendix A – IUPUI Equal Opportunity Reaffirmation

Appendix B – OEO Council Members

Appendix C – Employment Statistics

Appendix D – Careerbuilder.com Owner and Partner List

# **Appendix A**

## **EEO Policy Statement**

# IUPUI EQUAL OPPORTUNITY REAFFIRMATION

*Memorandum to IUPUI Faculty, Staff, and Students from Chancellor Charles R. Bantz on May 1, 2004*

*At IUPUI, diversity means three things:*

- 1) diversity is an educational and social asset to be reflected in our learning and work objectives;*
- 2) the persons who comprise our academic community reflect both the current diversity of our service region as well as the evolving demographics of a state and city that aspire to participate fully in a global society; and*
- 3) IUPUI's social and physical environment will enable all of its members to succeed to the fullest extent of their potential.*

*(Vision for Diversity at IUPUI, Adopted 2001)*

*Having diversity in classrooms, research labs, clinical practice settings, and places of work are essential to the fundamental work of the university. If students are to learn, they must be encouraged to ask questions, seek knowledge from those with whom they disagree, and take part in open and honest debate. The ability to learn from and use diverse perspectives is instrumental to constructive problem solving and good citizenship, so it is essential that the campus have an environment that encourages interaction among individuals of diverse backgrounds. Our employees, too, expect and deserve to work in a healthy, supportive atmosphere that respects differences.*

*To help accomplish this, the Trustees of Indiana University adopted an equal opportunity and affirmative action policy that is based on resolutions dating from 1969 and reaffirmed unanimously in 1995. The trustees stated, "In reaffirming this policy, which has served us well, we must advocate and perpetuate performance which reflects this commitment. We must and will hold ourselves accountable for our decision and action."*

*Each year, IUPUI reaffirms its commitment to this policy and to observing requirements embodied in federal and state laws, executive orders, guidelines, and regulations designed to promote affirmative action and assure equal opportunity. As part of that reaffirmation, we expect deans, directors, and others who have administrative responsibility and authority to carry out the policies of the trustees and to pursue our shared diversity goals effectively. In addition, individual employees are to display an attitude of collaboration and cooperation by performing their duties in a manner that clearly reflects the principle of equal opportunity in every aspect of university life.*

*Our policy at IUPUI prohibits discrimination against anyone for reasons of race, color, religion, national origin, sex, sexual orientation, gender identity, marital status, age, disability, and covered veterans. We work diligently to uphold the spirit of the letter of this policy. We will continue to promote and provide equal opportunity in education and training programs, employment, admissions, and all other activities for faculty, staff, and students. All personnel actions, such as compensation and fringe benefits, transfer, promotion, training for employees, as well as all university-sponsored social and recreational programs, will be administered in accordance with this policy.*

*Indiana University has established policies in compliance with the laws that prohibit actions in the IU community such as:*

*Laws enforce by the Equal Employment Opportunity Commission (EEOC)*

- 1) Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color,*

*religion, sex and national origin.*

- a. The Pregnancy Discrimination Act*
- b. Sexual Harassment*

- 2) The Equal Pay Act of 1963 (EPA)*
- 3) The Age Discrimination in Employment Act of 1967 (ADEA)*
- 4) Title I of the Americans with Disabilities Act of 1990 (ADA)*
- 5) Sections 102 and 103 of the Civil Rights Act of 1991*
- 6) The Genetic Information Nondiscrimination Act of 2008 (GINA)*
- 7) Sections 501 and 505 of the Rehabilitation Act of 1973*

*Laws enforce by the Office of Federal Contract Compliance Programs (OFCCP)*

*1) Executive Order 11246 – requires that IUPUI take affirmative action to ensure that equal opportunity is provided in all aspects of their employment.*  
*<http://www.dol.gov/ofccp/regs/statutes/eo11246.htm>*

*2) Section 503 of the Rehabilitation Act of 1973, as amended requires that IUPUI take affirmative action to employ and advance in employment qualified individuals with disabilities.*  
*[http://www.dol.gov/ofccp/regs/compliance/ca\\_503.htm](http://www.dol.gov/ofccp/regs/compliance/ca_503.htm)*

*3) Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended requires that IUPUI take affirmative action to employ and advance in employment qualified special disabled veterans, veterans of the Vietnam era and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.*  
*[http://www.dol.gov/ofccp/regs/compliance/ca\\_vevraa.htm](http://www.dol.gov/ofccp/regs/compliance/ca_vevraa.htm)*

*Laws enforce by the United States Department of Labor (DOL)*

*1) Title IX, Education Amendments of 1972 states that no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.*  
*<http://www.dol.gov/oasam/regs/statutes/titleIX.htm>*

*Individuals who have concerns or questions regarding the University's compliance under any of the above regulations should contact the Office of Equal Opportunity. Complaints will be handled promptly with the purpose of an equitable resolution.*

*Responsibility for coordinating, communicating, interpreting, and monitoring equal opportunity policies resides with Dr. Kim D. Kirkland, Director of the Office of Equal Opportunity at IUPUI. This Office maintains a comprehensive program for handling complaints and is located in Lockefield Village, 980 Indiana Avenue, Rm 1164. For copies of the official university policies, for information on these policies, or for complaint procedures call (317) 274-2306.*

# **Appendix B**

## **OEO Council Members**

## IUPUI Office of Equal Opportunity Equal Opportunity Council Members

Within each academic unit (School) or major organizational unit a representative has been identified by the Dean or key administrative officer to serve as a member of the IUPUI Affirmative Action Council. Each member of the Council serves as a 'unit liaison' to the Office of Equal Opportunity by providing assistance to their respective units with implementing the university's search and screen procedures and helping to increase the sensitivity to and understanding of constituent units to the importance of affirmative action and other related matters. Council members serve in an advisory capacity to the Office of Equal Opportunity and the Chancellor on equal opportunity/affirmative action issues. The Council meets monthly from September through May.

Allard, Debbie  
Allmayer, Debby  
Baker, Marshallrhea  
Bell, Kaitlin  
Booram, Brittany  
Boyne, Shawn  
Clifford, Tammy  
Daniels-Howell, Todd  
Daugherty, Vicki  
DiBacco, Aron E.  
Dorsey, Dominic  
England, Tammy  
Espada, Angela  
Fawcett, Isabel  
Foreman, Margo  
Griffin, Lorna  
Griffith, Dan  
Grove, Kathy  
Hatcher, Elizabeth  
Hollcraft, Melanie  
Houser, Linda  
Jackson, Michael  
Johnson, Ranna  
King, Pam  
Kirkland, Kim  
Kuhn, Marilyn  
Lands, Claudette  
Lewis-Powell, Tralicia  
Minglin, Mark  
Owens, Jamie  
Page, Jennifer  
Pease, Jennifer  
Pryor, Johnny  
Rausch, George

School of Science  
University Information Technologies  
School of Nursing  
School of Health & Rehabilitation Sciences  
Faculty Affairs and Professional Development  
School of Law  
School of Social Work  
University Libraries  
School of Informatics  
Institute for Research on Social Issues  
Office of Equal Opportunity  
Herron School of Art and Design  
Diversity/Equity/Inclusion  
Human Resources Administration  
Office of Equal Opportunity  
School of Business  
Human Resources Administration  
Office for Women  
School of Dentistry  
School of Library & Information Science  
School of Education  
School of Medicine  
School of Public & Environmental Affairs  
Adaptive Education Services [AES]  
Office of Equal Opportunity  
Center on Philanthropy  
School of Education  
Division of Student Life  
University College  
School of Journalism  
School of Optometry  
Community Learning Network  
School of Law  
School of Medicine

Schoos, Ketwana  
Tagliaferri, Juliana  
Talbert-Hatch, Terri  
Van De Voorde, Ellen  
Watkins, Marguerite  
Weiss, William A  
Wesley, Kimberly  
Wilson, Jarod  
Wokeck, Mariannne

Multicultural Center  
University Information Technologies  
School of Engineering  
School of Liberal Arts  
Office of Equal Opportunity  
School of Nursing  
Office of Equal Opportunity  
Campus Center, Division of Student Life  
School of Liberal Arts

# Appendix C

## Employment Statistics

- Chart 1 – Campuswide Male/Female Employment (October 2012)
- Chart 2 – Campuswide Male/Female Employment by Academic/Non-Academic Status (October 2012)
- Chart 3 – Campuswide Male/Female Employment Headcount by EEO Job Group (October 2012)
- Chart 4 – Male/Female Employment by Unit (October 2012)
- Chart 5 – Campuswide Male/Female Employment Percentage by EEO Job Group (October 2012)
- Chart 6 – Campuswide Employment by Race/Ethnicity (October 2012)
- Chart 7 – Minority/Non-Minority Employment by Academic/Non-Academic Status (October 2012)
- Chart 8 – Minority/Non-Minority Employment by EEO Job Group (October 2012)
- Chart 9 – Campuswide Minority/Non-Minority Employment Headcount by EEO Job Group (October 2012)



Chart 1 – Campuswide Male/Female Employment (October 2012)

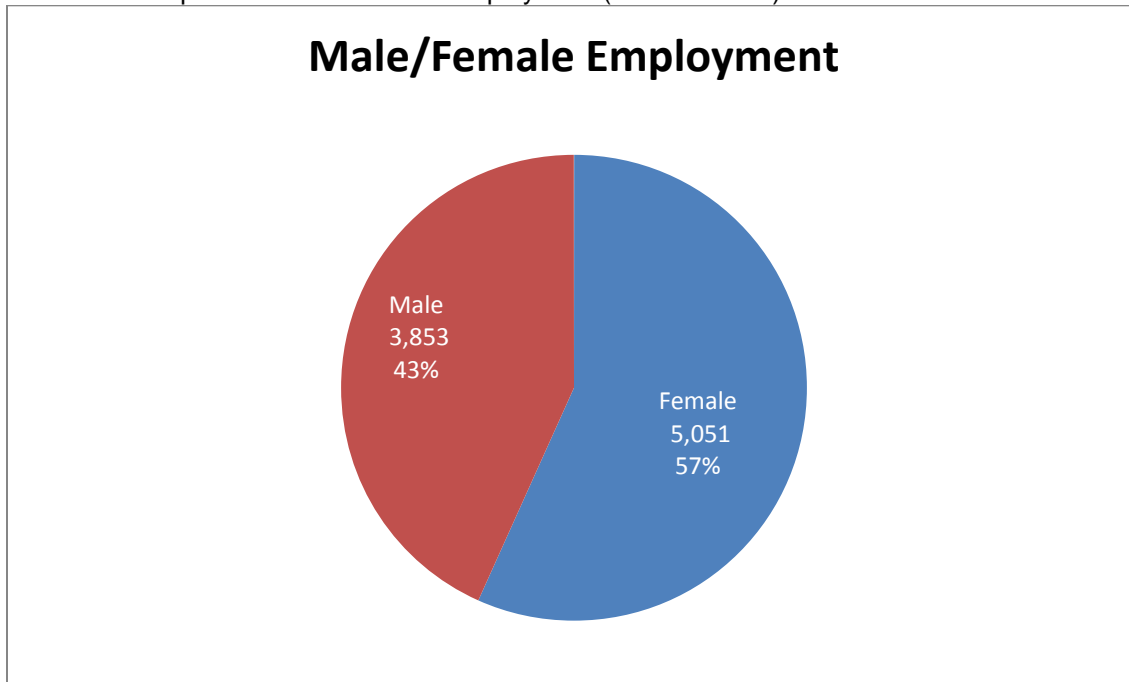


Chart 2 – Campuswide Male/Female Employment by Academic/Non-Academic Status (October 2012)

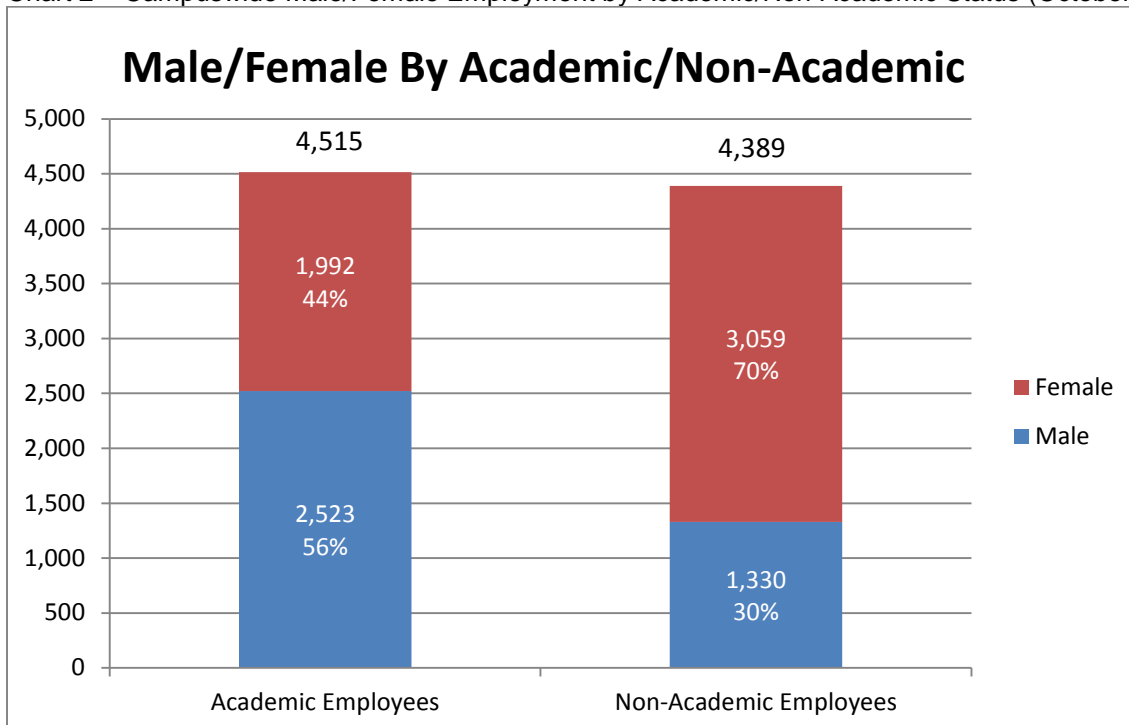
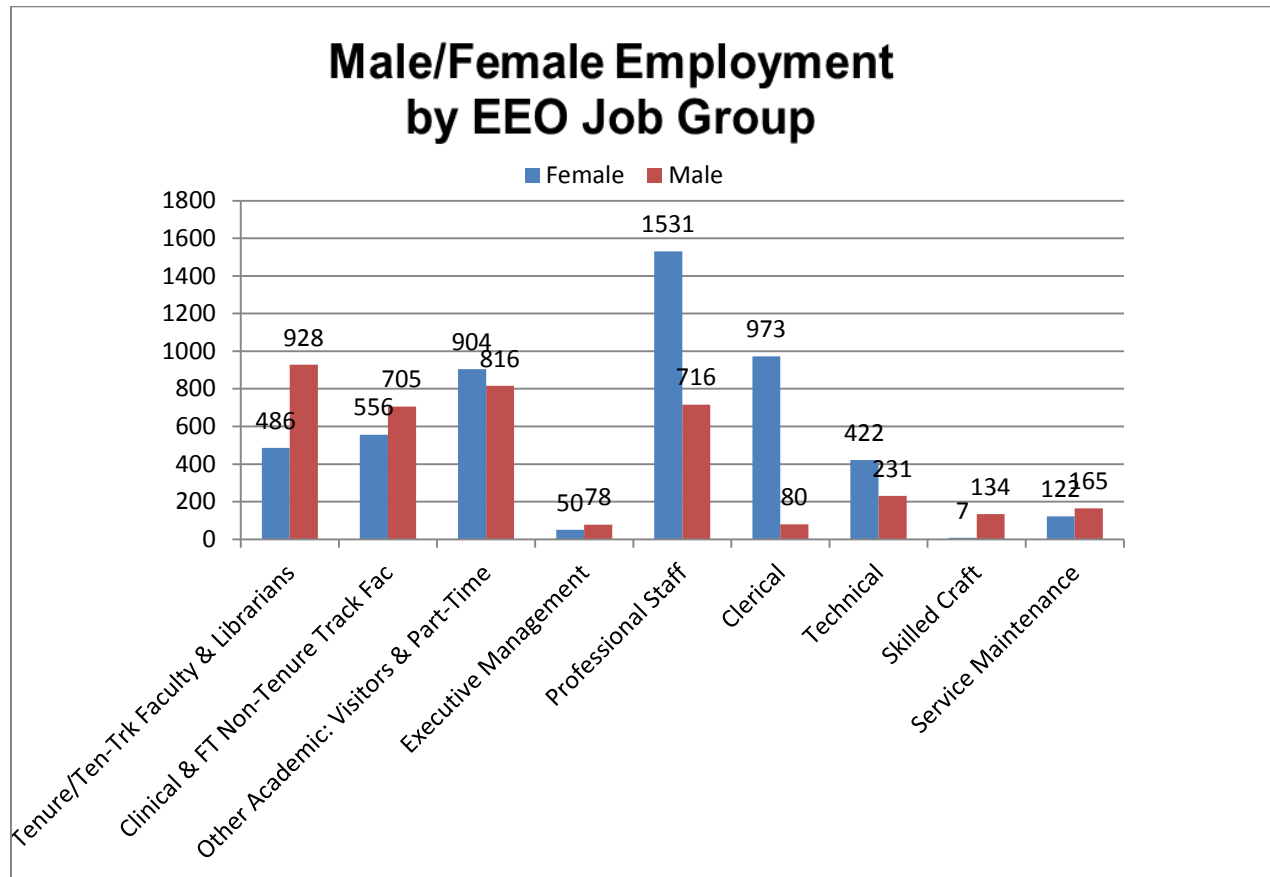


Chart 3 – Campuswide Male/Female Employment Headcount by EEO Job Group (October 2012)



The EEO job groups identified in Chart 3 above are created by combining the individual job groups defined in Table 1 (page 16 of this document) into the nine functional areas listed in the chart. These nine EEO categories are the basis for much of the AAP analyses. It should be noted that category of Executive Management includes only the E01 job group from page 16. Of the 128 employees in that group 120 (94%) are academic employees.

Chart 4 – Male/Female Employment by Unit (October 2012)

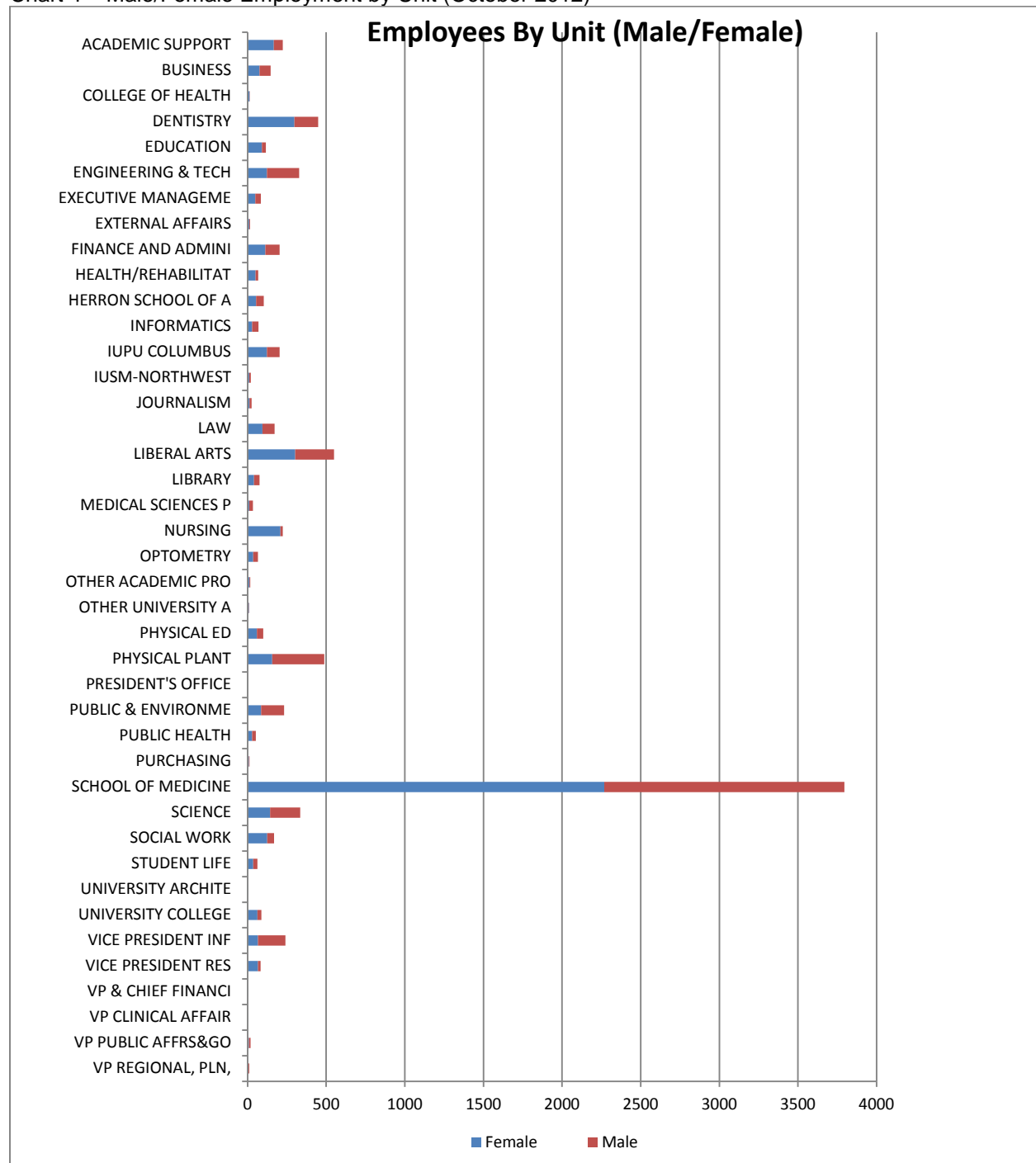


Chart 5 – Campuswide Male/Female Employment Percentage by EEO Job Group (October 2012)

