

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY  
PUBLIC FILE REPORT  
KTRK-TV, "ABC13"  
HOUSTON, TEXAS  
April 1, 2019**

## **I. GENERAL POLICY**

This report covers the period from March 16, 2018 through March 15, 2019.

KTRK-TV (the "Station") has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals without regard to race, color, gender identity, marital status, religion, age, national origin, citizenship status, disability, sex, sexual orientation, covered veteran status, or any other basis prohibited by state or federal law.

In the Station's commitment to fair employment practices, we strive to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is the Station's policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices.

## **II. RESPONSIBILITY**

Henry Florsheim, KTRK-TV's President & General Manager, is responsible for supervising EEO compliance.

## **III. INTERNAL RECORD KEEPING**

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and distributions to the Station's mailing lists used to notify sources of openings, and a summary of interviewees who applied for vacancies as well as their referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to: the nature and date of each activity, the scope of the Station's participation, and the names and titles of the Station personnel involved.

## IV. POSITIONS FILLED AND RECRUITMENT METHODS

KTRK-TV has publicized job vacancies in the following ways (except for positions filled through internal promotion) and as indicated below:

1. Sending or emailing the KTRK-TV job listing to the 55 organizations and schools detailed in **Attachment A**. We periodically broadcast on-air announcements publicizing the fact that qualified organizations may request to be added to our mailing list.
2. Posting open positions on The Walt Disney Company online career website, Disneycareers.com.
3. Posting open positions on the Station's website, ABC13.com
4. Posting open positions via DirectEmployers Association Network sites detailed in **Attachment B**.
5. Posting open positions to the State broadcast association, Texas Association of Broadcasters, TAB.org.

During the period covered by this report, March 16, 2018 to March 15, 2019, KTRK-TV had a total of 24 vacancies for full-time positions. 20 have been filled. The Station currently has 4 open full-time positions.

Following are the positions filled during the period covered by this report:

### *Broadcast Systems Specialist (Posted 2/14/18, Filled 3/28/18 – Jeff Hooge)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Indo American News, and Society of Broadcast Engineers. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Employee Referral – 1, Disneycareers.com – 5, and Industry Colleague – 1. The referral source of the candidate hired was Employee Referral, R DeSpain.

### *Executive Producer, Multi-Platform Content (Posted 10/26/17, Filled 3/29/18 – Laura Tagliavore)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com and Indo American News. Ten people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 7 and Disneycareers.com – 3. The referral source of the candidate hired was ABC13.com.

### *Multi Media Journalist (Posted 3/16/18, Filled 4/19/18 – Katherine Marchand)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Indo American News and TVJobs.com. Ten people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 1, Talent Agent – 3, and Unknown Website – 6. The referral source of the candidate hired was Talent Agent.

*Sales Account Executive (Posted 3/21/18, Filled 4/26/18 – Victor Guajardo)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Indo American News, Spots and Dots, and Houston Area Consortium of Career Centers (HACCC) Career Fair. Eight people were interviewed. Referral sources of the candidates interviewed were as follows: Industry Colleague – 4, Employee Referral – 2, ABC13.com – 1, and Agency Referral – 1. The referral source of the candidate hired was Agency Referral.

*VP, Audience Development (Posted 3/6/18, Filled 5/2/18 – Jose Sobarzo)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Indo American News, Media Bistro, and Digiday. Twelve people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 2, LinkedIn – 2, Employee Referral – 2, Industry Colleague – 1, Disneycareers.com – 3, and Unknown Website – 2. The referral source of the candidate hired was Employee Referral, A Fernandez.

*Multi Media Journalist (Posted 3/16/18, Filled 5/8/18 – Charliss Edsitty)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com and Indo American News. Twelve people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 1, Employee Referral – 1, Talent Agent – 4, and Unknown Website – 6. The referral source of the candidate hired was Employee Referral, C Glover.

*Multi Media Journalist (Posted 6/6/18, Filled 7/12/18 – Shelly Childers)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com and Indo American News. Six people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 1, Internal Station – 1, and Unknown Website – 4. The referral source of the candidate hired was Internal Station.

*Producer (Posted 6/6/18, Filled 7/31/18 – Rachel Gallaher)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com and Indo American News. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 2, Indeed.com – 1, Internal Station – 2, and Unknown Website – 2. The referral source of the candidate hired was Unknown Website.

*Multi Media Journalist (Posted 6/6/18, Filled 8/23/18 – Tommy Parker)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com and Indo American News. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 1, Talent Agent – 1, and Unknown Website – 5. The referral source of the candidate hired was Unknown Website.

*Web Producer/Assignment Editor (Posted 8/16/18, Filled 9/5/18 – Essence Limbrick)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com and Indo American News. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 4, Indeed.com – 1, Disneycareers.com – 1, and Previous Employee Referral – 1. The referral source of the candidate hired was Internal Station.

*Temporary Multi Media Journalist (Posted 10/1/18, Filled 10/18/18 – Stefania Okolie)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com and Indo American News. Five people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 1, Employee Referral – 1, and Unknown Website – 3. The referral source of the candidate hired was ABC13.com.

*Meteorologist (Posted 9/20/18, Filled 10/29/18 – Rachel Briers)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Indo American News, and Medialine. Eight people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 1, Talent Agent – 2, and Unknown Website – 5. The referral source of the candidate hired was ABC13.com.

*Associate Producer (Posted 10/11/18, Filled 11/9/18 – Deisy Enriquez)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: TVJobs.com. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 2 and Disneycareers.com – 4. The referral source of the candidate hired was Internal Station.

*Producer (Posted 10/11/18, Filled 11/15/18 – Markus Garcia)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: TVJobs.com. Five people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 1, ABC13.com – 1, and Disneycareers.com – 3. The referral source of the candidate hired was Internal Station.

*Multi Media Journalist (Posted 12/14/18, Filled 1/8/19 – Brheanna Berry)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com and Indo American News. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 5 and Employee Referral – 2. The referral source of the candidate hired was ABC13.com.

*Community Journalist (Posted 11/29/18, Filled 1/10/19 – Charles Miller)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com and Indo American News. Eight

people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 5, Internal Station – 1, and Disneycareers.com – 2. The referral source of the candidate hired was Internal Station.

*Digital Producer/Assignments Editor (Posted 1/15/19, Filled 02/06/19 – Iris Rios)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: TVJobs.com. Nine people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 5, Employee Referral – 1, Indeed.com – 2, and Glassdoor.com – 1. The referral source of the candidate hired was Internal Station.

*Sr. Manager, Digital Strategy (Posted 1/2/19, Filled 02/13/19 – Keaton Fuchs)*

This position was posted and recruited for by a Disney staff recruiter. Three people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 1, Disneycareers.com – 1, Digital pipeline from previous recruiter search – 1. The referral source of the candidate hired was Internal Station.

*Broadcast Systems Specialist (Posted 12/28/18, Filled 02/15/19 – Austin Taylor)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Society of Broadcast Engineers, and the Society of Motion Pictures, Television and Entertainment (SMPTE). Nine people were interviewed. Referral sources of the candidates interviewed were as follows: Employee Referral – 2, Indeed.com – 1, ABC13.com – 1, and Disneycareers.com – 5. The referral source of the candidate hired was Indeed.com.

*Digital Marketing Campaign Specialist (Posted 2/8/19, Filled 3/12/19 – Cadie Gamble)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com and Spots and Dots. Nine people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 1, Industry Colleague – 2, LinkedIn – 3, and Disneycareers.com – 3. The referral source of the candidate hired was Industry Colleague.

## **IV. LONG TERM RECRUITMENT INITIATIVES**

KTRK-TV is committed to performing ongoing non-vacancy specific recruitment efforts that bring attention to the variety of job and career opportunities at the Station. Outreach efforts are designed to provide information about job opportunities and job requirements, as well as provide information as how to apply for job opportunities within KTRK-TV and The Walt Disney Company and on the Internship Program which is designed to educate students on job opportunities available at the Station. We strive to provide information and training to develop a diverse pool of prospective candidates for the future.

### **A. Participation in Job Fairs**

4/1/18	Houston Area College Career Counselors Career Fair
6/18/18 – 6/20/18	National Association of Hispanic Journalists Conference/Career Fair
8/1/18 – 8/3/18	National Association of Black Journalists Conference/Career Fair
8/8/18 – 8/11/18	Asian American Journalists Association Conference/Career Fair
9/20/18	University of Saint Thomas Career Fair
9/26/18	Texas Southern University Career Fair

## B. Internship Program

KTRK-TV's internship program offers paid internships for college students interested in careers in television broadcasting. The internship program is designed to provide students with an onsite educational experience that complements their academic studies. During the reporting period, KTRK-TV hired fifteen interns.

KTRK-TV's internship program has launched the careers of dozens of students with aspirations to work in broadcasting. Currently there are eight former KTRK-TV interns working at the Station, including two on-air talent and the Vice President, Programming and Managing Editor.

