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Project 30240  
Qwest Communications Corporation  
Workforce Diversity Report  
December 22, 2008

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**WORKFORCE AND SUPPLIER DIVERSITY FORM  
WORKFORCE DIVERSITY**

Occupational Categories	NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR													
	Combined Total	Company Totals		Caucasian		African American		Hispanic		Asian		American Indian		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Officials and Managers	4	0	4	0	0	0	0	0	0	0	0	0	0	0
Professionals	3	1	2	1	0	0	0	0	0	0	0	0	0	0
Technicians	56	3	37	2	5	0	7	1	4	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office and Clerical	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers (Skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives (Semi-Skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers (Unskilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Previous Year Totals	60	55	42	3	2	0	9	2	2	0	0	0	0	0
Year Total	63	59	43	3	5	0	7	1	4	0	0	0	0	0

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
HUB/SMALL BUSINESS PROCUREMENT AS A PERCENTAGE OF TOTAL COMPANY PROCUREMENT**

Actual % = [Total HUB(1) procurement + Total Small Business(2) procurement]/Total Company procurement	Actual % for Previous FY	Actual % for Current FY	Percentage Change
Construction Contracts (3)	12.5500%	12.8600%	2.47%
Commodities Contracts (4)	12.5500%	12.8600%	2.47%
Other Services (5)	12.5500%	12.8600%	2.47%
Professional Services Contracts (6)	12.5500%	12.8600%	2.47%
Major Equipment (7)	12.5500%	12.8600%	2.47%
Other (8)	12.5500%	12.8600%	2.47%

(1) **HUB** -- Pursuant to Texas Government Code § 481.191(4), HUB means: (A) a corporation formed for the purpose of making a profit in which at least 51 percent of all classes of the shares of stock or other equitable securities is owned by one or more persons who are members of certain groups, including black Americans, Hispanic Americans, women, Asian Pacific Americans, and American Indians; (B) a sole proprietorship formed for the purpose of making a profit that is 100 percent owned, operated, and controlled by a person described by Paragraph (A) of this subdivision; (C) a partnership formed for the purpose of making a profit in which 51 percent of the assets and interest in the partnership is owned by one or more persons described by Paragraph (A) of this subdivision. Those persons must have proportionate interest and demonstrate active participation in the control, operation, and management of the partnership's affairs; or (D) a joint venture in which each entity in the joint venture is a historically underutilized business under this subdivision.

(2) **Small Business** -- Pursuant to Texas Government Code § 481.191(6), Small Business means a corporation, partnership, sole proprietorship, or other legal entity that: (A) is domiciled in this state; (B) is formed to make a profit; (C) is independently owned and operated; and (D) employs fewer than 100 full-time employees.

(3) **Construction** -- Construction done by general contractors and special trade contractors which includes new work, additions, alterations, reconstruction, installations, repairs, remodeling, renovating, and repair of office buildings. Heavy construction other than buildings such as pipelines, communication and power lines, sewer and water mains, asphalt and concrete construction of roads, trenching, cable laying, conduit construction, land clearing and leveling.

(4) **Commodities** -- All materials, goods or tangibles purchased to conduct business, not including fuel or purchased power contracts and major equipment purchases and rentals.

(5) **Others Services** -- All specialty work, special circumstances that required contract labor, special consultants or other non-defined services. Examples include audio/visual, staffing services, landscaping, forestry, tree trimming, art and decorative services, janitorial, travel/lodging, automotive repair, and photography.

(6) **Professional Services** -- Contracted professional services which include legal, consulting, health, engineering, accounting, advertising/marketing, architectural, real estate, computer services, research and analysis, education/training, insurance, surveying services, weather services, environmental, financial, etc.

(7) **Major Equipment** -- Includes all major equipment purchases and rentals including but not limited to transmission and distribution equipment, power plant equipment, substation equipment, heavy construction equipment, fleet requirements, etc.

(8) **Other** -- Any commodity or service not covered by the above categories.

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**



Project 30240

Qwest Communications Corporation

Workforce and Supplier Diversity Plan and Reports on Five-Year Plan to Enhance Supplier and  
Workforce Diversity Docket No. 23411  
December 22, 2008

**Qwest's Commitment to Equal Opportunity**

Qwest Communications International Inc., ("Company") follows a very clear and comprehensive equal employment opportunity policy, but its commitment goes well beyond this important statement. Qwest Communications Corporation and its predecessor companies have a long history of supporting, developing and advancing diverse populations in the workplace.

- As a Federal Contractor, Qwest annually reviews its workforce which includes a job group analysis, establishment of goals to work towards mirroring the interested and skilled labor force in the locations in which Qwest operates. Qwest annually creates Affirmative Action Plans pursuant to the provision of the Executive Order 11246, as amended Section 503 of the Rehabilitation Act of 1973 as amended and the Vietnam Era Readjustment Assistance Act of 1974. The 2007 analysis of the Qwest Communications Corporation employee profile in Texas indicates the full utilization of women and minorities as compared to the interested skilled labor force in Texas.
- As a contractor, Qwest is randomly selected for audits of the Affirmative Action Plans and all personnel activities by the Department of Labor, Office of Federal Contract Compliance Programs. During the course of these reviews, Qwest conducts analysis of applicants versus hires, promotions and terminations to insure that race and gender of those impacted is not a factor. Since 2000 Qwest has been audited by the Department of Labor as follows (each number represents separate employment locations with as many as 2000+ employees at the site):

237 EEO Surveys  
79 Compliance Reviews  
1 Corporate Management Review  
30 Compliance Checks

These audits have reviewed thousands of employment transactions, e.g., applicants, hires, terminations, promotions, compensation analysis. Audits often included on site visits by Compliance Officers who reviewed personnel files, interviewed employees and managers involved in the hiring and recruiting functions.

During 2008, Qwest received notice of three Compliance Reviews. One has been closed with a letter of compliance. The final two are pending completion..

- Qwest Human Resources Director of Diversity has created a senior executive Diversity Steering Committee to assist and support the company's overall diversity strategy -- including corporate-wide programs and initiatives that support Qwest's diversity philosophy. The Diversity Director is charged with working with Qwest's internal and external

## WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

partners to implement that strategy. In addition, the position will provide leadership to the Qwest Employee Diversity Resource Groups.

1. Qwest supports and encourages its Employee Diversity Resource Groups, which are groups of current employees with a common interest in promoting the Qwest diversity philosophy both within and outside Qwest. Qwest recognizes and funds the following Employee Resource Groups. Additionally, Qwest's staffing team partners with the internal Qwest Resource Groups to ensure high quality, diverse candidate pools.
  2. Qwest ABTP – Alliance of Black Telecommunication Professionals
  3. Qwest EAGLE – Employee Association for Gay, Lesbian, Bisexual and Transgender Employees
  4. Qwest FRIENDS – Resource Group for Persons with Disabilities
  5. Qwest PAAN – Pacific Asian American Network
  6. Qwest SOMOS – Success Oriented Members Offering Support (Hispanic Resource Network)
  7. Qwest Voice of Many Feathers - American Indian Employee Resource Group
  8. Qwest VETERANS – Resource Group to assist Veterans and their Families
  9. Qwest WOMEN – Resource Group for Women and Men Leading Qwest to Success
10. Qwest and INROADS - Qwest continues a long standing partnership with the INROADS program

([www.inroads.org](http://www.inroads.org)). The INROADS program provides talented minority youth with internship opportunities in corporations across the country. Since 1984 Qwest has sponsored over 400 interns, providing them with learning opportunities to prepare them for the future. In addition, this program compliments our belief that diversity is a key element to our success. As a company we play an integral role in fostering and developing the future leaders of corporate America. Qwest hired 43 INROADS participants in 2006. In 2007, Qwest gained National Account status with INROADS by hiring 50 or more interns in three or more cities across the country. Qwest successfully placed 56 interns from coast to coast in 2007. Qwest placed 63 interns in 2008.

- Qwest analyzes its recruitment program on an on-going basis and sought to address issues uncovered as a result of the analysis. The internet-based recruitment utilized by Qwest is not traditional internet recruitment but rather a greatly enhanced form of internet-based recruitment which has been proven to be effective and productive in attracting qualified job applicants. The internet-based sources used by Qwest have a wide reach among diverse organizations and groups. Qwest has expanded its recruiting through Career Builder and Direct Employers Association. Qwest purchased a service through Direct Employers Association to insure Qwest positions would be distributed to local Job Services agencies.
- Qwest attends and hosts many recruiting fairs annually throughout our region, outreaching to the community for individuals who may have an interest in working at Qwest. To recruit a diverse source pool Qwest utilizes radio, Job fairs, print advertising, e.g., newspapers, Americas Job Bank until disbanded and now DirectEmployer's Association who post Qwest's job advertisements with the appropriate state agencies. Additionally, Qwest recruiters can post external job advertisements to more than 70 Diversity Partners through Career Builder. An applicant may initially find the job advertisement through a diverse site, such as AfricanAmericanJobs.org, and then following Qwest's procedures, the applicant completes a profile through the Qwest.com site. Openings are also made available to existing employees on the Company's intranet and employees are encouraged to refer their friends and families to the Qwest.com site to apply.