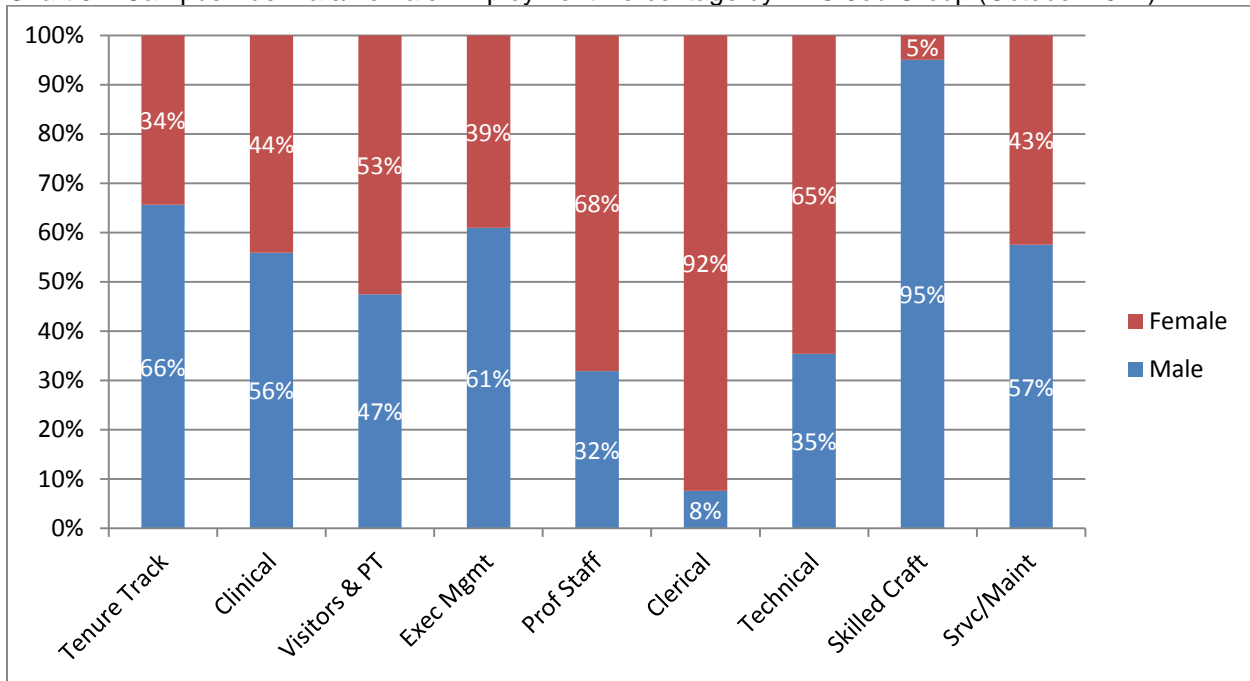


Chart 6 – Campuswide Employment by Race/Ethnicity (October 2012)

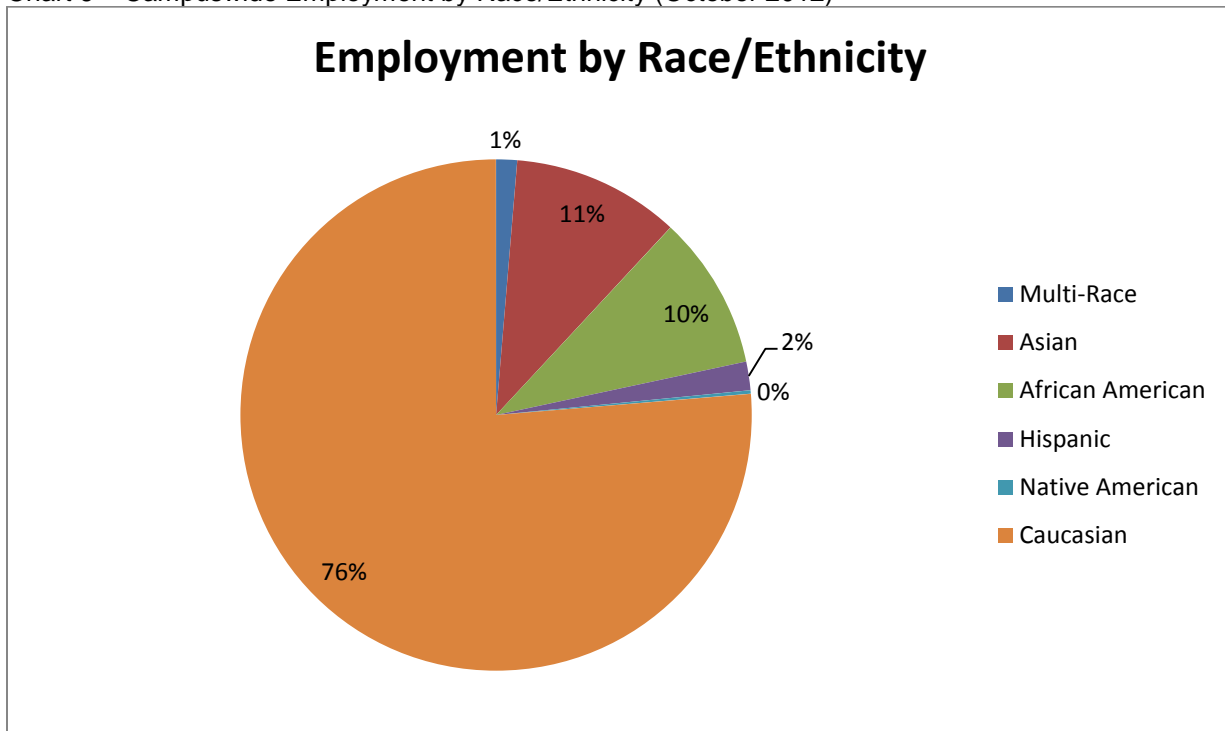


Chart 7 – Minority/Non-Minority Employment by Academic/Non-Academic Status (October 2012)

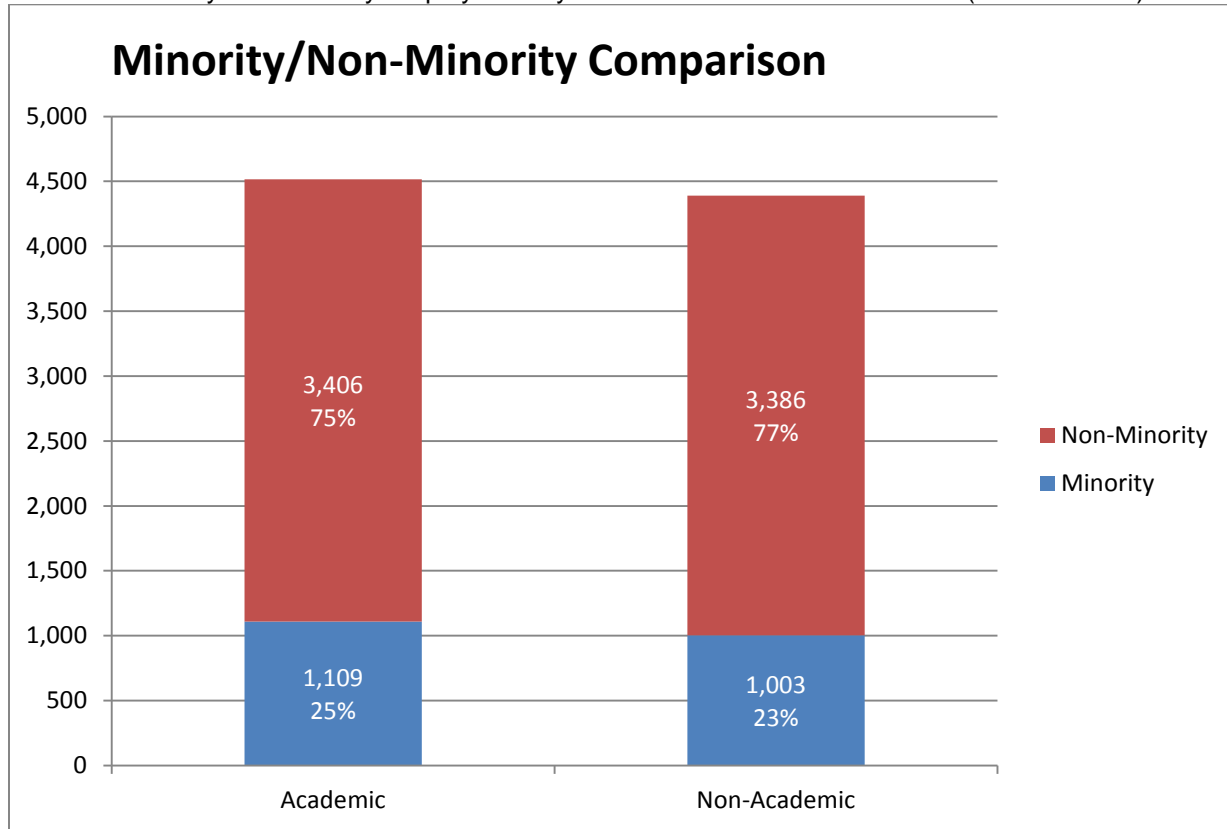


Chart 8 – Minority/Non-Minority Employment by EEO Job Group (October 2012)

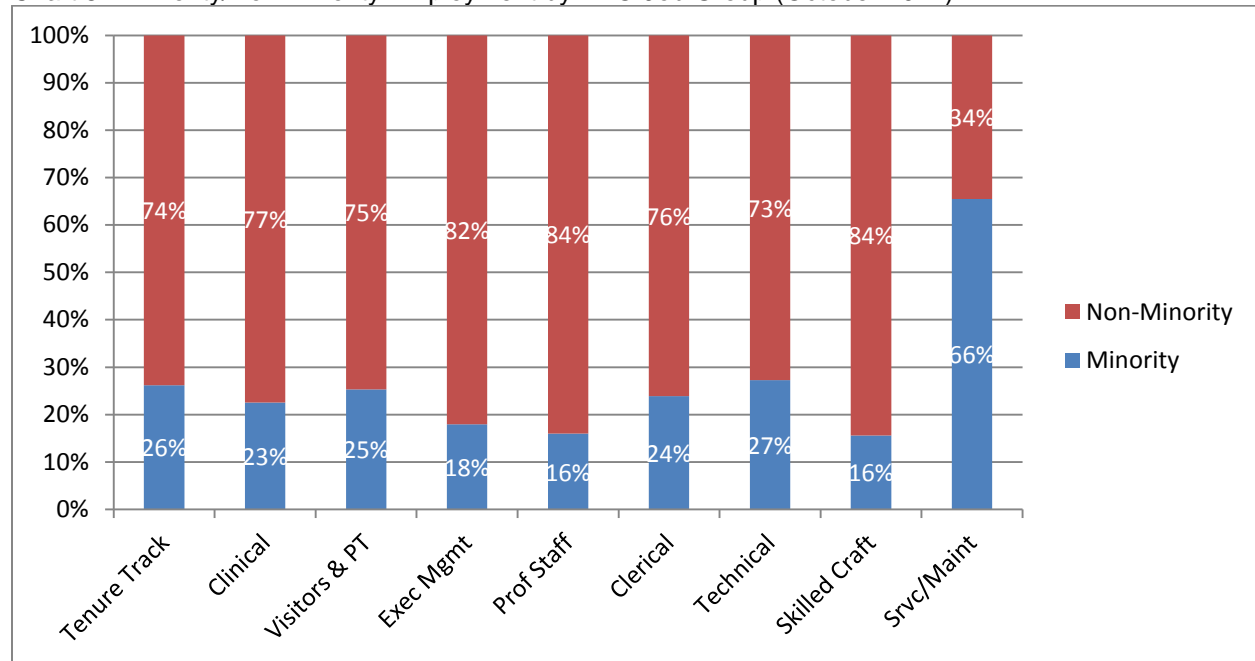
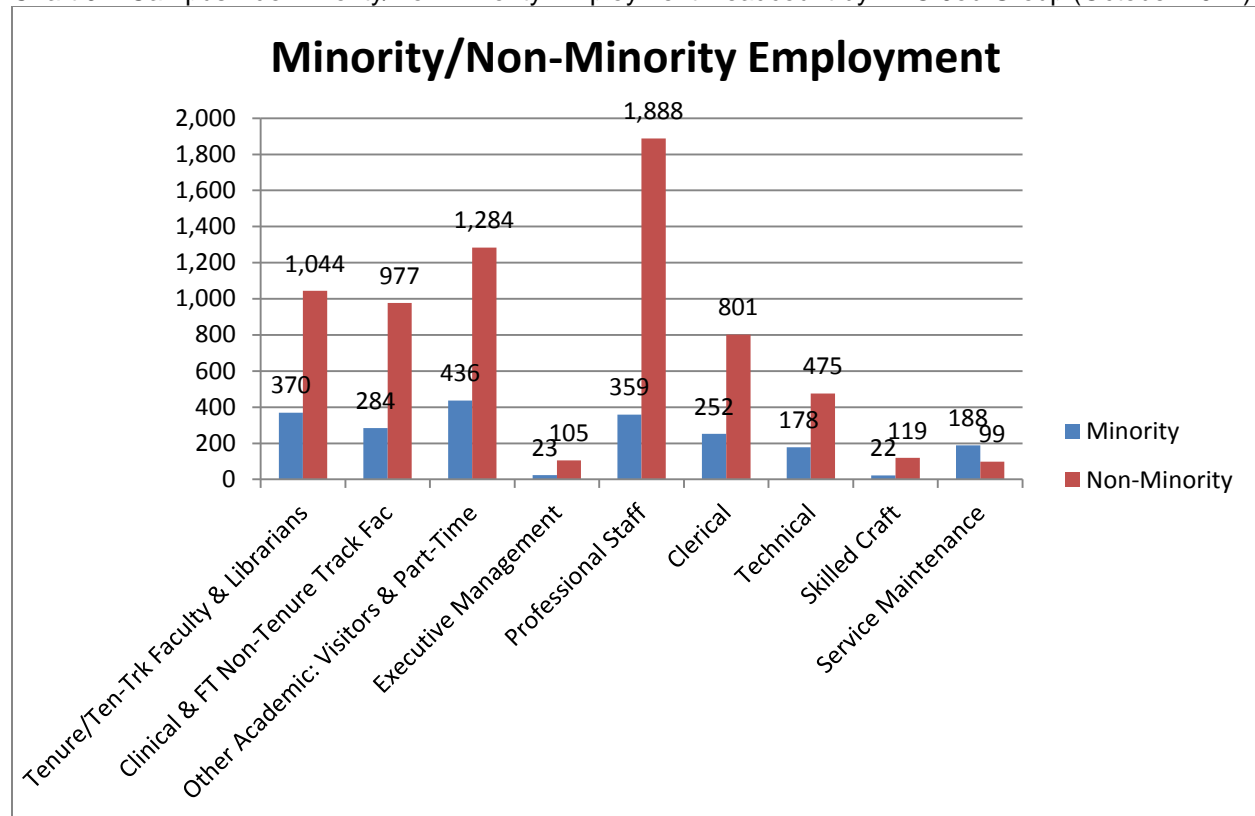


Chart 9 – Campuswide Minority/Non-Minority Employment Headcount by EEO Job Group (October 2012)



# **Appendix D**

## **Careerbuilder.com Owner Affiliate and Partner List**

## Owner Affiliates

Los Angeles Times	<a href="http://www.latimes.com">http://www.latimes.com</a>	Tribune Newspaper
Chicago Tribune	<a href="http://www.chicagotribune.com">http://www.chicagotribune.com</a>	Tribune Newspaper
Baltimore Sun	<a href="http://www.baltimoresun.com/">http://www.baltimoresun.com/</a>	Tribune Newspaper
South Florida Sun-Sentinel	<a href="http://www.sun-sentinel.com">http://www.sun-sentinel.com</a>	Tribune Newspaper
The Orlando Sentinel	<a href="http://www.orlandosentinel.com">http://www.orlandosentinel.com</a>	Tribune Newspaper
The Hartford Courant	<a href="http://www.courant.com">http://www.courant.com</a>	Tribune Newspaper
Daily Press (Newsport News, Va.)	<a href="http://www.dailypress.com">http://www.dailypress.com</a>	Tribune Newspaper
The Morning Call (Allentown, Pa.)	<a href="http://www.mcall.com">http://www.mcall.com</a>	Tribune Newspaper
The Virginia Gazette	<a href="http://www.vagazette.com/">http://www.vagazette.com/</a>	Tribune Newspaper
WPIX-TV (WB) NEW YORK	<a href="http://cw11.trb.com/">http://cw11.trb.com/</a>	Tribune TV
KTLA-TV (WB) LOS ANGELES	<a href="http://ktla.trb.com/">http://ktla.trb.com/</a>	Tribune TV
WGN-TV (WB) CHICAGO	<a href="http://wgntv.trb.com/">http://wgntv.trb.com/</a>	Tribune TV
CLTV CHICAGOLAND TELEVISION 24-HOUR NEWS	<a href="http://cltv.trb.com/">http://cltv.trb.com/</a>	Tribune TV
WPHL-TV (WB) PHILADELPHIA	<a href="http://myphi17.trb.com/">http://myphi17.trb.com/</a>	Tribune TV
KDAF-TV (WB) DALLAS	<a href="http://cw33.trb.com/">http://cw33.trb.com/</a>	Tribune TV
KHWB-TV (WB) HOUSTON	<a href="http://khcw.trb.com/">http://khcw.trb.com/</a>	Tribune TV
KWBP-TV (WB) PORTLAND	<a href="http://portlandscw.trb.com/">http://portlandscw.trb.com/</a>	Tribune TV
KCPQ-TV (FOX) SEATTLE	<a href="http://q13.trb.com/">http://q13.trb.com/</a>	Tribune TV
KTWB-TV (WB) SEATTLE	<a href="http://myq2.trb.com/">http://myq2.trb.com/</a>	Tribune TV
WBZL-TV (WB) SOUTH FLORIDA	<a href="http://cwsfl.trb.com/">http://cwsfl.trb.com/</a>	Tribune TV
KPLR-TV (WB) ST. LOUIS	<a href="http://cw11tv.trb.com/">http://cw11tv.trb.com/</a>	Tribune TV
WBDC-TV (WB) WASHINGTON	<a href="http://thecwdc.trb.com/">http://thecwdc.trb.com/</a>	Tribune TV
KWGN-TV (WB) DENVER	<a href="http://cw2.trb.com/">http://cw2.trb.com/</a>	Tribune TV
KTXL-TV (FOX) SACRAMENTO	<a href="http://fox40.trb.com/">http://fox40.trb.com/</a>	Tribune TV
KSWB-TV (WB) SAN DIEGO	<a href="http://sandiegocw.trb.com/">http://sandiegocw.trb.com/</a>	Tribune TV
WXIN-TV (FOX) INDIANAPOLIS	<a href="http://fox59.trb.com/">http://fox59.trb.com/</a>	Tribune TV
WTTV-TV (WB) INDIANAPOLIS	<a href="http://thecw4.trb.com/">http://thecw4.trb.com/</a>	Tribune TV
WTIC-TV (FOX) HARTFORD	<a href="http://fox61.trb.com/">http://fox61.trb.com/</a>	Tribune TV
WTXX-TV (WB) HARTFORD	<a href="http://cw20.trb.com/">http://cw20.trb.com/</a>	Tribune TV
WXMI-TV (FOX) GRAND RAPIDS	<a href="http://fox17.trb.com/">http://fox17.trb.com/</a>	Tribune TV
WGNO-TV (ABC) NEW ORLEANS	<a href="http://abc26.trb.com/">http://abc26.trb.com/</a>	Tribune TV
WNOL-TV (WB) NEW ORLEANS	<a href="http://neworleanscw38.trb.com/">http://neworleanscw38.trb.com/</a>	Tribune TV
WPMT-TV (FOX) YORK	<a href="http://fox43.trb.com/">http://fox43.trb.com/</a>	Tribune TV
WGNS Superstation	<a href="http://wgnsuperstation.trb.com/">http://wgnsuperstation.trb.com/</a>	Tribune TV
USA TODAY	<a href="http://www.USATODAY.com">http://www.USATODAY.com</a>	Gannett Newspaper
The Montgomery Advertiser	<a href="http://montgomeryadvertiser.gannettonline.com/careerbuilder/index.html">http://montgomeryadvertiser.gannettonline.com/careerbuilder/index.html</a>	Gannett Newspaper
The Arizona Republic, Phoenix Tucson Citizen	<a href="http://www.azcentral.com/">http://www.azcentral.com/</a>	Gannett Newspaper
The Baxter Bulletin	<a href="http://www.baxterbulletin.com">http://www.baxterbulletin.com</a>	Gannett Newspaper
The Desert Sun, Palm Springs	<a href="http://www.thedesertsun.com">http://www.thedesertsun.com</a>	Gannett Newspaper
The Californian, Salinas	<a href="http://www.californianonline.com">http://www.californianonline.com</a>	Gannett Newspaper
Tulare Advance – Register	<a href="http://www.tulareadvanceregister.com">http://www.tulareadvanceregister.com</a>	Gannett Newspaper
Visalia Times – Delta	<a href="http://www.visaliatimesdelta.com">http://www.visaliatimesdelta.com</a>	Gannett Newspaper
Fort Collins Coloradoan	<a href="http://www.coloradoan.com">http://www.coloradoan.com</a>	Gannett Newspaper
The News Journal, Wilmington	<a href="http://www.delawareonline.com">http://www.delawareonline.com</a>	Gannett Newspaper
FLORIDA TODAY, Brevard County	<a href="http://www.floridatoday.com">http://www.floridatoday.com</a>	Gannett Newspaper
The News-Press, Fort Myers	<a href="http://www.news-press.com">http://www.news-press.com</a>	Gannett Newspaper
Springfield News-Leader	<a href="http://www.news-leader.com/apps/pbcs.dll/frontpage">http://www.news-leader.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper



Telegraph-Forum, Bucyrus	<a href="http://www.bucyrustelegraphforum.com">http://www.bucyrustelegraphforum.com</a>	Gannett Newspaper
Chillicothe Gazette	<a href="http://www.chillicothe Gazette.com">http://www.chillicothe Gazette.com</a>	Gannett Newspaper
The Cincinnati Enquirer	<a href="http://www.cincinnati.com">http://www.cincinnati.com</a>	Gannett Newspaper
Coshocton Tribune	<a href="http://www.coshoctontribune.com">http://www.coshoctontribune.com</a>	Gannett Newspaper
The News-Messenger, Fremont	<a href="http://www.thenews-messenger.com">http://www.thenews-messenger.com</a>	Gannett Newspaper
Lancaster Eagle-Gazette	<a href="http://www.lancastereaglegazette.com">http://www.lancastereaglegazette.com</a>	Gannett Newspaper
News Journal, Mansfield	<a href="http://www.mansfieldnewsjournal.com">http://www.mansfieldnewsjournal.com</a>	Gannett Newspaper
The Marion Star	<a href="http://www.marionstar.com">http://www.marionstar.com</a>	Gannett Newspaper
The Advocate, Newark	<a href="http://www.newarkadvocate.com">http://www.newarkadvocate.com</a>	Gannett Newspaper
News Herald, Port Clinton	<a href="http://www.portclintonnews Herald.com">http://www.portclintonnews Herald.com</a>	Gannett Newspaper
Times Recorder, Zanesville	<a href="http://www.zanesvilletimesrecorder.com">http://www.zanesvilletimesrecorder.com</a>	Gannett Newspaper
The Indianapolis Star	<a href="http://www.indystar.com">http://www.indystar.com</a>	Gannett Newspaper
Journal and Courier, Lafayette	<a href="http://www.jconline.com">http://www.jconline.com</a>	Gannett Newspaper
The Star Press, Muncie	<a href="http://www.thestarpress.com">http://www.thestarpress.com</a>	Gannett Newspaper
Palladium-Item, Richmond	<a href="http://www.pal-item.com">http://www.pal-item.com</a>	Gannett Newspaper
The Des Moines Register	<a href="http://www.desmoinesregister.com">http://www.desmoinesregister.com</a>	Gannett Newspaper
The Leaf-Chronicle, Clarksville	<a href="http://www.theleafchronicle.com">http://www.theleafchronicle.com</a>	Gannett Newspaper
The Jackson Sun	<a href="http://www.jacksonsun.com">http://www.jacksonsun.com</a>	Gannett Newspaper
The Tennessean, Nashville	<a href="http://www.tennessean.com">http://www.tennessean.com</a>	Gannett Newspaper
El Paso Times	<a href="http://www.elpasotimes.com">http://www.elpasotimes.com</a>	Gannett Newspaper
The Spectrum, St. George	<a href="http://www.thespectrum.com">http://www.thespectrum.com</a>	Gannett Newspaper
The Burlington Free Press	<a href="http://www.burlingtonfreepress.com">http://www.burlingtonfreepress.com</a>	Gannett Newspaper
The Daily News Leader, Staunton	<a href="http://www.newsleader.com">http://www.newsleader.com</a>	Gannett Newspaper
The Post-Crescent, Appleton	<a href="http://www.postcrescent.com">http://www.postcrescent.com</a>	Gannett Newspaper
The Reporter, Fond du Lac	<a href="http://www.fdlreporter.com/apps/pbcs.dll/frontpage">http://www.fdlreporter.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Green Bay Press-Gazette	<a href="http://www.greenbaypressgazette.com">http://www.greenbaypressgazette.com</a>	Gannett Newspaper
Herald Times Reporter, Manitowoc	<a href="http://www.htnews.com/apps/pbcs.dll/frontpage">http://www.htnews.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Marshfield News-Herald	<a href="http://www.marshfieldnews Herald.com">http://www.marshfieldnews Herald.com</a>	Gannett Newspaper
Oshkosh Northwestern	<a href="http://www.thenorthwestern.com">http://www.thenorthwestern.com</a>	Gannett Newspaper
The Sheboygan Press	<a href="http://www.sheboygan-press.com">http://www.sheboygan-press.com</a>	Gannett Newspaper
Stevens Point Journal	<a href="http://www.stevenspointjournal.com">http://www.stevenspointjournal.com</a>	Gannett Newspaper
Wausau Daily Herald	<a href="http://www.wausaudailyherald.com">http://www.wausaudailyherald.com</a>	Gannett Newspaper
Great Falls Tribune	<a href="http://www.greatfallstribune.com">http://www.greatfallstribune.com</a>	Gannett Newspaper
Reno-Gazette Journal	<a href="http://news.rgj.com/apps/pbcs.dll/frontpage">http://news.rgj.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Asbury Park Press	<a href="http://www.app.com">http://www.app.com</a>	Gannett Newspaper
Courier News, Bridgewater	<a href="http://www.c-n.com">http://www.c-n.com</a>	Gannett Newspaper
Courier-Post, Cherry Hill	<a href="http://www.courierpostonline.com">http://www.courierpostonline.com</a>	Gannett Newspaper
Home News Tribune, East Brunswick	<a href="http://www.thnt.com">http://www.thnt.com</a>	Gannett Newspaper
Daily Record, Morristown	<a href="http://www.dailyrecord.com">http://www.dailyrecord.com</a>	Gannett Newspaper
Press & Sun-Bulletin, Binghamton	<a href="http://www.pressconnects.com">http://www.pressconnects.com</a>	Gannett Newspaper
Star-Gazette, Elmira	<a href="http://www.stargazette.com/apps/pbcs.dll/frontpage">http://www.stargazette.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
The Ithaca Journal	<a href="http://www.theithacajournal.com">http://www.theithacajournal.com</a>	Gannett Newspaper
Poughkeepsie Journal	<a href="http://www.poughkeepsiejournal.com">http://www.poughkeepsiejournal.com</a>	Gannett Newspaper

Rochester Democrat and Chronicle	<a href="http://www.democratandchronicle.com">http://www.democratandchronicle.com</a>	Gannett Newspaper
The Journal News, Westchester County	<a href="http://www.lohud.com/apps/pbcs.dll/frontpage">http://www.lohud.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Asheville Citizen-Times	<a href="http://www.citizen-times.com">http://www.citizen-times.com</a>	Gannett Newspaper
Newspaper Network of Central Ohio	<a href="http://www.centralohio.com">http://www.centralohio.com</a>	Gannett Newspaper
Iowa City Press-Citizen	<a href="http://www.press-citizen.com">http://www.press-citizen.com</a>	Gannett Newspaper
The Courier-Journal, Louisville	<a href="http://www.courier-journal.com">http://www.courier-journal.com</a>	Gannett Newspaper
The Town Talk, Alexandria	<a href="http://www.thetowntalk.com">http://www.thetowntalk.com</a>	Gannett Newspaper
The Daily Advertiser, Lafayette	<a href="http://www.theadvertiser.com/apps/pbcs.dll/frontpage">http://www.theadvertiser.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
The News-Star, Monroe	<a href="http://www.thenewsstar.com">http://www.thenewsstar.com</a>	Gannett Newspaper
Daily World, Opelousas	<a href="http://www.dailyworld.com">http://www.dailyworld.com</a>	Gannett Newspaper
The Times, Shreveport	<a href="http://www.shreveporttimes.com">http://www.shreveporttimes.com</a>	Gannett Newspaper
The Daily Times, Salisbury	<a href="http://www.delmarvanow.com">http://www.delmarvanow.com</a>	Gannett Newspaper
Battle Creek Enquirer	<a href="http://www.battlecreekenquirer.com">http://www.battlecreekenquirer.com</a>	Gannett Newspaper
Lansing State Journal	<a href="http://www.lsj.com/apps/pbcs.dll/frontpage">http://www.lsj.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Times Herald, Port Huron	<a href="http://www.thetimesherald.com">http://www.thetimesherald.com</a>	Gannett Newspaper
St. Cloud Times	<a href="http://www.sctimes.com/apps/pbcs.dll/frontpage">http://www.sctimes.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Hattiesburg American	<a href="http://www.hattiesburgamerican.com">http://www.hattiesburgamerican.com</a>	Gannett Newspaper
The Clarion-Ledger, Jackson	<a href="http://www.clarionledger.com">http://www.clarionledger.com</a>	Gannett Newspaper
Statesman Journal, Salem	<a href="http://statesmanjournal.com/apps/pbcs.dll/frontpage">http://statesmanjournal.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Public Opinion, Chambersburg	<a href="http://www.publicopiniononline.com">http://www.publicopiniononline.com</a>	Gannett Newspaper
The Greenville News	<a href="http://www.greenvilleonline.com">http://www.greenvilleonline.com</a>	Gannett Newspaper
Argus Leader, Sioux Falls	<a href="http://www.argusleader.com">http://www.argusleader.com</a>	Gannett Newspaper
The Daily Tribune, Wisconsin Rapids	<a href="http://www.wisconsinrapidstribune.com/apps/pbcs.dll/frontpage">http://www.wisconsinrapidstribune.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Carlsbad Current-Argus	<a href="http://www.currentargus.com/">http://www.currentargus.com/</a>	Gannett Newspaper
Silver City Sun-News	<a href="http://www.scsun-news.com/">http://www.scsun-news.com/</a>	Gannett Newspaper
Pensacola News Journal - Pensacola, FL	<a href="http://www.pensacolanewsjournal.com/apps/pbcs.dll/frontpage">http://www.pensacolanewsjournal.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Observer and Eccentric Newspapers	<a href="http://www.hometownlife.com/apps/pbcs.dll/frontpage">http://www.hometownlife.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Murfreesboro Daily News Journal	<a href="http://www.dnj.com/apps/pbcs.dll/frontpage">http://www.dnj.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Merced Sun-Star	<a href="http://www.mercedsunstar.com">http://www.mercedsunstar.com</a>	Gannett Newspaper
Livingston Daily Press and Argus	<a href="http://www.livingstondaily.com/apps/pbcs.dll/frontpage">http://www.livingstondaily.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
Detroit Free Press	<a href="http://freep.micareerbuilder.com/">http://freep.micareerbuilder.com/</a>	Gannett Newspaper
Tallahassee Democrat	<a href="http://www.tallahassee.com/apps/pbcs.dll/frontpage">http://www.tallahassee.com/apps/pbcs.dll/frontpage</a>	Gannett Newspaper
WBIR-TV, Knoxville	<a href="http://www.wbir.com">http://www.wbir.com</a>	Gannett TV
WLTX-TV, Columbia	<a href="http://www.wltx.com">http://www.wltx.com</a>	Gannett TV
WKYC-TV, Cleveland	<a href="http://www.wkyc.com">http://www.wkyc.com</a>	Gannett TV
WFMY-TV, Greensboro	<a href="http://www.wfmynews2.com">http://www.wfmynews2.com</a>	Gannett TV
WGRZ-TV, Buffalo	<a href="http://www.wgrz.com">http://www.wgrz.com</a>	Gannett TV
KSDK-TV, St. Louis	<a href="http://www.ksdk.com">http://www.ksdk.com</a>	Gannett TV
KARE-TV, Minneapolis-St. Paul	<a href="http://www.kare11.com">http://www.kare11.com</a>	Gannett TV
WZZM-TV, Grand Rapids	<a href="http://www.wzzm13.com">http://www.wzzm13.com</a>	Gannett TV
WCSH-TV, Portland	<a href="http://www.wcsh6.com">http://www.wcsh6.com</a>	Gannett TV
WLBZ-TV, Bangor	<a href="http://www.wlbz2.com">http://www.wlbz2.com</a>	Gannett TV

WMAZ-TV, Macon	<a href="http://www.13wmaz.com">http://www.13wmaz.com</a>	Gannett TV
WXIA-TV, Atlanta	<a href="http://www.11alive.com">http://www.11alive.com</a>	Gannett TV
WTSP-TV, Tampa-St. Petersburg	<a href="http://www.tampabay10.com">http://www.tampabay10.com</a>	Gannett TV
WTLV-TV, Jacksonville	<a href="http://www.firstcoastnews.com">http://www.firstcoastnews.com</a>	Gannett TV
WUSA-TV	<a href="http://www.wusatv9.com">http://www.wusatv9.com</a>	Gannett TV
KUSA-TV, Denver	<a href="http://www.9news.com">http://www.9news.com</a>	Gannett TV
KXTV-TV, Sacramento-Stockton-Modesto	<a href="http://www.kxtv.com">http://www.kxtv.com</a>	Gannett TV
KTHV-TV, Little Rock	<a href="http://www.kthv.com">http://www.kthv.com</a>	Gannett TV
The Charlotte Observer	<a href="http://www.charlotte.com">http://www.charlotte.com</a>	McClatchy Newspaper
(State College) Centre Daily Times	<a href="http://www.centredaily.com">http://www.centredaily.com</a>	McClatchy Newspaper
The Macon Telegraph	<a href="http://www.macon.com">http://www.macon.com</a>	McClatchy Newspaper
The Miami Herald	<a href="http://www.miamiherald.com/">http://www.miamiherald.com/</a>	McClatchy Newspaper
The Tribune (San Luis Obispo)	<a href="http://www.sanluisobispo.com/">http://www.sanluisobispo.com/</a>	McClatchy Newspaper
The Wichita Eagle	<a href="http://www.kansas.com">http://www.kansas.com</a>	McClatchy Newspaper
The Kansas City Star	<a href="http://www.kansascity.com">http://www.kansascity.com</a>	McClatchy Newspaper
Sun Herald	<a href="http://www.sunherald.com">http://www.sunherald.com</a>	McClatchy Newspaper
State - Columbia, SC	<a href="http://www.thestate.com/">http://www.thestate.com/</a>	McClatchy Newspaper
The (Myrtle Beach) Sun News	<a href="http://www.thesunnews.com/">http://www.thesunnews.com/</a>	McClatchy Newspaper
Belleville News-Democrat	<a href="http://www.bnd.com/">http://www.bnd.com/</a>	McClatchy Newspaper
Bradenton Herald	<a href="http://www.bradenton.com/">http://www.bradenton.com/</a>	McClatchy Newspaper
Columbus Ledger-Enquirer	<a href="http://www.ledger-enquirer.com">http://www.ledger-enquirer.com</a>	McClatchy Newspaper
Fort Worth Star-Telegram	<a href="http://www.star-telegram.com/">http://www.star-telegram.com/</a>	McClatchy Newspaper
Lexington Herald-Leader	<a href="http://www.kentucky.com">http://www.kentucky.com</a>	McClatchy Newspaper
Merced Sun-Star	<a href="http://www.mercedsunstar.com/">http://www.mercedsunstar.com/</a>	McClatchy Newspaper
The Beaufort Gazette	<a href="http://www.beaufortgazette.com/">http://www.beaufortgazette.com/</a>	McClatchy Newspaper
The Bluffton Island Packet	<a href="http://www.islandpacket.com/">http://www.islandpacket.com/</a>	McClatchy Newspaper
The Kennewick Tri-City Herald	<a href="http://www.tri-cityherald.com/">http://www.tri-cityherald.com/</a>	McClatchy Newspaper
The Modesto Bee	<a href="http://www.modbee.com/">http://www.modbee.com/</a>	McClatchy Newspaper
The Raleigh News & Observer	<a href="http://www.newsobserver.com/">http://www.newsobserver.com/</a>	McClatchy Newspaper
The Rock Hill Herald	<a href="http://www.heraldonline.com/">http://www.heraldonline.com/</a>	McClatchy Newspaper
The Sacramento Bee	<a href="http://www.sacbee.com/">http://www.sacbee.com/</a>	McClatchy Newspaper
The Tacoma News Tribune	<a href="http://www.thenewstribune.com/">http://www.thenewstribune.com/</a>	McClatchy Newspaper
Anchorage Daily News	<a href="http://www.adn.com">http://www.adn.com</a>	McClatchy Newspaper
The Fresno Bee	<a href="http://www.fresnobee.com/">http://www.fresnobee.com/</a>	McClatchy Newspaper
El Nuevo Herald	<a href="http://www.elnuevoherald.com/">http://www.elnuevoherald.com/</a>	McClatchy Newspaper
Olympian	<a href="http://www.theolympian.com/">http://www.theolympian.com/</a>	McClatchy Newspaper
Bellingham Herald	<a href="http://www.bellinghamherald.com/">http://www.bellinghamherald.com/</a>	McClatchy Newspaper
The Bellingham Herald	<a href="http://www.bellinghamherald.com">http://www.bellinghamherald.com</a>	McClatchy Newspaper
The Olympian, Olympia	<a href="http://www.theolympian.com/home">http://www.theolympian.com/home</a>	McClatchy Newspaper

## Partners

The NewsChannel Network	<a href="http://www.tncn.tv/">http://www.tncn.tv/</a>	Broad Appeal
The SocioWeb	<a href="http://www.socioweb.com/">http://www.socioweb.com/</a>	Broad Appeal
White Yellow Pages	<a href="http://www.whiteyellowpages.com">http://www.whiteyellowpages.com</a>	Broad Appeal
Search Kong	<a href="http://www.searchkong.com">http://www.searchkong.com</a>	Broad Appeal
Click for Choice	<a href="http://www.click4choice.com">http://www.click4choice.com</a>	Broad Appeal
Clear Channel	<a href="http://www.clearchannel.com">http://www.clearchannel.com</a>	Broad Appeal
MyEWeb	<a href="http://www.myeweb.com">http://www.myeweb.com</a>	Broad Appeal
AT&T WorldNet	<a href="http://www.att.net">http://www.att.net</a>	Broad Appeal
Earthlink	<a href="http://my.earthlink.net/">http://my.earthlink.net/</a>	Broad Appeal
PeoplePC	<a href="http://home.peoplepc.com">http://home.peoplepc.com</a>	Broad Appeal
CNN.com	<a href="http://www.cnn.com">http://www.cnn.com</a>	Broad Appeal

USA Today	<a href="http://www.usatoday.com">http://www.usatoday.com</a>	Broad Appeal
AOL	<a href="http://www.aol.com">http://www.aol.com</a>	Broad Appeal
Netscape	<a href="http://www.netscape.com">http://www.netscape.com</a>	Broad Appeal
Google	<a href="http://www.google.com">http://www.google.com</a>	Broad Appeal
Travel Guides	<a href="http://www.localcities.com/">http://www.localcities.com/</a>	Broad Appeal
CompuServe	<a href="http://www.compuserve.com">http://www.compuserve.com</a>	Broad Appeal
WeekendRUSH.com	<a href="http://www.weekendrush.com">http://www.weekendrush.com</a>	Broad Appeal
FindIt.com	<a href="http://www.findit.com">http://www.findit.com</a>	Broad Appeal
Oodle	<a href="http://www.oodle.com">http://www.oodle.com</a>	Broad Appeal
Atlantic Broadband	<a href="http://www.atlanticbb.net/index.php">http://www.atlanticbb.net/index.php</a>	Broad Appeal
Armstrong	<a href="http://www.armstrongmywire.com/index.php">http://www.armstrongmywire.com/index.php</a>	Broad Appeal
Charter.net	<a href="http://www.charter.net/index.php">http://www.charter.net/index.php</a>	Broad Appeal
CenturyLink	<a href="http://www.centurylink.net/index.php">http://www.centurylink.net/index.php</a>	Broad Appeal
Grande Communications	<a href="http://portal.grandecom.net/index.php">http://portal.grandecom.net/index.php</a>	Broad Appeal
HickoryTech	<a href="http://portal.hickorytech.net/index.php">http://portal.hickorytech.net/index.php</a>	Broad Appeal
Millennium Cablespeed	<a href="http://mycablespeed.com/index.php">http://mycablespeed.com/index.php</a>	Broad Appeal
WOW – WideOpenWest	<a href="http://portal.wowway.net/index.php">http://portal.wowway.net/index.php</a>	Broad Appeal
HandsNet	<a href="http://www.handsnet.org/">http://www.handsnet.org/</a>	Broad Appeal
Mortgage Ledger Publications, Inc.	<a href="http://www.mortgageledger.com/">http://www.mortgageledger.com/</a>	Broad Appeal
ISnare.com	<a href="http://www.isnare.com/">http://www.isnare.com/</a>	Broad Appeal
Cubunga	<a href="http://www.cubunga.com/">http://www.cubunga.com/</a>	Broad Appeal
BendBroadband	<a href="http://my.bendbroadband.com/index.php">http://my.bendbroadband.com/index.php</a>	Broad Appeal
Blue Ridge Communications	<a href="http://mybrctv.com/index.php">http://mybrctv.com/index.php</a>	Broad Appeal
Buckeye Cable Systems	<a href="http://www.buckeyecablesystem.net/index.php">http://www.buckeyecablesystem.net/index.php</a>	Broad Appeal
Consolidated Communications	<a href="http://www.myconsolidated.net/index.php">http://www.myconsolidated.net/index.php</a>	Broad Appeal
HughesNet	<a href="http://home.myhughesnet.com/index.php">http://home.myhughesnet.com/index.php</a>	Broad Appeal
Knology	<a href="http://home.knology.net/index.php">http://home.knology.net/index.php</a>	Broad Appeal
Midcontinent Communications	<a href="http://www.midco.net/index.php">http://www.midco.net/index.php</a>	Broad Appeal
North State Communications	<a href="http://www.my.northstate.net/">http://www.my.northstate.net/</a>	Broad Appeal
Ritter Communications	<a href="http://www.myritter.com/index.php">http://www.myritter.com/index.php</a>	Broad Appeal
Suddenlink	<a href="http://home.suddenlink.net/index.php">http://home.suddenlink.net/index.php</a>	Broad Appeal
SureWest Communications	<a href="http://www.surewest.net/index.php">http://www.surewest.net/index.php</a>	Broad Appeal
TDS Telecommunications	<a href="http://portal.tds.net/">http://portal.tds.net/</a>	Broad Appeal
TruVista Communications	<a href="http://portal.truvista.net/index.php">http://portal.truvista.net/index.php</a>	Broad Appeal
Bresnan	<a href="http://my.bresnan.net">http://my.bresnan.net</a>	Broad Appeal
Broadstripe	<a href="http://broadstripe.net">http://broadstripe.net</a>	Broad Appeal
GVTC	<a href="http://www.mygvtc.com">http://www.mygvtc.com</a>	Broad Appeal
ArcaMax Publishing	<a href="http://www.arcamax.com/">http://www.arcamax.com/</a>	Broad Appeal
Hometown Locator	<a href="http://www.hometownlocator.com/">http://www.hometownlocator.com/</a>	Broad Appeal
AmericanTowns.com	<a href="http://www.americantowns.com">http://www.americantowns.com</a>	Broad Appeal
Qwest	<a href="http://www.myqwest.com/">http://www.myqwest.com/</a>	Broad Appeal
Mediacom	<a href="http://www.mediacomtoday.com/">http://www.mediacomtoday.com/</a>	Broad Appeal
MSN	<a href="http://www.msn.com">http://www.msn.com</a>	Broad Appeal
Safety.com	<a href="http://www.safety.com/">http://www.safety.com/</a>	Broad Appeal
MyLife.com	<a href="http://www.mylife.com/">http://www.mylife.com/</a>	Broad Appeal
FindTheBest	<a href="http://www.findthebest.com/">http://www.findthebest.com/</a>	Broad Appeal
Verizon	<a href="http://myverizon.com">http://myverizon.com</a>	Broad Appeal
Toshiba	<a href="http://start.toshiba.com/">http://start.toshiba.com/</a>	Broad Appeal
Windstream	<a href="http://www.windstream.net/">http://www.windstream.net/</a>	Broad Appeal