Recruitment outreach for interns is primarily accomplished using a variety of methods with attention to resources that provide a diverse candidate pool. Job fairs and career fairs at colleges with diverse student populations are a major source of candidates. Additionally, we work with local colleges and universities to create awareness of careers in the broadcast industry and often participate in speakers panels regarding such topics. Notices are posted at local colleges, universities and minority organizations. The KTRK-TV internship information is featured on the ABC13 website. The Station internship program is also part of The Walt Disney Company campus recruitment initiative (Disney Professional Internships), thus increasing the reach and exposure for internship opportunities at KTRK-TV.

## C. Mentoring Programs

KTRK-TV personnel have participated in the ABC Corporate Mentoring Program. The program is designed to identify talented employees (with an emphasis on women and minorities) at a senior management level who have demonstrated ability and commitment to ABC. Mentees are paired with a senior executive for one year. The program provides exposure to business strategies across the media networks, networking opportunities with other executives from a cross-section of our businesses and the opportunity to enhance leadership skills.

- KTRK-TV Programming Director, Chris Smith, is a current mentee in the program.

## D. Other Activities

KTRK-TV has a goal of motivating and inspiring the next generation of broadcast professionals. To support that goal, KTRK-TV hosts grade school, high school and college students at the Station to expose them to the variety of career options available in broadcasting.

Student groups are provided with a behind the scenes tour of operations. The following is a list of student tours:

4/13/2018	South Houston High School
4/18/2018	Cesar Chavez High School Women's Empowerment Club
5/15/2018	Davis High School
5/18/2018	Reading Middle School journalism class
5/22/2018	University of Houston journalism students
5/30/2018	Shlenker School student tour
6/20/2018	Texas Southern University students
11/30/2018	Ball High School Journalism class
12/4/2018	Huffman Independent School District broadcasting class
2/9/2019	St. Lawrence Middle School students

KTRK-TV employees participate in career days/workshops/panels providing valuable information and career guidance to students. The following is a list of student career outreach:

3/27/2018	University of Houston Valente School Career Workshop Panelist
3/28/2018	Cinco Ranch Elementary School weather talk to students
4/11/2018	Reaves Elementary weather safety talk to 4th grade students
4/18/2018	Weather safety talk to students
4/19/2018	Sam Houston State University communications class speaker
5/3/2018	Safety weather talk to 7th graders
5/9/2018	Cornerstone Elementary weather safety talk to students
5/22/2018	Cullen Middle School Youth Summit Speaker
5/22/2018	Sienna Crossing Elementary Career Day
5/23/2018	Sealy Junior High weather safety talk to 6-8th grade students
5/25/2018	Westbury Christian Academy Graduation Speaker
6/13/2018	Baker-Ripley Youth Summer Camp speaker
6/21/2018	Regional Youth Conference, Keynote Speaker
7/31/2018	Holub Middle School talk to middle school students about the weather
8/23/2018	University of Houston Sugar Land Career Services Day
8/25/2018	Children's Museum Reading, Celebrity Reader
9/13/2018	University of Houston Panelist on soft skills
9/23/2018	Youth Conference, Keynote Speaker

9/26/2018	Wollam Elementary weather safety talk to grades 1-2
11/12/2018	Tomball HS speaker - journalist and educational path into industry
11/14/2018	Hailey Elementary weather safety talk to grades 2-4
12/4/2018	LINKS/Charter Schools to Ballet Chaperone/Sponsor
1/24/2019	Reading Jr High Career Day
2/16/2019	Girl Scouts at My Dream Life Presenter at the Career Fair
2/19/2019	Holy Rosary Catholic School speaker about journalism

#### E. Student Reporter

During the reporting year, KTRK-TV used a former intern who is still in college as a Student Reporter for a newly formatted community affairs show. The student worked with Station personnel to front/showcase a segment on the weekend show. This opportunity has allowed this soon to be graduating student the opportunity to develop her reporting skills and will provide invaluable content for her resume reel as she prepares for her first full time journalist job after graduation. The student reporter was Victoria Bragg, an African American intern for the Summer 2018 semester and a senior at Texas Southern University.

#### E. Trainee Program

KTRK-TV has a twelve to eighteen month program designed to attract individuals to editorial positions and to groom potential future managers for KTRK-TV and other ABC, Inc. properties. The objectives of the program are to enhance the skills of individuals interested in pursuing careers in news producing, to promote diversity, and to increase minority and female representation in key decision making positions. As designed, the Program is open to qualified applicants of all races, but consistent with the stated objectives as well as laws governing affirmative action plans, a preference is accorded to minority applicants on the basis of their race. This is not limited to existing Station personnel. The Associate Producer Trainee for this period was Deisy Enriquez.

#### F. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

KTRK-TV management employees are required to complete the Walt Disney Company's "Preventing Harassment" and "Standards of Business Conduct" training courses every two years. These courses cover discrimination prevention and the importance of offering equal employment opportunities to all employees.

#### G. Training programs designed to enable Station personnel to acquire skills that could qualify them for a higher level position



KTRK-TV employees have access to a wide range of professional, leadership, and management training through the Walt Disney Company's D-Learn training program.

## **EEO - ATTACHMENT A**

### **KTRK-TV JOB POSTINGS**

#### **Company Address Mailing List**

NAACP 2002 Wheeler Houston, TX 77004  
St. Mary's University of San Antonio One Camino Santa Maria San Antonio, TX 78228  
Chinese Community Ctr. 9800 Town Park Houston, TX 77036  
SER/Jobs for Progress 201 Broadway St. Houston, TX 77012  
Wesley Community Ctr. 2720 Sampson Houston, TX 77004  
Houston Asian Junior 4410 April Meadow Way Sugar Land, TX 77479  
Houston Hispanic Chamber of Commerce 1801 Main St. # 1075 Houston, TX 77002  
UH Mexican American Studies 4800 Calhoun Houston, TX 77004  
El Dia 6120 Tarnef, Suite 100 Houston, TX 77074  
Houston Sun 1520 Isabella Houston, TX 77004  
Stephen F. Austin 13032, SFA Station Nacogdoches, TX 75962  
Sam Houston State Univ. Career Services P.O. Box 2238 Huntsville, TX 77341  
Houston Urban League Job Bank 1301 Texas Houston, TX 77002  
Korean Journal 1241 Blalock Road Houston, TX 77055  
Goodwill Industries of Houston 3121 San Jacinto Houston, TX 77004  
Job Placement Houston Community College 1300 Holman Houston, TX 77004  
Jewish Family Service 4131 South Braeswood Houston, TX 77025  
U of H Downtown Career Development One Main St. Suite 402 S Houston, TX 77001  
M.L.K. Community Center. 2720 Sampson Houston, TX 77004  
LULAC Educational Svc Center 3522 Polk St. # 104 Houston, TX 77003  
United Negro College Fund 723 Main St., Ste. 1010 Houston, TX 77002-3320  
Asian Chamber of Commerce 6833 Sam Houston Pkwy 206 Houston, TX 77072  
University of Texas A115A Jester Center Austin, TX 78705  
Art Institute of Houston Career Services 4140 Southwest Frwy Houston, TX 77027  
Vietnam Post/Vietnam Business 10515 Harwin # 120 Houston, TX 77036  
Las Noticias de Fort Bend 1516 Ward St. Rosenberg, TX 77471  
United States Veterans Initiative 1418 Preston Street Houston, TX 77002  
Houston Minority Business Dev Center 2302 Fannin St., Suite 165 Houston, TX 77002  
Workforce Solutions 3355 West Alabama # 350 Houston, TX 77098  
TX A&M University Career Center #209 John Koldus Bldg. College Station, TX 77843  
Career Services Prairie View A & M Univ. PO Box 4129 Prairie View, TX 77446  
A.A.M.A. 6001 Gulf Frwy. Bldg. B165 Houston, TX 77023  
Career Services Texas Southern University 3100 Cleburne Avenue Houston, TX 77004  
Career Services Houston Baptist University 7502 Fondren Houston, TX 77074  
Career Services University of St. Thomas 3800 Montrose Houston, TX 77006  
Houston Assoc. of Hispanic Attn: Job Posting P. O. Box 273394 Houston, TX 77277  
Sam Houston State Univ. Career Services P.O. 2238 Huntsville, TX 77341

Forward Times 4411 Almeda Road Houston, TX 77004  
Jewish Family Service 4131 South Braeswood Houston, TX 77025  
Fort Bend Star 4655 Techniplex Drive Suite #300 Stafford, TX 77477  
Abilene Christian University ACU Box 27914 Abilene, TX 79699

