

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY  
PUBLIC FILE REPORT  
KTRK-TV, "ABC13"  
HOUSTON, TEXAS  
April 1, 2021**

## **I. GENERAL POLICY**

This report covers the period from March 16, 2020 through March 15, 2021.

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 all 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, development, promotion and other practices.

## **II. RESPONSIBILITY**

Wendy Granato, 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 36 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, 2020 to March 15, 2021, KTRK-TV had a total of five vacancies for full-time positions, two of which are still posted and open.

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

*Producer (Posted 03/04/20, Filled 05/04/20 – Justin Platek)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following: TVJobs.com and Indo American News. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 1, Disneycareers.com – 2, TVJobs.com – 1, Unknown Search Engine – 1, LinkedIn -1 and Recruiting Representative - 1. The referral source of the candidate hired was TVJobs.com.

*Director/Photojournalist (Posted 07/16/20, Filled 07/31/20 – Thomas Mathieu)*

In addition to this job vacancy being publicized as described above, this position was advertised with the following: TVJobs.com, Indo American News, National Association of Black Journalists and National Association of Hispanic Journalists. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Employee Referral – 1; ABC13.com – 1; Unknown Website - 3, Disneycareers.com – 1 and Unspecified Job Board -1. The referral source of the candidate hired was Employee Referral.

*Multi-Skilled Journalist (Posted 7/24/20, Filled 10/14/20 – Cory McGinnis)*

In addition to this job vacancy being publicized as described above, this position was advertised with the following: TVJobs.com, National Association of Hispanic Journalists and the websites of the other ABC owned stations, which are KABC - [abc7.com](http://abc7.com); WABC - [abc7ny.com](http://abc7ny.com); WPVI - [6abc.com](http://6abc.com); WLS - [abc7chicago.com](http://abc7chicago.com); WTVD - [abc11.com](http://abc11.com); KGO - [abc7news.com](http://abc7news.com); KFSN - [abc30.com](http://abc30.com). Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agency – 4; NABJ – 2; Disney Owned Station Candidate (WTVD) -1. The referral source of the candidate hired was Talent Agency.

#### **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

1. Asian American Journalists Association Conference and Career Expo  
AAJA is a non-profit organization with more than 1500 members in 20 chapters across the US and Asia. Close to one-third of AAJA's members are students and the organization places an emphasis on bringing young people into the news business. AAJA's convention included sessions and workshops for professional development, in addition to the career fair. This year's event was held virtually from August 9, 2020 through August 15, 2020. News Director Rehan Aslam and Producer, Esther Hou participated from KTRK-TV to answer questions and offer information about career opportunities at the Station.
2. National Association of Black Journalists and National Association of Hispanic Journalists 2020 Convention and Career Expo.  
National Association of Black Journalists (NABJ) is an organization of journalists, students and media-related professionals that provides programs and services to and advocates on behalf of black journalists worldwide. National Association of Hispanic Journalists (NAHJ) promotes the professional advancement of Hispanics in the news industry and works to increase the number of Latinos in newsrooms. Each organization holds an annual convention and career fair with sessions and workshops for professional development. Due to COVID-19, the organizations combined their conventions and held a virtual event. This year's event was held online from August 5, 2020 through August 8, 2020. News Director Rehan Aslam, Director, Community Engagement Brandon DeHoyos, Anchors Melanie Lawson and Chauncy Glover and Multi-Media Journalist Roxanne Bustamante participated from KTRK-TV to answer questions and offer information about career opportunities at the Station.
3. Houston Area Consortium of College Career Counselors Career Fair.  
A consortium of 13 colleges and universities in the Houston area established a career fair to promote and serve students and alumni through collaboration, professional development, engagement of employers and education. It is one of the largest college career fairs in Texas and attracts students from institutions throughout Texas. This year the career fair was held virtually on July 30, 2020 and Director of Community Engagement, Brandon DeHoyos and Human Resources Manager, Vickie Angenend participated from KTRK, speaking with students about internships and occupations in the broadcast industry and specifically at KTRK.

## 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 seven 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, the Vice President, Programming, two Digital Producers, an Assignment Editor and Sr. Manager, 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 included 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.

Below is a list of KTRK-TV Interns by semester:

### **Summer 2020 Interns**

No internships this semester

### **Fall 2020 Interns**

David Butler - Texas Southern University

Kamari Esquerro – University of Texas Austin

Richard Harrison – Texas Southern University

Kate Rettig – University of Kansas

### **Spring 2021 Interns**

David Butler - Texas Southern University

Richard Harrison – Texas Southern University

Kate Rettig – University of Kansas

## **C. Mentoring Programs**

KTRK-TV personnel have participated in The Disney Television / ABC Owned Station Group Diversity and Inclusion Mentorship 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 Owned Television Station Group, networking opportunities with other station leaders from a cross-section of news management and the opportunity to develop management and leadership skills.

- KTRK-TV News Director, Rehan Aslam, is a founding committee member and VP Programming, Kim Nordt-Jackson and Sr. Manager Data Strategy, Keaton Fuchs were both mentors in the program.

KTRK-TV is in the second year of the ABC13 Mentorship Program for individuals identified as high performers (with an emphasis on women and minorities) who have demonstrated ability and commitment to KTRK and who the Station is developing for future leadership opportunities.

The mentorship program is a six-month program designed for mentees to have an opportunity to learn from an experienced mentor over a six-month period of time in areas other than their own. Additionally, it offers an opportunity for the mentees to attend department and management meetings that they would not normally. Additionally, participants work on collaborative projects, have an opportunity to hear guest speakers comprised of leaders from outside of the Station and take a field trip to the Station's towers and auxiliary site to better understand how our signals are received and sent.

The program was launched in November 2019 and consists of two sessions per year, each six months in duration. The Station has a total of seven mentor/mentee pairs per session.

