

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
KTRK-TV, "ABC13"
HOUSTON, TEXAS
April 1, 2020**

I. GENERAL POLICY

This report covers the period from March 16, 2019 through March 15, 2020.

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

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 51 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, 2019 to March 15, 2020, KTRK-TV had a total of 27 vacancies for full-time positions, all of which have been filled. The Station currently has no open full-time positions.

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

Investigative Producer (Posted 02/20/19, Filled 05/03/19 – Sarah Rafique)

In addition to this job vacancy being publicized as described above, this position was advertised with the following: IRE (Investigative Reporters & Editors), Texas Veterans Commission, Sam Houston State University and Online News Association. Five people were interviewed. Referral sources of the candidates interviewed were as follows: IRE – 3 and Unknown Websites – 2. The referral source of the candidate hired was IRE.

Sr. Producer, Marketing and Social Media (Posted 03/18/19, Filled 07/10/19 – Scylla Lopez)

In addition to this job vacancy being publicized as described above, this position was advertised with the following: 602 Communications, Poynter Institute, Sam Houston State University, Online News Association and Disability IN career fair. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 2, Unknown Websites – 3 and Disneycareers.com – 2. The referral source of the candidate hired was Internal Station.

Multi-Media Journalist (Posted 03/29/19, Filled 05/13/19 – Stefania Okolie)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 3, Internal Station – 1, Agent Referral – 1 and Unknown Websites – 2. The referral source of the candidate hired was Internal Station.

Multi-Media Journalist – Temporary (Posted 05/01/19, Filled 05/15/19 – Mycah Hatfield)

This job vacancy was publicized as described above. Three people were interviewed. Referral sources of the candidates interviewed were as follows: Unknown Websites – 2 and Disneycareers.com – 1. The referral source of the candidate hired was Unknown Website.

Broadcast Systems Specialist (Posted 05/21/19, Filled 07/22/19 – Graham Adams)

In addition to this job vacancy being publicized as described above, this position was advertised with the following: Asian American Journalists Association Conference and Disability IN career fair. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Industry Colleague – 1, Indeed.com – 2 and Disneycareers.com – 3. The referral source of the candidate hired was Disneycareers.com.

Associate Producer (Posted 06/06/19, Filled 08/08/19 – Priscilla Riojas)

In addition to this job vacancy being publicized as described above, this position was advertised with the following: Asian American Journalists Association Conference. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Unknown Websites – 2, Internal Station – 1, Friend/Relative – 1 and ABC13.com – 2. The referral source of the candidate hired was Internal Station.

Producer (Posted 05/23/19, Filled 07/03/19 – Krista Garvin)

In addition to this job vacancy being publicized as described above, this position was advertised with the following: ihirebroadcasting.com and Online News Association. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Employee Referral – 1, Internal Station – 1, Disney Internal – 1 and Unknown Websites – 4. The referral source of the candidate hired was Employee Referral – C. Hernandez.

Sr. Digital/Social Media Producer (Posted 07/18/19, Filled 08/08/19 – Charles Haldeman)

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

Digital Producer (Posted 07/24/19, Filled 08/08/19 – Monica Grimaldo)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com. Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 4, Former Intern – 1, LinkedIn – 1, Indeed.com – 1 and Disneycareers.com – 3. The referral source of the candidate hired was Internal Station.

Multi-Media Assignment Editor (Posted 07/24/19, Filled 08/08/19 – Chris Rodriguez)

In addition to this job vacancy being publicized as described above, this position was advertised with the following: Asian American Journalists Association Conference. Six

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

News Director (Posted 08/13/19, Filled 09/05/19 – Rehan Aslam)

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: Internal Station – 2, Disneycareers.com – 2 and Unknown Websites – 6. The referral source of the candidate hired was Internal Station.

Non-Linear Editor (Posted 08/13/19, Filled 08/30/19 – Austin Marte)

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

Associate Broadcast Systems Specialist (Posted 08/28/19, Filled 09/16/19 – Frank Magana)

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: Indeed.com – 3, Employee Referral – 1 and Disneycareers.com – 3. The referral source of the candidate hired was Employee Referral – C. Montes.