TalentMinded.com	<a href="http://www.talentminded.com/">http://www.talentminded.com/</a>	Business
ASCD	<a href="http://www.ascd.org/">http://www.ascd.org/</a>	Business
Madison Who's Who	<a href="http://www.madisonwhoswho.com/">http://www.madisonwhoswho.com/</a>	Business
Training Media Review	<a href="http://www.tmreview.com/">http://www.tmreview.com/</a>	Business
TeachersDesktop.com	<a href="http://www.teachersdesktop.com/">http://www.teachersdesktop.com/</a>	Business
Contact Professional	<a href="http://www.contactprofessional.com">http://www.contactprofessional.com</a>	Business
The Teacher's Corner	<a href="http://www.theteacherscorner.net">http://www.theteacherscorner.net</a>	Business
CareerBeam	<a href="http://www.careerbeam.com/">http://www.careerbeam.com/</a>	Career-Related
Jobs Outpost	<a href="http://www.jobsoutpost.com">http://www.jobsoutpost.com</a>	Career-Related
2JobSearch	<a href="http://2jobsearch.net/">http://2jobsearch.net/</a>	Career-Related
Salary Map	<a href="http://salarymap.com/">http://salarymap.com/</a>	Career-Related
Careermorph	<a href="http://www.careermorph.blogspot.com/">http://www.careermorph.blogspot.com/</a>	Career-Related
Kelzen	<a href="http://www.kelzen.com/">http://www.kelzen.com/</a>	Career-Related
Career Know-How	<a href="http://www.careerknowhow.com">http://www.careerknowhow.com</a>	Career-Related
Z to N Productions	<a href="http://jobstuff.blogdrive.com">http://jobstuff.blogdrive.com</a>	Career-Related
CareerFitter.com	<a href="http://www.careerfitter.com">http://www.careerfitter.com</a>	Career-Related
Job Search Report	<a href="http://www.jobsearchreport.com">http://www.jobsearchreport.com</a>	Career-Related
True Careers	<a href="http://www.truecareers.com">http://www.truecareers.com</a>	Career-Related
My Custom Resume	<a href="http://www.mycustomresume.com">http://www.mycustomresume.com</a>	Career-Related
New Jersey Employment	<a href="http://www.new-jersey-employment.com">http://www.new-jersey-employment.com</a>	Career-Related
Career Information Online	<a href="http://onlinecareerinfo.com">http://onlinecareerinfo.com</a>	Career-Related
HeadHunting.org	<a href="http://www.headhunting.org">http://www.headhunting.org</a>	Career-Related
ParalegalJobFinder.com	<a href="http://www.paralegaljobfinder.com/">http://www.paralegaljobfinder.com/</a>	Career-Related
TeacherJobFinder.com	<a href="http://www.teacherjobfinder.com/">http://www.teacherjobfinder.com/</a>	Career-Related
EmployNYC.com	<a href="http://www.employnyc.com/">http://www.employnyc.com/</a>	Career-Related
MaconJobs.net	<a href="http://www.maconjobs.net/">http://www.maconjobs.net/</a>	Career-Related
LosAngelesCityJobs.net	<a href="http://losangelescityjobs.net">http://losangelescityjobs.net</a>	Career-Related
JobsInChicago.net	<a href="http://www.jobsinchicago.net">http://www.jobsinchicago.net</a>	Career-Related
HRinmotion	<a href="http://www.hrinmotion.com">http://www.hrinmotion.com</a>	Career-Related
RETrainingCenter.com	<a href="http://www.retrainingcenter.com/">http://www.retrainingcenter.com/</a>	Career-Related
Edinformatics.com	<a href="http://www.edinformatics.com/">http://www.edinformatics.com/</a>	Career-Related
The Big Game Hunter	<a href="http://www.thebiggamehunter.net">http://www.thebiggamehunter.net</a>	Career-Related
MidlandJobs.net	<a href="http://www.midlandjobs.net/">http://www.midlandjobs.net/</a>	Career-Related
Career-Wizard.com	<a href="http://career-wizard.com/">http://career-wizard.com/</a>	Career-Related
WashingtonJobPost.com	<a href="http://www.washingtonjobpost.com/">http://www.washingtonjobpost.com/</a>	Career-Related
Jobwerx.com	<a href="http://www.jobwerx.com/">http://www.jobwerx.com/</a>	Career-Related
TylerJobs.net	<a href="http://www.tylerjobs.net/">http://www.tylerjobs.net/</a>	Career-Related
PierreJobs.net	<a href="http://www.pierrejobs.net/">http://www.pierrejobs.net/</a>	Career-Related
LakeTahoeJobs.net	<a href="http://www.laketahoejobs.net/">http://www.laketahoejobs.net/</a>	Career-Related
HVACJobFinder.com	<a href="http://www.hvacjobfinder.com/">http://www.hvacjobfinder.com/</a>	Career-Related
GymJob.com	<a href="http://www.gymjob.com/">http://www.gymjob.com/</a>	Career-Related
Project Management Jobs	<a href="http://www.project-management-jobs.info/">http://www.project-management-jobs.info/</a>	Career-Related
MichiganCityJobs.com	<a href="http://michigancityjobs.com/">http://michigancityjobs.com/</a>	Career-Related
RestonJobs.net	<a href="http://www.jobsreston.com/">http://www.jobsreston.com/</a>	Career-Related
CareerSearchToday.com	<a href="http://careersearchtoday.com/">http://careersearchtoday.com/</a>	Career-Related
Workpot.net	<a href="http://www.workpot.net/">http://www.workpot.net/</a>	Career-Related
Glassdoor.com	<a href="http://www.glassdoor.com/index.htm">http://www.glassdoor.com/index.htm</a>	Career-Related
Chicago Career Tech	<a href="http://www.chicagocareertech.com">http://www.chicagocareertech.com</a>	Career-Related
Careers.org	<a href="http://www.careers.org/">http://www.careers.org/</a>	Career-Related
ConyersJobs.net	<a href="http://www.conyersjobs.net/">http://www.conyersjobs.net/</a>	Career-Related
DenverColoradoJobs.net	<a href="http://www.denvercoloradojobs.net/">http://www.denvercoloradojobs.net/</a>	Career-Related

EauClairJobs.net	<a href="http://www.eauclairejobs.net/">http://www.eauclairejobs.net/</a>	Career-Related
FlagstaffJobs.net	<a href="http://www.flagstaffjobs.net/">http://www.flagstaffjobs.net/</a>	Career-Related
HephzibahJobs.com	<a href="http://www.hephzibahjobs.com/">http://www.hephzibahjobs.com/</a>	Career-Related
AtlantaJobs.net	<a href="http://www.jobsatlanta.net/">http://www.jobsatlanta.net/</a>	Career-Related
AikenJobs.net	<a href="http://www.aikenjobs.net/">http://www.aikenjobs.net/</a>	Career-Related
AugustaGA.com	<a href="http://augustaga.com/">http://augustaga.com/</a>	Career-Related
BismarckJobs.net	<a href="http://www.bismarckjobs.net/">http://www.bismarckjobs.net/</a>	Career-Related
ChesterJobs.net	<a href="http://www.chesterjobs.net/">http://www.chesterjobs.net/</a>	Career-Related
SocialWork.com	<a href="http://socialwork.com/">http://socialwork.com/</a>	Career-Related
Jobs-Local.com	<a href="http://www.jobs-local.com/">http://www.jobs-local.com/</a>	Career-Related
KilldeerJobs.com	<a href="http://www.killdeerjobs.com/">http://www.killdeerjobs.com/</a>	Career-Related
CareerBliss.com	<a href="http://www.careerbliss.com/">http://www.careerbliss.com/</a>	Career-Related
CityJobs.net	<a href="http://www.cityjobs.net/">http://www.cityjobs.net/</a>	Cityjobs.Net
CareerBuilder Sales & Marketing Page	<a href="http://www.facebook.com/home.php?#/CareerBuilder-Sales-Jobs?ref=ts">http://www.facebook.com/home.php?#/CareerBuilder-Sales-Jobs?ref=ts</a>	College
CareerBuilder Retail Page	<a href="http://www.facebook.com/home.php?#/CareerBuilder-Retail-Jobs?ref=ts">http://www.facebook.com/home.php?#/CareerBuilder-Retail-Jobs?ref=ts</a>	College
InternBuzz	<a href="http://www.internbuzz.com/">http://www.internbuzz.com/</a>	College
EduFirst Consulting Services	<a href="http://www.edufirstconsulting.com">http://www.edufirstconsulting.com</a>	College
ulyfe.com	<a href="http://www.ulyfe.com">http://www.ulyfe.com</a>	College
ULoop.com	<a href="http://www.uloop.com/">http://www.uloop.com/</a>	College
CollegeNews.com	<a href="http://www.collegenews.com/">http://www.collegenews.com/</a>	College
Campus Grotto	<a href="http://www.campusgrotto.com/">http://www.campusgrotto.com/</a>	College
Stat Educational Services	<a href="http://www.statce.com/">http://www.statce.com/</a>	College
CareerBuilder Page	<a href="http://www.facebook.com/home.php?#/careerbuilder?ref=ts">http://www.facebook.com/home.php?#/careerbuilder?ref=ts</a>	College
StudentSavings.Blogspot.com	<a href="http://studentsavings.blogspot.com">http://studentsavings.blogspot.com</a>	College
Penn Foster Alumni Association	<a href="http://www.pennfosteralumni.org">http://www.pennfosteralumni.org</a>	College
QuarterLifeCrisis.com	<a href="http://www.quarterlifecrisis.com">http://www.quarterlifecrisis.com</a>	College
A2ZColleges.com	<a href="http://www.a2zcolleges.com">http://www.a2zcolleges.com</a>	College
Student Advantage	<a href="http://www.studentadvantage.com/discountcard/">http://www.studentadvantage.com/discountcard/</a>	College
Collegecodex.com	<a href="http://www.collegecodex.com/">http://www.collegecodex.com/</a>	College
High Performance HVAC	<a href="http://highperformancehvac.com">http://highperformancehvac.com</a>	Construction
ConstructionWebLinks	<a href="http://www.constructionweblinks.com">http://www.constructionweblinks.com</a>	Construction
High Performance HVAC Systems	<a href="http://high-performance-hvac.com/">http://high-performance-hvac.com/</a>	Construction
HVACSource	<a href="http://www.thehvacsource.com">http://www.thehvacsource.com</a>	Construction
AC Doctor Pro	<a href="http://www.acdoctorpro.com/">http://www.acdoctorpro.com/</a>	Construction
Commercial Modular Construction	<a href="http://www.modularconstructionnews.com/">http://www.modularconstructionnews.com/</a>	Construction
Commercial Construction & Renovation	<a href="http://www.ccr-mag.com/">http://www.ccr-mag.com/</a>	Construction
ForConstructionPros.com	<a href="http://www.forconstructionpros.com/">http://www.forconstructionpros.com/</a>	Construction
ForResidentialPros.com	<a href="http://www.forresidentialpros.com/">http://www.forresidentialpros.com/</a>	Construction
GreenIndustryPros.com	<a href="http://www.greenindustrypros.com/">http://www.greenindustrypros.com/</a>	Construction
NEPlumbingInsider.com	<a href="http://www.neplumbinginsider.com/">http://www.neplumbinginsider.com/</a>	Construction
HVACWebConnection.com	<a href="http://www.hvacwebconnection.com/">http://www.hvacwebconnection.com/</a>	Construction
NEHVACInsider.com	<a href="http://www.nehvacinsider.com/">http://www.nehvacinsider.com/</a>	Construction
NYHVACInsider.com	<a href="http://www.nyhvacinsider.com/">http://www.nyhvacinsider.com/</a>	Construction
TexasHVACInsider.com	<a href="http://www.texashvacinsider.com/">http://www.texashvacinsider.com/</a>	Construction
Locksmith Ledger	<a href="http://www.locksmithledger.com/">http://www.locksmithledger.com/</a>	Government & Defense
SecurityInfoWatch.com	<a href="http://www.securityinfowatch.com/">http://www.securityinfowatch.com/</a>	Government & Defense
Officer.com	<a href="http://www.officer.com/">http://www.officer.com/</a>	Government &



		Defense
GovContractsMagazine.com	<a href="http://www.govcontractsmagazine.com/index.cfm">http://www.govcontractsmagazine.com/index.cfm</a>	Government & Defense
USMC Hangout	<a href="http://www.usmchangout.com">http://www.usmchangout.com</a>	Government & Defense
MilitaryTimes	<a href="http://www.militarytimes.com/">http://www.militarytimes.com/</a>	Government & Defense
ArmyTimes.com	<a href="http://www.armytimes.com">http://www.armytimes.com</a>	Government & Defense
NavyTimes.com	<a href="http://www.navytimes.com">http://www.navytimes.com</a>	Government & Defense
MarineCorpsTimes.com	<a href="http://www.marinecorpstimes.com">http://www.marinecorpstimes.com</a>	Government & Defense
Defense-Aerospace.com	<a href="http://www.defense-aerospace.com">http://www.defense-aerospace.com</a>	Government & Defense
AirForceTimes.com	<a href="http://www.airforcetimes.com">http://www.airforcetimes.com</a>	Government & Defense
AeroSpaceNews.com	<a href="http://www.AeroSpaceNews.com">http://www.AeroSpaceNews.com</a>	Government & Defense
ChicagoPride.com	<a href="http://www.chicagopride.com">http://www.chicagopride.com</a>	Diversity
WOWNOW.com	<a href="http://wownow.com/">http://wownow.com/</a>	Diversity
FemaleThink.com	<a href="http://www.femalethink.com">http://www.femalethink.com</a>	Diversity
AgingHipsters.com	<a href="http://www.aginghipsters.com">http://www.aginghipsters.com</a>	Diversity
Direct Sales Moms	<a href="http://www.directsalesmoms.com">http://www.directsalesmoms.com</a>	Diversity
DiversityBusiness.com	<a href="http://www.diversitybusiness.com">http://www.diversitybusiness.com</a>	Diversity
Diario La Estrella	<a href="http://www.diariolaestrella.com">http://www.diariolaestrella.com</a>	Diversity
El Nuevo Herald	<a href="http://www.miami.com/mld/elnuevo">http://www.miami.com/mld/elnuevo</a>	Diversity
Blue Suit Mom	<a href="http://www.bluesuitmom.com">http://www.bluesuitmom.com</a>	Diversity
Gayapolis	<a href="http://www.gayapolis.com">http://www.gayapolis.com</a>	Diversity
MSN Latino	<a href="http://www.latino.msn.com">http://www.latino.msn.com</a>	Diversity
Univision	<a href="http://www.univision.com">http://www.univision.com</a>	Diversity
African American Times.net	<a href="http://africanamericantimes.net">http://africanamericantimes.net</a>	Diversity
The Jack Brewer Foundation	<a href="http://www.jackbrewerfoundation.org/">http://www.jackbrewerfoundation.org/</a>	Diversity
Webmomz.com	<a href="http://www.webmomz.com/index2.shtml">http://www.webmomz.com/index2.shtml</a>	Diversity
Alliance of Professional Women	<a href="http://www.apwcolorado.org/">http://www.apwcolorado.org/</a>	Diversity
Black Wall Street Merchants Association	<a href="http://blackwallstreet.org/">http://blackwallstreet.org/</a>	Diversity
US Black	<a href="http://www.usblack.com">http://www.usblack.com</a>	Diversity
Chinatown Connection	<a href="http://www.chinatownconnection.com">http://www.chinatownconnection.com</a>	Diversity
Memphis Minority Online	<a href="http://www.memphisminorityonline.com">http://www.memphisminorityonline.com</a>	Diversity
Terra.com	<a href="http://terra.com/">http://terra.com/</a>	Diversity
MyBrotha.com	<a href="http://www.mybrotha.com">http://www.mybrotha.com</a>	Diversity
55-Alive!	<a href="http://www.55-alive.com/">http://www.55-alive.com/</a>	Diversity
Woman Knows	<a href="http://www.womanknows.com">http://www.womanknows.com</a>	Diversity
Boomernet	<a href="http://www.boomernet.com/pn/index.php">http://www.boomernet.com/pn/index.php</a>	Diversity
News From Indian Country	<a href="http://www.indiancountrynews.com/">http://www.indiancountrynews.com/</a>	Diversity
Black Men in America.com	<a href="http://www.blackmeninamerica.com/">http://www.blackmeninamerica.com/</a>	Diversity
NYC Up & Out	<a href="http://www.nycupandout.com/">http://www.nycupandout.com/</a>	Diversity
Multicultural Women's Council	<a href="http://www.multiculturalwomenscouncil.org/home.php">http://www.multiculturalwomenscouncil.org/home.php</a>	Diversity
AfroGotham.com	<a href="http://www.afrogotham.com/">http://www.afrogotham.com/</a>	Diversity
Phxsoul.com	<a href="http://www.phxsoul.com/">http://www.phxsoul.com/</a>	Diversity

BabyBoomer-Magazine	<a href="http://www.babyboomer-magazine.com/">http://www.babyboomer-magazine.com/</a>	Diversity
RenoBoomers.com	<a href="http://www.renoboomers.com/">http://www.renoboomers.com/</a>	Diversity
Out Front Colorado	<a href="http://www.outfrontcolorado.com/">http://www.outfrontcolorado.com/</a>	Diversity
NewsOnWomen.com	<a href="http://www.newsonwomen.com/">http://www.newsonwomen.com/</a>	Diversity
KoreaDirect.com	<a href="http://www.koreadirect.com/">http://www.koreadirect.com/</a>	Diversity
National Association of Professional Women (NAPW)	<a href="http://www.napw.com/">http://www.napw.com/</a>	Diversity
Qcitymetro.com	<a href="http://www.qcitymetro.com/">http://www.qcitymetro.com/</a>	Diversity
Baby Boomer Lifeboat	<a href="http://www.babyboomerlifeboat.com/">http://www.babyboomerlifeboat.com/</a>	Diversity
AAUW	<a href="http://www.aauw.org/">http://www.aauw.org/</a>	Diversity
Immigrant Magazine	<a href="http://www.immigrantmagazine.com/">http://www.immigrantmagazine.com/</a>	Diversity
LaPlaza.net	<a href="http://laplaza.net/speakup/index.php/pages/home">http://laplaza.net/speakup/index.php/pages/home</a>	Diversity
Being Latino	<a href="http://www.beinglatino.us/">http://www.beinglatino.us/</a>	Diversity
DisabilityScoop.com	<a href="http://www.disabilityscoop.com/">http://www.disabilityscoop.com/</a>	Diversity
Diversity News Magazine	<a href="http://diversitynewsmagazine.com/">http://diversitynewsmagazine.com/</a>	Diversity
Diversity News Publications	<a href="http://diversitynewspublications.com/">http://diversitynewspublications.com/</a>	Diversity
REAL	<a href="http://www.realforme.com/">http://www.realforme.com/</a>	Diversity
RetirementJobs.com	<a href="http://www.retirementjobs.com/">http://www.retirementjobs.com/</a>	Diversity
AbilityLinks.org	<a href="http://www.abilitylinks.org/jobseekers/forms.aspx?pageid=509">http://www.abilitylinks.org/jobseekers/forms.aspx?pageid=509</a>	Diversity
Women on Business	<a href="http://www.womenonbusiness.com/">http://www.womenonbusiness.com/</a>	Diversity
1001 Consejos.com	<a href="http://www.1001consejos.com/app/index.php">http://www.1001consejos.com/app/index.php</a>	Diversity
After Fifty Living	<a href="http://www.afterfiftyliving.com/">http://www.afterfiftyliving.com/</a>	Diversity
Greater Philadelphia Hispanic Chamber of Commerce	<a href="http://philahispanicchamber.org/">http://philahispanicchamber.org/</a>	Diversity
The African News Journal	<a href="http://www.anjnews.com/home">http://www.anjnews.com/home</a>	Diversity
ChristianCommunityNetworking.com	<a href="http://www.christiancommunitynetworking.com/">http://www.christiancommunitynetworking.com/</a>	Diversity
Piping-Designer	<a href="http://piping-designer.com/Main_Page">http://piping-designer.com/Main_Page</a>	Engineering
ConcreteBasics.org	<a href="http://www.concretebasics.org/">http://www.concretebasics.org/</a>	Engineering
Pollution Engineering	<a href="http://www.pollutionengineering.com/">http://www.pollutionengineering.com/</a>	Engineering
ArchInnovations.com	<a href="http://www.archinnovations.com/">http://www.archinnovations.com/</a>	Engineering
Process Cooling	<a href="http://www.process-cooling.com/">http://www.process-cooling.com/</a>	Engineering
NDT	<a href="http://www.ndtmag.com/">http://www.ndtmag.com/</a>	Engineering
The Cisco Learning Network	<a href="https://cisco.hosted.jivesoftware.com/index.jspa?ciscoHome=true">https://cisco.hosted.jivesoftware.com/index.jspa?ciscoHome=true</a>	Engineering
EngineeringCivil.com	<a href="http://www.engineeringcivil.com/">http://www.engineeringcivil.com/</a>	Engineering
Autodesk, Inc	<a href="http://www.autodesk.com/">http://www.autodesk.com/</a>	Engineering
Facility Management	<a href="http://www.facilitymanagement.com/">http://www.facilitymanagement.com/</a>	Engineering
Bridge Site	<a href="http://www.bridgesite.com">http://www.bridgesite.com</a>	Engineering
AECInfo.com (Architecture Engineering Construction)	<a href="http://www.aecinfo.com">http://www.aecinfo.com</a>	Engineering
iCivilEngineer.com	<a href="http://www.icivilengineer.com">http://www.icivilengineer.com</a>	Engineering
California Society of Professional Engineers (CSPE)	<a href="http://www.cspe.com">http://www.cspe.com</a>	Engineering
EngNetGlobal	<a href="http://www.engnetglobal.com">http://www.engnetglobal.com</a>	Engineering
Business Know-How	<a href="http://www.businessknowhow.com">http://www.businessknowhow.com</a>	Banking & Finance
MsMoney.com	<a href="http://www.msmoney.com">http://www.msmoney.com</a>	Banking & Finance
FallondPicks.com	<a href="http://www.fallondpicks.com/">http://www.fallondpicks.com/</a>	Banking & Finance
BankersOnline.com	<a href="http://www.bankersonline.com">http://www.bankersonline.com</a>	Banking & Finance