## 2020 Session 2 Participants – July 2020 through December 2020

### Mentors

Executive Producer - Brett Birkinbine  
VP, Operations & Business Planning -Paul Kelly  
Content Operations Manager - Bernard Francis  
Dir., Community Engagement-Brandon DeHoyos  
Dir., Internet/Digital Sales -Tammy Guest  
Sr. Mgr. Digital Content Strategy - Brittany Guarglia  
Dir., Marketing - Deilia Williams

### Mentees

Katie Gamble  
Richard Guerra  
Monica Grimaldo  
Anthony Reed  
Brittany Wilmore  
Krista Garvin  
Andre Dorsey

## 2021 Session 1 Participants – January 2021 through June 2021

### Mentors

Sales Account Executive Glenda Carmon  
Production Manager - Scott Sands  
Sr. Mgr. – News & Content - Holly Adams  
Asst. Business Manager - Becky Black  
Sr. Manager Data Strategy - Keaton Fuchs  
Exec. Dir., Technology - Tim Hinson  
VP, Programming - Kim Nordt-Jackson

### Mentees

Essence Limbrick  
Marilyn Acosta  
Frank Magana  
Iris Rios  
Matt Messman  
Andre Dorsey  
Javier Davila

## 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.

With COVID-19 restrictions in place, on-site student tours were halted and all interaction with students became virtual. During this reporting period, the following is a list of virtual classroom visits with the date and KTRK staff that spoke with the class:

- **April 7, 2020:** Houston Community College advanced editing class, Executive Director-Technology Tim Hinson
- **April 10, 2020:** Friendswood High School, Community Journalist Chaz Miller
- **April 13, 2020:** Alief Independent School District journalism students, Sports Reporter David Nuno
- **April 13, 2020:** Texas City High School, Anchor Erica Simon
- **April 16, 2020:** Stratford High School, Reporter Katherine Whaley
- **April 20, 2020:** Clear Creek Independent School District journalism students, Multi-Media Journalist Mycah Hatfield
- **April 20, 2020:** High School for the Performing and Visual Arts, Anchor Samica Knight
- **April 24, 2020:** Mayde Creek High School, Meteorologist Elita Loresca
- **April 24, 2020:** The HUB Houston, Reporter Pooja Lodhia
- **April 29, 2020:** Horn Elementary School, Anchor Tom Koch
- **April 29, 2020:** Goose Creek Independent School District journalism students, Anchor Elissa Rivas

- **April 30, 2020:** The HUB Houston, Meteorologist Elita Loresca
- **May 1, 2020:** Alvin Independent School District journalism students, Multi-Media Journalist Stefania Okolie
- **May 11, 2020:** Angleton High School, 13 Investigates' Reporter Ted Oberg
- **May 12, 2020:** Yates High School, Anchor Chauncy Glover
- **May 14, 2020:** Moore Elementary School, Anchor Art Rascon
- **October 6, 2020:** University of Houston journalism students, Reporter Courtney Fischer
- **October 19, 2020:** University of Houston media law class, Anchor Samica Knight
- **November 10, 2020:** Baylor University mass media class, Multi-Media Journalist Charly Edsitty
- **November 10, 2020:** Houston Community College advanced editing class, Executive Director-Technology Tim Hinson
- **January 29, 2021:** Shepherd Independent School District 4<sup>th</sup> grade students, Meteorologist Kevin Roth
- **March 5, 2021:** Beckendorff Junior High School, Multi-Media Journalist Shelley Childers

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:

- **April 2, 2020:** Houston Community College "Up to the Minute" Facebook Live, ABC13 President and General Manager Wendy Granato
- **April 28, 2020:** Houston Independent School District College Readiness Virtual Town Hall, Anchor Tom Abrahams
- **July 22, 2020:** Houston Community College "Up to the Minute" Facebook Live, Digital Producer Brittaney Wilmore
- **August 13, 2020:** University of Texas San Antonio Career Center Virtual Employer Summit (panel discussion), Human Resources Manager Vickie Angenend
- **October 29, 2020:** Houston Independent School District Career Day, Sports Reporter David Nuno
- **November 11, 2020:** Missouri City Links College Fair (workshop moderator on writing college essays), Anchor Gina Gaston
- **January 22, 2021:** Pearland Independent School District virtual career day, Anchor Samica Knight and Meteorologist Kevin Roth
- **January 28, 2021:** Brooks Elementary career day, Multi-Media Journalist Charly Edsitty and Meteorologist Kevin Roth
- **February 25, 2021:** Scanlan Oaks Elementary career day, Multi-Media Journalist Shelley Childers
- **March 11, 2021:** Sam Houston High School career day, anchor Mayra Moreno

## 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 Alexis Scott, and the length of her program was extended due to COVID-19.

#### 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.

KTRK also provides continuing educational opportunities through Coffee Talk and Lunch and Learn sessions. These weekly one hour learning opportunities provide information on topics specific to the industry and issues that impact daily operations. Topics including software, technology, connected TV, data journalism, and storytelling are presented by both internal and external sources. Since the inception of this program in 2019 KTRK has presented a total of 99 topics.

## **EEO - ATTACHMENT A**

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

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

NAACP 2002 Wheeler Houston, TX 77004  
Chinese Community Ctr. 9800 Town Park Houston, TX 77036  
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  
Houston Sun 1520 Isabella Houston, TX 77004  
Houston Urban League Job Bank 1301 Texas Houston, TX 77002  
Korean Journal 1241 Blalock Road Houston, TX 77055  
Goodwill Industries of Houston 1140 W. Loop N, TX 77055  
Jewish Family Service 4131 South Braeswood Houston, TX 77025  
M.L.K. Community Center. 2720 Sampson Houston, TX 77004  
LULAC Educational Svc Center 3522 Polk St. # 104 Houston, TX 77003  
Asian Chamber of Commerce 6833 Sam Houston Pkwy 206 Houston, TX 77072  
Vietnam Post/Vietnam Business 10515 Harwin # 120 Houston, TX 77036  
Las Noticias de Fort Bend 924 3<sup>rd</sup> St. #3 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  
A.A.M.A. 6001 Gulf Frwy. Bldg. B165 Houston, TX 77023  
Houston Assoc. of Hispanic Journalists Attn: Job Posting P. O. Box 273394 Houston, TX 77277  
Forward Times 4411 Almeda Road Houston, TX 77004  
Fort Bend Star 4655 Techniplex Drive Suite #300 Stafford, TX 77477  
SER/Jobs for Progress 201 Broadway St. Houston, TX 77012  
Houston Defender PO Box 8005 Houston, TX 77288  
The Art Institute of Houston 4140 Southwest Freeway # 100 Houston, TX 77027