## **Company Email Address List**

Houston Area Hispanic Media Professionals – [art.rascon@abc.com](mailto:art.rascon@abc.com)  
Houston Association of Black Journalists – [info@habj.org](mailto:info@habj.org)  
Indo American News – [indoamericannews@yahoo.com](mailto:indoamericannews@yahoo.com)  
Jim Magill – [jimmagill@hotmail.com](mailto:jimmagill@hotmail.com)  
University of Houston Downtown Campus Career Center – [joyners@uhd.edu](mailto:joyners@uhd.edu)  
Medialine – [medialine@medialine.com](mailto:medialine@medialine.com)  
Alliance for Women in Media – [monica.rose@abc.com](mailto:monica.rose@abc.com)  
Serbino Walker – Texas Southern University Comm. Dept. – [walker\\_sx@tsu.edu](mailto:walker_sx@tsu.edu)  
SER – Jobs for Progress of the Texas Gulf Coast, Inc. – [Ciara.major@serhouston.org](mailto:Ciara.major@serhouston.org)  
Style Magazine – [editorial@stylemagazine.com](mailto:editorial@stylemagazine.com)  
Talent Dynamics – [hedding@talentdynamics.com](mailto:hedding@talentdynamics.com)  
Texas Southern University Career Center – [robersonan@tsu.edu](mailto:robersonan@tsu.edu)  
Voice of Asia – [adsvoa@yahoo.com](mailto:adsvoa@yahoo.com)  
Texas Veterans Commission Employer Liaison - [reginald.parker@tvc.texas.gov](mailto:reginald.parker@tvc.texas.gov)

## EEO - ATTACHMENT B

# Job Syndication Alliances

**DirectEmployers Association Job Syndication Alliances** – Revised February 10, 2018. **Please Note:** DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to “third party” alliance websites. Any and all alteration performed to said job feed by a “third party” alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company’s job feed by a “third party” alliance website.

Diversity Sites	
AfricanAmericanJobsite.com	<a href="http://www.africanamericanjobsite.com/">http://www.africanamericanjobsite.com/</a> (DE Member Jobs Only)
AsianAmericanJobsite.com	<a href="http://www.asianamericanjobsite.com/">http://www.asianamericanjobsite.com/</a> (DE Member Jobs Only)
BabyBoomerJobs.net	<a href="http://www.babyboomerjobs.net/">http://www.babyboomerjobs.net/</a> (DE Member Jobs Only)
The Black Perspective	<a href="http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine">http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine</a>
Campus Pride	<a href="http://campuspride.jobs">http://campuspride.jobs</a>
Diversityjobs.ca	<a href="http://www.diversityjobs.ca/">http://www.diversityjobs.ca/</a> (DE Member Jobs Only)
DiversityJobsite.com	<a href="http://www.diversityjobsite.com/">http://www.diversityjobsite.com/</a> (DE Member Jobs Only)
Diversityworkers.com	<a href="http://www.diversityworkers.com/">http://www.diversityworkers.com/</a> (DE Member Jobs Only)
Father and Families Center	<a href="http://fatherresource.jobs/">http://fatherresource.jobs/</a> (DE Member Jobs Only) - Indiana Locations Only)
HispanicJobsite.com	<a href="http://www.hispanicjobsite.com/">http://www.hispanicjobsite.com/</a> (DE Member Jobs Only)
Hispanic Today	<a href="http://www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine/">http://www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine/</a>
Jobs4Women.net	<a href="http://www.jobs4women.net/">http://www.jobs4women.net/</a> (DE Member Jobs Only)
Lgbtjobsite.com	<a href="http://www.lgbtjobsite.com">http://www.lgbtjobsite.com</a> (DE Member Jobs Only)
MinorityJobsite.com	<a href="http://www.minorityjobsite.com/">http://www.minorityjobsite.com/</a> (DE Member Jobs Only)
New Start Career Network	<a href="http://newstartcareernetwork.jobs/">http://newstartcareernetwork.jobs/</a> Jobs in New Jersey, New York, Pennsylvania - Long-term unemployed mature workers
RetiredStars.com	<a href="http://www.retiredstars.com/">http://www.retiredstars.com/</a> (DE Member Jobs Only)
SeniorJobsNetwork.com	<a href="http://www.seniorjobsnetwork.com/">http://www.seniorjobsnetwork.com/</a> (DE Member Jobs Only)
US.jobs Diversity	<a href="http://diversity.jobs">http://diversity.jobs</a>
Way Finders Careers	<a href="http://wayfinderscareers.com/">http://wayfinderscareers.com/</a>
Women For Hire	<a href="http://jobs.womenforhire.com/">http://jobs.womenforhire.com/</a>
Women in Business and Industry	<a href="http://www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine">http://www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine</a>

Disability Sites	
Allsup Employment Services	<a href="http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&amp;utm_source=Allsup-DE&amp;utm_medium=Disability&amp;utm_campaign=Allsup">http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&amp;utm_source=Allsup-DE&amp;utm_medium=Disability&amp;utm_campaign=Allsup</a>
Bosma Enterprises	<a href="http://bosma.jobs/">http://bosma.jobs/</a> (Indiana Located Jobs Only)
Deaf To Work	<a href="http://deaftowork.jobs/">http://deaftowork.jobs/</a>
Easter Seals	<a href="http://easterseals.jobs/">http://easterseals.jobs/</a>
Enable America	<a href="http://enableamerica.jobs">http://enableamerica.jobs</a>
Indiana Career Connect (Indiana State Workforce)	<a href="http://indianacareerconnect-disability.jobs">http://indianacareerconnect-disability.jobs</a> (Indiana Located Jobs Only)
Land A Job	<a href="http://jobs.landajob.org/">http://jobs.landajob.org/</a>
Maryland Works, Inc	<a href="http://mdworks.jobs/">http://mdworks.jobs/</a> (Maryland Located Jobs Only)
National Multiple Sclerosis Society	<a href="http://nationalmssociety.jobs/">http://nationalmssociety.jobs/</a> (DE Member Jobs Only)
Options Unlimited Inc.	<a href="http://optionsunlimitedinc.jobs/">http://optionsunlimitedinc.jobs/</a> (Louisville, KY Located Jobs Only)
Our Ability	<a href="http://www.ourability.com/">http://www.ourability.com/</a>
Quest	<a href="http://questinc.jobs/">http://questinc.jobs/</a> (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	<a href="http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx">http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx</a>
United Spinal Association	<a href="http://spinalcord.jobs/">http://spinalcord.jobs/</a>
US.jobs Disability	<a href="http://disability.jobs">http://disability.jobs</a>
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop. Jobs also appear <a href="http://veterans.jobs/">http://veterans.jobs/</a>
Workforce Recruitment Program	<a href="http://wrp.jobs/">http://wrp.jobs/</a>
Work In Iowa Disability (Iowa State Workforce)	<a href="http://workiniowa-disability.jobs/">http://workiniowa-disability.jobs/</a>

Military Network Sites	
ArmedServicesJobs.com	<a href="http://www.armedservicesjobs.com/">http://www.armedservicesjobs.com/</a> (DE Member Jobs Only)
CASY/National Guard Employment Program	<a href="http://casy.mscn.jobs/">http://casy.mscn.jobs/</a>
MarineGigs.com	<a href="http://www.marinegigs.com/">http://www.marinegigs.com/</a> (DE Member Jobs Only)
MarineJobsite.com	<a href="http://www.marinesjobsite.com/">http://www.marinesjobsite.com/</a> (DE Member Jobs Only)
MilitaryGigs.com	<a href="http://www.militarygigs.com/">http://www.militarygigs.com/</a> (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	<a href="https://msepjobs.militaryonesource.mil/job-map">https://msepjobs.militaryonesource.mil/job-map</a> (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse Connections	<a href="http://militaryspouseconnection.jobs">http://militaryspouseconnection.jobs</a>
Military Spouse Corporate Career Network (MSCCN)	<a href="http://casy.mscn.jobs/">http://casy.mscn.jobs/</a>
MOC2SOC	<a href="https://www.moc2soc.com">https://www.moc2soc.com</a>
My Next Move for Veterans – U.S. DOL/ETA	<a href="http://www.mynextmove.org/vets/find/browse?c=0">http://www.mynextmove.org/vets/find/browse?c=0</a> Access 'Job Outlook' and 'Find Jobs'
NYWorks Veterans (New York State Workforce)	<a href="http://nyworks-veterans.jobs/">http://nyworks-veterans.jobs/</a>
Save Our Veterans	<a href="http://board.jobcentral.com/saveourveterans">http://board.jobcentral.com/saveourveterans</a>
SDWorks Veterans (South Dakota State Workforce)	<a href="http://sdworks-veterans.jobs/">http://sdworks-veterans.jobs/</a>
Student Veterans Of America	<a href="http://studentveteransofamerica.jobs">http://studentveteransofamerica.jobs</a>
USA Cares	<a href="http://board.jobcentral.com/usacares">http://board.jobcentral.com/usacares</a>
US.jobs Veterans	<a href="http://veterans.jobs/">http://veterans.jobs/</a>
US Military Pipeline	<a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.com/</a>
Vet720.com	<a href="http://vet720.com/">http://vet720.com/</a>
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on <a href="http://veterans.jobs/">http://veterans.jobs/</a>
Veteran's Enterprise	<a href="http://www.veteransenterprise.com/index.php/career-opportunities">http://www.veteransenterprise.com/index.php/career-opportunities</a>
Veterans Job Bank	<a href="https://www.vets.gov/employment/job-seekers/search-jobs">https://www.vets.gov/employment/job-seekers/search-jobs</a>
VeteranJobSite.com	<a href="http://www.veteranjobsite.com/">http://www.veteranjobsite.com/</a> (DE Member Jobs Only)