Qwest jobs are posted through DirectEmployers Association as shown in the table below:

### DirectEmployers Association Network Sites JobCentral.com - National Labor Exchange

State Networks			
AK.JobCentral.com	AK	NE.JobCentral.com	NE
AL.JobCentral.com	AL	NV.JobCentral.com	NV

## WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

AR.JobCentral.com	AR	NH.JobCentral.com	NH
AZ.JobCentral.com	AZ	NJ.JobCentral.com	NJ
CA.JobCentral.com	CA	NM.JobCentral.com	NM
CO.JobCentral.com	CO	NY.JobCentral.com	NY
CT.JobCentral.com	CT	NC.JobCentral.com	NC
DE.JobCentral.com	DE	ND.JobCentral.com	ND
FL.JobCentral.com	FL	OH.JobCentral.com	OH
GA.JobCentral.com	GA	OK.JobCentral.com	OK
HI.JobCentral.com	HI	OR.JobCentral.com	OR
IA.JobCentral.com	IA	PA.JobCentral.com	PA
ID.JobCentral.com	ID	RI.JobCentral.com	RI
IL.JobCentral.com	IL	SC.JobCentral.com	SC
IN.JobCentral.com	IN	SD.JobCentral.com	SD
KS.JobCentral.com	KS	TN.JobCentral.com	TN
KY.JobCentral.com	KY	TX.JobCentral.com	TX
LA.JobCentral.com	LA	UT.JobCentral.com	UT
MA.JobCentral.com	MA	VT.JobCentral.com	VT
MD.JobCentral.com	MD	VA.JobCentral.com	VA
ME.JobCentral.com	ME	WA.JobCentral.com	WA
MI.JobCentral.com	MI	DC.JobCentral.com	Washington,DC.
MN.JobCentral.com	MN	WV.JobCentral.com	WV
MO.JobCentral.com	MO	WI.JobCentral.com	WI
MS.JobCentral.com	MS	WY.JobCentral.com	WY
MT.JobCentral.com	MT		

### Diversity

DiversityWorking.com
America's Job Bank - (opt in)
Dept. of Veterans Affairs - (opt in)
Department of Defense - (opt in)
IMDiversity
OCCMundial
Black Collegian
MultiCultural Womens' Council

### Executive

TheLadders
SalesLadder
MkgLadder
FinanceLadder
UpLadder
HRladder
TechnologyLadder
OpsLadder
LawLadder

### Other

Google	PageBites.com
Google Desktop	Just-posted.com
LinkedIn.com	MySpace
Oodle.com	Juju.com
Lycos Classifieds	SearchJobs.com
TalentPlanet.com	Recruit.net
Jobster	Jobalot
Indeed	Recruiting.com
Indeed Canada	Local.com
SimplyHired.com	SimplyHired 50+
Ryze.com	
Clusty.com	
A9	
Info.com	
About.com	
NetworkWorld.com	
New York Times	
Boston.com	
Jumpstation.com.au	
Gawker.com	
Snap.com	

## WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

### Military Network

<a href="http://hirevetsfirst.gov">hirevetsfirst.gov</a>	<a href="http://CorporateGray.com">CorporateGray.com</a>
<a href="http://BizJournalsHire.com">BizJournalsHire.com</a> (42 Markets)	<a href="http://www.jobsforfiremen.com">www.jobsforfiremen.com</a>
<a href="http://AirForceAssociation.com">Air Force Association</a>	<a href="http://JobsforMedicalWorkers.com">JobsforMedicalWorkers.com</a>
<a href="http://VetFriends.com">VetFriends.com</a>	<a href="http://JobsinCivilService.com">JobsinCivilService.com</a>
<a href="http://MilitaryPartners.com">Military Partners</a>	<a href="http://JobsinDrugs.com">JobsinDrugs.com</a>
<a href="http://IRAQTopJobs.com">IRAQTopJobs.com</a>	<a href="http://JobsinFederalGovt.com">JobsinFederalGovt.com</a>
<a href="http://HireVets.com">HireVets.com</a>	<a href="http://JobsinFirefighting.com">JobsinFirefighting.com</a>
<a href="http://VeteransandFamilies.org">VeteransandFamilies.org</a>	<a href="http://JobsinResorts.com">JobsinResorts.com</a>
<a href="http://USWOA-USArmyWarrantOfficerAssociation.com">USWOA-US Army Warrant Officer Association</a>	<a href="http://JrOfficers.com">JrOfficers.com</a>
<a href="http://AlamoAOG.com">Alamo AOG</a>	<a href="http://JSANA-Austin.com">JSANA-Austin</a>
<a href="http://SanDiego@Work.com">SanDiego@Work</a>	<a href="http://JuniorOfficers.com">JuniorOfficers.com</a>
<a href="http://WorkMinistry.com">WorkMinistry.com</a>	<a href="http://LongHaulJobs.com">LongHaulJobs.com</a>
<a href="http://OCONUS.com">OCONUS.com</a>	<a href="http://MarineforLifeProgram.com">Marine for Life Program</a>
<a href="http://USBA.com">USBA</a>	<a href="http://MarketingSalesJobs.com">MarketingSalesJobs.com</a>
<a href="http://VeteransForCommonSense.org">VeteransForCommonSense.org</a>	<a href="http://MarketYourJobSearch.com">MarketYourJobSearch.com</a>
<a href="http://AirForceWives.com">AirForceWives.com</a>	<a href="http://MedicalTransition.com">MedicalTransition.com</a>
<a href="http://ArmyWives.com">ArmyWives.com</a>	<a href="http://Mil2Civ.com">Mil2Civ.com</a>
<a href="http://CoastGuardWives.com">CoastGuardWives.com</a>	<a href="http://MilitaryEngineers.com">MilitaryEngineers.com</a>
<a href="http://MarineWives.com">MarineWives.com</a>	<a href="http://MilitaryFriendlyEmployer.com">MilitaryFriendlyEmployer.com</a>
<a href="http://MilitaryWives.com">MilitaryWives.com</a>	<a href="http://MilitaryJobBoard.com">MilitaryJobBoard.com</a>
<a href="http://MilitaryHusbands.com">MilitaryHusbands.com</a>	<a href="http://MilitaryJobHunts.com">MilitaryJobHunts.com</a>
<a href="http://NavyWives.com">NavyWives.com</a>	<a href="http://MilitaryPathfinder.com">MilitaryPathfinder.com</a>
<a href="http://ReserveWives.com">ReserveWives.com</a>	<a href="http://MILITARYSPOT.com">MILITARYSPOT.com</a>
<a href="http://AcademyGrads.com">AcademyGrads.com</a>	<a href="http://MilitarySpouses.com">MilitarySpouses.com</a>
<a href="http://AcademyNetworking-Seattle.com">AcademyNetworking-Seattle</a>	<a href="http://MilitaryTruckDriver.com">MilitaryTruckDriver.com</a>
<a href="http://ActiveClearance.com">ActiveClearance.com</a>	<a href="http://MilitaryTruckDrivers.com">MilitaryTruckDrivers.com</a>
<a href="http://AllManagementJobs.com">AllManagementJobs.com</a>	<a href="http://NicheBoards.com">NicheBoards.com</a>
<a href="http://AllManagerJobs.com">AllManagerJobs.com</a>	<a href="http://OilGasMining.com">OilGasMining.com</a>
<a href="http://BillGaul.com">BillGaul.com</a>	<a href="http://RestaurantManagersJobs.com">RestaurantManagersJobs.com</a>
<a href="http://BuildingConstructionJobs.com">BuildingConstructionJobs.com</a>	<a href="http://SalesForceJobs.com">SalesForceJobs.com</a>
<a href="http://ClearedwithPoly.com">ClearedwithPoly.com</a>	<a href="http://TaylorInnervation.com">Taylor Innervation</a>
<a href="http://CoalMineJobs.com">CoalMineJobs.com</a>	<a href="http://TheNavyLeague-SDChapter.com">The Navy League-SD Chapter</a>
<a href="http://ConstructionJobsSite.com">ConstructionJobsSite.com</a>	<a href="http://TroopsToTeachers.com">TroopsToTeachers.com</a>
<a href="http://DAVJobs.com">DAVJobs.com</a>	<a href="http://USARA-RangerAssociation.com">USARA-Ranger Association</a>
<a href="http://EmployMilitary.com">EmployMilitary.com</a>	<a href="http://USMCMotorTransportAssociation.com">USMC Motor Transport Association</a>
<a href="http://FedGovJobs.com">FedGovJobs.com</a>	<a href="http://VeteranFranchiseCenter.com">VeteranFranchiseCenter.com</a>
<a href="http://FieldTechJobs.com">FieldTechJobs.com</a>	<a href="http://VeteranJobBoard.com">VeteranJobBoard.com</a>
<a href="http://FormerMilitary.com">FormerMilitary.com</a>	<a href="http://VeteranResourceCenter.com">VeteranResourceCenter.com</a>
<a href="http://GeneralManagementJobs.com">GeneralManagementJobs.com</a>	<a href="http://VeteranResources.com">VeteranResources.com</a>
<a href="http://HireAGrad.com">HireAGrad.com</a>	<a href="http://VeteranRewards.com">VeteranRewards.com</a>
<a href="http://HireAVet.com">HireAVet.com</a>	<a href="http://VeteransAdvantage.com">VeteransAdvantage.com</a>
<a href="http://Jobs4Military.com">Jobs4Military.com</a>	<a href="http://Vets4Hire.com">Vets4Hire.com</a>
<a href="http://Jobs4Veterans.org">Jobs4Veterans.org</a>	<a href="http://VetsofColor.com">VetsofColor.com</a>
<a href="http://JobsatResorts.com">JobsatResorts.com</a>	<a href="http://VMIAlumniAssociation.com">VMI Alumni Association</a>
<a href="http://JobsConstructionJobs.com">JobsConstructionJobs.com</a>	<a href="http://WomensJobSearch.net">Womens JobSearch.net</a>



## WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

JobsforCops.com

Wounded Warrior Project

<b>Alumni Network</b>	
Abilene Christian University	Brandeis University
Adelphi University	Brazosport College
Adirondack Community College	Brewton-Parker College
Albion College	Brookhaven College
Albright College	Brooklyn College, City University of New York
Alcorn State University	Bryant University
Alfred University	Buena Vista University
Allegheny College	Butler University
Alvin Community College	Caldwell College
American University	California Baptist University
American University of Paris	California State University, Bakersfield
Ancilla College	California State University, Chico
Anderson University	California State University, East Bay
Anna Maria College	California State University, Fullerton
Aquinas College	California State University, Long Beach
Arcadia University	California State University, Monterey Bay
Arizona State University (Sun Devil CareerLink)	California State University, San Marcos
Arkansas State University	California University of Pennsylvania
Arkansas Tech University	Calvin College (CalvinLink)
Ashford University	Campbell University
Athens State University	Campbellsville University
Auburn University	Capital University
Augusta State University	Carlow University
Augustana College	Carroll College
Augustana College (SD)	Castleton State College
Austin College	Cayuga Community College
Babson College	Cazenovia College
Baker College	Cedar Crest College
Ball State University (Cardinal ViewJobs)	Central Florida Community College
Barnard College	Central Methodist College
Barton College	Central Michigan University
Baruch College, City University of New York	Central Missouri State University
Belhaven College	Central Piedmont Community College
Belmont Abbey College	Central Texas College
Belmont University	Central Washington University
Beloit College	Centre College
Bemidji State University	Chaminade University of Honolulu
Bennington College	Chattahoochee Technical College
Berkeley College	Chestnut Hill College
Boston College	Chowan College
Boston College Carroll Graduate School of Management	Christopher Newport University
Boston University (BU CareerLink)	City College of Chicago-Truman College
Bowdoin College	Clafin University

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**

Bradley University	Clark University
	Clarke College
Clarkson University	Evangel University
Clemson University	Fairfield University
Coastal Carolina Community College	Farmingdale State University
Coastal Carolina University	Flathead Valley Community College
Coe College	Florida International University (PantherLink)
Colgate University	Florida Metropolitan University Online (FMU Online)
College of Mount Saint Vincent	Florida State University (Seminole CareerNet)
College of Mount St. Joseph	Florida Technical College
College of Notre Dame of Maryland	Floyd College
College of Saint Benedict	Fordham University
Colorado Christian University	Franklin College
Colorado School of Mines	Frostburg State University
Colorado State University, Pueblo	Geneva College
Concordia College	George Mason University
Concordia University, Wisconsin	George Washington University (GWork)
Concordia University-River Forest, IL	Georgetown University
Connecticut College	Georgia College & State University
Converse College	Georgia Institute of Technology
Corning Community College	Georgia Southwestern State University
Covenant College	Georgia State University
Culver-Stockton College	Gettysburg College
Daniel Webster College	Gonzaga University
Dartmouth College	Goshen College
Delaware State University	Graceland University
Delaware Valley College	Grand Valley State University
Delta State University	Green Mountain College
Denison University	Grove City College
DeSales University	Guilford College
Dickinson College	Gustavus Adolphus College
Dominican University	Hampden-Sydney College
Drew University	Harris-Stowe State College
Drexel University	Hastings College
Drury University	Heidelberg College
Duquesne University	High Point University
East Carolina University	Holy Names University
Eastern Kentucky University	Howard Payne University
Eastern Michigan University	Hubert H. Humphrey Institute of Public Affairs, University of Minnesota (Humphrey Career Link)
Eastern Nazarene College	Hudson County Community College
Eastern New Mexico University-Roswell	Hunter College, City University of New York
Eastern Oregon University	Illinois State University
Eastern University	Illinois Wesleyan University
Eastern Washington University	Indiana Institute of Technology
Eckerd College	Indiana State University (Sycamore CAREERlink)
Elizabethtown College	Indiana University - School of Informatics

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**

Emerson College (EmersonWorks)	Indiana University Kelley School of Business, Bloomington
Emory & Henry College	Indiana University Kokomo
Eureka College	Indiana University Purdue University Indianapolis
Indiana University South Bend	Millikin University
Indiana University, Kelley School of Business, Indianapolis	Mineral Area College
Indiana University, Purdue University Fort Wayne (IPFW JobZone)	Minnesota State University Moorhead
Indiana University, School of Health, Physical Education and Recreation	Mississippi State University
Indiana Wesleyan University	Missouri Western State College
Jamestown Community College	Molloy College
John Brown University	Mount Aloysius College
John Jay College of Criminal Justice	Mount Ida College
Johnson State College	Mount Marty College
Juniata College	Mount Olive College
Kansas State University at Salina	Mount St. Mary College
Kaskaskia College	Mount St. Mary's College
Keuka College	Mount Union College
King's College	Mountain Empire Community College
La Salle University	Muhlenberg College
Lafayette College	Murray State College
Lake Forest College	National-Louis University
Lakeland College	Nebraska Wesleyan University
Lehigh University	New College of Florida
Lewis & Clark College	New Jersey Institute of Technology
Lewis University	New School University
Liberty University	New York City College of Technology
Long Island University	New York Institute of Technology
Longwood University	New York University (NYU CareerNet)
Loras College	Newman University
Louisiana State University	Niagara University
Louisiana State University at Eunice	North Carolina State University
Louisiana Tech University	North Central College
Lycoming College	North Park University
Lyndon State College	Northeastern State University
Lyon College	Northeastern University
Macalester College	Northern Arizona University
Manchester College	Northern Illinois University
Marian College of Fond du Lac	Northern Michigan University
Marietta College	Northern State University
Mars Hill College	Northland College
Maryville College	Northwestern College
Maryville University	Notre Dame College
Massachusetts College of Liberal Arts	Notre Dame de Namur University
Meredith College	Nyack College

## WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

Methodist College	NYU Robert F. Wagner Graduate School of Public Service (Career Directory)
Metropolitan Community Colleges	Occidental College
Middle Tennessee State University	Ocean County College
Middlebury College	Oglethorpe University
Ohio Wesleyan University	Saint Joseph's University
Oklahoma Baptist University	Saint Martin's College
Old Dominion University	Saint Mary-of-the-Woods College
Olivet College	Saint Mary's College
Oregon State University	Saint Vincent College
Pace University	Salem College
Park University	Salisbury University
Penn State - University Park	Salve Regina University
Penn State, Altoona	Samford University
Penn State, Hazleton	San Diego State University
Penn State, Wilkes-Barre	San Jose State University
Penn State, Worthington Scranton	Santa Clara University
Pennsylvania Institute of Technology	Seattle Central Community College
Pfeiffer University	Seattle Pacific University
Plattsburgh State University	Seton Hill University
Pratt Institute	Shoreline Community College
Presbyterian College	Simmons College
Providence College	Skidmore College
Purchase College - SUNY (Purchase JobScore)	Slippery Rock University of Pennsylvania
Purdue University (CCO Express)	Soka University
Purdue University, Krannert School of Management	Sonoma State University
Quincy University	South Mountain Community College
Randolph-Macon College	Southampton College
Raritan Valley Community College	Southeastern Oklahoma State University
Rasmussen College (Rasmussen Job Connect)	Southern Methodist University
Reed College	Southern New Hampshire University
Regent University Graduate School of Business	Southern Oregon University
Remington College, New Orleans Campus	Southern Polytechnic State University
Rensselaer Polytechnic Institute (RedHawk JobLink)	Southern State Community College
Rice University (Ricelink)	Southwest Baptist University
Ringling School of Art and Design	Southwest Missouri State University
Roanoke College	Southwest Tennessee Community College
Rochester College	Southwest Virginia Community College
Rochester Institute of Technology (RIT Job Zone)	Southwestern Assemblies of God University
Rockford Business College	Southwestern College
Rollins College	Southwestern Illinois College
Rose-Hulman Institute of Technology	Southwestern Oklahoma State University
Rutgers, The State University of New Jersey, Camden	Southwestern University
Rutgers, The State University of New Jersey, Newark Campus	St. Ambrose University

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Saint Bonaventure University	St. Francis College
Saint Francis University	St. Gregory's University
Saint Joseph College	St. Joseph's College, New York
Saint Joseph's College	St. Lawrence University
Saint Joseph's College of Maine	St. Mary's University
St. Norbert College	The Sage Colleges
St. Olaf College	The Savannah College of Art and Design
St. Thomas Aquinas College	The University of Alabama in Huntsville
Stanford University (Cardinal Careers)	The University of Kansas
Stephens College	The University of Montana-Western
Stetson University	The University of North Carolina at Chapel Hill (CarolinaLink)
Stevens Institute of Technology	The University of North Carolina at Charlotte
Stony Brook University	The University of North Carolina at Greensboro
SUNY Buffalo	The University of Texas at Austin, College of Communication
SUNY Cobleskill	The University of Texas at Austin, College of Liberal Arts
SUNY College at Brockport (JobShop)	The University of Texas at Austin, College of Natural Sciences
SUNY Delhi	The University of the Pacific
SUNY Geneseo	The University of Vermont
SUNY Oswego	Thiel College
Susquehanna University	Transylvania University
Swarthmore College	Trevecca Nazarene University
Sweet Briar College	Trinity University
Syracuse University	Tri-State University
Tallahassee Community College	Troy State University Montgomery
Tarleton State University	Troy University
Taylor University	Turtle Mountain Community College
Teachers College, Columbia University	Tusculum College
Temple University - The Fox School of Business & Management, GCMC	Tyler Junior College
Temple University - The Fox School of Business, CSPD	University at Buffalo, School of Management
Tennessee Technological University	University at Buffalo, The State University of New York
Texas A&M International University	University of Alabama at Birmingham
Texas A&M University	University of Alaska, Anchorage
Texas A&M University-Commerce	University of Alaska, Fairbanks
Texas Lutheran University	University of Arizona (Wildcat JobLink)
Texas State Technical College - West Texas	University of Arkansas
Texas Wesleyan University	University of California, Berkeley (CalJobs)
The Catholic University of America (Cardinal Connection)	University of California, Davis (Aggie Job Link)
The College of New Jersey	University of California, Irvine (ZotLink)
The College of William and Mary	University of California, Los Angeles (BruinView)