## **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)  
SER – Jobs for Progress of the Texas Gulf Coast, Inc. – [Ciara.major@serhouston.org](mailto:Ciara.major@serhouston.org)  
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 – See list on following pages**



## DirectEmployers Association Job Syndication Alliances

Revised February 3, 2021

**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.

African American	<a href="https://africanamerican.dejobs.org/">https://africanamerican.dejobs.org/</a>
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)
Asian American	<a href="https://asianamerican.dejobs.org/">https://asianamerican.dejobs.org/</a>
The Black Perspective	<a href="https://blackperspective.com/career-search-engine/">https://blackperspective.com/career-search-engine/</a>
Campus Pride	<a href="http://campuspride.jobs">http://campuspride.jobs</a>
DirectEmployers Diversity	<a href="https://diversity.dejobs.org">https://diversity.dejobs.org</a>
Diversityworkers.com	<a href="http://www.diversityworkers.com/">http://www.diversityworkers.com/</a> (DE Member Jobs Only)
Father and Families Center	<a href="https://fatherresource.dejobs.org/">https://fatherresource.dejobs.org/</a> (DE Member Jobs & Indiana Locations Only)



### DirectEmployers Association Job Syndication Alliances Page 2

Hispanic American	<a href="https://hispanicamerican.dejobs.org/">https://hispanicamerican.dejobs.org/</a>
HispanicJobsite.com	<a href="http://www.hispanicjobsite.com/">http://www.hispanicjobsite.com/</a> (DE Member Jobs Only)
Hispanic Today	<a href="https://hispanic-today.com/career-search-engine/">https://hispanic-today.com/career-search-engine/</a>
Jobs4Women.net	<a href="http://www.jobs4women.net/">http://www.jobs4women.net/</a> (DE Member Jobs Only)
Latino American	<a href="https://latinoamerican.dejobs.org/">https://latinoamerican.dejobs.org/</a>
Lgbtjobsite.com	<a href="http://www.lgbtjobsite.com/">http://www.lgbtjobsite.com/</a> (DE Member Jobs Only)
LGBTQ	<a href="https://lgbtq.dejobs.org/">https://lgbtq.dejobs.org/</a>
Minority	<a href="https://minority.dejobs.org/">https://minority.dejobs.org/</a>
Native American	<a href="https://nativeamerican.dejobs.org/">https://nativeamerican.dejobs.org/</a>
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)
Way Finders Careers	<a href="http://wayfinderscareers.com/">http://wayfinderscareers.com/</a>
Women	<a href="https://women.dejobs.org/">https://women.dejobs.org/</a>
Women For Hire	<a href="http://jobs.http://jobs.womenforhire.com/.com/">http://jobs.http://jobs.womenforhire.com/.com/</a>
Women in Business and Industry	<a href="https://wib-i.com/career-search-engine/">https://wib-i.com/career-search-engine/</a>



## DirectEmployers Association Job Syndication Alliances Page 3

### DISABILITY SITES

Allsup Employment Services	<a href="https://disability.dejobs.org/allsup-disability-partner/">https://disability.dejobs.org/allsup-disability-partner/</a>
Blind Inc.	<a href="https://blindinc.works/">https://blindinc.works/</a> (Minnesota Located Jobs Only)
Bosma Enterprises	<a href="https://bosma.dejobs.org">https://bosma.dejobs.org</a> (Indiana Located Jobs Only)
DirectEmployers Disability	<a href="https://disability.dejobs.org">https://disability.dejobs.org</a>
DisabilityJobSite.com	<a href="http://www.disabilityjobsite.com/">http://www.disabilityjobsite.com/</a> (DE Member Jobs Only)
Disabled Veterans	<a href="https://disabledveterans.dejobs.org/">https://disabledveterans.dejobs.org/</a>
Easter Seals	<a href="https://easterseals.dejobs.org">https://easterseals.dejobs.org</a>
Enable America	<a href="https://enableamerica.dejobs.org">https://enableamerica.dejobs.org</a>
Land A Job	<a href="https://jobs.landajob.org/">https://jobs.landajob.org/</a>
Maryland Works, Inc	<a href="https://mdworks.dejobs.org">https://mdworks.dejobs.org</a> (Maryland Located Jobs Only)
National Multiple Sclerosis Society	<a href="https://nationalmssociety.dejobs.org">https://nationalmssociety.dejobs.org</a> (DE Member Jobs Only)
Options Unlimited Inc.	<a href="https://optionsunlimitedinc.dejobs.org/">https://optionsunlimitedinc.dejobs.org/</a> (Louisville, KY Located Jobs Only)
Our Ability	<a href="http://www.ourability.com/">http://www.ourability.com/</a>
Quest	<a href="https://questinc.dejobs.org/">https://questinc.dejobs.org/</a> (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	<a href="https://thecareerindex.com/dsp_intro.cfm">https://thecareerindex.com/dsp_intro.cfm</a>
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop.
Work In Iowa Disability (Iowa State Workforce)	<a href="http://workiniowa-disability.jobs/">http://workiniowa-disability.jobs/</a> (Iowa Located Jobs Only)



**DirectEmployers Association Job Syndication Alliances Page 4**

ArmedServicesJobs.com	<a href="http://www.armedservicesjobs.com/">http://www.armedservicesjobs.com/</a> (DE Member Jobs Only)
CASY/National Guard Employment Program	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</a>
DirectEmployers Veterans	<a href="https://veterans.dejobs.org">https://veterans.dejobs.org</a>
Military Spouse Employment Program (MSEP)	<a href="https://myseco.militaryonesource.mil/portal/msep/jobsearch">https://myseco.militaryonesource.mil/portal/msep/jobsearch</a> (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	<a href="https://militaryspouse.dejobs.org/">https://militaryspouse.dejobs.org/</a>
Military Spouse Connections	<a href="https://militaryspouseconnection.dejobs.org/">https://militaryspouseconnection.dejobs.org/</a>
Military Spouse Corporate Career Network (MSCCN)	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</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> Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Student Veterans Of America	<a href="http://studentveteransofamerica.jobs">http://studentveteransofamerica.jobs</a>
The HER Foundation Inc.	<a href="https://honorher.works/">https://honorher.works/</a>
USA Cares	<a href="https://careers.usacares.org/">https://careers.usacares.org/</a>
US Military Pipeline	<a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.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="https://veterans.usnlx.com">https://veterans.usnlx.com</a>
Veteran's Enterprise	<a href="https://veteransenterprise.com/career-search-engine/">https://veteransenterprise.com/career-search-engine/</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)
VetJobs	<a href="https://jobs.vetjobs.org/">https://jobs.vetjobs.org/</a>