Accounting Software 411	<a href="http://accountingsoftware411.com/AS411Home.aspx">http://accountingsoftware411.com/AS411Home.aspx</a>	Banking & Finance
MoneyCenter.com	<a href="http://www.moneycenter.com">http://www.moneycenter.com</a>	Banking & Finance
Express Education	<a href="http://www.expresseducation.com">http://www.expresseducation.com</a>	Banking & Finance
Broker Dealer Journal	<a href="http://www.nepalprojects.com/brokerdealer/">http://www.nepalprojects.com/brokerdealer/</a>	Banking & Finance
InvestorIdeas.com	<a href="http://www.investorideas.com/">http://www.investorideas.com/</a>	Banking & Finance
Global-View	<a href="http://www.global-view.com/">http://www.global-view.com/</a>	Banking & Finance
AlternativeEnergy.com	<a href="http://www.alternativeenergy.com/">http://www.alternativeenergy.com/</a>	Gas
Young Professionals in Energy (YPE)	<a href="http://www.ypenenergy.org/">http://www.ypenenergy.org/</a>	Gas
Fuel Cells 2000	<a href="http://www.fuelcells.org">http://www.fuelcells.org</a>	Gas
International Association for Energy Economics	<a href="http://www.iaee.org">http://www.iaee.org</a>	Gas
The Green Expo	<a href="http://www.thegreenexpo.net/">http://www.thegreenexpo.net/</a>	Gas
Modern Physician	<a href="http://www.modernphysician.com/">http://www.modernphysician.com/</a>	Health Care
Nursewing.com	<a href="http://www.nursewing.com/">http://www.nursewing.com/</a>	Health Care
Association of Indian Pharmacists in America	<a href="http://www.aiphapharm.com/index.asp">http://www.aiphapharm.com/index.asp</a>	Health Care
Modern Healthcare	<a href="http://www.modernhealthcare.com/">http://www.modernhealthcare.com/</a>	Health Care
CNACareer.org	<a href="http://cnacareer.org/">http://cnacareer.org/</a>	Health Care
CNAFacts.com	<a href="http://cnafacts.com/">http://cnafacts.com/</a>	Health Care
CRNA Career Guide	<a href="http://www.nurseanesthetistcareer.com/">http://www.nurseanesthetistcareer.com/</a>	Health Care
USNursingJobs.net	<a href="http://usnursingjobs.net/">http://usnursingjobs.net/</a>	Health Care
Eldercare Professionals of Ohio	<a href="http://eldercareofohio.com/index.html">http://eldercareofohio.com/index.html</a>	Health Care
Bronx County Medical Society	<a href="http://www.bronxdocs.org">http://www.bronxdocs.org</a>	Health Care
American Medical Women's Association	<a href="http://www.amwa-doc.org">http://www.amwa-doc.org</a>	Health Care
Ivanhoe	<a href="http://www.ivanhoe.com">http://www.ivanhoe.com</a>	Health Care
GlobalRPH.com	<a href="http://www.globalrph.com">http://www.globalrph.com</a>	Health Care
ContinuingEducationLinks.com	<a href="http://www.continuingeducationlinks.com/">http://www.continuingeducationlinks.com/</a>	Health Care
PsychDirectory	<a href="http://psychdirectory.com">http://psychdirectory.com</a>	Health Care
Medical Coding .Net	<a href="http://www.medical-coding.net/">http://www.medical-coding.net/</a>	Health Care
Medical Society of New Jersey	<a href="http://msnj.org/">http://msnj.org/</a>	Health Care
National Pharmacy Technician Association	<a href="http://www.pharmacytechnician.org">http://www.pharmacytechnician.org</a>	Health Care
Pharmcast	<a href="http://www.pharmcast.com">http://www.pharmcast.com</a>	Health Care
Rx Learning	<a href="http://www.rxlearning.com/">http://www.rxlearning.com/</a>	Health Care
Doctors Lounge	<a href="http://www.doctorslounge.com/">http://www.doctorslounge.com/</a>	Health Care
iPsychotherapist	<a href="http://www.ipsychotherapist.com">http://www.ipsychotherapist.com</a>	Health Care
NurseSpot.com	<a href="http://www.NurseSpot.com">http://www.NurseSpot.com</a>	Health Care
OC Healthcare News and Directory	<a href="http://www.ochealthcare.com">http://www.ochealthcare.com</a>	Health Care
Health Management Technology	<a href="http://www.healthmgttech.com/">http://www.healthmgttech.com/</a>	Health Care
Biohealthmatics.com	<a href="http://www.biohealthmatics.com/">http://www.biohealthmatics.com/</a>	Health Care
NYNurseCareer.Blogspot.com	<a href="http://www.nynursecareer.blogspot.com/">http://www.nynursecareer.blogspot.com/</a>	Health Care
American Counseling Association	<a href="http://www.counseling.org/">http://www.counseling.org/</a>	Health Care
AnswerStat.com	<a href="http://www.answerstat.com/index.htm">http://www.answerstat.com/index.htm</a>	Health Care
MedicalTranscription.com	<a href="http://www.medicaltranscription.com/">http://www.medicaltranscription.com/</a>	Health Care
Pharma Connections Worldwide	<a href="http://www.pharmaconnections.com/">http://www.pharmaconnections.com/</a>	Health Care
RN Today	<a href="http://www.rntoday.com/">http://www.rntoday.com/</a>	Health Care
Pharmacist e-Link	<a href="http://www.pharmacistelink.com">http://www.pharmacistelink.com</a>	Health Care

PennsylvaniaNurses.blogspot.com	<a href="http://www.pennsylvanianurses.blogspot.com/">http://www.pennsylvanianurses.blogspot.com/</a>	Health Care
Visiting Nurse Associations of America (VNAA)	<a href="http://vnaa.org/vnaa/sites/shelltemplates/homepage_navigate.htm">http://vnaa.org/vnaa/sites/shelltemplates/homepage_navigate.htm</a>	Health Care
NAMA	<a href="http://www.vending.org/">http://www.vending.org/</a>	Hospitality
FoodandBeverageUnderground.com	<a href="http://www.foodandbeverageunderground.com/">http://www.foodandbeverageunderground.com/</a>	Hospitality
Foodservice East	<a href="http://www.foodserviceeast.com/">http://www.foodserviceeast.com/</a>	Hospitality
Escoffier On Line	<a href="http://escoffier.com/">http://escoffier.com/</a>	Hospitality
VendingMarketWatch.com	<a href="http://www.vendingmarketwatch.com/">http://www.vendingmarketwatch.com/</a>	Hospitality
PBSA-Professional Bar Tending Schools of America	<a href="http://www.pbsa.com">http://www.pbsa.com</a>	Hospitality
Hotel F&B	<a href="http://www.hfbexecutive.com">http://www.hfbexecutive.com</a>	Hospitality
Fredericksburg Regional SHRM	<a href="http://frshrm.shrm.org/">http://frshrm.shrm.org/</a>	Human Resources
Georgia Local Government Personnel Association	<a href="http://www.glqpa.org/">http://www.glqpa.org/</a>	Human Resources
The Bayou SHRM	<a href="http://www.bayoushrm.org/">http://www.bayoushrm.org/</a>	Human Resources
The SHRM - Jayhawk Chapter	<a href="http://www.jayhawkshrm.org/">http://www.jayhawkshrm.org/</a>	Human Resources
Laredo Association for Human Resource Management	<a href="http://www.lahrm.org/">http://www.lahrm.org/</a>	Human Resources
SHRM Alabama	<a href="http://www.shrmalabama.org/">http://www.shrmalabama.org/</a>	Human Resources
HRTrainingCenter	<a href="http://www.hrtrainingcenter.com/">http://www.hrtrainingcenter.com/</a>	Human Resources
ABTrainingCenter.com	<a href="http://www.abtrainingcenter.com/">http://www.abtrainingcenter.com/</a>	Human Resources
Yakima Valley Human Resource Association	<a href="http://www.yvhra.org/">http://www.yvhra.org/</a>	Human Resources
Northwest Human Resource Management Association	<a href="http://www.nhrma.org/">http://www.nhrma.org/</a>	Human Resources
GSMSHRM	<a href="http://www.gsmshrm.org/">http://www.gsmshrm.org/</a>	Human Resources
Society for Human Resources – Rio Grande Valley Chapter	<a href="http://shrmrgv.shrm.org/">http://shrmrgv.shrm.org/</a>	Human Resources
The Concho Valley Human Resources Management Association	<a href="http://www.cv-shrm.org/">http://www.cv-shrm.org/</a>	Human Resources
HRE Online	<a href="http://www.hreonline.com">http://www.hreonline.com</a>	Human Resources
HR Certification	<a href="http://www.hrcertification.com">http://www.hrcertification.com</a>	Human Resources
HRShopper.com	<a href="http://www.hrshopper.com">http://www.hrshopper.com</a>	Human Resources
North Central Ohio SHRM	<a href="http://www.nohrashrm.org/">http://www.nohrashrm.org/</a>	Human Resources
Contact Center Employer of Choice	<a href="http://www.ccemployerofchoice.com/">http://www.ccemployerofchoice.com/</a>	Human Resources
National Human Resources Association	<a href="http://www.humanresources.org">http://www.humanresources.org</a>	Human Resources
Employers Resource Association	<a href="http://www.HRxperts.org">http://www.HRxperts.org</a>	Human Resources
HR California	<a href="http://www.hrcalifornia.com">http://www.hrcalifornia.com</a>	Human Resources
The Management Association of Illinois	<a href="http://www.hrsorce.org">http://www.hrsorce.org</a>	Human Resources
Society for Human Resource Management	<a href="http://www.shrmwc.org/">http://www.shrmwc.org/</a>	Human Resources
TrainingIndustry.com	<a href="http://www.trainingindustry.com/">http://www.trainingindustry.com/</a>	Human Resources
WorkersCompensation.com	<a href="http://www.workerscompensation.com/">http://www.workerscompensation.com/</a>	Human Resources
LawyersandSettlements.com	<a href="http://www.lawyersandsettlements.com/">http://www.lawyersandsettlements.com/</a>	Legal
Insurance News and Markets	<a href="http://www.insurancenewsandmarkets.com/inm/Default.aspx">http://www.insurancenewsandmarkets.com/inm/Default.aspx</a>	Legal
IFAwebnews.com	<a href="http://www.ifawebnews.com/">http://www.ifawebnews.com/</a>	Legal
eClaim.com	<a href="http://www.claims-portal.com/">http://www.claims-portal.com/</a>	Legal
FortCollins.com	<a href="http://www.FortCollins.com">http://www.FortCollins.com</a>	Local
Illinois.com	<a href="http://www.Illinois.com">http://www.Illinois.com</a>	Local



AmericanTowns.com	<a href="http://www.american towns.com">http://www.american towns.com</a>	Local Sites
AmericanTowns.com	<a href="http://www.american towns.com">http://www.american towns.com</a>	Local Sites
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AmericanTowns.com	<a href="http://www.american towns.com">http://www.american towns.com</a>	Local Sites
DowntownLA.com	<a href="http://www.downtownla.com/">http://www.downtownla.com/</a>	Local Sites
The Daily Journal, Vineland	<a href="http://www.thedailyjournal.com/apps/pbcs.dll/frontpage">http://www.thedailyjournal.com/apps/pbcs.dll/frontpage</a>	Local Sites
Farmington Daily Times	<a href="http://www.daily-times.com/">http://www.daily-times.com/</a>	Local Sites
Deming Headlight	<a href="http://www.demingheadlight.com/">http://www.demingheadlight.com/</a>	Local Sites
Las Cruces Sun-News	<a href="http://www.lcsun-news.com/">http://www.lcsun-news.com/</a>	Local Sites
Ruidoso News	<a href="http://www.ruidosonews.com/">http://www.ruidosonews.com/</a>	Local Sites
The Detroit News	<a href="http://www.detnews.com">http://www.detnews.com</a>	Local Sites
Tucson's Citizen	<a href="http://www.tucson.com/">http://www.tucson.com/</a>	Local Sites
The Idaho Statesman	<a href="http://www.idahostatesman.com">http://www.idahostatesman.com</a>	Local Sites
Newsday	<a href="http://www.newsday.com">http://www.newsday.com</a>	Local Sites
Burbank Leader	<a href="http://www.burbankleader.com/">http://www.burbankleader.com/</a>	Local Sites
Coastline Pilot	<a href="http://www.coastlinepilot.com/">http://www.coastlinepilot.com/</a>	Local Sites
Costa Mesa Daily Pilot	<a href="http://www.dailypilot.com/">http://www.dailypilot.com/</a>	Local Sites
Huntington Beach Independent	<a href="http://www.hbindependent.com/">http://www.hbindependent.com/</a>	Local Sites
State of Florida.com	<a href="http://www.stateofflorida.com/Portal/DesktopDefault.aspx">http://www.stateofflorida.com/Portal/DesktopDefault.aspx</a>	Local Sites
HelloMetro	<a href="http://www.hellometro.com/">http://www.hellometro.com/</a>	Local Sites
Hometown Locator	<a href="http://www.hometownlocator.com/">http://www.hometownlocator.com/</a>	Local Sites
Insight Broadband	<a href="http://www.insightbb.com/">http://www.insightbb.com/</a>	Local Sites
HoustonTXCareers.com	<a href="http://www.houstontxcareers.com/">http://www.houstontxcareers.com/</a>	Local Sites
DenverCOCareers.com	<a href="http://www.denvercocareers.com/">http://www.denvercocareers.com/</a>	Local Sites
AmericaJR.com	<a href="http://www.americajr.com/">http://www.americajr.com/</a>	Local Sites
Our Own Voices	<a href="http://www.ourownvoices.com/">http://www.ourownvoices.com/</a>	Local Sites
CBS Radio: WBBM Newsradio 780	<a href="http://wbbm.cbslocal.com/">http://wbbm.cbslocal.com/</a>	Local Sites
CBS Radio: B96 Chicago	<a href="http://b96.radio.com/">http://b96.radio.com/</a>	Local Sites
CBS Radio: Fresh 105.9	<a href="http://fresh1059.radio.com/">http://fresh1059.radio.com/</a>	Local Sites
CBS Radio: Jack-FM	<a href="http://iknowjack.radio.com/">http://iknowjack.radio.com/</a>	Local Sites
CBS Radio: 670 The Score	<a href="http://wscr.cbslocal.com/">http://wscr.cbslocal.com/</a>	Local Sites
CBS Radio: US 99.5	<a href="http://us99country.radio.com/">http://us99country.radio.com/</a>	Local Sites
CBS Radio: 93 XRT	<a href="http://wxrt.radio.com/">http://wxrt.radio.com/</a>	Local Sites
HomeTownLocator: New York, NY	<a href="http://newyork.hometownlocator.com/ny/new-york/new-york.cfm">http://newyork.hometownlocator.com/ny/new-york/new-york.cfm</a>	Local Sites
HomeTownLocator: Los Angeles, CA	<a href="http://california.hometownlocator.com/ca/los-angeles/los-angeles.cfm">http://california.hometownlocator.com/ca/los-angeles/los-angeles.cfm</a>	Local Sites

HomeTownLocator: Chicago, IL	<a href="http://illinois.hometownlocator.com/il/cook/chicago.cfm">http://illinois.hometownlocator.com/il/cook/chicago.cfm</a>	Local Sites
HomeTownLocator: Houston, TX	<a href="http://texas.hometownlocator.com/tx/harris/houston.cfm">http://texas.hometownlocator.com/tx/harris/houston.cfm</a>	Local Sites
HomeTownLocator: Phoenix, AZ	<a href="http://arizona.hometownlocator.com/az/maricopa/phoenix.cfm">http://arizona.hometownlocator.com/az/maricopa/phoenix.cfm</a>	Local Sites
HomeTownLocator: Philadelphia, PA	<a href="http://pennsylvania.hometownlocator.com/pa/philadelphia/philadelphia.cfm">http://pennsylvania.hometownlocator.com/pa/philadelphia/philadelphia.cfm</a>	Local Sites
HomeTownLocator: San Antonio, TX	<a href="http://texas.hometownlocator.com/tx/bexar/san-antonio.cfm">http://texas.hometownlocator.com/tx/bexar/san-antonio.cfm</a>	Local Sites
HomeTownLocator: San Diego, CA	<a href="http://california.hometownlocator.com/ca/san-diego/san-diego.cfm">http://california.hometownlocator.com/ca/san-diego/san-diego.cfm</a>	Local Sites
HomeTownLocator: San Jose, CA	<a href="http://california.hometownlocator.com/ca/santa-clara/san-jose.cfm">http://california.hometownlocator.com/ca/santa-clara/san-jose.cfm</a>	Local Sites
HomeTownLocator: Detroit, MI	<a href="http://michigan.hometownlocator.com/mi/wayne/detroit.cfm">http://michigan.hometownlocator.com/mi/wayne/detroit.cfm</a>	Local Sites
HomeTownLocator: San Francisco, CA	<a href="http://california.hometownlocator.com/ca/san-francisco/san-francisco.cfm">http://california.hometownlocator.com/ca/san-francisco/san-francisco.cfm</a>	Local Sites
HomeTownLocator: Jacksonville, FL	<a href="http://florida.hometownlocator.com/fl/duval/jacksonville.cfm">http://florida.hometownlocator.com/fl/duval/jacksonville.cfm</a>	Local Sites
HomeTownLocator: Austin, TX	<a href="http://texas.hometownlocator.com/tx/travis/austin.cfm">http://texas.hometownlocator.com/tx/travis/austin.cfm</a>	Local Sites
HomeTownLocator: Columbus, OH	<a href="http://ohio.hometownlocator.com/oh/franklin/columbus.cfm">http://ohio.hometownlocator.com/oh/franklin/columbus.cfm</a>	Local Sites
HomeTownLocator: Fort Worth, TX	<a href="http://texas.hometownlocator.com/tx/tarrant/fort-worth.cfm">http://texas.hometownlocator.com/tx/tarrant/fort-worth.cfm</a>	Local Sites
HomeTownLocator: Charlotte, NC	<a href="http://northcarolina.hometownlocator.com/nc/mecklenburg/charlotte.cfm">http://northcarolina.hometownlocator.com/nc/mecklenburg/charlotte.cfm</a>	Local Sites
HomeTownLocator: Memphis, TN	<a href="http://tennessee.hometownlocator.com/tn/shelby/memphis.cfm">http://tennessee.hometownlocator.com/tn/shelby/memphis.cfm</a>	Local Sites
HomeTownLocator: Boston, MA	<a href="http://massachusetts.hometownlocator.com/ma/suffolk/boston.cfm">http://massachusetts.hometownlocator.com/ma/suffolk/boston.cfm</a>	Local Sites
HomeTownLocator: Baltimore, MD	<a href="http://maryland.hometownlocator.com/md/baltimore-city/baltimore.cfm">http://maryland.hometownlocator.com/md/baltimore-city/baltimore.cfm</a>	Local Sites
HomeTownLocator: El Paso, TX	<a href="http://texas.hometownlocator.com/tx/el-paso/el-paso.cfm">http://texas.hometownlocator.com/tx/el-paso/el-paso.cfm</a>	Local Sites
HomeTownLocator: Seattle, WA	<a href="http://washington.hometownlocator.com/wa/king/seattle.cfm">http://washington.hometownlocator.com/wa/king/seattle.cfm</a>	Local Sites
HomeTownLocator: Denver, CO	<a href="http://colorado.hometownlocator.com/co/denver/denver.cfm">http://colorado.hometownlocator.com/co/denver/denver.cfm</a>	Local Sites
HomeTownLocator: Milwaukee, WI	<a href="http://wisconsin.hometownlocator.com/wi/milwaukee/milwaukee.cfm">http://wisconsin.hometownlocator.com/wi/milwaukee/milwaukee.cfm</a>	Local Sites
HomeTownLocator: Washington, DC	<a href="http://dc.hometownlocator.com/dc/district-of-columbia/washington.cfm">http://dc.hometownlocator.com/dc/district-of-columbia/washington.cfm</a>	Local Sites
HomeTownLocator: Las Vegas, NV	<a href="http://nevada.hometownlocator.com/nv/clark/las-vegas.cfm">http://nevada.hometownlocator.com/nv/clark/las-vegas.cfm</a>	Local Sites
HomeTownLocator: Portland, OR	<a href="http://oregon.hometownlocator.com/or/multnomah/portland.cfm">http://oregon.hometownlocator.com/or/multnomah/portland.cfm</a>	Local Sites
HomeTownLocator: Oklahoma City, OK	<a href="http://oklahoma.hometownlocator.com/ok/oklahoma/oklahoma-city.cfm">http://oklahoma.hometownlocator.com/ok/oklahoma/oklahoma-city.cfm</a>	Local Sites
HomeTownLocator: Tucson, AZ	<a href="http://arizona.hometownlocator.com/az/pima/tucson.cfm">http://arizona.hometownlocator.com/az/pima/tucson.cfm</a>	Local Sites
HomeTownLocator: Atlanta, GA	<a href="http://georgia.hometownlocator.com/ga/fulton/atlanta.cfm">http://georgia.hometownlocator.com/ga/fulton/atlanta.cfm</a>	Local Sites