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The Eli Broad Graduate School of Management, Michigan State University	University of California, Riverside
The Master's College	University of California, San Diego (Port Triton)
The Ohio State University	University of California, Santa Barbara (GauchosLink)
The Ohio State University, Engineering Career Services	University of California, Santa Cruz
The Robert O. Anderson Schools of Management	
University of Connecticut, School of Business	University of South Florida
University of Colorado at Boulder	University of South Florida Sarasota-Manatee
University of Colorado at Colorado Springs	University of Southern California School of Policy, Planning & Development
University of Dallas, Graduate School of Management	University of Southern Indiana
University of Delaware	University of St. Thomas
University of Evansville (UE JobLink)	University of Tennessee
University of Florida (Gator CareerLink)	University of Texas at Arlington
University of Hartford	University of Utah
University of Hawaii at Hilo	University of West Florida
University of Houston	University of West Georgia
University of Illinois	University of Wisconsin-Green Bay
University of Illinois at Chicago	University of Wisconsin-Madison School of Business
University of Illinois at Urbana	University of Wisconsin-Milwaukee
University of Illinois, Urbana-Champaign	University of Wisconsin-Platteville
University of Indianapolis	Upper Iowa University
University of La Verne	Urbana University
University of Louisiana at Lafayette	Ursinus College
University of Louisiana at Monroe	Utah Valley State College
University of Mary	Utica College
University of Maryland, Baltimore County	Valley City State University
University of Massachusetts Boston	Valparaiso University
University of Massachusetts-Amherst, Isenberg School	Vassar College
University of Michigan Business School	Villanova University
University of Michigan School of Information ( iTrack)	Virginia Highlands Community College
University of Minnesota	Voorhees College
University of Missouri	Wabash College
University of Nebraska at Kearney (Career Services Solutions)	Wake Forest University
University of Nebraska, Lincoln (Husker Hire Link)	Wake Forest University-Babcock Graduate School of Management
University of Nevada, Las Vegas (CareerLink)	Wallace State Community College
University of Nevada, Reno (Career Navigator)	Walsh College
University of North Alabama	Walsh University
University of North Carolina Wilmington	Wartburg College
University of North Texas Dallas Campus	Washington and Lee University
University of Notre Dame (Go IRISH)	Washington College

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University of Oregon (UO-JobLink)	Wayne State University
University of Pennsylvania (PennLink)	Waynesburg College
University of Pittsburgh	Wells College
University of Puget Sound	Wentworth Institute of Technology
University of Redlands	West Texas A&M University
University of Saint Francis	West Virginia University, College of Business & Economics
University of San Diego (ToreroLink)	
University of South Alabama	
Western Kentucky University	
Western Oregon University	
Western Washington University	
Westminster College	
Westwood College of Technology	
Wheeling Jesuit University	
Whitman College	
Whitworth College	
Wichita State University	
Widener University	
Wilkes University	
Willamette University	
Williams Baptist College	
Wilmington College	
Wilmington College of Ohio	
Winston-Salem State University	
Wittenberg University	
Xavier University	
Yale Divinity School	
Yale Graduate School of Arts and Sciences, Yale University	
Yavapai College	
Yeshiva University	
York College of Pennsylvania	



The following is a list of diversity partners available to Qwest Recruiters through **CareerBuilder**:

**123india.com** - <http://www.123india.com/>

123india.com is an all-access website to Indian culture, news, lifestyle. CareerBuilder.com powers their career channel.

**50PlusMag.com** - <http://www.50plusmag.com>

50 Plus Magazine is an online magazine for adults who are 50 plus years of age. Information about relationships, leisure & travel, recipes, legal, opinions, grand parenting, shopping and much more is available on 50PlusMag.com. CareerBuilder.com will power the career channel on this site.

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

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

### **A Womans Resource** - <http://www.awomansresource.com>

A Womans Resource provides beauty tips, fall fashion ideas, new fashion trends, relationship advice, women's health articles, craft ideas, job searches, resume writing help, family finance info, free baby shower games, parenting tips, home business ideas, family recipes, daily horoscopes, and decorating ideas. CareerBuilder.com will power the career channel on this site.

### **A Work At Home Mom** - <http://www.awahm.biz>

A Work at Home Mom is an online resource for Moms and others wanting to work from home or wanting to add to their current business. Users can browse through direct sales opportunities, businesses for sale, and more! CareerBuilder.com powers their career channel.

### **Ability Links** - <http://www.abilitylinks.org>

AbilityLinks is an advocacy program that matches job-ready people with disabilities to employers through technology. In addition, AbilityLinks provides ongoing educational programs and support resources to help people with disabilities and employers learn to work together. CareerBuilder is advertised on this site.

### **African American Times.net** - <http://africanamericantimes.net>

The mission of African American Times.net is to provide the African-American community with information that is of current relevance in the areas of health care, careers, politics, entertainment, religion, family and many other issues. CareerBuilder.com is advertised on their site.

### **AfricanAmericanJobs.org** - <http://africanamericanjobs.org/>

AfricanAmericanJobs.com is part of the US Diversity site network. US Diversity is the first service to completely automate the entire process of searching and locating diversity candidates in the United States. CareerBuilder.com powers their career channel.

### **AfricanAmericanObserver.com** - <http://www.africanamericanobserver.com/>

AfricanAmericanObserver.com is an online news source. They offer the latest headlines, entertainment news, health information and more! CareerBuilder.com is advertised on this site.

### **Afronet** - <http://www.afronetwireless.com>

Afronet Wireless is a leading news, information, and entertainment source with emphasis on the African-American community. CareerBuilder.com powers their career channel.

### **AgingHipsters.com** - <http://www.aginghipsters.com>

AgingHipsters.com is a Baby Boomer Generation site that provides trends, research, comment and discussion of and by people born from 1946 - 1964. CareerBuilder.com is advertised on this site.

### **Alliance of Professional Women** - <http://www.apwcolorado.org/>

For over 20 Years, the Alliance of Professional Women has helped female professionals in Denver, Colorado connect. Through this organization, women are able to share information regarding business opportunities, build professional networks, coordinate volunteer activities within the community and help women around the world. CareerBuilder.com is advertised on this site.

### **American Association of Retired Persons (AARP)** - <http://www.aarp.org/money/careers/>

AARP is the leading nonprofit, nonpartisan membership organization for people age 50 and over in the United States. The group is known for providing a host of services by informing members and the public on issues important to this age group;



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advocating on legislative, consumer and legal issues; promoting community service and offering a wide range of special products and services to members. CareerBuilder.com is advertised on this site.

### **AmericanIndianJobs.org** - <http://www.americanindianjobs.org/>

AmericanIndianJobs.com is part of the US Diversity site network. US Diversity is the first service to completely automate the entire process of searching and locating diversity candidates in the United States. CareerBuilder.com powers their career channel.

### **Asiance Magazine** - <http://asiancemagazine.com/>

Asiance Magazine is a magazine for Asian American Women. Asiance Magazine caters to the glamorous, 18-34 year old English-speaking generation of Asian American women defying their boundaries and upbringings. Asiance Magazine offers news, entertainment, fashion & beauty and lifestyle information catering their Asian American audience. CareerBuilder.com powers their career channel.

### **AsianJobs.org** - <http://www.asianjobs.org/>

AsianJobs.com is part of the US Diversity site network. US Diversity is the first service to completely automate the entire process of searching and locating diversity candidates in the United States. CareerBuilder.com powers their career channel.

### **Aspira.org** - <http://www.aspira.org>

The ASPIRA Association, Inc. is the only national nonprofit organization devoted solely to the education and leadership development of Puerto Rican and other Latino youth. ASPIRA takes its name from the Spanish verb aspirar, "aspire." ASPIRA looks at Latino youth and sees this potential; leaders waiting to emerge. With community-based offices in large cities of six states and Puerto Rico, ASPIRA's 1,100 staff members work with over 50,000 youth and their families each year to develop that potential. CareerBuilder.com powers their career channel.

### **Bean Soup Times** - <http://www.beansouptimes.com>

BeanSoupTimes is a multi-media outlet with a print newspaper, website and email distribution list that provides irreverent, fearless satire and entertainment features, including celebrity interviews, book, movie, and music reviews. Bean Soup Times began three years ago out of the frustration with the mainstream media's lack of coverage on issues important to the Black American community. An on-line newspaper with a unique, satirical view on current events, BeanSoupTimes weaves an African-American slant into its articles to produce a campy, witty publication. CareerBuilder.com is advertised on this site.