### DirectEmployers Association Job Syndication Alliances Page 5

California Employment Development Dept. (EDD)	<a href="http://ca-veterans.jobs/">http://ca-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="https://indianacareerconnect-disability.jobs/">https://indianacareerconnect-disability.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>



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WorkinVirginia Veterans (Virginia State Workforce)	<a href="http://workinvirginia.jobs/">http://workinvirginia.jobs/</a>
WorkinWashington Veterans (Washington State Workforce)	<a href="https://workinwashington-veterans.jobs/">https://workinwashington-veterans.jobs/</a>

American Job Center (USDOL)	<a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a>
CareerOneStop (USDOL/ETA)	<a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a>
My Next Move (USDOL/ETA)	<a href="http://www.mynextmove.org">http://www.mynextmove.org</a> Access 'Job Outlook' at bottom of the page Choose '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>



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<p>The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)</p>	<p><a href="https://usnlx.com">https://usnlx.com</a></p>
<p>VetCentral /Local Veteran Employment Representatives &amp; Disabled Veteran Outreach Program Representatives (LVERS &amp; DVOP's) (State)</p>	<p>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.usnlx.com/vet_index.asp?stype=moc">http://vetcentral.usnlx.com/vet_index.asp?stype=moc</a> <a href="http://veterans.usnlx.com">http://veterans.usnlx.com</a></p>
<p>State &amp; US Territory Workforce Agency Job Distribution</p>	<p>All DE member jobs are delivered to over 2500+ 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. Members access your VEVRAA Compliance Reporting through the <u>Member Desktop</u> for confirmation of job listing delivery.  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.</p>
<p>State of Alabama</p>	<p><a href="https://alabamaworks.alabama.gov/vosnet/Default.aspx">https://alabamaworks.alabama.gov/vosnet/Default.aspx</a></p>
<p>State of Alaska</p>	<p><a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a></p>
<p>State of Arizona</p>	<p><a href="https://www.azjobconnection.gov/ada/r/">https://www.azjobconnection.gov/ada/r/</a></p>
<p>State of Arkansas</p>	<p><a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a></p>
<p>State of California</p>	<p><a href="https://www.caljobs.ca.gov/vosnet/Default.aspx">https://www.caljobs.ca.gov/vosnet/Default.aspx</a></p>
<p>State of Colorado</p>	<p><a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a></p>
<p>State of Connecticut</p>	<p><a href="https://www.cthires.com/vosnet/Default.aspx">https://www.cthires.com/vosnet/Default.aspx</a></p>
<p>State of Delaware</p>	<p><a href="https://joblink.delaware.gov/ada/">https://joblink.delaware.gov/ada/</a></p>
<p>District of Columbia</p>	<p><a href="https://www.dcnetworks.org/vosnet/Default.aspx">https://www.dcnetworks.org/vosnet/Default.aspx</a></p>
<p>State of Florida</p>	<p><a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a></p>
<p>State of Georgia</p>	<p><a href="http://employgeorgia.com/">http://employgeorgia.com/</a></p>
<p>Guam Job Bank</p>	<p><a href="https://www.hireguam.com/vosnet/Default.aspx">https://www.hireguam.com/vosnet/Default.aspx</a></p>
<p>State of Hawaii</p>	<p><a href="https://www.hirenethawaii.com/vosnet/Default.aspx">https://www.hirenethawaii.com/vosnet/Default.aspx</a></p>
<p>State of Idaho</p>	<p><a href="http://labor.idaho.gov/">http://labor.idaho.gov/</a></p>



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State of Illinois	<a href="https://illinoisjoblink.illinois.gov/ada/r/employer">https://illinoisjoblink.illinois.gov/ada/r/employer</a>
State of Indiana	<a href="https://www.indianacareerconnect.com/">https://www.indianacareerconnect.com/</a>
State of Iowa	<a href="https://www.iowaworks.gov/vosnet/Default.aspx">https://www.iowaworks.gov/vosnet/Default.aspx</a>
State of Kansas	<a href="https://www.kansasworks.com/ada/r/">https://www.kansasworks.com/ada/r/</a>
State of Kentucky	<a href="https://focuscareer.ky.gov/careerexplorer/home">https://focuscareer.ky.gov/careerexplorer/home</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="https://joblink.maine.gov/ada/r/">https://joblink.maine.gov/ada/r/</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.dcs.eol.mass.gov/jobquest/">https://jobquest.dcs.eol.mass.gov/jobquest/</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://montanaworks.gov/">https://montanaworks.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="https://www.employnv.gov/vosnet/Default.aspx">https://www.employnv.gov/vosnet/Default.aspx</a>
State of New Hampshire	<a href="https://nhworksjobmatch.nhes.nh.gov/">https://nhworksjobmatch.nhes.nh.gov/</a>
State of New Jersey	<a href="https://newjersey.usnlx.com/">https://newjersey.usnlx.com/</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="https://newyork.usnlx.com/">https://newyork.usnlx.com/</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://jobseeker.ohiomeansjobs.monster.com/">https://jobseeker.ohiomeansjobs.monster.com/</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="https://puertorico.usnlx.com/">https://puertorico.usnlx.com/</a>
State of Rhode Island	<a href="https://www.employri.org/vosnet/Default.aspx">https://www.employri.org/vosnet/Default.aspx</a>





### DirectEmployers Association Job Syndication Alliances Page 9

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://www.workintexas.com/vosnet/Default.aspx">https://www.workintexas.com/vosnet/Default.aspx</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://www.worksourcewa.com/">https://www.worksourcewa.com/</a>
State of West Virginia	<a href="https://workforcewv.org/">https://workforcewv.org/</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>