HomeTownLocator: Albuquerque, NM	<a href="http://newmexico.hometownlocator.com/nm/bernalillo/albuquerque.cfm">http://newmexico.hometownlocator.com/nm/bernalillo/albuquerque.cfm</a>	Local Sites
HomeTownLocator: Kansas City, MO	<a href="http://missouri.hometownlocator.com/mo/jackson/kansas-city.cfm">http://missouri.hometownlocator.com/mo/jackson/kansas-city.cfm</a>	Local Sites
HomeTownLocator: Fresno, CA	<a href="http://california.hometownlocator.com/ca/fresno/fresno.cfm">http://california.hometownlocator.com/ca/fresno/fresno.cfm</a>	Local Sites
HomeTownLocator: Mesa, AZ	<a href="http://arizona.hometownlocator.com/az/maricopa/mesa.cfm">http://arizona.hometownlocator.com/az/maricopa/mesa.cfm</a>	Local Sites
HomeTownLocator: Sacramento, CA	<a href="http://california.hometownlocator.com/ca/sacramento/sacramento.cfm">http://california.hometownlocator.com/ca/sacramento/sacramento.cfm</a>	Local Sites
HomeTownLocator: Long Beach, CA	<a href="http://california.hometownlocator.com/ca/los-angeles/long-beach.cfm">http://california.hometownlocator.com/ca/los-angeles/long-beach.cfm</a>	Local Sites
HomeTownLocator: Omaha, NE	<a href="http://nebraska.hometownlocator.com/ne/douglas/omaha.cfm">http://nebraska.hometownlocator.com/ne/douglas/omaha.cfm</a>	Local Sites
HomeTownLocator: Virginia Beach, VA	<a href="http://virginia.hometownlocator.com/va/virginia-beach-city/virginia-beach.cfm">http://virginia.hometownlocator.com/va/virginia-beach-city/virginia-beach.cfm</a>	Local Sites
HomeTownLocator: Miami, FL	<a href="http://florida.hometownlocator.com/fl/miami-dade/miami.cfm">http://florida.hometownlocator.com/fl/miami-dade/miami.cfm</a>	Local Sites
HomeTownLocator: Cleveland, OH	<a href="http://ohio.hometownlocator.com/oh/cuyahoga/cleveland.cfm">http://ohio.hometownlocator.com/oh/cuyahoga/cleveland.cfm</a>	Local Sites
HomeTownLocator: Oakland, CA	<a href="http://california.hometownlocator.com/ca/alameda/oakland.cfm">http://california.hometownlocator.com/ca/alameda/oakland.cfm</a>	Local Sites
HomeTownLocator: Raleigh, NC	<a href="http://northcarolina.hometownlocator.com/nc/wake/raleigh.cfm">http://northcarolina.hometownlocator.com/nc/wake/raleigh.cfm</a>	Local Sites
HomeTownLocator: Colorado Springs, CO	<a href="http://colorado.hometownlocator.com/co/el-paso/colorado-springs.cfm">http://colorado.hometownlocator.com/co/el-paso/colorado-springs.cfm</a>	Local Sites
HomeTownLocator: Tulsa, OK	<a href="http://oklahoma.hometownlocator.com/ok/tulsa/tulsa.cfm">http://oklahoma.hometownlocator.com/ok/tulsa/tulsa.cfm</a>	Local Sites
HomeTownLocator: Minneapolis, MN	<a href="http://minnesota.hometownlocator.com/mn/hennepin/minneapolis.cfm">http://minnesota.hometownlocator.com/mn/hennepin/minneapolis.cfm</a>	Local Sites
HomeTownLocator: Arlington, TX	<a href="http://texas.hometownlocator.com/tx/tarrant/arlington.cfm">http://texas.hometownlocator.com/tx/tarrant/arlington.cfm</a>	Local Sites
HomeTownLocator: Wichita, KS	<a href="http://kansas.hometownlocator.com/ks/sedgwick/wichita.cfm">http://kansas.hometownlocator.com/ks/sedgwick/wichita.cfm</a>	Local Sites
HomeTownLocator: Saint Louis, MO	<a href="http://missouri.hometownlocator.com/mo/st.-louis-city/saint-louis.cfm">http://missouri.hometownlocator.com/mo/st.-louis-city/saint-louis.cfm</a>	Local Sites
HomeTownLocator: New Orleans, LA	<a href="http://louisiana.hometownlocator.com/la/orleans/new-orleans.cfm">http://louisiana.hometownlocator.com/la/orleans/new-orleans.cfm</a>	Local Sites
HomeTownLocator: Tampa, FL	<a href="http://florida.hometownlocator.com/fl/hillsborough/tampa.cfm">http://florida.hometownlocator.com/fl/hillsborough/tampa.cfm</a>	Local Sites
HomeTownLocator: Santa Ana, CA	<a href="http://california.hometownlocator.com/ca/orange/santa-ana.cfm">http://california.hometownlocator.com/ca/orange/santa-ana.cfm</a>	Local Sites
HomeTownLocator: Anaheim, CA	<a href="http://california.hometownlocator.com/ca/orange/anaheim.cfm">http://california.hometownlocator.com/ca/orange/anaheim.cfm</a>	Local Sites
HomeTownLocator: Cincinnati, OH	<a href="http://ohio.hometownlocator.com/oh/hamilton/cincinnati.cfm">http://ohio.hometownlocator.com/oh/hamilton/cincinnati.cfm</a>	Local Sites
HomeTownLocator: Bakersfield, CA	<a href="http://california.hometownlocator.com/ca/kern/bakersfield.cfm">http://california.hometownlocator.com/ca/kern/bakersfield.cfm</a>	Local Sites
HomeTownLocator: Aurora, CO	<a href="http://colorado.hometownlocator.com/co/adams/aurora.cfm">http://colorado.hometownlocator.com/co/adams/aurora.cfm</a>	Local Sites
HomeTownLocator: Toledo, OH	<a href="http://ohio.hometownlocator.com/oh/lucas/toledo.cfm">http://ohio.hometownlocator.com/oh/lucas/toledo.cfm</a>	Local Sites
HomeTownLocator: Pittsburgh, PA	<a href="http://pennsylvania.hometownlocator.com/pa/allegheeny/pittsburgh.cfm">http://pennsylvania.hometownlocator.com/pa/allegheeny/pittsburgh.cfm</a>	Local Sites

HomeTownLocator: Riverside, CA	<a href="http://california.hometownlocator.com/ca/riverside/riverside.cfm">http://california.hometownlocator.com/ca/riverside/riverside.cfm</a>	Local Sites
HomeTownLocator: Lexington, KY	<a href="http://kentucky.hometownlocator.com/ky/fayette/lexington-fayette.cfm">http://kentucky.hometownlocator.com/ky/fayette/lexington-fayette.cfm</a>	Local Sites
HomeTownLocator: Stockton, CA	<a href="http://california.hometownlocator.com/ca/san-joaquin/stockton.cfm">http://california.hometownlocator.com/ca/san-joaquin/stockton.cfm</a>	Local Sites
HomeTownLocator: Corpus Christi, TX	<a href="http://texas.hometownlocator.com/tx/nueces/corpus-christi.cfm">http://texas.hometownlocator.com/tx/nueces/corpus-christi.cfm</a>	Local Sites
HomeTownLocator: Anchorage, AK	<a href="http://alaska.hometownlocator.com/ak/anchorage/anchorage.cfm">http://alaska.hometownlocator.com/ak/anchorage/anchorage.cfm</a>	Local Sites
HomeTownLocator: Saint Paul, MN	<a href="http://minnesota.hometownlocator.com/mn/ramsey/saint-paul.cfm">http://minnesota.hometownlocator.com/mn/ramsey/saint-paul.cfm</a>	Local Sites
HomeTownLocator: Newark, NJ	<a href="http://newjersey.hometownlocator.com/nj/essex/newark.cfm">http://newjersey.hometownlocator.com/nj/essex/newark.cfm</a>	Local Sites
HomeTownLocator: Plano, TX	<a href="http://texas.hometownlocator.com/tx/collin/plano.cfm">http://texas.hometownlocator.com/tx/collin/plano.cfm</a>	Local Sites
HomeTownLocator: Buffalo, NY	<a href="http://newyork.hometownlocator.com/ny/erie/buffalo.cfm">http://newyork.hometownlocator.com/ny/erie/buffalo.cfm</a>	Local Sites
HomeTownLocator: Henderson, NV	<a href="http://nevada.hometownlocator.com/nv/clark/henderson.cfm">http://nevada.hometownlocator.com/nv/clark/henderson.cfm</a>	Local Sites
HomeTownLocator: Fort Wayne, IN	<a href="http://indiana.hometownlocator.com/in/allen/fort-wayne.cfm">http://indiana.hometownlocator.com/in/allen/fort-wayne.cfm</a>	Local Sites
HomeTownLocator: Greensboro, NC	<a href="http://northcarolina.hometownlocator.com/nc/quilford/greensboro.cfm">http://northcarolina.hometownlocator.com/nc/quilford/greensboro.cfm</a>	Local Sites
HomeTownLocator: Lincoln, NE	<a href="http://nebraska.hometownlocator.com/ne/lancaster/lincoln.cfm">http://nebraska.hometownlocator.com/ne/lancaster/lincoln.cfm</a>	Local Sites
HomeTownLocator: Glendale, AZ	<a href="http://arizona.hometownlocator.com/az/maricopa/glendale.cfm">http://arizona.hometownlocator.com/az/maricopa/glendale.cfm</a>	Local Sites
Associated Cities: ApacheJunction.com	<a href="http://www.apachejunction.com/">http://www.apachejunction.com/</a>	Local Sites
Associated Cities: Binghamton.com	<a href="http://www.binghamton.com/">http://www.binghamton.com/</a>	Local Sites
Associated Cities: Boulder.com	<a href="http://www.boulder.com/">http://www.boulder.com/</a>	Local Sites
Associated Cities: BoyntonBeach.com	<a href="http://www.boyntonbeach.com/">http://www.boyntonbeach.com/</a>	Local Sites
Associated Cities: CalsbadCaverns.com	<a href="http://www.carlsbadcaverns.com/">http://www.carlsbadcaverns.com/</a>	Local Sites
Associated Cities: Chandler.com	<a href="http://www.chandler.com/">http://www.chandler.com/</a>	Local Sites
Associated Cities: Claremont.com	<a href="http://www.claremont.com/">http://www.claremont.com/</a>	Local Sites
Associated Cities: Depew.com	<a href="http://www.depew.com/">http://www.depew.com/</a>	Local Sites
Associated Cities: FountainHills.com	<a href="http://www.fountainhills.com/">http://www.fountainhills.com/</a>	Local Sites
Associated Cities: Gatesville.com	<a href="http://www.gatesville.com/">http://www.gatesville.com/</a>	Local Sites
Associated Cities: GreatFalls.com	<a href="http://www.greatfalls.com/">http://www.greatfalls.com/</a>	Local Sites
Associated Cities: Hickory.com	<a href="http://www.hickory.com/">http://www.hickory.com/</a>	Local Sites
Associated Cities: HuberHeights.com	<a href="http://www.huberheights.com/">http://www.huberheights.com/</a>	Local Sites
Associated Cities: Kalamazoo.com	<a href="http://www.kalamazoo.com/">http://www.kalamazoo.com/</a>	Local Sites
Associated Cities: Laramie.com	<a href="http://www.laramie.com/">http://www.laramie.com/</a>	Local Sites
Associated Cities: LongBranch.com	<a href="http://www.longbranch.com/">http://www.longbranch.com/</a>	Local Sites
Associated Cities: Louisville.us	<a href="http://www.louisville.us/">http://www.louisville.us/</a>	Local Sites
Associated Cities: Lynn	<a href="http://www.lynn.com/">http://www.lynn.com/</a>	Local Sites
Associated Cities: MarinaDelRey.com	<a href="http://www.marinadelrey.com/">http://www.marinadelrey.com/</a>	Local Sites
Associated Cities: MelrosePark.com	<a href="http://www.melrosepark.com/">http://www.melrosepark.com/</a>	Local Sites
Associated Cities: Mesa.com	<a href="http://www.mesa.com/">http://www.mesa.com/</a>	Local Sites
Associated Cities: Minocqua.com	<a href="http://www.minocqua.com/">http://www.minocqua.com/</a>	Local Sites
Associated Cities: NewPortRichey.com	<a href="http://www.newportrichey.com/">http://www.newportrichey.com/</a>	Local Sites
Associated Cities: Niantic.com	<a href="http://www.niantic.com/">http://www.niantic.com/</a>	Local Sites



Associated Cities: NorthLasVegas.com	<a href="http://www.northlasvegas.com/">http://www.northlasvegas.com/</a>	Local Sites
Associated Cities: NorthMiamiBeach.com	<a href="http://www.northmiamibeach.com/">http://www.northmiamibeach.com/</a>	Local Sites
Associated Cities: Oakton.com	<a href="http://www.oakton.com/">http://www.oakton.com/</a>	Local Sites
Associated Cities: OldSayBrook.com	<a href="http://www.oldsaybrook.com/">http://www.oldsaybrook.com/</a>	Local Sites
Associated Cities: OroValley.com	<a href="http://www.orovalley.com/">http://www.orovalley.com/</a>	Local Sites
Associated Cities: Petaluma.com	<a href="http://www.petaluma.com/">http://www.petaluma.com/</a>	Local Sites
Associated Cities: PortRichey.com	<a href="http://www.portrichey.com/">http://www.portrichey.com/</a>	Local Sites
Associated Cities: RanchoMirage.com	<a href="http://www.ranchomirage.com/">http://www.ranchomirage.com/</a>	Local Sites
Associated Cities: Rockford.com	<a href="http://www.rockford.com/">http://www.rockford.com/</a>	Local Sites
Associated Cities: SanibelCaptiva.com	<a href="http://www.sanibelcaptiva.com/">http://www.sanibelcaptiva.com/</a>	Local Sites
Associated Cities: SantaCatalinaIsland.com	<a href="http://www.santacatalinaisland.com/">http://www.santacatalinaisland.com/</a>	Local Sites
Associated Cities: Scottsdale.com	<a href="http://www.scottsdale.com/">http://www.scottsdale.com/</a>	Local Sites
Associated Cities: SierraMadre.com	<a href="http://www.sierramadre.com/">http://www.sierramadre.com/</a>	Local Sites
Associated Cities: Southington.com	<a href="http://www.southington.com/">http://www.southington.com/</a>	Local Sites
Associated Cities: SunsetBeach.com	<a href="http://www.sunsetbeach.com/">http://www.sunsetbeach.com/</a>	Local Sites
Associated Cities: TahoeVista.com	<a href="http://www.tahoevista.com/">http://www.tahoevista.com/</a>	Local Sites
Associated Cities: Tempe.com	<a href="http://www.tempe.com/">http://www.tempe.com/</a>	Local Sites
Associated Cities: Tunica.com	<a href="http://www.tunica.com/">http://www.tunica.com/</a>	Local Sites
Associated Cities: Tupelo.com	<a href="http://www.tupelo.com/">http://www.tupelo.com/</a>	Local Sites
Associated Cities: WilkesBarre.com	<a href="http://www.wilkesbarre.com/">http://www.wilkesbarre.com/</a>	Local Sites
Associated Cities: EastLyme.com	<a href="http://www.eastlyme.com/">http://www.eastlyme.com/</a>	Local Sites
Associated Cities: Groton.com	<a href="http://www.groton.com/">http://www.groton.com/</a>	Local Sites
Chicago.org	<a href="http://chicago.org/">http://chicago.org/</a>	Local Sites
CitiesUnlimited: Wilmington, NC	<a href="http://www.wilmingtonnc.com/">http://www.wilmingtonnc.com/</a>	Local Sites
CitiesUnlimited: Minot, ND	<a href="http://www.minotnorthdakota.com/">http://www.minotnorthdakota.com/</a>	Local Sites
CitiesUnlimited: Austin, TX	<a href="http://www.austin-usa.com/">http://www.austin-usa.com/</a>	Local Sites
CitiesUnlimited: Yuma, AZ	<a href="http://www.yumaarizona.com/">http://www.yumaarizona.com/</a>	Local Sites
CitiesUnlimited: San Antonio, TX	<a href="http://www.sanantonio-usa.com/">http://www.sanantonio-usa.com/</a>	Local Sites
CitiesUnlimited: Newnan, GA	<a href="http://www.newnangeorgia.com/">http://www.newnangeorgia.com/</a>	Local Sites
CitiesUnlimited: Florence, AZ	<a href="http://www.florencearizona.com/">http://www.florencearizona.com/</a>	Local Sites
CitiesUnlimited: Miami, FL	<a href="http://www.usa-miami.com/">http://www.usa-miami.com/</a>	Local Sites
CitiesUnlimited: Billings, MT	<a href="http://www.billingsmontana.com/">http://www.billingsmontana.com/</a>	Local Sites
CitiesUnlimited: Brooks, KY	<a href="http://www.brooksky.com/">http://www.brooksky.com/</a>	Local Sites
CitiesUnlimited: Melbourne, FL	<a href="http://www.melbourneflorida.com/">http://www.melbourneflorida.com/</a>	Local Sites
CitiesUnlimited: Saint Paul, MN	<a href="http://www.saintpaulminnesota.com/">http://www.saintpaulminnesota.com/</a>	Local Sites
CitiesUnlimited: Jackson, MS	<a href="http://www.jacksonmississippi.com/">http://www.jacksonmississippi.com/</a>	Local Sites
CitiesUnlimited: Hobbs, NM	<a href="http://www.hobbsnewmexico.com/">http://www.hobbsnewmexico.com/</a>	Local Sites
CitiesUnlimited: Osage Beach, MO	<a href="http://www.osagebeach.com/">http://www.osagebeach.com/</a>	Local Sites
CitiesUnlimited: Rockwall, TX	<a href="http://www.rockwalltexas.com/">http://www.rockwalltexas.com/</a>	Local Sites
CitiesUnlimited: Tulsa, OK	<a href="http://www.tulsaoklahoma.com/">http://www.tulsaoklahoma.com/</a>	Local Sites
CitiesUnlimited: Jacksonville, NC	<a href="http://www.jacksonvillenc.com/">http://www.jacksonvillenc.com/</a>	Local Sites
CitiesUnlimited: Gulfport, MS	<a href="http://www.gulfportmississippi.com/">http://www.gulfportmississippi.com/</a>	Local Sites
Online Ventures USA: Albuquerque, NM	<a href="http://www.localnewsalbuquerque.com/">http://www.localnewsalbuquerque.com/</a>	Local Sites
Online Ventures USA: Arlington, TX	<a href="http://www.localnewsarlington.com/">http://www.localnewsarlington.com/</a>	Local Sites
Online Ventures USA: Austin, TX	<a href="http://www.localnewsaustin.com/">http://www.localnewsaustin.com/</a>	Local Sites
Online Ventures USA: Baltimore, MD	<a href="http://www.localnewsbaltimore.com/">http://www.localnewsbaltimore.com/</a>	Local Sites
Online Ventures USA: Chicago, IL	<a href="http://www.localnewschitown.com/">http://www.localnewschitown.com/</a>	Local Sites
Online Ventures USA: Cleveland, OH	<a href="http://www.localnewscleveland.com/">http://www.localnewscleveland.com/</a>	Local Sites
Online Ventures USA: Detroit, MI	<a href="http://www.localnewsdetroit.com/">http://www.localnewsdetroit.com/</a>	Local Sites
Online Ventures USA: El Paso, TX	<a href="http://www.localnewselpaso.com/">http://www.localnewselpaso.com/</a>	Local Sites



Online Ventures USA: Fresno, CA	<a href="http://www.localnewsfresno.com/">http://www.localnewsfresno.com/</a>	Local Sites
Online Ventures USA: Honolulu, HI	<a href="http://www.localnewshonolulu.com/">http://www.localnewshonolulu.com/</a>	Local Sites
Online Ventures USA: Indianapolis, IN	<a href="http://www.localnewsindianapolis.com/">http://www.localnewsindianapolis.com/</a>	Local Sites
Online Ventures USA: Jacksonville, FL	<a href="http://www.localnewsjacksonville.com/">http://www.localnewsjacksonville.com/</a>	Local Sites
Online Ventures USA: Kansas City, MO	<a href="http://www.localnewskansascity.com/">http://www.localnewskansascity.com/</a>	Local Sites
Online Ventures USA: Long Beach, CA	<a href="http://www.localnewslongbeach.com/">http://www.localnewslongbeach.com/</a>	Local Sites
Online Ventures USA: Louisville, KY	<a href="http://www.localnewslouisville.com/">http://www.localnewslouisville.com/</a>	Local Sites
Online Ventures USA: Manhattan, NY	<a href="http://www.localnewsmanhattan.com/">http://www.localnewsmanhattan.com/</a>	Local Sites
Online Ventures USA: Memphis, TN	<a href="http://www.localnewsmemphis.com/">http://www.localnewsmemphis.com/</a>	Local Sites
Online Ventures USA: Mesa, AZ	<a href="http://www.localnewsmesa.com/">http://www.localnewsmesa.com/</a>	Local Sites
Online Ventures USA: Milwaukee, WI	<a href="http://www.localnewsmilwaukee.com/">http://www.localnewsmilwaukee.com/</a>	Local Sites
Online Ventures USA: Minneapolis, MN	<a href="http://www.localnewsminneapolis.com/">http://www.localnewsminneapolis.com/</a>	Local Sites
Online Ventures USA: Nashville, TN	<a href="http://www.localnewsnashville.com/">http://www.localnewsnashville.com/</a>	Local Sites
Online Ventures USA: New Orleans, LA	<a href="http://www.localnewsnola.com/">http://www.localnewsnola.com/</a>	Local Sites
Online Ventures USA: Oakland, CA	<a href="http://www.localnews oakland.com/">http://www.localnews oakland.com/</a>	Local Sites
Online Ventures USA: Oklahoma City, OK	<a href="http://www.localnewsoklahomacity.com/">http://www.localnewsoklahomacity.com/</a>	Local Sites
Online Ventures USA: Omaha, NE	<a href="http://www.localnewsomaha.com/">http://www.localnewsomaha.com/</a>	Local Sites
Online Ventures USA: Philadelphia, PA	<a href="http://www.localnewsphiladelphia.com/">http://www.localnewsphiladelphia.com/</a>	Local Sites
Online Ventures USA: Sacramento, CA	<a href="http://www.localnewssacramento.com/">http://www.localnewssacramento.com/</a>	Local Sites
Online Ventures USA: San Antonio, TX	<a href="http://www.localnewssanantonio.com/">http://www.localnewssanantonio.com/</a>	Local Sites
Online Ventures USA: San Francisco, CA	<a href="http://www.localnewssanfrancisco.com/">http://www.localnewssanfrancisco.com/</a>	Local Sites
Online Ventures USA: St. Louis, MO	<a href="http://www.localnewsstlouis.com/">http://www.localnewsstlouis.com/</a>	Local Sites
Online Ventures USA: Tampa, FL	<a href="http://www.localnewstampa.com/">http://www.localnewstampa.com/</a>	Local Sites
Online Ventures USA: Tucson, AZ	<a href="http://www.localnewstucson.com/">http://www.localnewstucson.com/</a>	Local Sites
Online Ventures USA: Tulsa, OK	<a href="http://www.localnewstulsa.com/">http://www.localnewstulsa.com/</a>	Local Sites
Online Ventures USA: Virginia Beach, VA	<a href="http://www.localnewsvirginiabeach.com/">http://www.localnewsvirginiabeach.com/</a>	Local Sites
Online Ventures USA: Wichita, KS	<a href="http://www.localnewswichita.com/">http://www.localnewswichita.com/</a>	Local Sites
Cambridge.com	<a href="http://www.cambridge.com/">http://www.cambridge.com/</a>	Local Sites
JobsHattiesburg.com	<a href="http://www.jobshattiesburg.com/">http://www.jobshattiesburg.com/</a>	Local Sites
WeAreCentralPA.com	<a href="http://wearecentralpa.com/">http://wearecentralpa.com/</a>	Local Sites
CentralIllinoisProud.com	<a href="http://centralillinoisproud.com/">http://centralillinoisproud.com/</a>	Local Sites
CitiesUnlimited: Arlington, VA	<a href="http://www.arlingtonva.com/">http://www.arlingtonva.com/</a>	Local Sites
CitiesUnlimited: Fargo, ND	<a href="http://www.fargonorthdakota.com/">http://www.fargonorthdakota.com/</a>	Local Sites
CitiesUnlimited: Laredo, TX	<a href="http://www.laredotexas.com/">http://www.laredotexas.com/</a>	Local Sites
CitiesUnlimited: Bryan, TX	<a href="http://www.bryantexas.com/">http://www.bryantexas.com/</a>	Local Sites
CitiesUnlimited: Springfield, IL	<a href="http://www.springfieldillinois.com/">http://www.springfieldillinois.com/</a>	Local Sites
CitiesUnlimited: Overland Park, KS	<a href="http://www.overlandparkkansas.com/">http://www.overlandparkkansas.com/</a>	Local Sites
CitiesUnlimited: Olathe, KS	<a href="http://www.olathekansas.com/">http://www.olathekansas.com/</a>	Local Sites
CitiesUnlimited: Bismarck, ND	<a href="http://www.bismarcknorthdakota.com/">http://www.bismarcknorthdakota.com/</a>	Local Sites
CitiesUnlimited: Gallup, NM	<a href="http://www.gallupnewmexico.com/">http://www.gallupnewmexico.com/</a>	Local Sites
CitiesUnlimited: Belton, TX	<a href="http://www.beltontexas.com/">http://www.beltontexas.com/</a>	Local Sites
CitiesUnlimited: Allentown, PA	<a href="http://www.allentownpennsylvania.com/">http://www.allentownpennsylvania.com/</a>	Local Sites