### **BET.com** - <http://www.bet.com>

BET, a subsidiary of Viacom, Inc. (NYSE: VIA; VIA.B), is the nation's leading television network providing quality entertainment, music, news and public affairs programming for the African-American audience. The BET Network reaches more than 79 million households according to Nielsen media research, and can be seen in the United States, Canada and the Caribbean. BET is a dominant consumer brand in the urban marketplace with a diverse group of branded businesses: BET.com, the Number 1 Internet portal for African Americans; BET Digital Networks - BET Jazz, BET Gospel and BET Hip Hop, attractive alternatives for cutting-edge entertainment tastes; BET Event Productions. CareerBuilder.com powers their career channel.

### **Black Atlanta** - <http://www.blackatlanta.com/home.php>

BlackAtlanta.com is a comprehensive resource for Atlanta-based African American business, family and living information, news, education and more. Features of the site include a highly circulated e-newsletter, multiple tiers of advertising, a business directory, faith and belief listings, personals, event calendars, current newsfeeds, classifieds, and forums. CareerBuilder.com powers their career channel.

### **Black Business Professionals** - <http://www.blackbusinessprofessionals.com/>

BlackBusinessProfessionals.com is a diversity organization dedicated to creating a national network of black business professionals and entrepreneurs. In addition the site seeks to further the career development and educational training of its members. Founded in 2000, the Savannah-based group has a speaker series as well as scholarship programs for aspiring

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African-American business professionals. Those professionals already established in the business world may find the career resources and consulting opportunities beneficial. CareerBuilder.com powers their career channel.

**Black Doctor.org** - <http://www.blackdoctor.org>

BlackDoctor.org is a credible and trusted resource for African Americans to get healthy lifestyle information. Their aim is to build a comprehensive database of accurate, relevant information and to be the first point of call whenever African Americans need medical/dental information or a referral to a qualified Black doctor. CareerBuilder.com powers their career channel.

**Black Edition.com** - <http://www.blackedition.com/>

Black Edition.com is a platform dedicated to recognizing, promoting and informing their audience about websites of interest to Black Americans. CareerBuilder.com is advertised on this site.

**Black Finance Today** - <http://www.blackfinancetoday.com/>

Black Finance Today is an online resource for news and information on business and finance. This site covers topics including asset management, money matters, mortgage investments and more. CareerBuilder.com powers their career channel.

**Black Living** - <http://www.blackliving.com>

Black living is an International Black Women's network where women can go to get recipes, participate in live chats, share stories and more. CareerBuilder.com is advertised on this site.

**Black Missouri** - <http://blackmissouri.com/blackmissouri/>

BlackMissouri.com is destined to be the premiere African American website for Missouri. Along with a business directory, BlackMissouri.com also features city guides, news, entertainment, forums, podcasts and much more. CareerBuilder.com powers their career channel.

**Black Pages Ohio** - <http://www.blackpagesohio.com>

BlackPagesOhio.com is an online minority and business resource guide. This site offers business directories for the state of Ohio, details community events and much more. CareerBuilde.com powers their career channel.

**Black Perspective** - <http://www.blackperspective.com>

The Black Perspective is dedicated to promoting diversity and inclusion in employment and education. Our purpose is to connect African American jobseekers with companies that take diversity and inclusion seriously and understand that a diverse workforce built by providing equal opportunity is the best way to succeed. The Black Perspective is part of the Equality Magazines family of publications. CareerBuilder.com is advertised on this site.

**Black Wall Street Merchants Association** - <http://blackwallstreet.org/>

The Black Wall Street Merchants Association is a not-for profit enterprise that serves as an advocate for commerce in the African American and culturally diverse community in East Oakland, California. The BWSMA promotes ethics, to preserve economic growth, social and ethnic vitality. Since 1999, BWSMA has served as an effective business and social networking organization in California. CareerBuilder.com is advertised on this site.

**Black Web Portal** - <http://www.blackwebportal.com>

BlackWebPortal.com provides a vast amount of information about African American cyberspace, businesses, events, discussion and literature from all over the world. BlackWebPortal.com empowers African American webmasters and business owners by providing the back end tools that allow them to get the word out about their projects.

**Black World** - <http://www.blackworld.com>

Blackworld is a Global Internet Directory, Communications, Commerce and Media company, offering a diversified branded

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network of web services to a potential audience of over 700 million people of African/African American origin and decent worldwide. Blackworld's portal and search engine is one the most recognized and valuable Internet brands of its kind on the internet today. The company provides a conduit to variable online content and offers business and enterprise services, through partnerships designed to enhance client productivity and stimulate the experience of daily web users.

### **Blackbrooklyn.net** - <http://blackbrooklyn.net/home.php>

Blackbrooklyn.net was founded in 2006 and aspires to provide the Brooklyn Black community with the ultimate metropolitan networking experience. The website offers information regarding business, education, entertainment and much more. CareerBuilder.com powers their career channel.

### **BlackStarNews.com** - <http://www.blackstarnews.com>

The Black Star News prides itself as the voice of under-represented people. The news content and quality of The Black Star News is highly respected. Following its motto of "Speaking Truth to Empower," The Black Star News has broken several major news scoops, for which it has garnered several awards from the Independent Press Association, as well as national media coverage. CareerBuilder.com is advertised on this site.

### **BlackState.com** - <http://www.blackstate.com>

BlackState.com is the premiere African American and African Diaspora Online Political News Magazine. CareerBuilder.com powers their career channel.

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

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

### **BoomerWomenSpeak.com** - <http://www.boomerwomenspeak.com/index.php>

BoomerWomenSpeak.com is a place for baby boomer women to encourage, connect, and support one another. This site offers information on mental health, spirituality/faith, home and garden, retirement and more! It even allows women to chat with each other through forums. CareerBuilder.com is advertised on this site.

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

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

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

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

### **ConsultantMoms.com** - <http://www.consultantmoms.com>

ConsultantMoms.com is designed to assist moms who are interested in working in direct sales and party planning. They offer information on successful selling tips, affordable targeted advertising, party chat rooms, message boards, fundraiser help, and more! CareerBuilder.com powers their career channel.

### **DFWLatinos (City Innovations)** - <http://www.dfwlatinos.com/>

Since the Dallas-Fort Worth area has a significant Latino population, City Innovations created DFWLatinos, a cyber community for Latinos in the area. This site provides a haven where area Latinos can network with their peers and keep up

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with the latest Dallas-Fort Worth news, events and entertainment. Members of the site will enjoy the password protected chat rooms as well as the convenience of the site. With "mi gente, mi vida, mi comunidad" as its tagline, it is evident that DFWLatinos understands its users and catering to their needs.

### **Diario La Estrella** - <http://www.diariolaestrella.com>

Diario La Estrella has been serving the Dallas/Fort Worth Hispanic community since 1994 via a mix of home delivery and outside racks. Now, our vision and commitment to the community have grown, with publication five days a week. The new Diario La Estrella offers daily, relevant and useful information, with at least three sections in each issue. Backed by a winning team of journalism professionals from the Fort Worth Star-Telegram and Knight Ridder, Inc. CareerBuilder.com is advertised on this site.

### **DiariosRumbo** - <http://www.diariosrumbo.com>

DiariosRumbo.com is the first Spanish Internet diary for the Hispanic population in Texas. A daily operation, DiariosRumbo's target audience are Mexican and Latin American immigrants who want to receive news about Texas, Mexico and the world. Specifically, DiariosRumbo covers five markets in Texas: Valle, Austin, Houston and San Antonio. In addition to hard news, DiariosRumbo reports on sports and home/family. This Internet publication helps ease these immigrants' transition from the South up North by integrating relevant stories about both countries. CareerBuilder.com is advertised on this site.

### **Direct Sales Moms** - <http://www.directsalesmoms.com>

DirectSalesMoms.com totally focuses on supporting and promoting moms that work from home. We take our business very seriously and in turn have many WAHM's that support us monthly by renewing their advertising. We want your business to grow and to flourish so you can continue to work at home. We want to help moms find a home business they can be productive in and promote that business for you. CareerBuilder.com powers their career channel.

### **DisabilityJobs.com** - <http://www.disabilityjobs.org/>

DisabilityJobs.com is part of the US Diversity site network. US Diversity is the first service to completely automate the entire process of searching and locating diversity candidates in the United States. CareerBuilder.com powers their career channel.

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

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

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

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

### **Equality Magazines** - <http://www.equalitymagazines.com/magazines.html>

Equality Magazines provide visitors with opportunities to reach a variety of unique markets and enhance recruitment and marketing efforts. Publications serve the black, Hispanic/ Latino, Asian, Native American communities in addition to military veterans and women. The magazines are distributed electronically online and are designed for long life as each issue is archived and made available to site visitors when ever they wish to access them. Visitors can apply for careers, purchase products and services and in turn support those that support them in the pursuit of equality. CareerBuilder.com powers their career channel.

### **FemaleThiink.com** - <http://www.femalethiink.com>

FemaleThiink is a source for today's woman. Our goal is to enhance and impact the lives of women seeking to find innovative ways to live more productive lives. This is done by providing a platform for women to obtain vital information needed to enhance the woman she is today; and assist in the developmental process of the woman she desires to be. We provide alternative education in areas such as Business, Career Development, Health & Wellness, Finance, Personal Growth,

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Family and Relationship Development. Our programs are presented in various settings. Whether it is a seminar, lecture, short course, panel or roundtable discussion - FemaleThink is committed to providing quality information. CareerBuilder.com is advertised on this site.