Multi-Media Journalist (Posted 09/26/19, Filled 10/31/19 – Katherine Donaldson)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 3 and Internal Station – 4. The referral source of the candidate hired was Internal Station.

Multi-Media Journalist (Posted 09/26/19, Filled 10/30/19 – Chris Graczyk)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 3 and Internal Station – 4. The referral source of the candidate hired was Internal Station.

Director, Community Engagement (Posted 09/29/19, Filled 10/22/19 – Brandon deHoyos)

This job vacancy was publicized as described above. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 1, ABC13.com – 3 and Disneycareers.com – 2. The referral source of the candidate hired was Internal Station.

Sr. Manager – News & Content (Posted 10/28/19, Filled 11/22/19 – Holly Adams)

This job vacancy was publicized as described above. Five people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 3 and Disneycareers.com – 2. The referral source of the candidate hired was Internal Station.

Web Producer (Posted 11/01/19, Filled 11/19/19 – Sarah Rolen)

This job vacancy was publicized as described above. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Former Interns – 2, Internal Station – 2, ABC13.com – 1 and LinkedIn – 1. The referral source of the candidate hired was Internal Station.

Producer (Posted 11/04/19, Filled 12/20/19 – Ashley Byers)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Online News Association. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 5 and Internal Station – 2. The referral source of the candidate hired was Disneycareers.com.

Executive Producer (Posted 11/25/19, Filled 01/09/20 – Crystal Burke)

This job vacancy was publicized as described above. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 3, Agent Referral – 1, ABC13.com – 1 and Disneycareers.com – 1. The referral source of the candidate hired was Internal Station.

Multi Media Journalist (Posted 11/27/19, Filled 01/09/20 – Mycah Hatfield)

This job vacancy was publicized as described above. 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 11/27/19, Filled 03/05/20 – Roxanne Bustamonte)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Indeed.com – 1, Disneycareers.com – 1, LinkedIn – 1, Industry Agent – 1, Unknown Websites – 2 and Intercompany – 1. The referral source of the candidate hired was Industry Agent.

Multi-Media Journalist – Temporary (Posted 11/27/19, Filled 01/14/20 – Raven Ambers)

This job vacancy was publicized as described above. Four people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 3 and ABC13.com – 1. The referral source of the candidate hired was ABC13.com.

Producer (Posted 01/23/20, Filled 03/13/20 – Cassie Cousatte)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Mediabistro. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 1, Indeed.com – 1, Employee Referral – 1 and ABC13.com – 3. The referral source of the candidate hired was Employee Referral – Jerry Nunez.

Sr. Producer, Original Content (Posted 01/30/20, Filled 03/12/20 – Katherine Donaldson)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 2, ABC13.com – 4 and Industry Colleague – 1. The referral source of the candidate hired was Internal Station.

Meteorologist – Temporary (Posted 02/04/20, Filled 03/03/20 – Kevin Roth)

This job vacancy was publicized as described above. Three people were interviewed. Referral sources of the candidates interviewed were as follows: Employee Referral – 1, Unknown Website – 1 and Disneycareers.com – 1. The referral source of the candidate hired was Unknown Website.

Associate Producer (Posted 02/07/20, Filled 03/06/20 – Madison Rice)

This job vacancy was publicized as described above. Eight people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Station – 2, Indeed.com – 2, Glassdoor.com – 1, ABC13.com – 2 and TAB.org – 1. The referral source of the candidate hired was Internal Station.

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. **Houston Diversity IN Career Fair by Jobertising**
Jobertising.com is a recruitment-advertising firm that specializes in connecting talent and companies via career fairs, private hiring events and customized recruitment advertising services. Jobertising hosted Career Fair on April 18, 2019 in Houston, TX, targeting diverse and disabled candidates. Human Resources Manager, Vickie Angenend, attended from KTRK-TV to answer questions and offer information about career opportunities at the Station.
2. **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 in Atlanta, GA from July 31, 2019 through August 3, 2019. Assistant News Director Rehan Aslam attended from KTRK-TV to answer questions and offer information about career opportunities at the Station.