<b>State Workforce Agency Veteran/Military Sites</b>	
Arizona Workforce Connection (Arizona State Workforce)	<a href="http://workinaz-veterans.jobs/">http://workinaz-veterans.jobs/</a>
Connecting Colorado (Colorado State Workforce)	<a href="http://coworkforce-veterans.jobs">http://coworkforce-veterans.jobs</a>
IndianaCareerConnect (Indiana State Workforce)	<a href="http://indianacareerconnect-veterans.jobs/">http://indianacareerconnect-veterans.jobs/</a>
KansasWorks Veterans (Kansas State Workforce)	<a href="http://kansasworks-veterans.jobs/">http://kansasworks-veterans.jobs/</a>
Mass Veterans (Massachusetts State Workforce)	<a href="http://mass-veterans.jobs/">http://mass-veterans.jobs/</a>
MO Veterans (Missouri State Workforce)	<a href="http://mo-veterans.jobs/">http://mo-veterans.jobs/</a>
Nevada Veterans (Nevada State Workforce)	<a href="http://employnevadavets.jobs/">http://employnevadavets.jobs/</a>
NYWorks Veterans (New York State Workforce)	<a href="http://nyworks-veterans.jobs/">http://nyworks-veterans.jobs/</a>
SCWorks (South Carolina State Workforce)	<a href="http://SCWorks-veterans.jobs/">http:// SCWorks-veterans.jobs/</a>
SDWorks Veterans (South Dakota State Workforce)	<a href="http://sdworks-veterans.jobs/">http://sdworks-veterans.jobs/</a>
WorkInIllinois Veterans (Illinois State Workforce)	<a href="http://workinillinois-veterans.jobs/">http://workinillinois-veterans.jobs/</a>
WorkInIowa Veterans (Iowa State Workforce)	<a href="http://workiniowa-veterans.jobs/">http://workiniowa-veterans.jobs/</a>
WorkInMichigan (Michigan State Workforce)	<a href="http://workinmichigan-veterans.jobs/">http://workinmichigan-veterans.jobs/</a>
MontanaWorks (Montana State Workforce)	<a href="http://workinmontana-veterans.jobs/">http://workinmontana-veterans.jobs/</a>
WorkInOregon Veterans (Oregon State Workforce)	<a href="http://workinoregon-veterans.jobs/">http://workinoregon-veterans.jobs/</a>
WorkInTexas Veterans (Texas State Workforce)	<a href="http://workintexas-veterans.jobs/">http://workintexas-veterans.jobs/</a>
WorkInWashington Veterans (WA State Workforce)	<a href="http://workinwashington-veterans.jobs/">http://workinwashington-veterans.jobs/</a>



Federal Government Sites	
American Job Center (USDOL)	<a href="http://jobcenter.usa.gov/find-a-job">http://jobcenter.usa.gov/find-a-job</a>
CareerOneStop (USDOL/ETA)	<a href="http://www.careeronestop.org/JobSearch/JobSearch.aspx">http://www.careeronestop.org/JobSearch/JobSearch.aspx</a>
My Next Move (USDOL/ETA)	<a href="http://www.mynextmove.org">http://www.mynextmove.org</a> Access 'Job Outlook' and 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	<a href="http://www.mynextmove.org/vets/find/browse?c=0">http://www.mynextmove.org/vets/find/browse?c=0</a> Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	<a href="http://www.myskillsmyfuture.org">http://www.myskillsmyfuture.org</a>
Summer.jobs (White House Sponsored Initiative)	<a href="http://www.whitehouse.gov/economy/jobs/youthjobs/">http://www.whitehouse.gov/economy/jobs/youthjobs/</a>
Virtual Career Network Healthcare (USDOL/ETA)	<a href="https://www.vcn.org/healthcare/findwork">https://www.vcn.org/healthcare/findwork</a>

State Government Sites	
US.Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	<a href="http://US.jobs/">http://US.jobs/</a>
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your <u>Member Desktop</u> Jobs also appear on VetCentral <a href="http://vetcentral.us.jobs/vet_index.asp?stype=moc">http://vetcentral.us.jobs/vet_index.asp?stype=moc</a> <a href="http://veterans.jobs/">http://veterans.jobs/</a>
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	<a href="https://3rivers.rescaretalentmarket.com/">https://3rivers.rescaretalentmarket.com/</a>
Rescare Workforce Services - Indiana	<a href="https://indiana.rescaretalentmarket.com/">https://indiana.rescaretalentmarket.com/</a>
State & US Territory Workforce Agency Job Banks	All DE member jobs are delivered to over 3000+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities. Members access your VEVRAA Compliance Reporting through the <u>Member Desktop</u> for confirmation of job listing delivery
State of Alabama	<a href="https://joblink.alabama.gov/ada/">https://joblink.alabama.gov/ada/</a>

State of Alaska	<a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a>
State of Arizona	<a href="https://www.azjobconnection.gov/ada/r/">https://www.azjobconnection.gov/ada/r/</a>
State of Arkansas	<a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a>
State of California	<a href="http://www.caljobs.ca.gov/">http://www.caljobs.ca.gov/</a>
State of Colorado	<a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a>
State of Connecticut	<a href="https://www.cthires.com/vosnet/Default.aspx">https://www.cthires.com/vosnet/Default.aspx</a>
State of Delaware	<a href="https://joblink.delaware.gov/ada/">https://joblink.delaware.gov/ada/</a>
District of Columbia	<a href="https://www.dcnetworks.org/vosnet/Default.aspx">https://www.dcnetworks.org/vosnet/Default.aspx</a>
State of Florida	<a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a>
State of Georgia	<a href="http://employgeorgia.com/">http://employgeorgia.com/</a>
Guam Job Bank	<a href="https://www.hireguam.com/vosnet/Default.aspx">https://www.hireguam.com/vosnet/Default.aspx</a>
State of Hawaii	<a href="https://www.hirenethawaii.com/vosnet/Default.aspx">https://www.hirenethawaii.com/vosnet/Default.aspx</a>
State of Idaho	<a href="http://labor.idaho.gov/">http://labor.idaho.gov/</a>
State of Illinois	<a href="https://illinoisjoblink.illinois.gov/ada/r/">https://illinoisjoblink.illinois.gov/ada/r/</a>
State of Indiana	<a href="https://www.indianacareerconnect.com/">https://www.indianacareerconnect.com/</a>
State of Iowa	<a href="https://www1.iowajobs.org/jobs/login.seek">https://www1.iowajobs.org/jobs/login.seek</a>
State of Kansas	<a href="https://www.kansasworks.com/ada/r/">https://www.kansasworks.com/ada/r/</a>
State of Kentucky	<a href="http://kcc.ky.gov/">http://kcc.ky.gov/</a>
State of Louisiana	<a href="https://www.louisianaworks.net/hire/vosnet/Default.aspx/">https://www.louisianaworks.net/hire/vosnet/Default.aspx/</a>
State of Maine	<a href="http://www.mainecareercenter.com/">http://www.mainecareercenter.com/</a>
State of Maryland	<a href="https://mwejobs.maryland.gov/vosnet/Default.aspx">https://mwejobs.maryland.gov/vosnet/Default.aspx</a>
State of Massachusetts	<a href="https://jobquest.detma.org/JobQuest/Default.aspx">https://jobquest.detma.org/JobQuest/Default.aspx</a>
State of Michigan	<a href="http://www.mitalent.org/">http://www.mitalent.org/</a>
State of Minnesota	<a href="https://www.minnesotaworks.net/">https://www.minnesotaworks.net/</a>
State Of Mississippi	<a href="https://wings.mdes.ms.gov/wings/welcome.jsp">https://wings.mdes.ms.gov/wings/welcome.jsp</a>
State of Missouri	<a href="http://jobs.mo.gov/">http://jobs.mo.gov/</a>
State of Montana	<a href="https://jobs.mt.gov/">https://jobs.mt.gov/</a>
State of Nebraska	<a href="https://networks.nebraska.gov/vosnet/Default.aspx">https://networks.nebraska.gov/vosnet/Default.aspx</a>
State of Nevada	<a href="http://nevada.us.jobs/">http://nevada.us.jobs/</a>
State of New Hampshire	<a href="https://nhworksjobmatch.nhes.nh.gov/">https://nhworksjobmatch.nhes.nh.gov/</a>
State of New Jersey	<a href="http://careerconnections.nj.gov/">http://careerconnections.nj.gov/</a>
State of New Mexico	<a href="https://www.jobs.state.nm.us/vosnet/Default.aspx">https://www.jobs.state.nm.us/vosnet/Default.aspx</a>