### **FilipinasMag.com** - <http://www.filipinasmag.com>

FilipinasMag.com is the only nationally circulated Filipino American monthly magazine. Its pioneering brand of community journalism has become a clear alternative. Over the din of mainstream media, Filipinas has raised its unique voice to provide a reference point for Filipino Americans navigating the often rough terrain of life in America. CareerBuilder.com is advertised on this site.

### **Gay Financial Network** - <http://www.GFN.com>

The Gay Financial Network is the leading online resource devoted to the unique financial needs of the gay and lesbian community. Known as the bridge between major players in the financial-services industry and the gay and lesbian community, gfn.com currently offers a wide array of financial services, including annuities, insurance, mortgages, and online banking and trading. CareerBuilder.com powers their career channel.

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

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

### **GayCrawler.com** - <http://www.gaycrawler.com>

Through GayCrawler.com, users may access more than 25,000 sites in more than 327 categories of specific interest to the Gay and Lesbian community. Some of these categories include travel, nightlife, business, health, real estate and dating. CareerBuilder.com powers their career channel.

### **GayFresno** - <http://www.gayfresno.com>

A non-profit, local diversity website, GayFresno.com is one of the only resources like its kind on the Internet. Operating under the mantra, "for the community, by the community," GayFresno.com provides the lesbian and gay community of Fresno with local entertainment ideas, news, political news, personal ads, and night life. This site provides a valuable directory of information where Fresno residents, visitors, and enthusiasts can find lists of Fresno businesses and organizations. CareerBuilder.com powers their career channel.

### **GayJobs.org** - <http://www.gayjobs.org>

GayJobs.com is part of the US Diversity site network. US Diversity is the first service to completely automate the entire process of searching and locating diversity candidates in the United States. CareerBuilder.com powers their career channel.

### **GirlAWhirl** - <http://www.girlawhirl.com>

GirlAWhirl is a website geared towards women. It focuses on fashion, beauty, travel, cuisine, culture and wealth. CareerBuilder.com powers their career channel.

### **Global Jewish News** - <http://www.jta.org>

JTA is an international news service that provides up-to-the-minute reports, analysis pieces and features on events and issues of concern to the Jewish people. Our daily reports include the latest information about the Middle East peace process, political developments in Washington and Jerusalem, the activities of anti-Semites and other hate-mongers, trends affecting Jewish life in North America, security incidents in Israel, and conditions for Jews in Eastern Europe, Latin America and far-flung communities around the world. CareerBuilder has an advertisement on the homepage of the JTA site.

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### **Hispanic Today** - <http://www.hispanic-today.com>

Connecting the Hispanic community with the top employers and educators in America is what we are all about. As the fastest growing minority segment in our society, Hispanics represent a significant factor in the evolving diversity of the future. Our goal is to reach across cultural barriers and make it known that Hispanics are a vital and energetic force that can and will have a profound and positive impact on business and the economy. Hispanic Today is part of the Equality Magazines family of publications. CareerBuilder.com is advertised on this site.

### **HispanicJobs.com** - <http://www.hispanicjobs.org/>

HispanicJobs.com is part of the US Diversity site network. US Diversity is the first service to completely automate the entire process of searching and locating diversity candidates in the United States. CareerBuilder.com powers their career channel.

### **HoustonBlackBusiness.com** - <http://www.houstonblackbusiness.com>

The goal of the Houston Business Directory is to make it easy and simple for African American businesses across Harris County to have an Internet Yellow Pages presence. This allows on-line customers to locate businesses and people at the click of a button and at "no cost". Houston Business Directory could not have come to life at a better time for hundreds and thousands of businesses, and it couldn't have happened without the cooperation, partnership and vision of some of the most innovative companies in the country. CareerBuilder.com is advertised on this site.

### **Izania.com** - <http://www.izania.com>

Buy, Sell, Shop with members of the iZania Virtual Community! All iZania Members are automatically registered. iZania Market is open now at [www.iZaniaMarket.com](http://www.iZaniaMarket.com). CareerBuilder.com powers their career channel.

### **Jewish.com (Jewish Renaissance Media)** - <http://www.jewish.com>

Contemporary and informative, Jewish.com™ is one of the largest Jewish sites on the Internet. With more than 7,000 non-commercial Jewish web links, today's Jewish community can network with other community members, educate themselves on religious traditions, receive advice and guidance from Rabbis and learn how to preserve ancient Hebrew traditions in modern times. Jewish.com™ adheres to the philosophy of being an informative, interesting and welcoming site for all Jews, regardless of their affiliation or religious observance. In addition, the site offers recipes for Jewish holiday cuisine and more. CareerBuilder.com is advertised on this site.

### **Malista** - <http://www.malista.com/>

Malista.com is Detroit's Premier Greek website. Malista.com offers information for Greeks and those interested in learning more about the culture. This site features news, music, history, travel information and even Greek recipes. CareerBuilder.com powers their career channel.

### **Memphis Minority Online** - <http://www.memphisminorityonline.com>

This website was designed to bring about positive interaction between communities in the Memphis Metropolitan Area and beyond. Memphis Minority Online's goal is to increase the level of diversity awareness and cultural sensitivity in our nation. We hope to achieve this goal by spotlighting different communities in the Memphis Area and beyond. Memphis Minority Online will promote cultural inclusion and widespread interaction at every opportunity. Memphis Minority Online features a career center, photos, a business directory, events and more. CareerBuilder.com powers their career channel.

### **Migra Logic** - <http://migralogic.com>

Migra Logic is a website dedicated to helping and guiding people through the immigration process. They provide information about visas, green cards and more. CareerBuilder.com powers their career channel.

### **MinoritiesInBusiness** - <http://www.minoritiesinbusiness.com>

Minoritiesinbusiness.com is a web directory with a plethora of featured business information. It features information regarding charity, business opportunities, marketing, business plans and services as well as a featured directory with links for project management, accounting and business intelligence. CareerBuilder.com is advertised on this site.

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### **MochaCity.com** - <http://www.mochacity.com/>

MochaCity.com is 'Where Urban Flavor Lives' The site's mission is to provide high quality services and entertainment to Blacks and those that live a Black or 'Urban' lifestyle, regardless of racial heritage. The site currently offers an array of services ranging from a dating lounge, personal homepages, mobile ringtones and SMS Chat. At MochaCity.com, the members are the stars, the writers, the comedians, the entertainment and the voices of reason. The members as a whole make the community what it is... the hottest Urban Community on the Internet. CareerBuilder.com powers their career channel.

### **MochaSisters** - <http://www.mochasisters.com>

MochaSisters.com is the site for Mocha Sisters Organization. Since 2004, Mocha Sisters has been working to better the community and lifestyle for African American women. The site strives to educate these women on topic such as: health, wellness, business, etiquette, and much more. The members of this organization spend time performing community service activities, providing mentoring programs and scholarships for college/university for African Americans. The MochaSisters website through its outlets and resources hopes to instill a greater awareness of the need for commitment to our community.

### **MSN Latino** - <http://www.latino.msn.com>

MSN Latino, the Hispanic portal of MSN, is a leading network of Spanish-language sites that responds to the great need for easy-to-use and relevant offerings on the Web in Spanish. With over 14 million unique visitors each month, MSN Latino enables its large and loyal audience of Spanish-speaking consumers in the United States and Latin America to take full advantage of all the benefits the Web has to offer. CareerBuilder.com is advertised on this site.

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

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

### **NAFE (National Association for Female Executives)** - <http://www.nafe.com>

The National Association for Female Executives is the largest women's professional association and the largest women business owner's organization in the country. They provide resources and services – through education, networking and public advocacy – to empower its members to achieve career success and financial security. CareerBuilder is advertised on this site.

### **National Association of Baby Boomer Women** - <http://www.nabbw.com/>

The National Association of Baby Boomer Women is devoted to addressing issues concerning 38 million baby boomer women. They are dedicated to empowering women to explore their passions and live life to the fullest. CareerBuilder.com is advertised on this site.

### **National Black MBA Association - Charlotte** - <http://nbmbaacharlotte.org>

The NBMAA Charlotte Chapter serves the needs of professional people, mainly those of African-American decent and various African-American businesses in the Charlotte, NC community. They address many issues; some of which include managerial skill development, entrepreneurial development opportunities, increase networking opportunities, and ever changing career opportunities. CareerBuilder.com powers their career channel.

### **National Black MBA Association - Indianapolis Chapter** - <http://www.nbmbaa-indy.org>

The Indianapolis Chapter of the National Black MBA Association is a professional organization of black students and professionals who are pursuing or have obtained an advanced degree in business or other disciplines. CareerBuilder.com powers their career channel.

### **National Black MBA Association - Phoenix Chapter** - <http://www.phoenixblackmba.org>

The Phoenix Chapter of the Black MBA Association is comprised of over a hundred business professionals of various fields of endeavor. We pride ourselves on establishing relationships within the business community and promoting the intellectual and economic resources in the community. CareerBuilder.com powers their career channel.

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### **National Organization of Minority Architects** - <http://www.noma.net>

The National Organization of Minority Architects or NOMA fosters communications and fellowship among minority architects. It forms a federation of existing and proposed local minority architectural groups. In addition, it acts as a clearing house for information and maintain a roster on practitioners and promotes the design and development of living, working, and recreational environments of the highest quality along with creating and maintaining relationships with other professionals and technicians whose work affects the physical and social environments.