CitiesUnlimited: French Lick, IN	<a href="http://www.frenchlickindiana.com/">http://www.frenchlickindiana.com/</a>	Local Sites
CitiesUnlimited: Greensburg, PA	<a href="http://www.greensburgpennsylvania.com/">http://www.greensburgpennsylvania.com/</a>	Local Sites
CitiesUnlimited: Caster, WY	<a href="http://www.casperwyoming.com/">http://www.casperwyoming.com/</a>	Local Sites
CitiesUnlimited: Brunswick, GA	<a href="http://www.brunswickgeorgia.com/">http://www.brunswickgeorgia.com/</a>	Local Sites
CitiesUnlimited: Saint Augustine, FL	<a href="http://www.saintaugustineflorida.com/">http://www.saintaugustineflorida.com/</a>	Local Sites
CitiesUnlimited: Williamsburg, VA	<a href="http://www.williamsburgvirginia.com/">http://www.williamsburgvirginia.com/</a>	Local Sites
CitiesUnlimited: Papillion, NE	<a href="http://www.papillionnebraska.com/">http://www.papillionnebraska.com/</a>	Local Sites
CitiesUnlimited: Clermont, FL	<a href="http://www.clermontflorida.com/">http://www.clermontflorida.com/</a>	Local Sites
CitiesUnlimited: Murfreesboro, TN	<a href="http://www.murfreesborotn.com/">http://www.murfreesborotn.com/</a>	Local Sites
CitiesUnlimited: Quincy, WA	<a href="http://www.quincywashington.com/">http://www.quincywashington.com/</a>	Local Sites
CitiesUnlimited: Abilene, TX	<a href="http://www.abilenetexas.com/">http://www.abilenetexas.com/</a>	Local Sites
CitiesUnlimited: Decorah, IA	<a href="http://www.decorahiowa.com/">http://www.decorahiowa.com/</a>	Local Sites
CitiesUnlimited: Paducah, KY	<a href="http://www.paducahkentucky.com/">http://www.paducahkentucky.com/</a>	Local Sites
Associated Cities: Kenosha.com	<a href="http://www.kenosha.com/">http://www.kenosha.com/</a>	Local Sites
Associated Cities: SantaClara.com	<a href="http://www.santaclara.com/">http://www.santaclara.com/</a>	Local Sites
Associated Cities: Sausalito.com	<a href="http://www.sausalito.com/">http://www.sausalito.com/</a>	Local Sites
Associated Cities: Sheboygan.com	<a href="http://www.sheboygan.com/">http://www.sheboygan.com/</a>	Local Sites
Associated Cities: Toledo.com	<a href="http://www.toledo.com/">http://www.toledo.com/</a>	Local Sites
My City Murrieta	<a href="http://mycitymurrieta.com/index.html">http://mycitymurrieta.com/index.html</a>	Local Sites
VBJ Online	<a href="http://www.vbjusa.com/">http://www.vbjusa.com/</a>	Local Sites
Hargray	<a href="http://www.hargray.net/">http://www.hargray.net/</a>	Local Sites
New Wave	<a href="http://www.nwcable.net/">http://www.nwcable.net/</a>	Local Sites
Hawaiian Tel	<a href="http://www.hawaiiantel.net/">http://www.hawaiiantel.net/</a>	Local Sites
WKTV.com	<a href="http://www.wktv.com/">http://www.wktv.com/</a>	Local Sites
SandHillsNC.com	<a href="http://www.sandhillsnc.com/">http://www.sandhillsnc.com/</a>	Local Sites
StAugustineLinks.com	<a href="http://www.staugustinelinks.com">http://www.staugustinelinks.com</a>	Local Sites
NorthTacoma.net	<a href="http://www.northtacoma.net">http://www.northtacoma.net</a>	Local Sites
4Sarasota	<a href="http://www.4sarasota.com">http://www.4sarasota.com</a>	Local Sites
CBIA (Conneticut Business & Industry Assoc)	<a href="http://www.cbia.com/home.htm">http://www.cbia.com/home.htm</a>	Local Sites
Michigan Start Pages	<a href="http://www.mich.info">http://www.mich.info</a>	Local Sites
Clear Channel Television Interactive	<a href="http://www.clearchannel.com/">http://www.clearchannel.com/</a>	Local Sites
AnAmericanAbroad.com	<a href="http://www.anamericanabroad.com">http://www.anamericanabroad.com</a>	Local Sites
SpringfieldMass.com	<a href="http://www.springfieldmass.com">http://www.springfieldmass.com</a>	Local Sites
Resource Links	<a href="http://www.resourcelinks.net/">http://www.resourcelinks.net/</a>	Local Sites
IdahoOnlineMall	<a href="http://www.idahoonline mall.com">http://www.idahoonline mall.com</a>	Local Sites
BoiseOnlineMall	<a href="http://www.boiseonline mall.com">http://www.boiseonline mall.com</a>	Local Sites
Leander.net	<a href="http://www.leander.net/">http://www.leander.net/</a>	Local Sites
Around Town Eastern Carolina (TimeWarnerCable)	<a href="http://www.ec.rr.com">http://www.ec.rr.com</a>	Local Sites
EachTown (CQWW)	<a href="http://www.eachtown.com">http://www.eachtown.com</a>	Local Sites
Hometown Headlines, Inc.	<a href="http://www.hometownheadlines.com/">http://www.hometownheadlines.com/</a>	Local Sites
Eureka	<a href="http://www.eureka.org">http://www.eureka.org</a>	Local Sites
SouthJersey.com	<a href="http://www.southjersey.com">http://www.southjersey.com</a>	Local Sites
Greater Philadelphia Business	<a href="http://www.gp-biz.com">http://www.gp-biz.com</a>	Local Sites
NewYorkCity.com	<a href="http://www.newyorkcity.com">http://www.newyorkcity.com</a>	Local Sites
AtlantaAZ.com	<a href="http://www.atlantaaz.com">http://www.atlantaaz.com</a>	Local Sites
Maximum Edge	<a href="http://www.maximumedge.com">http://www.maximumedge.com</a>	Local Sites
Boulder City	<a href="http://www.bouldercity.com/">http://www.bouldercity.com/</a>	Local Sites
GoldCoastSchools.com	<a href="http://www.goldcoastschools.com">http://www.goldcoastschools.com</a>	Local Sites
SAN DIEGAN	<a href="http://www.sandiegan.com">http://www.sandiegan.com</a>	Local Sites
Jersey Job Guide	<a href="http://www.jerseyjobguide.com">http://www.jerseyjobguide.com</a>	Local Sites
Classic Buffalo	<a href="http://www.classicbuffalo.com">http://www.classicbuffalo.com</a>	Local Sites

Cincinnati Atlas	<a href="http://www.cincinnatiatlas.com">http://www.cincinnatiatlas.com</a>	Local Sites
255 Baton Rouge	<a href="http://www.225batonrouge.com">http://www.225batonrouge.com</a>	Local Sites
Hattiesburg	<a href="http://www.hattiesburg.com">http://www.hattiesburg.com</a>	Local Sites
PAontheweb	<a href="http://www.paontheweb.com">http://www.paontheweb.com</a>	Local Sites
Acworth.net	<a href="http://www.acworth.net">http://www.acworth.net</a>	Local Sites
River Cities E Zine	<a href="http://www.rivercitiessazine.com">http://www.rivercitiessazine.com</a>	Local Sites
Ellenton.com	<a href="http://ellenton.com/">http://ellenton.com/</a>	Local Sites
Pittsburgh.net	<a href="http://www.pittsburgh.net/">http://www.pittsburgh.net/</a>	Local Sites
Moving To Phoenix	<a href="http://movingtophoenix.org/index.html">http://movingtophoenix.org/index.html</a>	Local Sites
Danville.com	<a href="http://danville.com/">http://danville.com/</a>	Local Sites
UTV 44: Mobile, AL	<a href="http://www.utv44.com/">http://www.utv44.com/</a>	Local Sites
CinCW	<a href="http://www.cincw.com/">http://www.cincw.com/</a>	Local Sites
CW30.com	<a href="http://www.cw30.com/">http://www.cw30.com/</a>	Local Sites
CW 15	<a href="http://www.cw15.com/">http://www.cw15.com/</a>	Local Sites
MyTVWichita.com	<a href="http://www.mytvwichita.com/">http://www.mytvwichita.com/</a>	Local Sites
Your Lancaster	<a href="http://www.yourlanaster.com/Default.htm">http://www.yourlanaster.com/Default.htm</a>	Local Sites
Florida Halfbacks	<a href="http://floridahalfbacks.com">http://floridahalfbacks.com</a>	Local Sites
Visit-Washington-DC.com	<a href="http://www.visit-washington-dc.com">http://www.visit-washington-dc.com</a>	Local Sites
Visit-New-York-City.com	<a href="http://www.visit-new-york-city.com">http://www.visit-new-york-city.com</a>	Local Sites
Oldsmar.com	<a href="http://www.oldsmar.com/">http://www.oldsmar.com/</a>	Local Sites
HoodFacts.com	<a href="http://www.hoodfacts.com">http://www.hoodfacts.com</a>	Local Sites
Central Florida International Chamber of Commerce	<a href="http://www.centralchamber.org/">http://www.centralchamber.org/</a>	Local Sites
My Valdosta.com	<a href="http://myvaldosta.com/">http://myvaldosta.com/</a>	Local Sites
CampSprings.net	<a href="http://www.campsprings.net/campsprings.html">http://www.campsprings.net/campsprings.html</a>	Local Sites
Terrell.com	<a href="http://www.terrell.com/">http://www.terrell.com/</a>	Local Sites
MyHomeTownZip.com	<a href="http://myhometownzip.com/">http://myhometownzip.com/</a>	Local Sites
Radiografia Mundial	<a href="http://www.radiografiamundial.com/">http://www.radiografiamundial.com/</a>	Local Sites
NewHopePennsylvania.com	<a href="http://www.newhopepennsylvania.com">http://www.newhopepennsylvania.com</a>	Local Sites
GreatNJ.com	<a href="http://www.greatnj.com/">http://www.greatnj.com/</a>	Local Sites
AllOrlando.com	<a href="http://www.allorlando.com/">http://www.allorlando.com/</a>	Local Sites
PortlandNeighborhood.com	<a href="http://www.portlandneighborhood.com/">http://www.portlandneighborhood.com/</a>	Local Sites
CabarrusNow.com	<a href="http://www.cabarrusnow.com/">http://www.cabarrusnow.com/</a>	Local Sites
TacomaWeatherCam.com	<a href="http://www.tacomaweathercam.com/">http://www.tacomaweathercam.com/</a>	Local Sites
Lewistown On Line	<a href="http://www.lewistown.net">http://www.lewistown.net</a>	Local Sites
MyZipple	<a href="http://myzipple.com">http://myzipple.com</a>	Local Sites
FOX Kansas (KSAS) Channel 24	<a href="http://www.foxkansas.com/">http://www.foxkansas.com/</a>	Local Sites
Visit-San-Francisco.com	<a href="http://visit-san-francisco.com">http://visit-san-francisco.com</a>	Local Sites
Visit-San-Diego.com	<a href="http://visit-san-diego.com">http://visit-san-diego.com</a>	Local Sites
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Brooklyn.com	<a href="http://brooklyn.com/">http://brooklyn.com/</a>	Local Sites
GoToEureka.com	<a href="http://www.gotoeureka.com/">http://www.gotoeureka.com/</a>	Local Sites
YourGuideToTheUS.com	<a href="http://www.yourguidetotheus.com/">http://www.yourguidetotheus.com/</a>	Local Sites
NewToReno.com	<a href="http://www.newtoreno.com/">http://www.newtoreno.com/</a>	Local Sites
813area.com	<a href="http://www.813area.com/">http://www.813area.com/</a>	Local Sites
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SanPedro.com	<a href="http://www.sanpedro.com/">http://www.sanpedro.com/</a>	Local Sites
PUMP--Pittsburgh Urban Magnet Project	<a href="http://www.pump.org/">http://www.pump.org/</a>	Local Sites
Fresno Mall	<a href="http://www.fresnomall.com/">http://www.fresnomall.com/</a>	Local Sites
BrandywineMD.com	<a href="http://brandywinemd.com">http://brandywinemd.com</a>	Local Sites
AccokeekMD.com	<a href="http://accokeekmd.com">http://accokeekmd.com</a>	Local Sites
FernleyNews.com	<a href="http://www.fernleynews.com/">http://www.fernleynews.com/</a>	Local Sites
Live City Guides	<a href="http://www.livecityguides.com/Default.aspx">http://www.livecityguides.com/Default.aspx</a>	Local Sites
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Winchester Online	<a href="http://winchesteronline.com">http://winchesteronline.com</a>	Local Sites
Moving To Chicago	<a href="http://movingtochicago.org/">http://movingtochicago.org/</a>	Local Sites
Central Valley Business Times	<a href="http://centralvalleybusinesstimes.com/">http://centralvalleybusinesstimes.com/</a>	Local Sites
InfoZine	<a href="http://www.infozine.com/">http://www.infozine.com/</a>	Local Sites
KentOhio.net	<a href="http://www.kentohio.net">http://www.kentohio.net</a>	Local Sites
OaklandWeb	<a href="http://www.oaklandweb.com">http://www.oaklandweb.com</a>	Local Sites
GRNow.com	<a href="http://www.grnow.com">http://www.grnow.com</a>	Local Sites
Around Hawaii	<a href="http://www.aroundhawaii.com">http://www.aroundhawaii.com</a>	Local Sites
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Boston-Online	<a href="http://www.boston-online.com">http://www.boston-online.com</a>	Local Sites
Rockford Link	<a href="http://www.rockfordlink.com">http://www.rockfordlink.com</a>	Local Sites
CT Business Directory	<a href="http://www.ctport.com">http://www.ctport.com</a>	Local Sites
Hometown USA	<a href="http://www.hometownusa.com">http://www.hometownusa.com</a>	Local Sites
American Towns	<a href="http://www.american towns.com">http://www.american towns.com</a>	Local Sites
Search Texoma	<a href="http://www.searchtexoma.com">http://www.searchtexoma.com</a>	Local Sites
Las Vegas, Nevada Portal	<a href="http://www.lasvegasnevadaportal.com/">http://www.lasvegasnevadaportal.com/</a>	Local Sites
TheGuideToTheUS.com	<a href="http://www.theguidetotheus.com/index.html">http://www.theguidetotheus.com/index.html</a>	Local Sites
LakeCountyOH.net	<a href="http://www.lakecountyoh.net/">http://www.lakecountyoh.net/</a>	Local Sites
TheCityOf.com	<a href="http://www.thecityof.com/">http://www.thecityof.com/</a>	Local Sites

The Guide to Chicago	<a href="http://www.theguidetotheus.com/chicago/">http://www.theguidetotheus.com/chicago/</a>	Local Sites
The Guide to Miami	<a href="http://www.theguidetotheus.com/miami/">http://www.theguidetotheus.com/miami/</a>	Local Sites
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The Guide to Las Vegas	<a href="http://www.theguidetotheus.com/vegas/">http://www.theguidetotheus.com/vegas/</a>	Local Sites
The Guide to Indianapolis	<a href="http://www.theguidetotheus.com/indianapolis/">http://www.theguidetotheus.com/indianapolis/</a>	Local Sites
The Guide to Albuquerque	<a href="http://www.theguidetotheus.com/albuquerque/">http://www.theguidetotheus.com/albuquerque/</a>	Local Sites
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The Guide to Honolulu	<a href="http://www.theguidetotheus.com/honolulu/">http://www.theguidetotheus.com/honolulu/</a>	Local Sites
Washingtonian.com	<a href="http://www.washingtonian.com/index.html">http://www.washingtonian.com/index.html</a>	Local Sites
OrangeCountyResourceGuide.com	<a href="http://www.orangecountyresourceguide.com/">http://www.orangecountyresourceguide.com/</a>	Local Sites
Houston Architecture Info	<a href="http://www.houstonarchitecture.info/">http://www.houstonarchitecture.info/</a>	Local Sites
Oregon Business	<a href="http://www.oregonbusiness.com/">http://www.oregonbusiness.com/</a>	Local Sites
Town of Port Barre	<a href="http://www.townofportbarre.com/">http://www.townofportbarre.com/</a>	Local Sites
HinesvilleJobs.net	<a href="http://www.hinesvillejobs.net/">http://www.hinesvillejobs.net/</a>	Local Sites
The City Guide Network	<a href="http://www.cityguidenetwork.net/">http://www.cityguidenetwork.net/</a>	Local Sites
Chattanooga Charm	<a href="http://www.chattanooga-charm.com/">http://www.chattanooga-charm.com/</a>	Local Sites
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PalmBeachCounty.com	<a href="http://www.palmbeachcounty.com/">http://www.palmbeachcounty.com/</a>	Local Sites
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CitiesUnlimited: Orlando, FL	<a href="http://www.usa-orlando.com/">http://www.usa-orlando.com/</a>	Local Sites
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CitiesUnlimited: Riverside, CA	<a href="http://www.riversidecalifornia.com/">http://www.riversidecalifornia.com/</a>	Local Sites
CitiesUnlimited: Rochester, MN	<a href="http://www.rochester-usa.com/">http://www.rochester-usa.com/</a>	Local Sites
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CitiesUnlimited: Albuquerque, NM	<a href="http://www.albuquerquenewmexico.com/">http://www.albuquerquenewmexico.com/</a>	Local Sites
CitiesUnlimited: Santa Fe, NM	<a href="http://www.santafenm.com/">http://www.santafenm.com/</a>	Local Sites
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CitiesUnlimited: Anchorage, AK	<a href="http://www.anchorageak.com/">http://www.anchorageak.com/</a>	Local Sites
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CitiesUnlimited: Binghamton, NY	<a href="http://www.binghamtonnewyork.com/">http://www.binghamtonnewyork.com/</a>	Local Sites
CitiesUnlimited: Bluefield, WV	<a href="http://www.bluefieldwestvirginia.com/">http://www.bluefieldwestvirginia.com/</a>	Local Sites
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CitiesUnlimited: Burlington, VT	<a href="http://burlington.vt.localcities.com/">http://burlington.vt.localcities.com/</a>	Local Sites
CitiesUnlimited: Cedar Rapids, IA	<a href="http://www.cedarrapidsiowa.com/">http://www.cedarrapidsiowa.com/</a>	Local Sites
CitiesUnlimited: Springfield, IL	<a href="http://www.springfieldillinois.com/">http://www.springfieldillinois.com/</a>	Local Sites



CitiesUnlimited: Charleston, SC	<a href="http://charleston.sc.localcities.com/">http://charleston.sc.localcities.com/</a>	Local Sites
CitiesUnlimited: Charleston, WV	<a href="http://www.charlestonwestvirginia.com/">http://www.charlestonwestvirginia.com/</a>	Local Sites
CitiesUnlimited: Huntington, WV	<a href="http://www.huntingtonwestvirginia.com/">http://www.huntingtonwestvirginia.com/</a>	Local Sites
CitiesUnlimited: Chattanooga, TN	<a href="http://www.chattanoogatennessee.com/">http://www.chattanoogatennessee.com/</a>	Local Sites
CitiesUnlimited: Colorado Springs, CO	<a href="http://www.coloradosprings-usa.com/">http://www.coloradosprings-usa.com/</a>	Local Sites
CitiesUnlimited: Columbia, SC	<a href="http://columbia.sc.localcities.com/">http://columbia.sc.localcities.com/</a>	Local Sites
CitiesUnlimited: Columbia, MO	<a href="http://www.columbiamissouri.com/">http://www.columbiamissouri.com/</a>	Local Sites
CitiesUnlimited: Jefferson City, MO	<a href="http://www.jeffersoncitymo.com/">http://www.jeffersoncitymo.com/</a>	Local Sites
CitiesUnlimited: Columbus, GA	<a href="http://columbus.ga.localcities.com/">http://columbus.ga.localcities.com/</a>	Local Sites
CitiesUnlimited: Corpus Christi, TX	<a href="http://www.corpuschristitexas.com/">http://www.corpuschristitexas.com/</a>	Local Sites
CitiesUnlimited: Davenport, IA	<a href="http://davenport.ia.localcities.com/">http://davenport.ia.localcities.com/</a>	Local Sites
CitiesUnlimited: Dayton, OH	<a href="http://www.daytonusa.com/">http://www.daytonusa.com/</a>	Local Sites
CitiesUnlimited: Denver, CO	<a href="http://www.denverco.net/">http://www.denverco.net/</a>	Local Sites
CitiesUnlimited: Des Moines, IA	<a href="http://www.desmoinesiowa.com/">http://www.desmoinesiowa.com/</a>	Local Sites
CitiesUnlimited: Ames, IA	<a href="http://www.amesia.com/">http://www.amesia.com/</a>	Local Sites
CitiesUnlimited: Dothan, AL	<a href="http://dothan.al.localcities.com/">http://dothan.al.localcities.com/</a>	Local Sites
CitiesUnlimited: Erie, PA	<a href="http://www.eriepennsylvania.com/">http://www.eriepennsylvania.com/</a>	Local Sites
CitiesUnlimited: Eugene, OR	<a href="http://www.eugeneor.com/">http://www.eugeneor.com/</a>	Local Sites
CitiesUnlimited: Evansville, IN	<a href="http://www.evansvilleindiana.com/">http://www.evansvilleindiana.com/</a>	Local Sites
CitiesUnlimited: Flint, MI	<a href="http://www.flintmichigan.com/">http://www.flintmichigan.com/</a>	Local Sites
CitiesUnlimited: Saginaw, MI	<a href="http://www.saginawmichigan.com/">http://www.saginawmichigan.com/</a>	Local Sites
CitiesUnlimited: Bay City, MI	<a href="http://www.baycitymi.com/">http://www.baycitymi.com/</a>	Local Sites
CitiesUnlimited: Florence, SC	<a href="http://www.florencesouthcarolina.com/">http://www.florencesouthcarolina.com/</a>	Local Sites
CitiesUnlimited: Myrtle Beach, SC	<a href="http://myrtlebeach.sc.localcities.com/">http://myrtlebeach.sc.localcities.com/</a>	Local Sites
CitiesUnlimited: Fresno, CA	<a href="http://www.fresnocalifornia.com/">http://www.fresnocalifornia.com/</a>	Local Sites
CitiesUnlimited: Fort Myers, FL	<a href="http://fortmyers.fl.localcities.com/">http://fortmyers.fl.localcities.com/</a>	Local Sites
CitiesUnlimited: Naples, FL	<a href="http://naples.fl.localcities.com/">http://naples.fl.localcities.com/</a>	Local Sites
CitiesUnlimited: Fort Wayne, IN	<a href="http://www.fortwayneindiana.com/">http://www.fortwayneindiana.com/</a>	Local Sites
CitiesUnlimited: Gainesville, GA	<a href="http://gainesville.ga.localcities.com/">http://gainesville.ga.localcities.com/</a>	Local Sites
CitiesUnlimited: Grand Junction, CO	<a href="http://www.grandjunctioncolorado.com/">http://www.grandjunctioncolorado.com/</a>	Local Sites
CitiesUnlimited: Grand Rapids, MI	<a href="http://www.grandrapidsmichigan.com/">http://www.grandrapidsmichigan.com/</a>	Local Sites
CitiesUnlimited: Kalamazoo, MI	<a href="http://www.kalamazoomichigan.com/">http://www.kalamazoomichigan.com/</a>	Local Sites
CitiesUnlimited: Green Bay, WI	<a href="http://www.greenbay-usa.com/">http://www.greenbay-usa.com/</a>	Local Sites
CitiesUnlimited: Appleton, WI	<a href="http://www.appletonwisconsin.com/">http://www.appletonwisconsin.com/</a>	Local Sites
CitiesUnlimited: Greensboro, NC	<a href="http://www.greensboro-usa.com/">http://www.greensboro-usa.com/</a>	Local Sites
CitiesUnlimited: High Point, NC	<a href="http://www.highpointnorthcarolina.com/">http://www.highpointnorthcarolina.com/</a>	Local Sites
CitiesUnlimited: Winston-Salem, NC	<a href="http://www.winston-salemnorthcarolina.com/">http://www.winston-salemnorthcarolina.com/</a>	Local Sites
CitiesUnlimited: Greenville, SC	<a href="http://greenville.sc.localcities.com/">http://greenville.sc.localcities.com/</a>	Local Sites
CitiesUnlimited: Spartanburg, SC	<a href="http://www.spartanburgsouthcarolina.com/">http://www.spartanburgsouthcarolina.com/</a>	Local Sites
CitiesUnlimited: Asheville, NC	<a href="http://www.ashevillenorthcarolina.com/">http://www.ashevillenorthcarolina.com/</a>	Local Sites
CitiesUnlimited: Harrisburg, PA	<a href="http://harrisburg.pa.localcities.com/">http://harrisburg.pa.localcities.com/</a>	Local Sites
CitiesUnlimited: Lancaster, PA	<a href="http://www.lancasterusa.com/">http://www.lancasterusa.com/</a>	Local Sites
CitiesUnlimited: York, PA	<a href="http://york.pa.localcities.com/">http://york.pa.localcities.com/</a>	Local Sites
CitiesUnlimited: Huntsville, AL	<a href="http://www.huntsvilleusa.com/">http://www.huntsvilleusa.com/</a>	Local Sites