State of New York	<a href="http://newyork.us.jobs/">http://newyork.us.jobs/</a>
State of North Carolina	<a href="https://www.ncworks.gov/vosnet/Default.aspx">https://www.ncworks.gov/vosnet/Default.aspx</a>
State of North Dakota	<a href="http://www.jobsnd.com/">http://www.jobsnd.com/</a>
State of Ohio	<a href="https://ohiomeansjobs.com/omj/">https://ohiomeansjobs.com/omj/</a>
State of Oklahoma	<a href="https://okjobmatch.com/ada/">https://okjobmatch.com/ada/</a>
State of Oregon	<a href="http://www.oregon.gov/employ/pages/default.aspx">http://www.oregon.gov/employ/pages/default.aspx</a>
State of Pennsylvania	<a href="https://www.cwds.pa.gov/">https://www.cwds.pa.gov/</a>
Puerto Rico Job Bank	<a href="http://puertorico.us.jobs/">http://puertorico.us.jobs/</a>
State of Rhode Island	<a href="https://www.employri.org/vosnet/Default.aspx">https://www.employri.org/vosnet/Default.aspx</a>
State of South Carolina	<a href="https://jobs.scworks.org/vosnet/Default.aspx">https://jobs.scworks.org/vosnet/Default.aspx</a>
State of South Dakota	<a href="http://dlr.sd.gov/">http://dlr.sd.gov/</a>
State of Tennessee	<a href="https://www.jobs4tn.gov/vosnet/Default.aspx">https://www.jobs4tn.gov/vosnet/Default.aspx</a>
State of Texas	<a href="https://wit.twc.state.tx.us/">https://wit.twc.state.tx.us/</a>
State of Utah	<a href="https://jobs.utah.gov/">https://jobs.utah.gov/</a>
State of Vermont	<a href="https://www.vermontjoblink.com/ada/">https://www.vermontjoblink.com/ada/</a>
State of Virginia	<a href="https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E">https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E</a>
State of Washington	<a href="https://seeker.worksourcewa.com/">https://seeker.worksourcewa.com/</a>
State of West Virginia	<a href="http://www.wvcommerce.org/business/workforcewv/default.aspx">http://www.wvcommerce.org/business/workforcewv/default.aspx</a>
State of Wisconsin	<a href="http://www.wisconsinjobcenter.org/">http://www.wisconsinjobcenter.org/</a>
State of Wyoming	<a href="https://www.wyomingatwork.com/vosnet/Default.aspx">https://www.wyomingatwork.com/vosnet/Default.aspx</a>
<b>State Workforce Agency Microsites (See list of specific state microsites below).</b>	<b>Several State Workforce Agencies have added .jobs microsites to target specific recruiting populations, allowing states to drive more jobseeker traffic to their niche microsites and state job banks (see below).</b>
Arizona Workforce Connection (Arizona State Workforce)	<a href="http://workinaz-veterans.jobs/">http://workinaz-veterans.jobs/</a>
California Employment Development Dept. (EDD)	<a href="http://ca-veterans.jobs/">http://ca-veterans.jobs/</a>
Colorado Department of Labor & Employment	<a href="http://coworkforce-veterans.jobs/">http://coworkforce-veterans.jobs/</a>
EmployNevada (Nevada State Workforce)	<a href="http://employnevadavets.jobs">http://employnevadavets.jobs</a>
IndianaCareerConnect Veterans (IN State Workforce)	<a href="http://indianacareerconnect-veterans.jobs/">http://indianacareerconnect-veterans.jobs/</a>
KansasWorks Veterans (Kansas State Workforce)	<a href="http://kansasworks-veterans.jobs/">http://kansasworks-veterans.jobs/</a>
Mass Veterans (Massachusetts State Workforce)	<a href="http://mass-veterans.jobs/">http://mass-veterans.jobs/</a>

Missouri Veterans ( Missouri State Workforce)	<a href="http://mo-veterans.jobs/">http://mo-veterans.jobs/</a>
NYWorks Veterans (New York State Workforce)	<a href="http://nyworks-veterans.jobs/">http://nyworks-veterans.jobs/</a>
SDWorks Veterans (South Dakota State Workforce)	<a href="http://sdworks-veterans.jobs/">http://sdworks-veterans.jobs/</a>
WorkInIllinois Veterans (Illinois State Workforce)	<a href="http://workinillinois-veterans.jobs/">http://workinillinois-veterans.jobs/</a>
WorkInIowa Veterans (Iowa State Workforce)	<a href="http://workiniowa-veterans.jobs/">http://workiniowa-veterans.jobs/</a>
WorkInOregon Veterans (Oregon State Workforce)	<a href="http://workinoregon-veterans.jobs/">http://workinoregon-veterans.jobs/</a>
WorkInTexas Veterans (Texas State Workforce)	<a href="http://workintexas-veterans.jobs/">http://workintexas-veterans.jobs/</a>
WorkInWashington Veterans (WA State Workforce)	<a href="http://workinwashington-veterans.jobs/">http://workinwashington-veterans.jobs/</a>

Other Sites	
Nexxt	<a href="http://www.nexxt.com/">http://www.nexxt.com/</a> (DE Member Jobs Only)
Career Bliss	<a href="http://www.careerbliss.com/jobs/">http://www.careerbliss.com/jobs/</a>
Facebook Social Jobs Partnership	<a href="https://www.facebook.com/socialjobs/app_417814418282098">https://www.facebook.com/socialjobs/app_417814418282098</a>
Flexjobs	<a href="https://www.flexjobs.com">https://www.flexjobs.com</a> (only remote positions)
Info.com	<a href="http://info.com/">http://info.com/</a>
Jobalot	<a href="http://www.jobalot.com/">http://www.jobalot.com/</a>
Job Inventory	<a href="http://www.jobinventory.com/">http://www.jobinventory.com/</a>
Juju	<a href="http://www.job-search-engine.com/">http://www.job-search-engine.com/</a>
The Ladders	<a href="http://TheLadders.com/">http://TheLadders.com/</a>
Mitula	<a href="http://www.mitula.com/">http://www.mitula.com/</a>
Servant@Heart Christian Business Directory	<a href="http://jobs.servantatheart.org/">http://jobs.servantatheart.org/</a>
St. Christopher Parish	<a href="http://jobs.saintchristopherparish.org/">http://jobs.saintchristopherparish.org/</a>
TalentPlanet	<a href="http://talentplanet.com/index.php">http://talentplanet.com/index.php</a>
Trovit	<a href="http://job.trovit.com/">http://job.trovit.com/</a>
Universal Technical Institute	<a href="http://uti.jobs/">http://uti.jobs/</a> *Automotive Industry Related Job Content
Zippia.com	<a href="https://www.zippia.com">https://www.zippia.com</a>
Ziprecruiter.com	<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>

Global Sites	
Australia.recruit.net	Jobrapido.de – Germany
China.recruit.net	Jobrapido.nl – Holland
HongKong.recruit.net	Jobrapido.ie – Ireland
India.recruit.net	Jobrapido.it – Italy
Japan.recruit.net	Jobrapido.mx – Mexico
Malaysia.recruit.net	nz.jobrapido.com – New Zealand
NewZealand.recruit.net	Jobrapido.pl – Poland
Singapore.recruit.net	Jobrapido.es – Spain
Jobespresso.net – Italy	Jobrapido.se – Sweden
Jobrapido.com.ar – Argentina	Jobrapido.ch – Switzerland
Jobrapido.at – Austria	Jobrapido.co.uk – UK
Jobrapido.com.au – Australia	Jobrapido.com – USA
Jobrapido.br – Brazil	Jumpstation.com.au
Jobrapido.cl – Chile	
Jobrapido.fr – France	
Wowjobs.ca - Jobs in Canada and Australia Only	