3. **National Association of Black Journalists Convention and Career Expo**
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. NABJ holds an annual convention and career fair with sessions and workshops for professional development. This year's event was held in Miami, FL from August 7, 2019 through August 10, 2019. Sr. Producer Kevin Lightfoot attended from KTRK-TV to answer questions and offer information about career opportunities at the Station.
4. **National NLGJA Convention and Career Expo**
NLGJA works with news media on coverage of LGBTQ communities and issues. It promotes diverse and inclusive workplaces and provides education, professional development and mentoring. This year's convention and career expo was held in New Orleans, LA from August 29, 2019 through September 1, 2019. Reporter TJ Parker attended from KTRK-TV to answer questions and offer information about career opportunities at the Station.
5. **National Association of Hispanic Journalists Convention and Career Expo**
Established in 1984, NAHJ promotes the professional advancement of Hispanics in the news industry and works to increase the number of Latinos in newsrooms. NAHJ holds an annual convention and career fair with sessions and workshops for professional development. This year's event was held in San Antonio, TX from September 5, 2019 through September 7, 2019 and Executive Producer David Rodriguez attended from KTRK-TV to answer questions and offer information about career opportunities at the Station.
6. **Texas Southern University Career Fair**
Texas Southern University, located in Houston, is one of the nation's largest historically black universities. TSU holds an annual career fair for students, and representatives from over 60 employers attended the fair this year, which was held on September 26, 2019. Human Resources Manager, Vickie Angenend, and Disney Recruiter, Juliana Holcombe, represented KTRK-TV to speak with students and answer questions about the Station's internship program and discuss job opportunities at the Station.
7. **Prairie View A&M University Career Fair**
Prairie View A&M University is a public historically black university located in Prairie View, Texas. It is the second oldest public institution of higher learning in the state. Prairie View A&M holds a career fair for students every year, and representatives from over 60 employers attended the fair this year held on February 12, 2020. Vickie Angenend, Manager of Human Resources, attended

the career fair and spoke with students about careers in broadcast and provided information on the Station's internship program.

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 sixteen 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 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 2019 Interns

Franchesca Granato – Louisiana State University
Zachary Bowman – Texas Tech University
Diana Paulsen – Wellesley College
Parker Posell – Texas A&M University

Fall 2019 Interns

Alejandra Gonzalez – University of Houston
Kaleb Johnson – Sam Houston State University
Ebony Peebles – Texas Southern University
Sharinnna Byrd – University of Houston
Katie Woodeschick – Texas A & M University
Charleston Vinitiski – University of Houston

Spring 2020

Tiffany Conrad – Texas Southern University
David Butler - Texas Southern University

Cynthia Miranda – University of Texas
Cynthia Schramm – University of Houston
Heriberto Triana – University of Houston
Autumn Rendall – University of Houston

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 is a mentor in the program to a rising Executive Producer from KFSN, one of the ABC-owned television stations.

KTRK-TV has recently implemented a 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 would like to develop 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 have.

The program was launched in November 2019 and the current selection of mentor/mentees will continue in the program through May 2020, at which time a new set of mentor/mentees will be selected for the next six-month program. The Station has a total of seven mentor/mentee pairs per session. The program mentees are Laura Tagliavere, Landon Gaus, Jamie Kopulos, Samuel Franco, Scylla Lopez, Matt Guillermo and Chris Rodriguez. The mentors are Chief Engineer Tim Hinson, VP Sales & Marketing Mark Mahoney, News Director Rehan Aslam, General Manager Wendy Granato, VP Programming Kim Nordt-Jackson and Sr. Manager Data Strategy Keaton Fuchs.

