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www.consumerdirectedservices.com

December 06, 2013

On September 16th the New York State Department of State accepted the Certificate of Incorporation submitted by **Consumer Directed Services, Inc.** under section 404 of the Not-for-Profit Law. A certificate that included the following statement:

To insure that the corporation remains focused on the empowerment of the people being served, as the service population grows, the corporation will expand the Board of Director Membership to insure that a majority of its seats are held by people with disabilities.

To assist Consumers with the problem of finding new Personal Care Assistants, [Consumer Directed Services](http://www.consumerdirectedservices.com) created a FREE Employment Information Bridge between Consumers and PCA Candidates.

- **[Consumers / Advocates](#)**

- To receive a copy of the weekly Newsletter, a Consumer or Advocate need only send me an email to elitcher@consumerdirectedservices.com and include your name and the text **Newsletter Request**.
- To search for a New Personal Assistant go to the [Consumer Directed Services](#) website and complete the form at the following link [Consumer / Advocate - Search for a PCA Candidate](#). When your information is received it will be distributed to all of the PCA Candidates enrolled in the database and a variety of other Employment Resources.

- **[Personal Care Assistant \(PCA\) Candidates](#)**

To include your information in the Newsletter and Database, go to the [Consumer Directed Services](#) website and complete the form at the following link: [Look for a PCA Job \(FREE\) - New York City Metro](#).

Previously distributed Newsletters (**from January 12, 2011 to present**) have been archived on the [Consumer Directed Services](#) home page. Finally, if you have any questions, comments, or recommendations about this service, or should you wish to remove your address from this list, please contact send an email to elitcher@consumerdirectedservices.com.

Best Regards, Ed Litcher

Notes

Consumers Wanted: For an Employment Information Bridge to work it requires traffic to flow in both directions. If you are in a Consumer Directed Personal Assistance Program, you will eventually need to find a new Home Care Worker. And up to now you may have relied upon Friends, Family, an Agency or you may have chosen to put your own advertisement on the Internet (See the list of Internet resources on the PCA Employment Agency page of this newsletter). Therefore, to help you find the PCA Candidate of your choice, I urge you, to do everything you ordinarily do, to consider an Internet resource and to try www.ConsumerDirectedServices.com. Finally, if you try Consumer Directed Services, please spread the word. Tell your friends and associates about this **FREE** service.

Consumers Searching

Should you require additional information
Please Contact the Consumer Directly.

(gooney718@aol.com) on Wednesday, November 20, 2013 at 11:12:40

Consumer - Alex Elegudin

Address1: 2652 Cropsey Ave

Address2: Brooklyn, NY 11214

Phone: 718-757-6906

Email Authorization: Yes

Consumer Age: Between 21 and 30

Consumer Gender: Male

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Paraplegia,, Wheelchairs,

Preferred Candidate Gender: Male

Required Documentation: Social Security Number,, Proof of Identity,

Days: 3

Description of Schedule: 2 day shifts, one night shift

Pay Per Week: 250

Comments: Looking for someone to work one night shift and two day shifts (Saturday & Sunday). With Consumer Direct / Concepts.

(pa.search.7@gmail.com) on Tuesday, November 12, 2013 at 11:02:14

Consumer: Jo

Address1: Franklin St. in Tribeca

Consumer Age: Between 21 and 30

Consumer Gender: Female

Payroll Method: Agency

Type of Candidates: Domestic / Homemaking

Required Documentation: Social Security Number,, Proof of Identity,,

Recommendations

Hours: 3-6

Days: 3

Pay Per Hour: 10

Comments: I am a recently disabled young woman looking for a personal assistant.

Duties will include preparing meals, light cleaning, running errands, and accompanying me when I go out. You will also assist with personal business like emails, general paperwork, and phone calls. Basic writing skills are a must. Please note that I do not require medical assistance. The PRIMARY assistant will work a regular schedule of 3-6 hour shifts on Wednesday, Thursday and Saturday in the late afternoon/evenings. I am also looking for BACKUP assistants who can fill in shifts throughout the week on an irregular basis. This is a perfect position for a responsible student or freelancer looking for part-time work. Pay is \$10/hour through Concepts of Independence. References will be required. If interested, please submit a letter and resume to the email address above.

Thank you!