<i>Metro Areas on US.jobs</i>					
<b>STATES:</b>	<b>METRO AREAS:</b>				
<b>Alabama:</b>	Birmingham	Huntsville	Mobile	Montgomery	
<b>Alaska:</b>	Anchorage	Fairbanks	Juneau		
<b>Arizona:</b>	Flagstaff	Phoenix	Tucson		
<b>Arkansas:</b>	Fayetteville	Little Rock			
<b>California:</b>	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellejo
<b>Colorado:</b>	Colorado Springs	Denver	Fort Collins	Pueblo	
<b>Connecticut:</b>	Bridgeport	Hartford	New Haven	Stamford	Waterbury
<b>Delaware:</b>	Dover	Wilmington			
<b>District of Columbia:</b>	Washington				
<b>Florida:</b>	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
<b>Georgia:</b>	Athens	Atlanta	Augusta	Columbus	Savannah
<b>Hawaii:</b>	Hilo	Honolulu			
<b>Idaho:</b>	Boise	Pocatello			
<b>Illinois:</b>	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
<b>Indiana:</b>	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
<b>Iowa:</b>	Cedar Rapids	Des Moines			
<b>Kansas:</b>	Kansas City	Topeka	Wichita		
<b>Kentucky:</b>	Frankfort	Lexington	Louisville		
<b>Louisiana:</b>	Baton Rouge	Lafayette	New Orleans	Shreveport	
<b>Maine:</b>	Augusta	Portland			
<b>Maryland:</b>	Annapolis	Baltimore			
<b>Massachusetts:</b>	Boston	Springfield	Worcester		
<b>Michigan:</b>	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
<b>Minnesota:</b>	Minneapolis	St. Paul			
<b>Mississippi:</b>	Gulfport	Jackson			
<b>Missouri:</b>	Independence	Jefferson City	Kansas City	Springfield	St. Louis
<b>Montana:</b>	Billings	Helena			

<b>Nebraska:</b>	<i>Lincoln</i>	<i>Omaha</i>			
<b>Nevada:</b>	<i>Carson City</i>	<i>Las Vegas</i>	<i>Reno</i>		
<b>New Hampshire:</b>	<i>Concord</i>	<i>Manchester</i>			
<b>New Jersey:</b>	<i>Elizabeth</i>	<i>Jersey City</i>	<i>Newark</i>	<i>Patterson</i>	<i>Trenton</i>
<b>New Mexico:</b>	<i>Albuquerque</i>	<i>Santa Fe</i>			
<b>New York:</b>	<i>Albany</i> <i>Syracuse</i>	<i>Buffalo</i>	<i>Elmira</i>	<i>New York</i>	<i>Rochester</i>
<b>North Carolina:</b>	<i>Asheville</i> <i>Durham</i>	<i>Charlotte</i> <i>Winston-Salem</i>	<i>Fayettesville</i>	<i>Greensboro</i>	<i>Raleigh</i>
<b>North Dakota:</b>	<i>Bismarck</i>	<i>Fargo</i>			
<b>Ohio:</b>	<i>Akron</i> <i>Toledo</i>	<i>Cincinnati</i>	<i>Cleveland</i>	<i>Columbus</i>	<i>Dayton</i>
<b>Oklahoma:</b>	<i>Oklahoma City</i>	<i>Tulsa</i>			
<b>Oregon:</b>	<i>Eugene</i>	<i>Portland</i>	<i>Salem</i>		
<b>Pennsylvania:</b>	<i>Allentown</i>	<i>Erie</i>	<i>Philadelphia</i>	<i>Pittsburgh</i>	
<b>Rhode Island:</b>	<i>Providence</i>				
<b>South Carolina:</b>	<i>Charleston</i>	<i>Columbia</i>			
<b>South Dakota:</b>	<i>Pierre</i>	<i>Sioux Falls</i>			
<b>Tennessee:</b>	<i>Chattanooga</i>	<i>Clarksville</i>	<i>Knoxville</i>	<i>Memphis</i>	<i>Nashville</i>
<b>Texas:</b>	<i>Abilene</i> <i>Corpus Christi</i> <i>Laredo</i> <i>Waco</i>	<i>Amarillo</i> <i>Dallas</i> <i>Longview</i> <i>Wichita Falls</i>	<i>Austin</i> <i>El Paso</i> <i>Lubbock</i>	<i>Beaumont</i> <i>Fort Worth</i> <i>San Antonio</i>	<i>Brownsville</i> <i>Houston</i> <i>Tyler</i>
<b>Utah:</b>	<i>Provo</i>	<i>Salt Lake City</i>			
<b>Vermont:</b>	<i>Burlington</i>	<i>Montpelier</i>			
<b>Virginia:</b>	<i>Alexandria</i>	<i>Norfolk</i>	<i>Richmond</i>	<i>Virginia Beach</i>	
<b>Washington:</b>	<i>Olympia</i>	<i>Seattle</i>	<i>Spokane</i>	<i>Tacoma</i>	
<b>West Virginia:</b>	<i>Charleston</i>	<i>Huntington</i>			
<b>Wisconsin:</b>	<i>Green Bay</i>	<i>Madison</i>	<i>Milwaukee</i>		
<b>Wyoming:</b>	<i>Casper</i>	<i>Cheyenne</i>			

## College Network

Academy of Art University  
Alabama State University  
Albany College of Pharmacy & Health Sciences  
Albany State University  
Albion College  
Alcorn State University  
Alfred University  
Alma College  
American Public University System  
American Sentinel University  
Amherst College  
Amridge University  
Anderson University (IN)  
Anne Arundel Community College  
Appalachian State University  
Arizona State University  
Arkansas State University  
Arkansas State University, Beebe  
Arkansas State University, Mountain Home  
Armstrong State University  
Assumption College  
Athens State University  
Atlanta University Center  
Auburn University  
Augsburg College  
Averett University  
Azusa Pacific University  
Babson College  
Baker College  
Ball State University  
Barnard College  
Bay Path University  
Bellevue College (WA)  
Belmont Abbey College  
Beloit College  
Bennington College  
Bentley University  
Berklee College of Music  
Bethel University (MN)  
Biola University



BJU Press

Black River Technical College

Blackburn College

Bloomsburg University of Pennsylvania (PASSHE)

Bluegrass Community & Technical College

Bob Jones University

Boise State University

Boston Architectural College

Boston College

Boston University

Boston University, College of Communication

Boston University, College of Engineering

Boston University, School of Hospitality Administrators

Boston University, School of Management

Boston University, School of Public Health

Bowdoin College

Bowie State University

Bowling Green State University

Brandman University

Brigham Young University

Brigham Young University, Hawaii

Brigham Young University, Idaho

Brown University

Bryn Mawr College

Bucknell University

Bucks County Community College

Burlington County College

Cabrillo College

Cabrini College

Cairn University

California Baptist University

California Institute of Technology (Caltech)

California Lutheran University

California Polytechnic State University, San Luis

California State Polytechnic University, Pomona

California State University Channel Islands

California State University East Bay, College of Business and Economics

California State University Fresno

California State University Fullerton

California State University Long Beach

California State University Monterey Bay

California State University Northridge

California State University Sacramento

California State University San Bernardino  
California University of Pennsylvania (PASSHE)  
Calvin College  
Cambridge College  
Cañada College  
Cape Fear Community College  
Capella University  
Capital Community College  
Capitol College  
Carleton College  
Carnegie Mellon University  
Case Western Reserve University  
Cayuga County Community College  
Central Arizona College  
Central College  
Central Lakes College at Brainerd  
Central Methodist University  
Central New Mexico Community College  
Central Oregon Community College  
Central State University  
Central Virginia Community College  
Central Washington University  
Centre College  
Chaffey College  
Chaminade University of Honolulu  
Champlain College  
Chapman University  
Charleston Southern University  
Chatham University  
Chattahoochee Technical College  
Chattanooga State Community College  
Cheyney University of Pennsylvania (PASSHE)  
Christian Brothers University  
Cincinnati State Technical and Community College  
City Colleges of Chicago  
Claremont McKenna College  
Clarion University of Pennsylvania (PASSHE)  
Clark University  
Clarkson University  
Clayton State University  
Clemson University  
Clemson University, Cooperative Education Program  
Cleveland State University

Coastal Carolina University  
Coastline Community College  
Coker College  
Colby College  
Colgate University  
College of Coastal Georgia  
College of Idaho  
College of Marin  
College of San Mateo  
College of Southern Nevada  
College of St. Benedict & St. John's University  
College of the Holy Cross  
College of Western Idaho  
Collin College  
Colorado School of Mines  
Columbia College (MO)  
Columbia College (SC)  
Columbia Southern University  
Columbia University, The Earth Institute  
Columbus College of Art & Design  
Columbus State Community College  
Community College of Vermont  
Concordia College (NY)  
Concordia College at Moorhead  
Concordia University Ann Arbor  
Concordia University at Irvine  
Concordia University, St. Paul  
Connecticut College  
Cornell College  
Cuesta College  
Culinary Institute of America  
Cumberland University  
CUNY Baruch College  
CUNY Baruch College, Weissman School of Arts & Sciences  
CUNY Borough of Manhattan Community College  
CUNY Central Internship Programs  
CUNY College of Staten Island  
CUNY Hostos Community College  
CUNY Hunter College  
CUNY John Jay College of Criminal Justice  
CUNY Kingsborough Community College  
CUNY LaGuardia Community College, Humanities De  
CUNY Lehman College