Adzuna	<a href="https://www.adzuna.com/">https://www.adzuna.com/</a> (UK and Canada located jobs only)
AtlantaCareerPath.com	<a href="https://www.atlantacareerpath.com/">https://www.atlantacareerpath.com/</a> (DE Member Jobs Only)
AustinJobSite.com	<a href="https://austinjobsite.com/">https://austinjobsite.com/</a> (DE Member Jobs Only)
BaltimoreJobSite.com	<a href="https://www.baltimorejobsite.com/">https://www.baltimorejobsite.com/</a> (DE Member Jobs Only)
BeyondCharlotte.com	<a href="https://www.beyondcharlotte.com/">https://www.beyondcharlotte.com/</a> (DE Member Jobs Only)
BeyondLosAngeles.com	<a href="https://www.beyondlosangeles.com/">https://www.beyondlosangeles.com/</a> (DE Member Jobs Only)
BeyondSanDiego.com	<a href="https://www.beyondsandiego.com/">https://www.beyondsandiego.com/</a> (DE Member Jobs Only)
BostonJobSite.com	<a href="https://www.bostonjobsite.com/">https://www.bostonjobsite.com/</a> (DE Member Jobs Only)
ChicagoCareerSite.com	<a href="https://www.chicagocareersite.com/">https://www.chicagocareersite.com/</a> (DE Member Jobs Only)
ColumbusJobSite.com	<a href="https://www.columbusjobsite.com/">https://www.columbusjobsite.com/</a> (DE Member Jobs Only)
DallasJobSite.com	<a href="https://www.dallasjobsite.com/">https://www.dallasjobsite.com/</a> (DE Member Jobs Only)
DCJobSite.com	<a href="https://www.dcjobsite.com/">https://www.dcjobsite.com/</a> (DE Member Jobs Only)



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DenverJobSite.com	<a href="https://www.denverjobsite.com/">https://www.denverjobsite.com/</a> (DE Member Jobs Only)
DetroitJobSite.com	<a href="https://www.detroitjobsite.com/">https://www.detroitjobsite.com/</a> (DE Member Jobs Only)
Flexjobs	<a href="https://www.flexjobs.com">https://www.flexjobs.com</a> (only remote positions)
HoustonJobSite.com	<a href="https://www.houstonjobsite.com/">https://www.houstonjobsite.com/</a> (DE Member Jobs Only)
IndianapolisGigs.com	<a href="https://www.indianapolisgigs.com/">https://www.indianapolisgigs.com/</a> (DE Member Jobs Only)
Internships	<a href="https://internships.dejobs.org/">https://internships.dejobs.org/</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>
LasVegasJobSite.com	<a href="https://www.lasvegasjobsite.com/">https://www.lasvegasjobsite.com/</a> (DE Member Jobs Only)
LinkedIn	<a href="https://www.linkedin.com/">https://www.linkedin.com/</a>
LouisvilleGigs.net	<a href="https://www.louisvillegigs.net/">https://www.louisvillegigs.net/</a> (DE Member Jobs Only)
ManhattanJobs.com	<a href="https://www.manhattanjobs.com/">https://www.manhattanjobs.com/</a> (DE Member Jobs Only)
MemphisJobForce.com	<a href="https://www.memphisjobforce.com/">https://www.memphisjobforce.com/</a> (DE Member Jobs Only)
MiamiGigs.com	<a href="https://www.miamigigs.com/">https://www.miamigigs.com/</a> (DE Member Jobs Only)
MinneapolisCareerSite.com	<a href="https://www.minneapoliscareersite.com/">https://www.minneapoliscareersite.com/</a> (DE Member Jobs Only)
NashvilleJobSite.com	<a href="https://www.nashvillejobsite.com/">https://www.nashvillejobsite.com/</a> (DE Member Jobs Only)
Nevada Career Explorer	<a href="https://nv.headed2.com/">https://nv.headed2.com/</a> (Nevada located jobs only)
Nexxt	<a href="http://www.nexxt.com/">http://www.nexxt.com/</a> (DE Member Jobs Only)
OklahomaCityJobSite.com	<a href="https://www.oklahomacityjobsite.com/">https://www.oklahomacityjobsite.com/</a> (DE Member Jobs Only)
PhillyJobs.com	<a href="https://www.phillyjobs.com/">https://www.phillyjobs.com/</a> (DE Member Jobs Only)
PhoenixJobs.com	<a href="https://www.phoenixjobs.com/">https://www.phoenixjobs.com/</a> (DE Member Jobs Only)
PortlandJobSite.com	<a href="https://www.portlandjobsite.com/">https://www.portlandjobsite.com/</a> (DE Member Jobs Only)
SanFranciscoGigs.com	<a href="https://www.sanfranciscogigs.com/">https://www.sanfranciscogigs.com/</a> (DE Member Jobs Only)
SanJoseJobSite.com	<a href="https://www.sanjosejobsite.com/">https://www.sanjosejobsite.com/</a> (DE Member Jobs Only)
SeattleJobs.com	<a href="https://www.seattlejobs.com/">https://www.seattlejobs.com/</a> (DE Member Jobs Only)
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>



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<a href="#"><u>Jobrapido – Argentina</u></a>	<a href="#"><u>Jobrapido – Sweden</u></a>
<a href="#"><u>Jobrapido – Austria</u></a>	<a href="#"><u>Jobrapido – Switzerland</u></a>
<a href="#"><u>Jobrapido – Australia</u></a>	<a href="#"><u>Jobrapido – UK</u></a>
<a href="#"><u>Jobrapido – Brazil</u></a>	<a href="#"><u>Jobrapido – USA</u></a>
<a href="#"><u>Jobrapido – Chile</u></a>	<a href="#"><u>Wowjobs.ca – Jobs in Canada and Australia Only</u></a>
<a href="#"><u>Jobrapido – France</u></a>	
<a href="#"><u>Jobrapido – Germany</u></a>	
<a href="#"><u>Jobrapido – Holland</u></a>	
<a href="#"><u>Jobrapido – Ireland</u></a>	
<a href="#"><u>Jobrapido – Italy</u></a>	
<a href="#"><u>Jobrapido – Mexico</u></a>	
<a href="#"><u>Jobrapido – New Zealand</u></a>	
<a href="#"><u>Jobrapido – Poland</u></a>	
<a href="#"><u>Jobrapido – Spain</u></a>	