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:

05/01/19	Matthys Elementary School
05/17/19	Reading Junior High School journalism class
05/23/19	Hubenak Elementary School
06/28/19	Poe Elementary School
08/18/19	St. Laurence Middle School
10/19/19	Girl Scout Troop and talk about meteorology
11/01/19	Chair/Presenter at Houston Advertising Association Student Conference
11/06/19	Kingwood High School
01/23/20	Huffman 8th Grade broadcast journalism class
02/17/20	Hubenak Elementary School
02/18/20	Girl Scouts Cadet Troop 2310
02/19/20	Woodland Hills Elementary School
02/21/20	Berean Christian Academy
02/21/20	Fort Bend Christian High School
02/21/20	Matthys Elementary School
02/27/20	Walnut Bend Elementary School
02/29/20	St. Laurence Catholic Middle School
02/04/20	American Advertising Federation – University of Houston
03/06/20	North Houston Early College High School

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:

03/27/19	Chaperone/sponsor students from Houston Independent School District to experience "College for A Day" at Texas Southern University
04/11/19	Montgomery Lone Star College speaker about a day in the life of a news reporter
05/01/19	Memorial High School journalism class speaker
05/16/19	Manvel High School speaker about ABC13, technology and leadership
08/20/19	Conroe Elementary School speaker about careers in meteorology and forecasting
08/20/19	Primrose Pre School speaker
09/05/19	Pasadena Elementary School speaker about career in meteorology and forecasting

09/18/19	Missouri City High School speaker about careers in meteorology and forecasting
09/25/19	Crosby Elementary School speaker about careers in meteorology and forecasting
10/01/19	Petrosky Elementary School speaker about careers in meteorology and forecasting
10/23/19	Maplebrook Elementary School speaker about careers in meteorology and forecasting
01/22/20	Mandarin School reading
01/23/20	Reading Jr. High School Career Day
01/31/20	St. Lawrence Middle School Career Day
02/28/20	Angleton High School PSA contest
02/07/20	Barbara Jordan Elementary School annual career day event
03/08/20	Girl Scouts "My Dream Life" career event

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.

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
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
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
Houston Association of Black Journalists – info@habj.org
Indo American News – indoamericannews@yahoo.com
Jim Magill – jimmagill@hotmail.com
University of Houston Downtown Campus Career Center – joyners@uhd.edu
Medialine – medialine@medialine.com
Alliance for Women in Media – monica.rose@abc.com
SER – Jobs for Progress of the Texas Gulf Coast, Inc. – Ciara.major@serhouston.org
Style Magazine – editorial@stylemagazine.com
Texas Southern University Career Center – robersonan@tsu.edu
Voice of Asia – adsvoa@yahoo.com
Texas Veterans Commission Employer Liaison - reginald.parker@tvc.texas.gov

EEO - ATTACHMENT B – See list on following pages



DirectEmployers
Association

DirectEmployers Association Job Syndication Alliances

Revised July 17, 2019

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

African American	https://africanamerican.dejobs.org/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	https://asianamerican.dejobs.org/
BabyBoomerJobs.net	http://www.babyboomerjobs.net/ (DE Member Jobs Only)
The Black Perspective	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs
DirectEmployers Diversity	https://diversity.dejobs.org
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)



Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	http://fatherresource.jobs/ (DE Member Jobs & Indiana Locations Only)
Hispanic American	https://hispanicamerican.dejobs.org/
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	https://hispanic-today.com/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Latino American	https://latinoamerican.dejobs.org/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	https://lgbtq.dejobs.org/
Minority	https://minority.dejobs.org/
MinorityJobsite.com	http://www.minorityjobsite.com/ (DE Member Jobs Only)
Native American	https://nativeamerican.dejobs.org/
New Start Career Network	http://newstartcareernetwork.jobs/ (Jobs in New Jersey, New York, Pennsylvania - Long-term unemployed mature workers)
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Way Finders Careers	http://wayfinderscareers.com/
Women	https://women.dejobs.org/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/