CitiesUnlimited: Decatur, AL	<a href="http://www.decaturalabama.com/">http://www.decaturalabama.com/</a>	Local Sites
CitiesUnlimited: Florence, AL	<a href="http://www.florencealabama.com/">http://www.florencealabama.com/</a>	Local Sites
CitiesUnlimited: Honolulu, HI	<a href="http://www.honolulu-usa.com/">http://www.honolulu-usa.com/</a>	Local Sites
CitiesUnlimited: Jackson, MS	<a href="http://www.jacksonmississippi.com/">http://www.jacksonmississippi.com/</a>	Local Sites
CitiesUnlimited: Altoona, PA	<a href="http://www.altoonapennsylvania.com/">http://www.altoonapennsylvania.com/</a>	Local Sites
CitiesUnlimited: Joplin, MO	<a href="http://www.joplinmissouri.com/">http://www.joplinmissouri.com/</a>	Local Sites
CitiesUnlimited: Juneau, AK	<a href="http://juneau.ak.localcities.com/">http://juneau.ak.localcities.com/</a>	Local Sites
CitiesUnlimited: Knoxville, TN	<a href="http://www.knoxville-usa.com/">http://www.knoxville-usa.com/</a>	Local Sites
CitiesUnlimited: La Crosse, WI	<a href="http://www.lacrossewi.com/">http://www.lacrossewi.com/</a>	Local Sites
CitiesUnlimited: Eau Claire, WI	<a href="http://www.eauclairewisconsin.com/">http://www.eauclairewisconsin.com/</a>	Local Sites
CitiesUnlimited: Lafayette, LA	<a href="http://www.lafayettelouisiana.com/">http://www.lafayettelouisiana.com/</a>	Local Sites
CitiesUnlimited: Lake Charles, LA	<a href="http://lakecharles.la.localcities.com/">http://lakecharles.la.localcities.com/</a>	Local Sites
CitiesUnlimited: Lansing, MI	<a href="http://www.lansingmi.com/">http://www.lansingmi.com/</a>	Local Sites
CitiesUnlimited: Lexington, KY	<a href="http://www.lexingtonkentucky.com/">http://www.lexingtonkentucky.com/</a>	Local Sites
CitiesUnlimited: Little Rock, AR	<a href="http://www.littlerockarkansas.com/">http://www.littlerockarkansas.com/</a>	Local Sites
CitiesUnlimited: Pine Bluff, AR	<a href="http://www.pinebluffarkansas.com/">http://www.pinebluffarkansas.com/</a>	Local Sites
CitiesUnlimited: Lubbock, TX	<a href="http://www.lubbockusa.com/">http://www.lubbockusa.com/</a>	Local Sites
CitiesUnlimited: Macon, GA	<a href="http://www.macongeorgia.com/">http://www.macongeorgia.com/</a>	Local Sites
CitiesUnlimited: Madison, WI	<a href="http://www.madisonwi.com/">http://www.madisonwi.com/</a>	Local Sites
CitiesUnlimited: Medford, OR	<a href="http://medford.or.localcities.com/">http://medford.or.localcities.com/</a>	Local Sites
CitiesUnlimited: Klamath Falls, OR	<a href="http://www.klamathfallsoregon.com/">http://www.klamathfallsoregon.com/</a>	Local Sites
CitiesUnlimited: Mobile, AL	<a href="http://www.mobile-usa.com/">http://www.mobile-usa.com/</a>	Local Sites
CitiesUnlimited: Pensacola, FL	<a href="http://www.pensacolaf.com/">http://www.pensacolaf.com/</a>	Local Sites
CitiesUnlimited: Montgomery, AL	<a href="http://www.montgomeryalabama.com/">http://www.montgomeryalabama.com/</a>	Local Sites
CitiesUnlimited: Norfolk, VA	<a href="http://www.norfolkvirginia.com/">http://www.norfolkvirginia.com/</a>	Local Sites
CitiesUnlimited: Portsmouth, VA	<a href="http://www.portsmouthvirginia.com/">http://www.portsmouthvirginia.com/</a>	Local Sites
CitiesUnlimited: Newport News, VA	<a href="http://www.newportnewsvirginia.com/">http://www.newportnewsvirginia.com/</a>	Local Sites
CitiesUnlimited: Odessa, TX	<a href="http://odessa.tx.localcities.com/">http://odessa.tx.localcities.com/</a>	Local Sites
CitiesUnlimited: Midland, TX	<a href="http://www.midlandtx.com/">http://www.midlandtx.com/</a>	Local Sites
CitiesUnlimited: Omaha, NE	<a href="http://www.omahanebraska.com/">http://www.omahanebraska.com/</a>	Local Sites
CitiesUnlimited: Peoria, IL	<a href="http://www.peoriaillinois.com/">http://www.peoriaillinois.com/</a>	Local Sites
CitiesUnlimited: Bloomington, IL	<a href="http://www.bloomingtonillinois.com/">http://www.bloomingtonillinois.com/</a>	Local Sites
CitiesUnlimited: Portland, ME	<a href="http://portland.me.localcities.com/">http://portland.me.localcities.com/</a>	Local Sites
CitiesUnlimited: Auburn, ME	<a href="http://www.auburnmaine.com/">http://www.auburnmaine.com/</a>	Local Sites
CitiesUnlimited: Quincy, MA	<a href="http://www.quincymassachusetts.com/">http://www.quincymassachusetts.com/</a>	Local Sites
CitiesUnlimited: Raleigh, NC	<a href="http://www.raleighnorthcarolina.com/">http://www.raleighnorthcarolina.com/</a>	Local Sites
CitiesUnlimited: Durham, NC	<a href="http://www.durhamnorthcarolina.com/">http://www.durhamnorthcarolina.com/</a>	Local Sites
CitiesUnlimited: Reno, NV	<a href="http://www.reno-usa.com/">http://www.reno-usa.com/</a>	Local Sites
CitiesUnlimited: Roanoke, VA	<a href="http://roanoke.va.localcities.com/">http://roanoke.va.localcities.com/</a>	Local Sites
CitiesUnlimited: Lynchburg, VA	<a href="http://lynchburg.va.localcities.com/">http://lynchburg.va.localcities.com/</a>	Local Sites
CitiesUnlimited: Rockford, IL	<a href="http://www.rockfordusa.com/">http://www.rockfordusa.com/</a>	Local Sites
CitiesUnlimited: Salisbury, MD	<a href="http://salisbury.md.localcities.com/">http://salisbury.md.localcities.com/</a>	Local Sites
CitiesUnlimited: Savannah, GA	<a href="http://www.savannah-usa.com/">http://www.savannah-usa.com/</a>	Local Sites
CitiesUnlimited: Shreveport, LA	<a href="http://www.shreveportlouisiana.com/">http://www.shreveportlouisiana.com/</a>	Local Sites
CitiesUnlimited: Sioux City, IA	<a href="http://www.sioxcityiowa.com/">http://www.sioxcityiowa.com/</a>	Local Sites
CitiesUnlimited: Sioux Falls, SD	<a href="http://www.sioxfallssouthdakota.com/">http://www.sioxfallssouthdakota.com/</a>	Local Sites
CitiesUnlimited: South Bend, IN	<a href="http://www.southbendindiana.com/">http://www.southbendindiana.com/</a>	Local Sites
CitiesUnlimited: Elkhart, IN	<a href="http://www.elkhartindiana.com/">http://www.elkhartindiana.com/</a>	Local Sites
CitiesUnlimited: Springfield, MO	<a href="http://springfield.mo.localcities.com/">http://springfield.mo.localcities.com/</a>	Local Sites
CitiesUnlimited: Syracuse, NY	<a href="http://www.syracusenewyork.com/">http://www.syracusenewyork.com/</a>	Local Sites
CitiesUnlimited: Tallahassee, FL	<a href="http://www.tallahassee-usa.com/">http://www.tallahassee-usa.com/</a>	Local Sites

CitiesUnlimited: Toledo, OH	<a href="http://www.toledooh.com/">http://www.toledooh.com/</a>	Local Sites
CitiesUnlimited: Topeka, KS	<a href="http://www.topeka-usa.com/">http://www.topeka-usa.com/</a>	Local Sites
CitiesUnlimited: Tucson, AZ	<a href="http://www.tucsonusa.com/">http://www.tucsonusa.com/</a>	Local Sites
CitiesUnlimited: Tulsa, OK	<a href="http://www.tulsaoklahoma.com/">http://www.tulsaoklahoma.com/</a>	Local Sites
CitiesUnlimited: Tyler, TX	<a href="http://www.tylertx.com/">http://www.tylertx.com/</a>	Local Sites
CitiesUnlimited: Washington, DC	<a href="http://www.districtofcolumbia.com/">http://www.districtofcolumbia.com/</a>	Local Sites
CitiesUnlimited: West Palm Beach, FL	<a href="http://westpalmbeach.fl.localcities.com/">http://westpalmbeach.fl.localcities.com/</a>	Local Sites
CitiesUnlimited: Wheeling, WV	<a href="http://www.wheelingwestvirginia.com/">http://www.wheelingwestvirginia.com/</a>	Local Sites
CitiesUnlimited: Wichita, KS	<a href="http://www.wichita-usa.com/">http://www.wichita-usa.com/</a>	Local Sites
CitiesUnlimited: Wilmington, DE	<a href="http://www.wilmingtondelaware.com/">http://www.wilmingtondelaware.com/</a>	Local Sites
CitiesUnlimited: Youngstown, OH	<a href="http://youngstown.oh.localcities.com/">http://youngstown.oh.localcities.com/</a>	Local Sites
Manufacturing & Technology eJournal	<a href="http://www.mfrtech.com/">http://www.mfrtech.com/</a>	Manufacturing
Flexible Packaging	<a href="http://www.flexpackmag.com/">http://www.flexpackmag.com/</a>	Manufacturing
Food & Beverage Packaging	<a href="http://www.foodandbeveragepackaging.com/">http://www.foodandbeveragepackaging.com/</a>	Manufacturing
SchoolFacilities.com	<a href="http://www.schoolfacilities.com/">http://www.schoolfacilities.com/</a>	Manufacturing
TextileWorld.com	<a href="http://www.textileworld.com/">http://www.textileworld.com/</a>	Manufacturing
Vision & Sensors	<a href="http://www.visionsensorsmag.com/">http://www.visionsensorsmag.com/</a>	Manufacturing
Ceramic Industry	<a href="http://www.ceramicindustry.com/">http://www.ceramicindustry.com/</a>	Manufacturing
Appliance Design	<a href="http://www.appliancedesign.com/">http://www.appliancedesign.com/</a>	Manufacturing
PCIMag.com	<a href="http://www.pcimag.com/">http://www.pcimag.com/</a>	Manufacturing
Process-Heating.com	<a href="http://www.process-heating.com/">http://www.process-heating.com/</a>	Manufacturing
Modern Applications News	<a href="http://www.modernapplicationsnews.com/">http://www.modernapplicationsnews.com/</a>	Manufacturing
Draftsperson.net	<a href="http://www.draftsperson.net">http://www.draftsperson.net</a>	Manufacturing
ContractorCity	<a href="http://www.contractorcity.com">http://www.contractorcity.com</a>	Manufacturing
Manufacturing & Technology News	<a href="http://manufacturingnews.com/">http://manufacturingnews.com/</a>	Manufacturing
SMPS.us	<a href="http://www.smps.us/">http://www.smps.us/</a>	Manufacturing
WiringHelp.com	<a href="http://www.wiringhelp.com/">http://www.wiringhelp.com/</a>	Manufacturing
DCD.com	<a href="http://www.dcd.com">http://www.dcd.com</a>	Manufacturing
Car Design Online	<a href="http://www.cardesignonline.com">http://www.cardesignonline.com</a>	Manufacturing
FEMSA (Fire and Emergency Manufacturing Services Association)	<a href="http://www.femsa.org">http://www.femsa.org</a>	Manufacturing
Michigan Manufacturers Association	<a href="http://www.mma-net.org/">http://www.mma-net.org/</a>	Manufacturing
Supply & Demand Chain Executive	<a href="http://www.sdexec.com/">http://www.sdexec.com/</a>	Manufacturing
Food Logistics	<a href="http://www.foodlogistics.com/">http://www.foodlogistics.com/</a>	Manufacturing
FeedandGrain.com	<a href="http://www.feedandgrain.com/">http://www.feedandgrain.com/</a>	Manufacturing
PaintSquare.com	<a href="http://paintsquare.com/">http://paintsquare.com/</a>	Manufacturing
Woodworking-News	<a href="http://www.woodworking-news.com/">http://www.woodworking-news.com/</a>	Manufacturing
Containerization & Intermodal Institute	<a href="http://www.containerization.org/">http://www.containerization.org/</a>	Manufacturing
Housing Matrix	<a href="http://www.housingmatrix.com/">http://www.housingmatrix.com/</a>	Real Estate
PropertyManagerPages.com	<a href="http://www.PropertyManagerPages.com">http://www.PropertyManagerPages.com</a>	Real Estate
Buildings.com	<a href="http://www.buildings.com/">http://www.buildings.com/</a>	Real Estate
UncleDan.com	<a href="http://www.uncledan.com">http://www.uncledan.com</a>	Real Estate
ModernJeweler.com	<a href="http://www.modernjeweler.com">http://www.modernjeweler.com</a>	Retail
National Retail Federation	<a href="http://www.nrffoundation.com">http://www.nrffoundation.com</a>	Retail
Shooting Sports Retailer Online	<a href="http://www.shootingsportsretailer.com/">http://www.shootingsportsretailer.com/</a>	Retail
SpecialtyRetail.com	<a href="http://www.specialtyretail.com">http://www.specialtyretail.com</a>	Retail
Private Label Directory	<a href="http://www.pldirectory.com">http://www.pldirectory.com</a>	Retail

NSGA	<a href="http://www.nsga.org/i4a/pages/index.cfm?pageid=1">http://www.nsga.org/i4a/pages/index.cfm?pageid=1</a>	Retail
RetailStoreJob.com	<a href="http://www.retailstorejob.com/">http://www.retailstorejob.com/</a>	Retail
Wizmall.com	<a href="http://www.wizmall.com/">http://www.wizmall.com/</a>	Retail
MyPrintResource.com	<a href="http://www.myprintresource.com/">http://www.myprintresource.com/</a>	Sales & Marketing
Catalyst	<a href="http://catalyst08.businesscatalyst.com/index.html">http://catalyst08.businesscatalyst.com/index.html</a>	Sales & Marketing
BizReport	<a href="http://www.bizreport.com/">http://www.bizreport.com/</a>	Sales & Marketing
WebMarketCentral	<a href="http://www.webmarketcentral.com/">http://www.webmarketcentral.com/</a>	Sales & Marketing
eMarketing Association	<a href="http://www.emarketingassociation.com">http://www.emarketingassociation.com</a>	Sales & Marketing
CheResources	<a href="http://www.cheresources.com">http://www.cheresources.com</a>	Science & Biotech
Biowww.net	<a href="http://www.biowww.net/">http://www.biowww.net/</a>	Science & Biotech
BioOhio	<a href="http://www.bioohio.com/">http://www.bioohio.com/</a>	Science & Biotech
iBIO	<a href="http://www.ibio.org/">http://www.ibio.org/</a>	Science & Biotech
BioPortfolio	<a href="http://www.bioportfolio.com/">http://www.bioportfolio.com/</a>	Science & Biotech
BioPharmaInstitute	<a href="http://www.biopharmainstitute.com/">http://www.biopharmainstitute.com/</a>	Science & Biotech
ITCareerFinder.com	<a href="http://www.itcareerfinder.com/">http://www.itcareerfinder.com/</a>	Telecommunications & IT
TechTutorials.net	<a href="http://www.techtutorials.net/index.html">http://www.techtutorials.net/index.html</a>	Telecommunications & IT
MCMCSE.com	<a href="http://www.mcmcse.com/">http://www.mcmcse.com/</a>	Telecommunications & IT
Routergod	<a href="http://www.routergod.com/">http://www.routergod.com/</a>	Telecommunications & IT
MITechNews.com	<a href="http://www.mitechnews.com/index.asp">http://www.mitechnews.com/index.asp</a>	Telecommunications & IT
e-ProjectManagers.com	<a href="http://www.e-projectmanagers.com/joomla/">http://www.e-projectmanagers.com/joomla/</a>	Telecommunications & IT
Hardware Geeks	<a href="http://www.hardwaregeeks.com">http://www.hardwaregeeks.com</a>	Telecommunications & IT
Modem Help	<a href="http://www.modemhelp.net/">http://www.modemhelp.net/</a>	Telecommunications & IT
B-Eye-Network.com	<a href="http://www.b-eye-network.com/home/">http://www.b-eye-network.com/home/</a>	Telecommunications & IT
HelpDesk.com	<a href="http://www.helpdesk.com/">http://www.helpdesk.com/</a>	Telecommunications & IT
TechDictionary.com	<a href="http://techdictionary.com/">http://techdictionary.com/</a>	Telecommunications & IT
SAP Scene	<a href="http://www.sapscene.com/sapscene/">http://www.sapscene.com/sapscene/</a>	Telecommunications & IT
WiMax-Industry.com	<a href="http://www.wimax-industry.com/">http://www.wimax-industry.com/</a>	Telecommunications & IT
Geekpedia.com	<a href="http://www.geekpedia.com">http://www.geekpedia.com</a>	Telecommunications & IT
Computer Consulting Associates International	<a href="http://www.CCAII.com">http://www.CCAII.com</a>	Telecommunications & IT
MS Learning	<a href="http://www.microsoft.com/learning/mcp/career/default.asp">http://www.microsoft.com/learning/mcp/career/default.asp</a>	Telecommunications & IT
JusTech'n	<a href="http://www.justech'n.com/">http://www.justech'n.com/</a>	Telecommunications & IT
Triple Play News	<a href="http://www.triple-play-news.com/">http://www.triple-play-news.com/</a>	Telecommunications & IT
IPTV-Industry.com	<a href="http://www.iptv-industry.com">http://www.iptv-industry.com</a>	Telecommunications & IT
Embedded Star	<a href="http://www.embeddedstar.com">http://www.embeddedstar.com</a>	Telecommunications & IT
Computer Edge	<a href="http://webserver.computoredge.com">http://webserver.computoredge.com</a>	Telecommunications & IT

Certified Project Manager	<a href="http://www.certifiedprojectmanager.org">http://www.certifiedprojectmanager.org</a>	Telecommunications & IT
Home4SAP.com	<a href="http://www.home4sap.com">http://www.home4sap.com</a>	Telecommunications & IT
OEM Off-Highway Magazine	<a href="http://www.oemoffhighway.com/">http://www.oemoffhighway.com/</a>	Transportation
Drivers.com	<a href="http://drivers.com">http://drivers.com</a>	Transportation
Freightworld.com	<a href="http://www.freightworld.com">http://www.freightworld.com</a>	Transportation
InfoTrucker.com	<a href="http://www.infotrucker.com/">http://www.infotrucker.com/</a>	Transportation
AutoPartsJob.com	<a href="http://www.autopartsjob.com/">http://www.autopartsjob.com/</a>	Transportation
Logistics World	<a href="http://www.logisticsworld.com/">http://www.logisticsworld.com/</a>	Transportation
TruckingTruth.com	<a href="http://www.truckingtruth.com/">http://www.truckingtruth.com/</a>	Transportation
AskPatty.com	<a href="http://www.askpatty.com/">http://www.askpatty.com/</a>	Transportation
Truck N Trailer	<a href="http://www.truckntrailer.com/">http://www.truckntrailer.com/</a>	Transportation
VehicleServicePros.com	<a href="http://www.vehicleservicepros.com/">http://www.vehicleservicepros.com/</a>	Transportation
AutoElf.com	<a href="http://www.autoelf.com/">http://www.autoelf.com/</a>	Transportation
Best Auto Jobs	<a href="http://www.bestautojobs.com/">http://www.bestautojobs.com/</a>	Transportation