### **Netnoir.com** - <http://www.netnoir.com/>

As one of the Internet's premiere urban American Community portals, Netnoir.com offers its users an array of news, knowledge and insight into contemporary life. With a predominant focus on pop culture, the site also details both domestic and international current events. The web chat and blog allow users to become interactive on the site. In addition, the site provides an "Urban Encyclopedia", so chatters and visitors can be hip to the urban tongue. This novelty site provides valuable information to interested users. CareerBuilder.com powers their career channel.

### **NiaOnline** - <http://www.niaonline.com>

NiaOnline serves as the premier Internet destination for African-American women. NiaOnline offers harmonious, purposeful living through its use of community-building content and convenient, personalized online shopping. It is a site for African-American women, by African-American women! CareerBuilder.com powers their career channel.

### **Now Entertainment** - <http://www.nowentertainmentmagz.com>

Now Urban Entertainment Magazine Online has all the same great features and articles you get in our magazine, plus more. It is a South Florida publication, specifically for Miami, South Beach and Ft. Lauderdale. You'll find the best in Urban Entertainment, Music, News, Clubs, Parties & Celebrity Photos. CareerBuilder.com powers their career channel.

### **Omogenia.com** - <http://www.omogenia.com>

Omogenia.com is your source to find anything Greek and more.

### **Oregon Minority Business** - <http://www.oregonminoritybusiness.com>

Oregon Minority Business is focused on cultivating relationships and fostering strong networks and knowledge-sharing among diverse business communities throughout Oregon. CareerBuilder.com powers their career channel.

### **OutInAmerica** - <http://www.outinamerica.com>

Out in America Cities Network has become the most popular city-based GLBT destination on the internet. With 178 city sites, it reaches an average of seven million households every month in North America and Europe. In the last year, the Out in America Cities Network has increased its membership by over 400%. Ethan Interactive, Inc. is also the parent company of EXP Magazine, recognized as the leader in regional U.S. GLBT publications. The biweekly newsmagazine is available in 40 cities in 13 states and the District of Columbia, and has a monthly print run of between 48,000 and 50,000.

### **Satisfaction Magazine** - <http://satisfactionmag.com/>

Satisfactionmag.com is the online version of Satisfaction Magazine. This site is devoted to helping the baby boom generation make the most of an exciting new time of life. Satisfactionmag.com offers information on money, fitness, family, real estate and more. CareerBuilder.com is advertised on this site.

### **SER National** - <http://www.ser-national.org>

SER National is a national network of employment and training organizations that formulates and advocates initiatives that result in the increased development and utilization of America's human resources, with special emphasis on the needs of Hispanics.

### **SheKnows.com(Coincide Media)** - <http://www.sheknows.com>

The She Knows Network is a group of Web sites of interest to women covering everything from pregnancy to parenting,



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health to hobbies, home decor to money management, dating to weddings. The network also attracts over 600,000 unique visitors each month. CareerBuilder.com powers their career channel.

### **South Florida Caribbean News** - <http://www.southfloridacaribbeannews.com>

South Florida Caribbean News.com is a one-stop resource for news, current events, arts and entertainment information involving the Caribbean-American Community in South Florida. In addition to a community profile, this site also has information about arts and culture, Caribbean American elected officials, businesses and more! CareerBuilder.com is advertised on this site.

### **TallahasseeBlackPages.com** - <http://www.tallahasseeblackpages.com>

TallahasseeBlackPages.com is the online connection to the Tallahassee Black community and surrounding areas. This online directory serves as a conduit for advertising opportunities, business-to-business transactions, networking, access to non-profit organizations; and provide local information to tourists. CareerBuilder.com is advertised on this site.

### **TCW (Today's Chicago Woman)** - <http://www.tcwmag.com>

TCW is Chicago's premier publication for and about professional women. They cover dynamic local women and their stories, as well as breaking news in health, beauty and fitness; finance; fashion; nutrition; relationships; motherhood; dining and the hottest events in town. Every article is intended to provide their busy, professional readers with what they need to know to be their best at work and at home. CareerBuilder.com is advertised on this site.

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

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

### **The Black Database** - <http://www.theblackdatabase.com/>

TheBlackDatabase.com indexes other sites that feature African-American related content. The site has a directory of black web sites ranging from non-profit organizations to black dating sites to black music sites operated by African-Americans. With so many diversity sites on the web, TheBlackDatabase.com helps you sort through your options and find the African-American site that best suits your informational needs. The site features a section which announces new sites to the database, along with "Sites of the month". CareerBuilder.com is advertised on this site.

### **The Network Journal** - <http://tnj.com/>

The Network Journal magazine is dedicated to educating and empowering black professionals and small business owners by providing news and commentary on issues that affect the growth of business and the advancement of professionals in the workplace. The online magazine also features articles on successful entrepreneurs and professionals who offer insights on business- and career-building strategies.

### **TheBlackWebPortal.com** - <http://www.blackwebportal.com/default.cfm>

The mission of BlackWebPortal.com is to deliver a full breadth of informational services to the Black populace of the United States, Canada, and the outlying military outpost. Some of these resources include business search engines, people locators, auctions, financial information, news, classifieds and much more! CareerBuilder.com is advertised on this site.

### **Univision** - <http://www.univision.com>

Univision is the leading Spanish-language media company in the United States. Their powerhouse portfolio includes Television, Radio, Music and Internet offerings that educate, entertain and inform more Hispanics each day than any other media company in the United States. Univision operations include the Univision Network, TeleFutura Network, Galavisión, Univision Radio, Univision Music Group and Univision Online. CareerBuilder will power a co-branded career site for Univision Online which receives 8 million unique visitors per month. In addition, we will power career sites on their 10 local

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station websites, which include Chicago, Dallas, Fresno, Houston, Los Angeles, Miami, New York, Sacramento, San Antonio and San Francisco. Univision will promote their new online career site through extensive television promotional spots on their local stations and national broadcast as well through permanent links and quick search boxes throughout the UOL website.

### **Urban Peeps** - <http://www.urbanpeeps.com>

UrbanPeeps.com is an emerging African American online community portal providing an Internet-based point of connection among young Black people and businesses, as well as a source of information and news on significant events in and out of the community.

### **US Black** - <http://www.usblack.com>

US Black.Com will provide a forum that represents the concerns of most African-Americans in the United States. US Black.Com will provide a critical forum for other ethnic groups and people to learn what it means to be African-American in the United States.

### **Veterans Enterprise** - <http://www.veteransenterprise.com>

Veterans Enterprise promotes diversity and inclusion in employment and education. The mission is to connect veterans with companies that take diversity seriously and understand that a diverse workforce built by providing equal opportunity is the best way to succeed. Our targeted circulation affords you the opportunity to communicate with this highly talented, technically savvy group in a publication specifically designed with the veteran and active duty military in mind. Veterans Enterprise is part of the Equality Magazines family of publications.

### **WebMomz** - <http://www.webmomz.com>

At WebMomz.com visitors can find tools and support as well as parenting advice. It also includes helpful advice for mothers to start their own home business. This Web site is truly for moms who want it all: Spending time with their children and having a career of their own.

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

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

### **WomanLinks.com** - <http://www.womanlinks.com>

WomanLinks.com began in 1998 as a central listing of sites of substance for women; sites that went beyond the surface of women's issues. This original listing has rapidly grown into an issue-oriented, content-driven supportive community for women. Today, WomanLinks.com proudly offers content and features to foster spirituality, empowerment, experience sharing, and growth for women of all ages and lifestyles. WomanLinks.com's future revolves around the mission of supporting women to live joyfully in a safe environment, while building self-esteem through community sharing and support. CareerBuilder.com will power the career channel on the site.

### **Women in Business & Industry** - <http://www.wib-i.com>

Women in Business and Industry focuses on business, civic involvement, and higher education always with an emphasis on stories that empower. We publicize the successes of women in the business world, from small business owners to corporate heads, grassroots efforts to national campaigns, individual achievements to large-scale programs. Additionally, WIB&I provides resource information on grants and scholarships that enable women to pursue goals of attaining a higher education. WIB&I strives to provide the community with rich content pertinent to today's working women. Women in Business & Industry is part of the Equality Magazines family of publications.

### **Women Work!** - <http://www.womenwork.org/>

The mission of Women Work! is to advance economic justice and equality for women through education, advocacy and organization. They offer resources, information and tips that help women find work, re-enter the workforce, and advance their careers. CareerBuilder.com powers their career channel.

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### **WomensJobs.com** - <http://www.womensjobs.org/>

WomensJobs.com is part of the US Diversity site network. US Diversity is the first service to completely automate the entire process of searching and locating diversity candidates in the United States.

### **WomensWallstreet** - <http://www.womenswallstreet.com>

Women'sWallStreet empowers women with tools, knowledge and confidence they need to make smart financial decisions. Women'sWallstreet.com is designed to help women research, compare and manage their personal finances using comprehensive, targeted financial information and advice.

### **WOWNOW.com** - <http://wownow.com/>

WOWNOW.com is an online source for Atlanta's South Asian community. They provide information on community events, entertainment, local organizations and more. CareerBuilder.com powers their career channel.

### **YoungandBlack.net** - <http://www.youngandblack.net>

Y & B has two intentions. The first intention is to establish a "positive" place on the web for Young African-Americans (and whoever else may want to stop by.) The second intention is to bottom line - HAVE FUN!! Visitors are able to chat, post messages, play games, & much more. CareerBuilder.com will power the career channel on the site.