DISABILITY SITES	
Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/
Blind Inc.	https://blindinc.jobs/ (Minnesota Located Jobs Only)
Bosma Enterprises	http://bosma.jobs/ (Indiana Located Jobs Only)
Deaf To Work	http://deaftowork.jobs/
DirectEmployers Disability	https://disability.dejobs.org
Disabled Veterans	https://disabledveterans.dejobs.org/
Easter Seals	http://easterseals.jobs/
Enable America	http://enableamerica.jobs
Indiana Career Connect (Indiana State Workforce)	http://indianacareerconnect-disability.jobs (Indiana Located Jobs Only)
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	http://mdworks.jobs/ (Maryland Located Jobs Only)
National Multiple Sclerosis Society	http://nationalmssociety.jobs/ (DE Member Jobs Only)
Options Unlimited Inc.	http://optionsunlimitedinc.jobs/ (Louisville, KY Located Jobs Only)
Our Ability	http://www.ourability.com/
Quest	http://questinc.jobs/ (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	http://thecareerindex.com
Think Beyond The Label	http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
United Spinal Association	http://spinalcord.jobs/
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop.
Workforce Recruitment Program	http://wrp.jobs/
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/ (Iowa Located Jobs Only)



MILITARY NETWORK SITES

ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	http://casy.msccn.jobs/
DirectEmployers Veterans	https://veterans.dejobs.org
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://myseco.militaryonesource.mil/portal/msep/jobsearch (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	https://militaryspouse.dejobs.org/
Military Spouse Connections	http://militaryspouseconnection.jobs
Military Spouse Corporate Career Network (MSCCN)	http://casy.msccn.jobs/
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
Save Our Veterans	http://board.jobcentral.com/saveourveterans
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
Student Veterans Of America	http://studentveteransofamerica.jobs
USA Cares	https://careers.usacares.org/
US Military Pipeline	https://usmilitarypipeline.com/
Vet720.com	http://vet720.com/vetjobs720/directjobsdatabase.aspx
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 https://veterans.usnlx.com
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/



Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
Veteran.JobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
VetJobs	vetjobs.com
State Workforce Agency Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
Connecting Colorado (Colorado State Workforce)	http://coworkforce-veterans.jobs
IndianaCareerConnect (Indiana State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SCWorks (South Carolina State Workforce)	http://SCWorks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInMichigan (Michigan State Workforce)	http://workinmichigan-veterans.jobs/
MontanaWorks (Montana State Workforce)	http://workinmontana-veterans.jobs/



WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	http://www.careeronestop.org/JobSearch/JobSearch.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org
Summer.jobs (White House Sponsored Initiative)	http://www.whitehouse.gov/economy/jobs/youthjobs/
Virtual Career Network Healthcare (USDOL/ETA)	https://www.vcn.org/healthcare/findwork



STATE GOVERNMENT SITES

The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	https://usnlx.com
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 Member Desktop Jobs also appear on VetCentral http://vetcentral.usnlx.com/vet_index.asp?stype=moc http://veterans.usnlx.com
Pennsylvania Career Connect – Pittsburgh/Allegheny County, PA	https://3rivers.rescaretalentmarket.com/
Rescare Workforce Services - Indiana	https://indiana.rescaretalentmarket.com/
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 Member Desktop for confirmation of job listing delivery.
State of Alabama	https://joblink.alabama.gov/ada/
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	http://www.caljobs.ca.gov/
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/



Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www1.iowajobs.org/jobs/login.seek
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	http://kcc.ky.gov/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	http://www.mainecareercenter.com/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://montanaworks.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	http://nevada.us.jobs/
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	http://careerconnections.nj.gov/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	http://newyork.us.jobs/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://ohiomeansjobs.com/omj/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx



State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	http://puertorico.us.jobs/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://wit.twc.state.tx.us/
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://seeker.worksourcewa.com/
State of West Virginia	http://www.wvcommerce.org/business/workforcewv/default.aspx
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx
State Workforce Agency Microsites (See list of specific state microsites below)	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).
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Colorado Department of Labor & Employment	http://coworkforce-veterans.jobs/
EmployNevada (Nevada State Workforce)	http://employnevadavets.jobs
IndianaCareerConnect Veterans (IN State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/