**DirectEmployers Association Job Syndication Alliances Page 12**

<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		



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<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>	Lincoln	Omaha			
<b>Nevada:</b>	Carson City	Las Vegas	Reno		
<b>New Hampshire:</b>	Concord	Manchester			
<b>New Jersey:</b>	Elizabeth	Jersey City	Newark	Patterson	Trenton
<b>New Mexico:</b>	Albuquerque	Santa Fe			
<b>New York:</b>	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				
<b>North Carolina:</b>	Asheville	Charlotte	Fayetteville	Greensboro	Raleigh
	Durham	Winston-Salem			
<b>North Dakota:</b>	Bismarck	Fargo			
<b>Ohio:</b>	Akron	Cincinnati	Cleveland	Columbus	Dayton
	Toledo				
<b>Oklahoma:</b>	Oklahoma City	Tulsa			
<b>Oregon:</b>	Eugene	Portland	Salem		
<b>Pennsylvania:</b>	Allentown	Erie	Philadelphia	Pittsburgh	
<b>Rhode Island:</b>	Providence				
<b>South Carolina:</b>	Charleston	Columbia			
<b>South Dakota:</b>	Pierre	Sioux Falls			
<b>Tennessee:</b>	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
<b>Texas:</b>	Abilene	Amarillo	Austin	Beaumont	Brownsville
	Corpus Christi	Dallas	El Paso	Fort Worth	Houston
	Laredo	Longview	Lubbock	San Antonio	Tyler
	Waco	Wichita Falls			

**DirectEmployers Association Job Syndication Alliances Page 14**

<b>Utah:</b>	Provo	Salt Lake City			
<b>Vermont:</b>	Burlington	Montpelier			
<b>Virginia:</b>	Alexandria	Norfolk	Richmond	Virginia Beach	
<b>Washington:</b>	Olympia	Seattle	Spokane	Tacoma	
<b>West Virginia:</b>	Charleston	Huntington			
<b>Wisconsin:</b>	Green Bay	Madison	Milwaukee		
<b>Wyoming:</b>	Casper	Cheyenne			

Academy of Art University
ADA University
Ain Shams University
Albany Law School
Alfred State, SUNY College Georgia Tech of Technology
American College of Greece
American University of Sharjah
American University of Sharjah, School of Business Administration
American University, School of Professional & Extended Studies (SPExS)
Amridge University
Augusta Technical College
Ave Maria School of Law
Ball State University
Baylor Law School
Bellevue College (WA)
Blackburn College
Bloomfield College
Bob Jones University
Boston Architectural College
Boston College
Boston University, School of Law

Brooklyn Law School
Bucknell University
Bucks County Community College
Cabrillo College



**DirectEmployers Association Job Syndication Alliances Page 15**

Cairn University
Calhoun Community College
California Lutheran University
California State University Channel Islands
California State University Fullerton
California State University Long Beach
California State University Monterey Bay
California State University Sacramento
California Western School of Law
Campbell University, Wiggins School of Law
Capital University Law School
Capitol Technology University
Carleton College
Carnegie Mellon University, Tepper School of Business
Case Western Reserve University, School of Law
Catholic University of America, Columbus School of Law
Catholic University of Portugal
Catholic University of Portugal, School of Business
Central Arizona College
Central New Mexico Community College
Central Washington University
Chaffey College
Chapman University. Dale E. Fowler School of Law

Charleston School of Law
Chattahoochee Technical College
Chattanooga State Community College
Chicago-Kent College of Law
China Europe International Business School (CEIBS)
Christian Brothers University
Cincinnati State Technical and Community College
City Colleges of Chicago
Clark University
Clayton State University
Clemson University
Clemson University, Alumni Association
College of Coastal Georgia
College of Idaho
College of Southern Nevada
Collin College



**DirectEmployers Association Job Syndication Alliances Page 16**

Columbia Law School, Columbia University
Columbia University, The Earth Institute
Columbus College of Art & Design
Concordia University at Irvine
Concordia University, School of Law
Connecticut College
Cornell University Law School
Creighton University School of Law
Cuesta College
Cumberland University
CUNY Baruch College



CUNY Baruch College, School of Public and International Affairs

CUNY Baruch College, Weissman School of Arts & Sciences

CUNY Baruch College, Zicklin School of Business

CUNY Borough of Manhattan Community College

CUNY Brooklyn College

CUNY College of Staten Island

CUNY Graduate School of Journalism

CUNY Hostos Community College

CUNY Hunter College

CUNY John Jay College of Criminal Justice

CUNY Kingsborough Community College

CUNY Lehman College

CUNY Macaulay Honors College

CUNY New York City College of Technology

CUNY Queens College

CUNY School of Law

CUNY The City College of New York

CUNY York College

Dallas County Community College District

Dean College

Delaware Valley University

Delta State University

DeSales University

Dominican College

Drexel University, School of Public Health

Drexel University, Thomas R. Kline School of Law

Duke University, Sanford School of Public Policy

Duke University, School of Law



**DirectEmployers Association Job Syndication Alliances Page 17**

Dunwoody College of Technology
East Georgia State College
Eastern Connecticut State University
Eastern Illinois University
Eckerd College
Elon University
Elon University School of Law
Emily Griffith Technical College
Emmanuel College
Emory University, School of Law
Fairleigh Dickinson University
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Faulkner University, Jones School of Law
Florida A&M University, School of Business and Industry
Florida Gulf Coast University
Florida International University, College of Law
Florida State College at Jacksonville
Florida State University
Florida State University, College of Law
Fordham University, Gabelli School of Business (Graduate Programs)
Fordham University, School of Law
Fort Valley State University
Full Sail University
Fullerton College
Fundacion Empresa, Universidad de Navarra