Note: Applications without both a letter and a resume will not be considered. No smokers please.

(allen@icsny.org) on Thursday, November 7, 2013 at 13:40:27

Consumer: Mario Mayo

Address1: 135 West 23rd Street

Phone: 212 584-2512 Best Time: any time

Email Authorization: Yes

Consumer Age: Between 51 and 70

Consumer Gender: Male

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Seniors,, Paraplegia,, Wheelchairs,, Other Equipment,,
Visual / Auditory Impairments,

Preferred Candidate Gender: Female

Required Documentation: Social Security Number,, Proof of Identity,,
Recommendations

Description of Schedule: I have 24 hours live in services.

Comments: I am requesting someone whom has experience working with the
physically disabled from Monday- Fri.
with a second person on Sat./Sun

**Consumers please submit your information using the
following link:**

[Consumer / Advocate - Search for a PCA Candidate](#)

PCA Candidates

Consumer Directed Services is not an Agency and makes no representation (positive or negative) regarding the appropriateness of any PCA Candidate, or the terms and conditions of any employment relationship. All employment and payment decisions are the exclusive responsibility of the Consumer.

Dear Personal Care Assistant Candidate,

*I would like to thank you for your participation in Consumer Directed Services. If you submitted your **more than one year ago**, please complete and submit a new [Personal Assistant Enrollment Form](#). When the updated information is received, your new profile will be added to the next newsletter. Again thank you for your participation.*

Collieriva@yahoo.com on Thursday, December 5, 2013 at 14:26:10

Personal Assistant Candidate: Iva Renee Collier

Address1: 1801 Macombs Rd.

Address2: Bronx, NY

Address3: 10452

Phone: 202-903-3005

Best Time: 9-5

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Experience: Children,, Teens,, Seniors,, Wheelchairs,, Lifters,, Mental Impairments / Alzheimer's Disease,, Special Diets,

Description of Languages: ENGLISH

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Certificate/License: Personal Care,, Driver's License,

Hours per Week: 30

Days per Week: 5

Preferred Start Time: 8 am

Days I Would Like to Work: MON-FRI

I am willing to work a 24 Hour Sleep-In schedule: NO

Target Salary Per Hour: 9.50

Comments: I have always had a profession that involved personal services to an individual or group. I can work great independently and have the ability to follow direct instructions. I have a friendly and outgoing personality. I am from the South and knows hoe to cook.

Thank you.

Iva Collier

becakerotine@gmail.com) on Wednesday, December 4, 2013 at 13:02:46

Personal Assistant Candidate: Becky Lucas

Address1: 6328 County Line Road

Phone: 315-310-0491

Best Time: after 8am

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Years Employed with a Consumer/Surrogate: 1 month

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): Medical Solutions

Experience: Seniors,, Paraplegia,, Quadriplegia,, Hemiplegia,, Amputation,, Wheelchairs,,
Lifters,, Mental Impairments / Alzheimer's Disease,, Special Diets,

Description of Special Diets: Diabetic, low salt, low cholesterol

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Certificate/License: LPN or PN,, Driver's License,

Hours per Week: 15

Days per Week: 3

Preferred Start Time: 1pm

Days I Would Like to Work: Mon thru Fri. after 1pm, and overnights.

I am willing to work a 24 Hour Sleep-In schedule: no

Target Salary Per Hour: 11.00

Comments: I have worked in Home Care for 30 years. Started as a Candy striper at 14, and have been around since as a health care worker. My specialty is dementia / Alzheimer's disease. I use stimulation exercises for all sorts of clients depending on their strengths and weaknesses. I follow the plans to a T, especially any exercises needed. I make sure everything gets done as specified.

barbie3758@hotmail.com) on Wednesday, December 4, 2013 at 12:50:11

Personal Assistant Candidate: Deborah Gordon

Address1: 920 Linden Blvd

Phone: 347-938-6975

Best Time: Anytime

Gender: Female

Type of Position: Other Type of Position

Description of Other Type of Position: Licensed Practical Nurse (LPN)