CUNY Macaulay Honors College  
CUNY Medgar Evers College  
CUNY Queens College  
CUNY Service Corps  
CUNY The City College of New York  
CUNY York College  
Dallas County Community College District  
Daniel Webster College  
Dartmouth College, Thayer School of Engineering  
Davenport University  
Dean College  
Delaware State University  
Delaware Valley College  
Delta State University  
Depauw University  
DeSales University  
Dominican College  
Dordt College  
Dowling College  
Drake University  
Drew University  
Drexel University  
Drexel University, School of Public Health  
Duke University, Sanford School of Public Policy  
Dunwoody College of Technology  
Duquesne University  
Earlham College  
East Georgia State College  
East Stroudsburg University of Pennsylvania (PASSHE)  
Eastern Connecticut State University  
Eastern Illinois University  
Eastern University  
Eastern Washington University  
Eckerd College  
Edinboro University of Pennsylvania (PASSHE)  
Elmhurst College  
Emily Griffith Technical College  
Emmanuel College  
Emory University  
Erie Huron Ottawa Vocational Education (EHOVE)  
Excelsior College  
Fairfield University  
Fairmont State University

Fashion Institute of Design & Merchandising (FIDM)  
Fashion Institute of Technology, Career Services Office  
Fayetteville State University  
Ferris State University  
Florida Gulf Coast University  
Florida International University  
Florida International University, Chaplin School  
Florida Memorial University  
Florida State University  
Florida State University, College of Social Work  
Fordham University  
Fordham University, Gabelli School of Business  
Fort Lewis College  
Franklin & Marshall College  
Franklin W. Olin College of Engineering  
Friends University  
Full Sail University  
Furman University  
Gadsden State Community College  
Gallaudet University  
Gateway Community College  
George Washington University School of Public Health & Health Services  
George Washington University, Career Services  
George Washington University, Elliott School of Internal Affairs  
George Washington University, School of Engineering & Applied Science  
Georgetown College  
Georgetown University  
Georgetown University, Communication, Culture &  
Georgia Regents University  
Georgia Southern University  
Georgia Southwestern State University  
Georgia Tech  
Georgian Court University  
Gettysburg College  
Golden Gate University  
Gonzaga University  
Goucher College  
Governors State University  
Grambling State University  
Grand Canyon University  
Green Mountain College  
Grinnell College  
Hamilton College

Hamline University  
Hampden-Sydney College  
Hampshire College  
Hampton University  
Hanover College  
Harding University  
Harvard University  
Harvard University, T.H. Chan School of Public  
Harvey Mudd College  
Haverford College  
Hawaii Pacific University  
Hendrix College  
Henry Ford College  
Heritage University  
High Point University  
Hood College  
Howard University  
Hudson Valley Community College  
Illinois Institute of Technology  
Illinois State University  
Indiana University Bloomington, Career Development  
Indiana University Bloomington, College of Arts & Sciences  
Indiana University Bloomington, Jacobs School of Music  
Indiana University Bloomington, Kelley School of Business-Undergraduate  
Indiana University Bloomington, School of Education  
Indiana University Bloomington, School of Informatics & Computing  
Indiana University Bloomington, School of Public & Environmental Affairs  
Indiana University Bloomington, School of Public Health  
Indiana University East  
Indiana University Northwest  
Indiana University of Pennsylvania (PASSHE)  
Indiana University South Bend  
Indiana University Southeast  
Indiana University, Kokomo  
Indiana University-Purdue University, Columbus  
Indiana University-Purdue University, Fort Wayne  
Indiana Wesleyan University  
iNet Internship Network  
Iona College  
Iowa Central Community College  
Iowa State University  
IUPUI, Herron School of Art and Design  
IUPUI, Kelley School of Business

IUPUI, Lilly Family School of Philanthropy  
IUPUI, Richard M. Fairbanks School of Public Health  
IUPUI, School of Education  
IUPUI, School of Engineering and Technology  
IUPUI, School of Health and Rehabilitation Sciences  
IUPUI, School of Informatics and Computing  
IUPUI, School of Liberal Arts  
IUPUI, School of Physical Education and Tourism Management  
IUPUI, School of Public and Environmental Affairs  
IUPUI, School of Science  
IUPUI, School of Social Work  
IUPUI, Talent  
Ivy Tech Community Colleges  
Jackson State University  
Jacksonville State University  
Jacksonville University  
James Madison University  
Johns Hopkins University, Bloomberg School of Public Health  
Johnson C. Smith University  
Johnson University  
Juniata College  
Kendall College  
Kendall College of Art and Design, Ferris State  
Kennesaw State University  
Kenyon College  
Kutztown University of Pennsylvania (PASSHE)  
Lafayette College  
Lake Land College  
Lake Superior State University  
Laney College (CA)  
Lansing Community College  
Lawrence Tech  
Lehigh Carbon Community College  
Lehigh University  
Lewis & Clark College  
Lewis University  
Liberty University  
Life University  
LIM College (Laboratory Institute of Merchandising)  
Linfield College  
Linn-Benton Community College  
Lock Haven University of Pennsylvania (PASSHE)  
Long Island University

Longwood University  
Los Angeles Film School  
Louisiana State University  
Louisiana Tech University  
Loyola Marymount University  
Loyola Marymount University, School of Film and Television  
Loyola University Chicago  
Luther College  
Lynchburg College  
Macalester College  
Madonna University  
Manhattan College  
Mansfield University of Pennsylvania (PASSHE)  
Marian University  
Marist College  
Marlboro College  
Marshall University  
Marygrove College  
Marymount California University  
Marymount Manhattan College  
Maryville University of St. Louis  
Massachusetts General Hospital Institute of Health  
Massasoit Community College  
McDaniel College  
McNeese State University  
Menlo College  
Mercer University  
Mercy College  
Merrimack College  
MetroLink Consortium  
Metropolitan Community College of Kansas City  
Miami University (OH)  
Michigan State University  
Middlebury College  
Millersville University of Pennsylvania (PASSH)  
Mills College  
Milwaukee Institute of Art and Design  
Minnesota State University, Mankato  
Mississippi College  
Mississippi State University  
Missouri Baptist University  
Monroe College  
Montgomery College



Moorpark College  
Moravian College and Theological Seminary  
Morehead State University  
Morehouse College  
Morgan State University  
Moultrie Technical College  
Mount Holyoke College  
Mount Ida College  
Mount St. Mary's University (CA)  
Mount Washington College  
Mt. San Antonio College  
Mt. San Jacinto College  
Muhlenberg College  
National Park Community College  
National University  
Navarro College  
New Jersey Institute of Technology  
New Orleans Baptist Theological Seminary  
New York University  
Newberry College  
Newbury College  
Norfolk State University  
North Carolina A&T State University  
North Carolina Central University  
North Carolina State University  
North Central University  
North Dakota State University  
North Park University  
Northeast Alabama Community College  
Northern Essex Community College  
Northern Illinois University  
Northshore Technical Community College  
Northwest Arkansas Community College  
Northwest Missouri State University  
Northwestern University  
Northwestern University, Medill School of Journalism  
Northwood University  
Norwich University  
Notre Dame de Namur University  
Nova Southeastern University  
Nyack College  
Oakland University  
Oberlin College

Occidental College  
Ohio Christian University  
Ohio Northern University  
Ohio State University  
Ohio State University, College of Arts & Sciences  
Ohio State University, College of Engineering  
Ohio State University, College of Food, Agriculture & Environmental Sciences  
Ohio University  
Oklahoma Baptist University  
Old Dominion University  
Oral Roberts University  
Otis College of Art and Design  
Ouachita Baptist University  
Palm Beach Atlantic University  
Palomar College  
Park University  
Pasadena City College  
Peirce College  
Penn State, College of Agricultural Sciences  
Penn State, College of Engineering  
Penn State, College of Information Sciences  
Penn State, College of the Liberal Arts  
Penn State, Consortia  
Penn State, Eberly College of Science  
Penn State, Harrisburg  
Penn State, Supply Chain & Information Systems  
Penn State, The Behrend College  
Penn State, University Park  
Pennsylvania College of Technology  
Pensacola State College  
Philadelphia University  
Piedmont Community College  
Piedmont Virginia Community College  
Pierpont Community and Technical College  
Pikes Peak Community College  
Pima Community College  
Pittsburgh Technical Institute  
Pitzer College  
Point Loma Nazarene University  
Pomona College  
Prairie View A&M University  
Pratt Institute  
Princeton University

Pueblo Community College  
Purdue University  
Quinnipiac University  
Ranken Technical College  
Rasmussen College  
Reed College  
Regent University  
Regis College  
Rensselaer Polytechnic Institute  
Renton Technical College  
Resurrection University  
Rhodes College  
Rice University  
Roane State Community College  
Rochester Institute of Technology  
Rockhurst University  
Rocky Mountain College  
Rocky Mountain College of Art and Design  
Ron Brown Scholar Fund  
Roosevelt University  
Rose-Hulman Institute of Technology  
Russell Sage College  
Rutgers University Camden  
Rutgers University New Brunswick  
Rutgers University New Brunswick, School of Man  
Rutgers University New Brunswick, Undergraduate  
Rutgers University Newark  
Rutgers University Newark, Undergraduate Business  
Rutgers University School of Criminal Justice  
Sacred Heart University  
Saddleback College  
Saginaw Valley State University  
San Diego State University  
San Jose State University  
Santa Barbara City College  
Santa Clara University  
Sarah Lawrence College  
Savannah College of Art and Design  
Savannah State University  
Savannah Technical College  
School of Visual Arts  
Scripps College  
Seattle University