Gallaudet University
Gateway Community College
George Mason University, School of Law
Georgetown College
Georgetown University, Edmund A. Walsh School of Foreign Service
Georgetown University, McCourt School of Public Policy
Georgia State University, College of Law
Georgia Tech
Georgia Tech, Scheller College of Business
Golden Gate University
Golden Gate University School of Law
Goucher College
Governors State University



**DirectEmployers Association Job Syndication Alliances Page 18**

Grand Canyon University
Hamline University
Hampshire College
Harper College
Harvard University
Harvard University, Graduate School of Design
Harvard University, Graduate School of Education & Harvard Divinity School
Harvard University, Kennedy School of Government
Harvard University, Law School
Harvard University, T.H. Chan School of Public Health
Hendrix College
Henry Ford College

Hofstra University, School of Law
Hong Kong Polytechnic University
Howard University, School of Law
IE Business School
IESE Business School, University of Navarra
Illinois State University
IMD Business School
iNav (Metro Atlanta Chamber)
Indiana University Bloomington, College of Arts & Sciences
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, Kelley School of Business-MBA
Indiana University Bloomington, Kelley School of Business-Undergraduate
Indiana University Bloomington, Maurer School of Law
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics, Computing, and Engineering
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University East
Indiana University Northwest
Indiana University School of Optometry
Indiana University South Bend
Indiana University Southeast
Indiana University-Purdue University, Columbus
Indiana University, Kokomo
INSEAD
Iowa Central Community College
IST Tecnico Lisboa



**DirectEmployers Association Job Syndication Alliances Page 19**

IUPUI, Herron School of Art and Design
IUPUI, Kelley School of Business
IUPUI, Lilly Family School of Philanthropy
IUPUI, Office of Student Employment
IUPUI, Richard M. Fairbanks School of Public Health
IUPUI, Robert H. McKinney School of Law
IUPUI, School of Education
IUPUI, School of Engineering and Technology
IUPUI, School of Informatics and Computing
IUPUI, School of Liberal Arts
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
John Marshall Law School
Johnson University
Kansas City Kansas Community College
King Abdullah University of Science and Technology (KAUST)
Koc University
Lafayette College
Lake Superior State University
Laney College
Langara College

Lansing Community College
Lehigh Carbon Community College
Les Roches International School of Hotel Management, Switzerland
Liberty University, School of Law
LIM College (Laboratory Institute of Merchandising)
Lincoln Memorial University, Duncan School of Law
Linfield College
Lingnan College, Sun Yat-sen University
Los Angeles Film School
Lower Columbia College
Loyola Law School, Los Angeles
Loyola University New Orleans, College of Law
Luther College



**DirectEmployers Association Job Syndication Alliances Page 20**

Lycoming College
Lynchburg College
Marist College
Marquette University Law School
Marshall University
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massasoit Community College
Memphis College of Art
MetroLink Consortium
Metropolitan Community College of Kansas City

Millsaps College

Mississippi College

Mississippi College, School of Law

Mississippi State University

Mitchell Hamline School of Law

Montgomery College

Moore College of Art & Design

Morehead State University

Morgan State University

Mount St. Mary's University (CA)

Mt. San Antonio College

National Park Community College

Nazarbayev University

Nebraska College Recruiting Consortium

New Horizons Computer Learning Center

New York Law School

New York University, School of Law

New York University, Stern School of Business

North Carolina A&T State University

North Carolina Central University, School of Law

North Carolina State University

North Central University

North Park University

Northeastern University, School of Law

Northern Alberta Institute of Technology

Northern Essex Community College

Northern Illinois University



**DirectEmployers Association Job Syndication Alliances Page 21**

Northern Kentucky University, Chase College of Law
Northern State University
Northshore Technical Community College
Northwest Missouri State University
Norwalk Community College
Notre Dame de Namur University
Nova Southeastern University, Shepard Broad Law Center
Ohio Northern University
Ohio Northern University, Pettit College of Law
Ohio State University, Moritz College of Law
Oklahoma City University School of Law
Oral Roberts University
Orange Coast College
Ozyegin University
Pace University, School of Law
Peking University, School of Transnational Law
Pennsylvania College of Technology
Pensacola State College
Pepperdine University School of Law
Philadelphia University
Piedmont Virginia Community College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical College
Purdue University
Queen's University, Faculty Of Law



Quinnipiac University
Quinnipiac University, School of Law
Ranken Technical College
Rasmussen College
Regent University, School of Law
Regis College
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University, College of Nursing and Allied Health
Rochester Institute of Technology
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design



**DirectEmployers Association Job Syndication Alliances Page 22**

Roger Williams University School of Law
Roosevelt University
Rowan College at Burlington County
Rowan College at Gloucester County
Rowan University
Royal Roads University
Russell Sage College
Rutgers University Newark, School of Law
Saddleback College
Saginaw Valley State University
Salus University
San Juan College

Santa Barbara City College
Santa Clara University, School of Law
Santa Fe Community College
Savannah College of Art and Design
Savannah Technical College
SDA Bocconi School of Management
Seattle University, School of Law
Service Academy Career Central (SACCentral)
Seton Hall University
Seton Hall University, School of Law
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Singapore Management University
Singapore Management University, Centre for Social Responsibility
Singapore Management University, Dato Kho Hui Postgraduate
SIT Graduate Institute
Slippery Rock University of Pennsylvania (PASSHE)
South Central College
South Texas College of Law Houston
Southeast Missouri State University
Southeast Technical Institute
Southeastern Baptist Theological Seminary
Southeastern Louisiana University
Southeastern Technical College
Southern Connecticut State University
Southern Crescent Technical College
Southern Methodist University, Dedman School of Law



**DirectEmployers Association Job Syndication Alliances Page 23**

Southern Union State Community College
Southern University Law Center
Southwestern Law School
Southwestern University
Spokane Community College
St. Ambrose University
St. John's University, School of Law
St. Louis University, School of Law
St. Mary's College of Maryland
St. Thomas Aquinas College
St. Thomas University, School of Law
Stanford University Ford Dorsey Master's in International Policy
Stanford University, Graduate School of Education
Stanford University, Law School
Stetson University, College of Law
Suffolk University Law School
SUNY College at Oneonta
SUNY College of Optometry
SUNY Farmingdale State College
SUNY Hudson Valley Community College
SUNY Jefferson Community College
SUNY New Paltz
SUNY Purchase College
SUNY University at Buffalo, School of Management
Swiss Education Group
Syracuse University, College of Law