Worked with a CDPAP Consumer/Surrogate: No

Consumer/Surrogate References Available: No
Enrolled with a CDPAP: No
Documentation Available: Social Security Number,, Proof of Identity,
Certificate/License: LPN or PN,, Driver's License,
Hours per Week: Open
Days I Would Like to Work: Monday thru Friday
I am willing to work a 24 Hour Sleep-In schedule: No
Target Salary Per Hour: Open
Comments: NY State Licensed Practical Nurse Certificate.
Clinical experience at: Kings County Hospital, Woodhull Hospital and Susan B McKinney
Nursing Home.

gaudrey48@gmail.com on Tuesday, December 3, 2013 at 14:26:11

Personal Assistant Candidate: Audrey Grant
Address1: 289 east 94 street
Address2: Brooklyn New York ,11212
Address3: apt 2f
Phone: 646,363,2755
Best Time: any time
Gender: Female
Type of Position: Personal Care / Home Health
Worked with a CDPAP Consumer/Surrogate: No
Experience: Seniors,, Quadriplegia,, Wheelchairs,, Visual / Auditory Impairments,, Languages
Description of Languages: English
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations
Certificate/License: Home Health Aid,, Driver's License,
Hours per Week: 12
Days per Week: 5
Preferred Start Time: 8 am
Days I Would Like to Work: Monday _Friday
I am willing to work a 24 Hour Sleep-In schedule: yes
Target Salary Per Hour: \$15 00
Target Salary Per Day: 130
Target Salary Per Week: 650
Comments: I am a license home health aid with pca, hospice training, I am also very good with
dementia patients. Can be recommended.

heliadora@gmail.com on Tuesday, December 3, 2013 at 13:16:59

Personal Assistant Candidate: Heliadora L. Sanchez

Address1: Brooklyn

Gender: Female

Type of Position: Personal Care / Home Health

Experience: Young Adults,, Paraplegia,, Quadriplegia,, Hemiplegia,, Amputation,,
Wheelchairs,, Lifters,, Other Equipment,

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Certificate/License: Personal Care,, Home Health Aid,

Hours per Week: 40+

Days per Week: 3-5

Preferred Start Time: 8am

Days I Would Like to Work: any

I am willing to work a 24 Hour Sleep-In schedule: yes

(tyler.torelli247@gmail.com) on Friday, November 29, 2013 at 16:25:16

Personal Assistant Candidate: Tyler Matthew Torelli

Address1: 2106 Parklawn Ave Rotterdam Ny

Phone: (518)847-7357

Best Time: any

Fax: n/a

Gender: Male

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Consumer/Surrogate References Available: No

Years Employed with a Consumer/Surrogate: n/a

Enrolled with a CDPAP: No

CDPAP Agency Name(s): n/a

Experience: Other,

Description of Other: n/a

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Hours per Week: 15+

Days per Week: 4

Preferred Start Time: asap

Days I Would Like to Work: any

I am willing to work a 24 Hour Sleep-In schedule: yes

Target Salary Per Hour: 8.00+

Target Salary Per Day: 40

Target Salary Per Week: 160

Comments: Extremely outgoing, polite, and willing to learn!

Articles Related to the CDPAP

CDPAANYS 2014 Budget and Legislative Agenda

Consumer Directed Personal Assistance (CDPA) is a growing and integral part of the community based long term care system, different from traditional community-based long term care in that it gives primary control of the everyday operation of the service to the consumer instead of an agency. The consumer is responsible for recruiting, hiring, training, supervising, and if necessary, terminating his or her own workers. This level of control provides the consumer with a degree of independence to consumers and cost-effectiveness for the state that more traditional models cannot match.

CDPAANYS proposes the following agenda in order to protect, maintain and grow CDPA and protect the consumers who rely on the service.

Protect and Incentivize CDPA – As the state continues to transition to managed care and managed long term care, protections must be in place to ensure that reimbursement remains adequate so consumers in CDPA attract and retain high quality workers. A primary component of this must be the rethinking of the long-term care system to create a system that prioritizes care in the community, and puts in place rates and contract language that will reflect these priorities. Such changes will ensure that reimbursement remains adequate for consumers to attract and retain a high quality workforce.

The Governor’s Olmstead Plan must be properly implemented – The Governor’s Olmstead Plan directs managed care plans to “...offer consumer directed services as the first option for plan enrollees.” The Department of Health and plan officials must effectively implement this provision, using the expertise of CDPAANYS. The Plan also requires that DOH develop an Olmstead Compliance component to the managed care contract. These contract provisions must be meaningful and developed with input from those with the proper consumer expertise, including CDPAANYS.