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

OTHER SITES

Azuna	https://www.adzuna.com/ (UK and Canada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
Career Bliss	http://www.careerbliss.com/jobs/
Flexjobs	https://www.flexjobs.com (only remote positions)
Internships	https://internships.dejobs.org/
Info.com	http://info.com/
Jobalot	http://www.jobalot.com/
Job Inventory	http://www.jobinventory.com/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
Mitula	http://www.mitula.com/



Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
Servant@Heart Christian Business Directory	http://jobs.servantatheart.org/
St. Christopher Parish	http://jobs.saintchristopherparish.org/
TalentPlanet	http://talentplanet.com/index.php
Trovit	http://job.trovit.com/
Universal Technical Institute	http://uti.jobs/ (Automotive Industry Related Job Content)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/

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	Wowjobs.ca – Jobs in Canada and Australia Only
Jobrapido.fr – France	



METRO AREAS ON USNLX.COM

STATES	METRO AREAS				
Alabama:	Birmingham	Huntsville	Mobile	Montgomery	
Alaska:	Anchorage	Fairbanks	Juneau		
Arizona:	Flagstaff	Phoenix	Tucson		
Arkansas:	Fayetteville	Little Rock			
California:	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellojo
Colorado:	Colorado Springs	Denver	Fort Collins	Pueblo	
Connecticut:	Bridgeport	Hartford	New Haven	Stamford	Waterbury
Delaware:	Dover	Wilmington			
District of Columbia:	Washington				
Florida:	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
Georgia:	Athens	Atlanta	Augusta	Columbus	Savannah
Hawaii:	Hilo	Honolulu			
Idaho:	Boise	Pocatello			
Illinois:	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
Indiana:	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
Iowa:	Cedar Rapids	Des Moines			
Kansas:	Kansas City	Topeka	Wichita		
Kentucky:	Frankfort	Lexington	Louisville		
Louisiana:	Baton Rouge	Lafayette	New Orleans	Shreveport	
Maine:	Augusta	Portland			
Maryland:	Annapolis	Baltimore			
Massachusetts:	Boston	Springfield	Worcester		



Michigan:	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota:	Minneapolis	St. Paul			
Mississippi:	Gulfport	Jackson			
Missouri:	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana:	Billings	Helena			
Nebraska:	Lincoln	Omaha			
Nevada:	Carson City	Las Vegas	Reno		
New Hampshire:	Concord	Manchester			
New Jersey:	Elizabeth	Jersey City	Newark	Patterson	Trenton
New Mexico:	Albuquerque	Santa Fe			
New York:	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				
North Carolina:	Asheville	Charlotte	Fayettesville	Greensboro	Raleigh
	Durham	Winston-Salem			
North Dakota:	Bismarck	Fargo			
Ohio:	Akron	Cincinnati	Cleveland	Columbus	Dayton
	Toledo				
Oklahoma:	Oklahoma City	Tulsa			
Oregon:	Eugene	Portland	Salem		
Pennsylvania:	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island:	Providence				
South Carolina:	Charleston	Columbia			
South Dakota:	Pierre	Sioux Falls			
Tennessee:	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
Texas:	Abilene	Amarillo	Austin	Beaumont	Brownsville
	Corpus Christi	Dallas	El Paso	Fort Worth	Houston
	Laredo	Longview	Lubbock	San Antonio	Tyler
	Waco	Wichita Falls			



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

COLLEGE NETWORK

Academy of Art University
 ADA University
 Ain Shams University
 Alabama State University
 Albany Law School
 Albertus Magnus College
 Alcorn State University
 Alfred State, SUNY College 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)
 American University, Washington College of Law
 Amherst College
 Amridge University
 Anne Arundel Community College
 Appalachian State University
 Arkansas State University
 Assumption College
 Athens State University
 Atlanta's John Marshall Law School
 Augsburg College
 Augusta Technical College