Tallahassee Community College
Temple University, School of Media and Communication
Temple University, School of Tourism and Hospitality Management
Texas A&M University, Bush School of Government & Public Service
Texas A&M University, College Station
Texas Southern University, Thurgood Marshall School of Law
Texas Tech University, School of Law
Texas Wesleyan University
The American University in Cairo
The Brown School at Washington University in St. Louis
The College of William & Mary
The College of William & Mary, Law School
The National Society of Leadership and Success



**DirectEmployers Association Job Syndication Alliances Page 24**

The Pennsylvania State University
The Southern Baptist Theological Seminary
The Universities at Shady Grove
The University of the Arts
Thomas Jefferson School of Law
Thompson Rivers University
Tidewater Community College
Touro College
Touro College, Jacob D. Fuchsberg Law Center
Trident Technical College
Trinity Washington University
Trinity Western University

Truckee Meadows Community College

Tufts University, School of Dental Medicine

Tulane University, Law School

UCAN, University Career Action Network

UCLA LLM Interview Program

UCLA, School of Law

Union University

United States International University, Africa

Universidad de Monterrey

Universidad del Sagrado Corazon

University of Akron, School of Law

University of Alabama School of Law

University of Baltimore

University of Baltimore, School of Law

University of British Columbia Vancouver

University of California Berkeley, Goldman School of Public Policy

University of California Berkeley, School of Law

University of California Davis, School of Law

University of California San Diego, School of Global Policy and Strategy

University of California, Hastings College of the Law

University of Chicago, Financial Mathematics

University of Chicago, Graduate Schools and Divisions

University of Chicago, Harris School of Public Policy

University of Chicago, Law School

University of Cincinnati College of Law

University of Colorado at Boulder, School of Law

University of Connecticut, School of Law



**DirectEmployers Association Job Syndication Alliances Page 25**

University of Denver, Sturm College of Law
University of Florida
University of Florida, Levin College of Law
University of Georgia, School of Law
University of Houston
University of Houston, Bauer College of Business
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Law Center
University of Idaho, College of Law
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign, College of Law
University of Iowa, College of Law
University of Kansas
University of Kansas, School of Law
University of Kentucky, College of Law
University of Louisville, Brandeis School of Law
University of Louisville, College of Business
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Maine, School of Law
University of Manitoba, Asper School of Business
University of Maryland Baltimore County

University of Maryland Baltimore, Francis King Carey School of Law
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 Dartmouth, School of Law
University of Memphis, Cecil C. Humphreys School of Law
University of Miami, School of Law
University of Michigan Ann Arbor, College of Engineering
University of Michigan Ann Arbor, College of Literature, Science & the Arts
University of Michigan Ann Arbor, Law School
University of Michigan Ann Arbor, School of Education
University of Michigan Ann Arbor, School of Information
University of Michigan Ann Arbor, School of Natural Resources & Environment



**DirectEmployers Association Job Syndication Alliances Page 26**

University of Michigan Ann Arbor, School of Public Health
University of Michigan Dearborn
University of Michigan-Flint
University of Michigan, Gerald R. Ford School of Public Policy
University of Minnesota at Minneapolis, School of Law
University of Nevada Las Vegas
University of Nevada Las Vegas, William S. Boyd School of Law
University of North Alabama
University of North Carolina at Chapel Hill, School of Law
University of North Carolina at Charlotte
University of North Texas at Dallas, College of Law
University of Northern Iowa

University of Oklahoma College of Law
University of Oregon, School of Law
University of Ottawa's Common Law
University of Pennsylvania, School of Law
University of Pittsburgh at Bradford
University of Pittsburgh, Graduate School of Public and International Affairs
University of Pittsburgh, Katz Graduate School of Business
University of Puget Sound
University of Richmond
University of Richmond, School of Law
University of Rochester, Simon Graduate School of Business
University of San Francisco, School of Law
University of South Carolina Upstate
University of South Carolina, School of Law
University of Southern California
University of Southern California, Gould School of Law
University of Southern California, Marshall School of Business-Undergraduate
University of Southern California, Price School of Public Policy
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. Joseph
University of St. Thomas
University of St. Thomas, Opus College of Business
University of St. Thomas, School of Law
University of Tennessee at Knoxville, College of Law
University of Texas at Austin, Jackson School of Geosciences





**DirectEmployers Association Job Syndication Alliances Page 27**

University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, School of Law
University of the District of Columbia, David A. Clarke School of Law
University of the Fraser Valley
University of the Pacific
University of the Pacific, McGeorge School of Law
University of Toronto at Scarborough
University of Virginia, Alumni Association
University of Virginia, School of Law
University of Waikato
University of Washington, Evans School of Public Policy & Governance
University of Washington, Information School
University of Windsor, Faculty of Law
University of Wisconsin at Madison, Law School
Valparaiso University Law School
Vanderbilt University
Vanderbilt University, Law School
Vanderbilt University, Owen Graduate School of Management
Vermont Law School
Villanova University, School of Law
Vincennes University
Virginia International University
Wade College
Wagner College
Wake Forest University School of Law
Walsh College of Accountancy and Business

Wartburg College
Washburn University School of Law
Washington University in St. Louis
Washington University in St. Louis, Olin Undergrad Business School
Washington University in St. Louis, School of Law
Washtenaw Community College
West Georgia Technical College
West Virginia State University
West Virginia University
West Virginia University, College of Law

**DirectEmployers Association Job Syndication Alliances Page 28**

Western Illinois University
Western Michigan University Cooley Law School
Western New England University School of Law
Western Washington University
Whittier Law School
Widener University, Delaware Law School
William & Mary, Raymond A. Mason School of Business
William James College
William Jewell College
Wilmington College
Winthrop University
Yale University
Yale University, Law School
Yale-NUS College
Yeshiva University
Yeshiva University, Benjamin N. Cardozo School of Law
York College of Pennsylvania
York Technical College