Use funding and capitation to create the system the State wants –Consumers who rely on consumer direction represent a disproportionate share of the high needs population at risk of nursing facility placement. Using current funding models, it is often more cost effective to put these consumers in a facility as opposed to serving them in the community. While the Governor’s Olmstead Plan commits to reducing the long-term nursing facility population by 10% over the next five years, the State must take active steps to create a long term care system that can achieve this. To do this, it must increase capitation rates for health plans for community-based care, including the provision of stepped payment structures for high needs individuals that will deter plans from lowering costs by shifting such consumers to institutional

care. A nursing facility rate cell would violate the State's Olmstead commitment and must not be implemented.

Community First Choice must be properly implemented and the funds redirected to community-based services – The State has committed to the Community First Choice Option (CFCO), which enhances services available to consumers in the community and provides the state with an extra 6% in Federal matching funds for CFCO services. This additional 6% must be used to establish a high needs community-services rate cell within managed long term care and to contract with community-based organizations who have significant experience helping people move from nursing facilities to the community. Further, as the State determines how to implement the program, CDPAANYS expertise and knowledge in self-direction and its history with these models should be utilized in a consulting mode.

The system must allow reimbursement at a level that allows consumers to hire and retain high quality workers of their choice – As requirements for wages continue to increase, fiscal intermediaries and other community-based providers are not reimbursed at a rate that allows them to pay workers at a rate that recognizes the vital work they do. Reimbursement systems for fiscal intermediaries are based on archaic methodologies, established in the 1990s. Rates no longer reflect the cost of providing services or allow consumers to appropriately reimburse their personal assistants to allow a wage that encourages long term employment of a high quality workforce. They have been repeatedly subject to cuts and freezes, including: a two percent Across the Board reduction starting; elimination of trend factor adjustments and a freeze on the direct care ceilings since 2009. A new reimbursement system must be developed for managed care that includes a statewide system that establishes wage rates for workers around the state that meet their cost of living needs and requires managed care companies to pay community-based providers at a rate that provides them the ability to pay that rate; meet basic administrative overhead; meet new health insurance obligations required by the Affordable Care Act; and meet new obligations pursuant to the changes in the Federal Fair Labor Standards Act.

Provide protections and supports for consumers who choose CDPA – CDPA allows people with chronic conditions to become the employers of their own workers, which provides control and freedom at a lower fiscal cost to the state or health plan. However, it also introduces other complexities that can place obstacles in the way of success. In order to aid consumers and enjoy the benefits that the program brings to all parties, the state must enact a series of supports and protections that will tear down the barriers to success and prevent a confusing array of new Managed Long Term Care options.

Fiscal Intermediaries must be certified – There is no process that needs to be undertaken for an organization to be a fiscal intermediary. Without such standards, managed care companies and consumers have no way in which to know with whom to contract.. Certification or licensure provide a critical tool in protecting the quality of a service being offered, protections that

benefit the state, managed care plans and consumers. CDPA should not be without such protections.

Provide funding for peer mentoring in CDPA – CDPAANYS piloted a peer mentoring program as part of a Legislative initiative. In just under one year, we identified a strong desire for such services among both consumers who are new to the program and those who have been using it for a long time. Peer mentoring has successfully been used in other programs to reduce hospitalizations, increase compliance with treatment regimens and other outcomes that would dramatically improve CDPA, improve the quality of care and reduce costs associated with the program. Peer mentoring should be included as a benefit in managed long term care, or be part of the plan’s allowable costs for care management.

Protect dual-eligibles, as they transition to managed long term care– Most dual eligibles, those receiving both Medicare and Medicaid, have previously been exempt from managed care. As they enter an increasingly complex and bureaucratic system of managed long term care, mechanisms must be put in place to protect their due process rights and help them navigate the often complex networks of health plans.

Consumers must retain their due process rights in managed care – Consumers have long had the right to request a fair hearing and, while awaiting such hearing, continue to receive services at their current level, a process called “aid continuing.” The elimination of “aid continuing” and the requirement that consumers go through endless bureaucratic appeals will mean that consumer’s disputes will be meaningless and could prevent that individual from successfully remaining in the community.