### **YoungKoreanAmericanNetwork** - <http://www.ykan.org>

The Korean American Network (yKAN) is a 501(c)(3) non-profit, non-partisan organization of 1.5 and 2nd generation Korean-Americans who strive for the advancement of all Korean-Americans in the mainstream of American society. Officially inaugurated on August 30, 1990, the organization's membership has grown over the past 13 years. Our members are Korean-American professionals, representing every industry and academic field. Our mission is to elevate Korean-American professionals by fostering educational programs, community service, and networking opportunities. Through these activities yKAN addresses the issues of our community and provides a forum for those who share common experiences and face similar challenges

- All employees must annually complete the Qwest Code of Conduct review and certify that they have done so. Managers have a responsibility to insure there is an environment that supports the following Policy, which is covered annually in the Code of Conduct Review:

#### ***Equal Employment Opportunity***

*Qwest is committed to:*

- *Complying with all applicable civil rights, human rights and labor laws.*
- *Providing equal employment opportunity to employees and job applicants.*
- *Complying with affirmative action requirements relating to employment of minorities, women, qualified individuals with disabilities and "covered veterans."*
- *Maintaining a workplace free from illegal discrimination, harassment, intimidation and retaliation.*
- *Recruiting, hiring, training and promoting applicants and employees without regard to age, color, disability, ethnicity, marital or family status, national origin, race, religion, sex, sexual orientation, veteran status or any other characteristic protected by applicable law.*
- *Basing all hiring and promotion decisions on the qualifications of the individual applicants or employees.*
- *Making reasonable accommodations for religious practices and disabled job applicants as required by law. Contact HR with questions regarding such accommodations.*

#### ***Sexual and Other Harassment***

*As an employee, you are personally responsible for ensuring that your conduct is free of any actions that constitute discrimination or harassment under the Code and the Program.*

- *Qwest strives to provide a work environment that promotes dignity and mutual respect, and that is free of harassment or discrimination based on age, color, race, national origin, veteran status, religion, sex, sexual orientation, ethnicity, marital or family status, disability or any other legally protected category.*

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- *Even harassing conduct that is not prohibited by law may violate Qwest policy and be grounds for discipline. Qwest will not tolerate harassment in any form – conduct, speech, written notes, photos, cartoons or electronic mail. Sexual harassment may include, among other things:*
  - *Unwelcome sexual advances.*
  - *Requests for sexual favors.*
  - *Unsolicited physical contact such as unwanted hugs or touches.*
  - *Unwelcome flirtations.*
  - *Offensive verbal, visual or physical conduct of a sexual nature, suggestive or lewd remarks.*
  - *Offensive jokes or visuals, pornography and sexually explicit material.*
- *If you observe or experience any form of harassment, report it immediately to your supervisor, HR, or the Advice Line.*
- *If you are a manager, you must take appropriate action on suspected violations of Qwest's harassment policies, and report all such suspected violations to the Advice Line.*
- *It is not considered harassment by supervisors and other members of management to enforce job performance requirements and standards of conduct.*
- *Qwest's harassment rules apply in the workplace as well as in work-related settings outside the workplace, such as business trips and Qwest-sponsored or authorized social events or other functions. They also apply to outside vendors, professionals and other providers of goods or services to any Qwest unit when they are working in Qwest-related settings.*
- Qwest maintains several ways in which employees can raise complaints about EEO issues and employment practices. Employees may make complaints (including anonymous complaints) through the Compliance Hotline, to the human resources department, to their supervisors, and the leadership of the Company. The Company maintains an open door policy and any employee may raise issues with management at any level in the Company. The Company maintains a staff of EEO investigators whose sole function is to investigate EEO issues. The EEO investigators will promptly investigate charges of alleged discrimination and then work with HR and others to recommend any necessary changes to process and discipline for violations. If issues are identified, the EEO organization provides feedback and counsel to management with respect to any appropriate corrective action, for example, additional training, coaching and mentoring.
- Qwest staffing managers train or work with unit managers and supervisors on an interview process prior to those managers interviewing and making selection decisions. Managers are trained or reviewed on their obligations under the overall Qwest Affirmative Action Plan. Selections are then reviewed by the staffing organization.
- Occupational job descriptions are reviewed periodically to assure that nondiscrimination requirements are being met.
- Annually, Qwest's management job structure is reviewed based on its effectiveness. Depending on its performance, the job structure may be altered to better accommodate the strategic needs of the business.
- Throughout the year and typically at the request of supervisors, jobs are reviewed based on their primary responsibilities. Based on these evaluations, jobs may or may not be reclassified to a different level within the organization to accurately reflect the level of work being performed. Job reclassifications require the approval of Corporate Compensation.
- In addition, the compensation provided to employees is reviewed. Management employees' salaries are determined based on market research and salary surveys which provided ranges based on the nature of the work being performed and market conditions. Individual managers are provided salaries within those ranges based solely on their experience, education level, market conditions, skills, and performance. Occupational employees' salaries are established based on agreements with the Communications Workers of America.
- All regular employees are eligible for and provided the same coverage under the Qwest Benefits plans, including the Medical Expense Plan, Dental Plan, Prescription Plan, Long Term Disability Plan, Pension Plan, Savings and Security Plan, Short Term Disability Plan, Vision Care Plan.

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- Bargained for employees may participate in the Pathway Program, an educational partnership between Qwest and the CWA union. The Company and Union established the PATHWAYS program to provide employees with opportunities for education and skill development beyond the scope of their normal responsibilities, preparing them for other opportunities in or outside of the Company. The program provides pre-paid tuition and fees for most undergraduate degree programs.
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- Reference and background checks are conducted by a third party vendor on all potential new hires, with their consent after job offer and prior to the actual hire date. All Qwest tests are validated for their intended use and are administered according to standard procedures to ensure that applicants receive an equal opportunity to demonstrate their job-related skills and abilities.
- Notices are posted at the Unit's employment office, informing all job seekers of the Company's policy of equal employment opportunity. Similar notices are placed at each place of employment. The notices are posted in English and in Spanish.
- The internet-based application system includes a statement informing applicants of the Company's policy of equal employment opportunity.
- All recruitment advertisements include the tag line "Qwest is an Equal Employment Opportunity Employer."
- Qwest University makes available all management and employee development classes through web based training. These innovative courses give participants and opportunity to gain experience by practicing real-world situations in virtual environments. Training is oriented toward the application of skills and is developed so students actively participate as they learn.
- The Employee Assistance Program, EAP, is designed to assist employees and their families work through problems that may be affecting their life in a negative way. The EAP's role is to help define the problem, organize the appropriate resources to help solve the problem, and ultimately follow through with these plans once they are in place. The program, a free service, is accessible seven days a week, 24 hours a day. Counseling services are provided by telephone, web site, and in person.
- Supplier Diversity - Qwest is committed to building a team of suppliers that reflects its diverse customer base and communities. A dedicated supplier diversity department ensures equal opportunity for qualified suppliers to win Qwest business without set asides or quotas to meet. Working with the best of the Minority, Woman and Disabled Veteran-owned Business Enterprises (MWDVBE) population, as well as non-minority controlled suppliers, helps achieve mutual business goals.
- All employees are given equal opportunity for positions which lead to higher positions. We inquire into the interests and skills of lower-paid employees with regard to higher-paid positions. We provide employees with assistance, guidance, and training where necessary to enable our employees with interest and potential to qualify themselves for such higher-paid positions.

Qwest Communications Corporation affirms its commitment and pledges its full support to employment opportunity for all persons and has implemented the following policy:

### **Policy:**

**Qwest Communications International Inc., is dedicated to equal employment opportunity. We provide equal employment opportunities to all individuals based on job-related qualifications and ability to perform a job, without regard to age, sex, race, color, religion, sexual orientation, national origin, veteran status or disability or any other classification for which discrimination is prohibited by law in regard to hiring, promotion, compensation, job**

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training, termination or any other term, condition or privilege of employment. Employees must maintain a non-discriminatory environment free from intimidation, harassment or bias.

Qwest is also committed to a policy of compliance with applicable affirmative action requirements relating to the employment of minorities, women, qualified individuals with disabilities, and "covered veterans."

Qwest invites any employee or applicant for employment to review Qwest's written Affirmative Action Plans for Disabled Individuals, Covered Veterans and Minorities and Females. Please contact 1-800-333-8938 during regular business hours.

### **Workforce Diversity Plan**

Qwest Communications Corporation will continue to seek and investigate new sources for qualified minority and female candidates. Those responsible for recruitment and selection will continue to be advised of the Company's diversity goals. The following methods may be used to improve recruitment and increase minority and female job candidates:

1. Professional and community organizations will be contacted to increase female and/or minority applicants.
2. Potential recruiting sources will be contacted and supported in various ways including briefing sessions, facility tours, and presentations by minority and female employees.
3. The Company will actively campaign among its minority and female employees to have them encourage their friends and associates who possess the requisite skills to apply for positions at the Company. The Company has an active and formal employee referral program which is called Talent Qwest.
4. The inclusion of minorities and women on the recruiting staff.
5. Minority and female participation in career days, youth motivation programs and other similar programs in the community.
6. Minority and female participation in "job fairs."
7. Advertising of open positions will be extended to include the minority news media and women's interest media. This may include newspapers and professional publications. Advertising includes the indication that the Company is an equal employment opportunity/affirmative action employer. Job positions are also located on the company's Internet site with instructions on applying for specific open positions.
8. When contacting referral agencies, those agencies may be requested to seek out and refer both minorities and female candidates.