Augusta University
Australian Graduate School of Management
Ave Maria School of Law
Azusa Pacific University
Ball State University
Baylor Law School
Bellevue College (WA)
Belmont Abbey College
Belmont University, College of Law
Beloit College
Bennington College
Bentley University
Berklee College of Music
Bethel University (MN)
Black River Technical College
Blackburn College
Bloomfield College
Bloomsburg University of Pennsylvania (PASSHE)
Blue Mountains International Hotel Management School
Bob Jones University
Bond University
Boston Architectural College
Boston College
Boston University, School of Law
Bowdoin College
Bowie State University
Bowling Green State University
Brigham Young University
Brigham Young University, Idaho
Brigham Young University, Marriott School of Management
Brooklyn Law School
Bucknell University
Bucks County Community College
Cabrillo College
Cairn University
Calhoun Community College
California Baptist University
California Lutheran University
California State Polytechnic University, Pomona



California State University Channel Islands
California State University Fullerton
California State University Long Beach
California State University Monterey Bay
California State University Northridge
California State University Sacramento
California University of Pennsylvania (PASSHE)
California Western School of Law
Campbell University, Wiggins School of Law
Canada College
Cape Fear Community College
Capella University
Capital University Law School
Capitol Technology University
Carleton College
Carnegie Mellon University, Tepper School of Business
Case Western Reserve University, School of Law
Case Western Reserve University, Weatherhead School of Management
Cass Business School
Catholic University of America, Columbus School of Law
Catholic University of Portugal
Catholic University of Portugal, School of Business
Central Arizona College
Central College
Central New Mexico Community College
Central Oregon Community College
Central State University
Central Washington University
Centre College
Chaffey College
Champlain College
Chapman University, Dale E. Fowler School of Law
Charleston School of Law
Chattahoochee Technical College
Chattanooga State Community College
Cheyney University of Pennsylvania (PASSHE)
Chicago-Kent College of Law
China Europe International Business School (CEIBS)
Christian Brothers University



Cincinnati State Technical and Community College
City Colleges of Chicago
Clarion University of Pennsylvania (PASSHE)
Clark University
Clarkson University
Clayton State University
Clemson University
Clemson University, Alumni Association
Cleveland State University
Cleveland State University, Cleveland-Marshall College of Law
Coastline Community College
Colgate University
College of Coastal Georgia
College of Idaho
College of Southern Nevada
College of St. Benedict & St. John's University
College of the Bahamas
College of the Holy Cross
College of Western Idaho
Collin College
Columbia Law School, Columbia University
Columbia Southern University
Columbia University, The Earth Institute
Columbus College of Art & Design
Community College of Vermont
Concordia College (NY)
Concordia University at Irvine
Concordia University, School of Law
Connecticut College
Cornell College
Cornell University Law School
Cranfield University, School of Management
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 Bronx 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 Medgar Evers 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
Daniel Webster College
Dartmouth College, Thayer School of Engineering
Dean College
Delaware Valley University
Delta State University
Demo University of Symplicity
DePaul University College of Law
DeSales University
Dickinson School of Law
Dominican College
Drake University
Drake University, School of Law
Drew University
Drexel University
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
Dunwoody College of Technology
Duquesne University
Duquesne University, School of Law



Earlham College
East Georgia State College
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Connecticut State University
Eastern Illinois University
Eastern University
Eckerd College
Edinboro University of Pennsylvania (PASSHE)
Elizabeth City State University
Elmhurst College
Elon University School of Law
Emily Griffith Technical College
Emmanuel College
Emory University, School of Law
Erie Huron Ottawa Vocational Education (EHOVE)
ESADE
Excelsior College
Fairfield University
Fairleigh Dickinson University
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Faulkner University, Jones School of Law
Florida A&M University, College of Law
Florida A&M University, School of Business and Industry
Florida Coastal School of Law
Florida Gulf Coast University
Florida International University, Chaplin School of Hospitality
Florida International University, College of Business
Florida International University, College of Law
Florida State College at Jacksonville
Florida State University
Florida State University, College of Law
Fordham University
Fordham University, Gabelli School of Business (Graduate Programs)
Fordham University, Gabelli School of Business (Undergrad Programs)
Fordham University, Graduate School of Social Service
Fordham University, School of Law
Fort Lewis College
Fort Valley State University