An ombuds program must be implemented correctly to help consumers in managed care – As individuals with complex needs are brought into managed care and managed long term care, they will undoubtedly face challenges to accessing services such as inaccessible doctor’s offices, confusing communications plans, reductions in hours/services without assistance with grievance process, just to name a few. The State has supported the creation of an Ombuds program that will help consumers get the services they need and protect their rights as the shift to this new system takes place. This service must be appropriately funded and implemented to allow for it to maintain the structure and independence necessary to meet its goals.

Monitor implementation of Fully Integrated Dual Advantage Program (FIDA) and ensure that it protects FIs and consumers – FIDA stands to become the predominant means by which the majority of dually eligible individuals and individuals with developmental disabilities receive coordinated Medicaid and Medicare services. It is imperative that proper systems are in place to serve as long-term protections to consumers, including proper Legislative oversight, public input for regulatory changes and transparency for the choice of plans operating in the

system. CDPAANYS will continue to work to ensure consumer and provider protections are in place to ensure that this new coordination model is effective.

Expand CDPA beyond Medicaid – Currently, those on Medicaid have access to CDPA through Medicaid and the wealthy have access to CDPA through their ability to avoid scope of practice rules by self-paying. However, there is no way for the increasing number of seniors and individuals with chronic health needs to use this program, a program that can extend their time off Medicaid, increase their independence and enhance their dignity. Further, the lack of a full CDPA option outside Medicaid forces individuals to stay in Medicaid if they become employed, and speeds the path to Medicaid eligibility for others requiring long term care.

The Nurse Practice Act must be protected- CDPA is possible because of an exemption from the Nurse Practice Act that allows personal assistants working in the program to perform nursing tasks, even if they are not a nurse. This works because consumers are self-directing and in full control of the services being provided, including the training of the worker. There is ongoing talk of expanding this exemption to new populations, some of which may be necessary under the Community First Choice Option. Any changes to the Nurse Practice Act must be undertaken carefully and in a manner that does not sacrifice the integrity of CDPA or place consumers using traditional models of home care at risk due to individuals performing tasks without sufficient supervision and/or training.

The Companionship Exemption changes to the Fair Labor Standards Act (FLSA) must be implemented in a rational manner and changes made to accommodate them – The Federal Department of Labor recently issued new regulations surrounding the companionship exemption to the FLSA). These rules are set to take effect January 1, 2015. CDPAANYS will work on the Federal and State levels to ensure that the rules are interpreted appropriately and funding changes are undertaken at the State level to maximize the consumer's choice and independence in the program.

CDPAANYS represents fiscal intermediaries working with over 60% of the CDPA consumers in the state, who employ over 10,000 personal assistants. It is the only organization whose sole mission is to represent the interests of Consumer Directed Personal Assistance. For more information, visit us online at <http://www.cdpaanys.org>, or call at 518-813-9537.

Local Independent Living Centers

- Bronx Independent Living Services, Inc. (BILS)
4419 Third Ave, #2C, Bronx, NY 10457
TEL [718 515-2800 x 116](tel:7185152800) / TTY [718 515-2803](tel:7185152803) / FAX [718 515-2844](tel:7185152844)
- Brooklyn Center for Independence of the Disabled (BCID)
27 Smith St, #200, Brooklyn, NY 11201
TEL [718 998-3000](tel:7189983000) / TTY [718 998-7406](tel:7189987406) / FAX [718 998-3743](tel:7189983743)
- Center for Independence of the Disabled in NY (CID-NY) (Manhattan)
841 Broadway, #301, New York, NY 10003
TEL [212 674-2300](tel:2126742300) V / TTY [212-674-5619](tel:2126745619) / FAX [212-254-5953](tel:2122545953)
- CID-NY/Queens
137-02A Northern Blvd, Flushing, NY 11354
Phone: [646-442-1520](tel:6464421520) / Sorenson VP [866-948-1064](tel:8669481064) / TTY [718-886-0427](tel:7188860427) / Fax 718-886-0428
- Harlem Independent Living Center (HILC) (Manhattan)
289 St. Nicholas Ave, #21 Lower Level, New York, NY 10027
TEL 212-222-7122 / Sorenson VP 646-755-3092 / Relay 866-326-5876 / FAX 212-222-7199
info@hilc.org
- Staten Island Center for Independent Living (SIILC)
470 Castleton Ave, Staten Island, NY 10301
TEL 718-720-9016 / TTY 718-720-9870 / FAX 718-720-9664
- Long Island Center for Independent Living (LICIL) (Nassau Co)
3601 Hempstead Turnpike, #208, Levittown, NY 11756
TEL 516-796-0144 / TEL (Español) 516-796-6176 / TTY 516-796-0135 / FAX 516-796-0529 licil@aol.com
- Self Initiated Living Options, Inc. (SILO) (Suffolk Co)
2111 Lakeland Ave, Ronkonkoma, NY 11779
TEL (31-880-7929 / TTY 631-654-8076 / FAX 631-946-6377
contact@siloinc.org
- Westchester Independent Living Center (WILC) (Westchester/White Plains)
200 Hamilton Ave, White Plains, NY 10601
TEL 914-682-3926 / TTY 914-682-0926 / Sorenson Video Phone 866-933 5390 / FAX 914-682-8518
- Westchester Disabled on the Move, Inc. (WDOM) Westchester/Yonkers)
984 No. Broadway, #L-10, Yonkers, NY 10701
TEL 914-968-4717 V & TTY / FAX 914-968-6137