Seton Hall University  
Sewanee, The University of the South  
Shaw University  
Shippensburg University of Pennsylvania (PASSHE)  
Siena College  
Simmons College, School of Management  
Simpson College  
Skidmore College  
Skyline College  
Slippery Rock University of Pennsylvania (PASSHE)  
Smith College  
Sonoma State University  
South Central College  
Southeast Missouri State University  
Southeastern Baptist Theological Seminary  
Southeastern Louisiana University  
Southeastern Oklahoma State University  
Southern Adventist University  
Southern Connecticut State University  
Southern Crescent Technical College  
Southern Illinois University at Carbondale  
Southern University and A&M College  
Southern Wesleyan University  
Southwestern Baptist Theological Seminary  
Southwestern University  
Spelman College  
Spokane Community College  
Spring Arbor University  
Springfield College  
St. Ambrose University  
St. Bonaventure University  
St. Clair County Community College  
St. John's University  
St. Joseph's College  
St. Joseph's University  
St. Lawrence University  
St. Leo University  
St. Louis Community College, Florissant Valley  
St. Mary's College of California  
St. Mary's College of Maryland  
St. Michael's College (VT)  
St. Olaf College  
St. Peter's University

St. Thomas Aquinas College  
St. Thomas University  
St. Xavier University  
Stevenson University  
Stratford University  
SUNY Alfred State College  
SUNY at Binghamton University  
SUNY Buffalo State  
SUNY College at Oneonta  
SUNY Cortland  
SUNY Farmingdale State College  
SUNY Fredonia  
SUNY Jefferson Community College  
SUNY New Paltz  
SUNY Oswego  
SUNY Plattsburgh  
SUNY Purchase College  
SUNY University at Buffalo  
Susquehanna University  
Swarthmore College  
Syracuse University  
Tallahassee Community College  
Tarleton State University  
Temple University  
Temple University, School of Media and Communication  
Temple University, School of Tourism and Hospitality  
Tennessee State University  
Texas A&M University, College Station  
Texas A&M University, Kingsville  
Texas A&M University, Texarkana  
Texas Wesleyan University  
The College of New Jersey  
The College of New Rochelle  
The College of St. Rose  
The College of William & Mary  
The College of Wooster  
The Juilliard School  
The King's College  
The New School  
The Southern Baptist Theological Seminary  
The Universities at Shady Grove  
The University of the Arts  
Thomas Jefferson University

Tiffin University  
Touro College  
Transylvania University  
Trenholm State Technical College  
Trident Technical College  
Trine University  
Trinity Christian College  
Trinity College (CT)  
Trinity Washington University  
Troy University  
Truckee Meadows Community College  
Tufts University, Office of Public Health  
Tuskegee University  
UCLA  
UCLA, Luskin School of Public Affairs  
Union University  
University of Alabama  
University of Alabama in Huntsville  
University of Arizona  
University of Arkansas at Fayetteville  
University of Arkansas at Fort Smith  
University of Arkansas at Pine Bluff  
University of Baltimore  
University of California Berkeley  
University of California Berkeley, School of Public Health  
University of California Berkeley, School of Social Welfare  
University of California Davis  
University of California Irvine  
University of California Merced  
University of California Riverside  
University of California San Diego  
University of California San Diego, Academic Internship  
University of California Santa Barbara  
University of California Santa Cruz  
University of Central Missouri  
University of Charleston  
University of Chicago  
University of Connecticut  
University of Dallas  
University of Denver  
University of Evansville  
University of Florida  
University of Georgia

University of Great Falls  
University of Houston  
University of Houston, College of Technology  
University of Houston, Conrad Hilton College  
University of Houston, Cullen College of Engineering  
University of Houston, Health and Human Performances  
University of Illinois at Chicago  
University of Illinois at Springfield  
University of Illinois at Urbana-Champaign  
University of Illinois Theta Xi  
University of Iowa  
University of Kansas  
University of Kentucky  
University of La Verne  
University of Louisville  
University of Louisville, Speed School of Engineering  
University of Maine  
University of Maine at Augusta  
University of Mary Washington  
University of Maryland Baltimore County  
University of Maryland College Park  
University of Maryland College Park, Clark School of Engineering  
University of Maryland College Park, School of Public Policy  
University of Massachusetts Amherst  
University of Massachusetts, Amherst, Isenberg  
University of Memphis  
University of Michigan Ann Arbor, Athletic Department  
University of Michigan Ann Arbor, College of Engineering  
University of Michigan Ann Arbor, College of Literature, Science and the Arts  
University of Michigan Ann Arbor, School of Information  
University of Michigan Ann Arbor, School of Natural Resources & Environment  
University of Michigan Ann Arbor, School of Public Health  
University of Michigan Dearborn  
University of Michigan-Flint  
University of Missouri Kansas City  
University of Nebraska at Kearney  
University of Nebraska Lincoln  
University of Nebraska Omaha  
University of Nevada Las Vegas  
University of Nevada Reno  
University of New Hampshire  
University of New Hampshire, College of Health  
University of New Hampshire, Paul College of Business and Economics

University of New Hampshire-Manchester  
University of New Haven  
University of New Mexico  
University of North Alabama  
University of North Carolina at Chapel Hill  
University of North Carolina at Greensboro  
University of Northern Iowa  
University of Northwestern - St. Paul  
University of Notre Dame  
University of Pennsylvania  
University of Pittsburgh  
University of Pittsburgh at Bradford  
University of Pittsburgh at Johnstown  
University of Pittsburgh, School of Education  
University of Puget Sound  
University of Rhode Island  
University of Richmond  
University of San Diego  
University of San Francisco  
University of South Carolina Upstate  
University of Southern California  
University of Southern California, Marshall School of Business-Undergraduate  
University of Southern California, Occupational & Physical Therapy and Ostrow  
Denistry  
University of Southern California, Rossier School of Education  
University of Southern California, School of Cinematic Arts  
University of Southern California, Viterbi School Of Engineering  
University of Southern California. Annenberg School for Communication &  
Journalism  
University of Southern Indiana  
University of Southern Maine  
University of St Francis (IL)  
University of St. Joseph  
University of St. Thomas  
University of Tennessee at Chattanooga  
University of Texas at Austin, College of Fine Arts  
University of Texas at Austin, Moody College of Communications  
University of Texas at Austin, School of Architecture  
University of Texas at Austin, School of Information  
University of Texas at Austin, School of Nursing  
University of the Ozarks  
University of the Pacific  
University of Toledo  
University of Toledo, College of Education



University of Tulsa  
University of Utah  
University of Vermont  
University of Virginia  
University of Washington, Engineering Co-op & Internship Program  
University of Washington, Information School  
University of West Georgia  
University of Wisconsin at Madison, School of Education  
University of Wisconsin at Madison, School of Human Ecology  
University of Wisconsin at Milwaukee  
Upper Iowa University  
Ursinus College  
Valencia College  
Vanderbilt University  
Vanguard University  
Vassar College  
Ventura College  
Vincennes University  
Virginia Highlands Community College  
Virginia International University  
Virginia State University  
Virginia Union University  
Virginia Wesleyan College  
Virginia Western Community College  
Wade College  
Wagner College  
Walla Walla University  
Walsh College  
Warner Pacific College  
Warren Wilson College  
Wartburg College  
Washington College  
Washington State University  
Washington University in St. Louis  
Washington University in St. Louis, George Warren Brown School of Social Work  
Washington University in St. Louis, Olin Undergrad Business School  
Washtenaw Community College  
Wayne State University, School of Business Administration  
Webster University  
Wentworth Institute of Technology  
West Chester University of Pennsylvania (PASSHE)  
West Georgia Technical College  
West Virginia State University

Western Carolina University  
Western Illinois University  
Western Kentucky University  
Western Washington University  
Westmont College  
Wheaton College (IL)  
Whitman College  
Whitworth University  
Wilberforce University  
Willamette University  
William Jewell College  
William Paterson University of New Jersey  
William Woods University  
Williams College  
Wilmington College  
Wingate University  
Winthrop University  
Wiregrass Georgia Technical College  
Woodbury University  
Worcester Polytechnic Institute  
Xavier University  
Xavier University of Louisiana  
Yale University  
Yale University Consortium  
Yale University, School of Public Health  
Yeshiva University  
Yeshiva University, Professional Studies  
York College of Pennsylvania  
York Technical College  
Youngstown State University  
Youngstown State University, Science, Technology  
Youngstown State University, Williamson College of Business Administration