PCA Employment Agencies

If your Personal Care Assistant (PCA) Employment Service assists Self-Pay and CDPAP Consumers in the NYC Metro Area, you can have your agency information added to the following list by completing the [Employment Service Enrollment Form](#).

Blessed Healthcare Staffing Agency, Tissha Thomas

1 Belvedere Ave, Suite A, Farmingdale, NY 11735
tithomas@bhcsa.com
(631) 390-8646

Bronxwork Inc, Kedon Wilson

391 E 149th St, Bronx, NY 10455
kwilson@bronxworks.org
(718) 993-8880 ext. 237

Center For Family Life Employment, Maria Ferreira

443 39th St, Brooklyn, New York 11232
mferreira@cflsp.org
718-633-4823

El Barrio's Operation Fight, Gustavo Rosado

413 E 120th St # 403 New York, NY 10035-3602
ebobf413@aol.com
212-410-7900

Fifth Avenue Committee, Aaron Shiffman

621 DeGraw Street, Brooklyn, New York 11217
ashiffman@fifthave.org
718-237-2017

Goldenhearts Elderly Care Services, Geanette Browder

244 5th Avenue, suite G256 New York, NY 10001
contact@GoldenElderlyCare.org
Phone: (866) 531-4620

Kingsborough Comm. College, Marisa Joseph

2001 Oriental Blvd, Brooklyn, NY 11235
marisa.joseph@kbcc.cuny.edu
718-368-5563

Konedu Home Care, LLC, Carie Jones Smith

140 Captain Thomas Blvd West Haven, CT 06516
helpingfamilies@koneduhomocare.com
Phone: 800 418-3299

Mercy Center, Mary Ellen Gianino

377 East 145th Street, Bronx NY 10454-1006
meg@mercycenterbronx.org
(718) 993-2789

Reliable Homecare Solutions LLC

Contact: Reshmi Maharaj, Director
104-28 117 St, 2E, Richmond Hill New York 11419
917 378 5769
caresolutions09100@gmail.com

New York City College of Technology

NYC Technical College Placement Office
300 Jay St, Brooklyn, NY 11201
employmentsvc@citytech.cuny.edu
(718) 260-5050

Northern Manhattan Improvement Corp

Evan Hess
76 Wadsworth Ave, New York, NY 10033
evanhess@nmic.org
212-822-8300

Our Planet Management Institute, Lisa Ying

116 John Street, #200, New York, NY 10038
lisa@opmi.org, 212-269-4000

YWCA of NYC, Anne Alfred

50 Broadway, New York, NY 10004
aalfred@ywcanyc.org
718-723-6170

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Phone: 516-939-2253 www.ablenews.com

Craigslist, Cost \$25.00 (30 days)

<http://newyork.craigslist.org/>

Backpage - Basic Cost - Free (7 days)

Available Updates - Auto Repost + Sponsor Ad
(cost determined by number of weeks)

<http://newyork.backpage.com/MedicalHealthJobs/>

Classified Ads, Cost Free

<http://www.classifiedads.com/post.php>