Full Sail University
Fullerton College
Fundacion Empresa, Universidad de Navarra
Furman University
Gallaudet University
Gateway Community College
George Mason University
George Mason University, Schar School of Policy & Government
George Mason University, School of Law
George Washington University, Career Services
Georgetown College
Georgetown University, Edmund A. Walsh School of Foreign Service
Georgetown University, Law Center
Georgetown University, McCourt School of Public Policy
Georgia State University, College of Law
Georgia Tech
Georgia Tech, Scheller College of Business
Gettysburg College
Golden Gate University
Golden Gate University School of Law
Gonzaga University, School of Law
Goucher College
Governors State University
Grambling State University
Grand Canyon University
Green Mountain College
Grinnell College
Gwinnett Technical College
H. Councill Trenholm State Technical College
Hamline University
Hampden-Sydney College
Hampshire College
Hampton University
Hanover 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
Hawaii Pacific University
Hendrix College
Henry Ford College
Hofstra University, School of Law
Hong Kong Polytechnic University
Hood College
Howard University
Howard University, School of Law
Hult International Business School
IE Business School
IESE Business School, University of Navarra
Illinois State University
IMD Business School
Imperial College London, Business School
iNav (Metro Atlanta Chamber)
Independent Colleges of Indiana
Indiana Tech Law School
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, Kokomo
Indiana University-Purdue University, Columbus
Indiana University-Purdue University, Fort Wayne
Indiana Wesleyan University
iNet Internship Network
INSEAD



Institute of International Education
Iona College
Iowa Central Community College
Iowa College Recruiting Network (ICoRN)
Iowa State University
IST Tecnico Lisboa
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 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
James Madison University
John Marshall Law School
Johns Hopkins University, Advanced Academic Programs Office
Johns Hopkins University, Bloomberg School of Public Health
Johns Hopkins University, Carey Business School
Johns Hopkins University, School of Advanced International Studies (SAIS)
Johnson C. Smith University
Johnson University
Juniata College
Kansas City Kansas Community College
Kendall College
Kendall College of Art and Design, Ferris State University
Kenyon College
King Abdullah University of Science and Technology (KAUST)



Koc University
Kutztown University of Pennsylvania (PASSHE)
La Salle University
Lafayette College
Lake Land College
Lake Superior State University
Laney College
Langara College
Lanier Technical College
Lansing Community College
Lehigh Carbon Community College
Les Roches International School of Hotel Management, Switzerland
Liberal Arts Career Network (LACN)
Liberty University
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
Lock Haven University of Pennsylvania (PASSHE)
London Business School
Los Angeles Film School
Louisiana State University
Louisiana Tech University
Lower Columbia College
Loyola Law School, Los Angeles
Loyola Marymount University
Loyola Marymount University, School of Film and Television
Loyola University Chicago
Loyola University Chicago, School of Law
Loyola University New Orleans, College of Law
Luther College
Lycoming College
Lynchburg College
Madonna University
Maharishi University of Management
Mansfield University of Pennsylvania (PASSHE)
Marian University
Marist College



Marlboro College
Marquette University Law School
Marshall University
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massasoit Community College
McDaniel College
Memphis College of Art
Mercer University School of Law
Mercy College
Merrimack College
MetroLink Consortium
Metropolitan Community College of Kansas City
Middlebury Institute of International Studies at Monterey
Mississippi College
Mississippi College, School of Law
Mississippi State University
Missouri Baptist University
Mitchell Hamline School of Law
Monroe College
Montgomery College
Moore College of Art & Design
Moorpark College
Morehead State University
Morgan International
Morgan State University
Mount Holyoke College
Mount Ida College
Mount St. Mary's University (CA)
Mt. San Antonio College
Mt. San Jacinto College
Murray State University
National Park Community College
Nazarbayev University
Nebraska College Recruiting Consortium
New England School of Law
New Horizons Computer Learning Center
New Jersey Institute of Technology



New York Law School
New York University
New York University, Abu Dhabi
New York University, School of Law
New York University, Shanghai
New York University, SPS Noncredit Program
New York University, Stern School of Business
Newbury College
Norco College
Norfolk State University
North Carolina A&T State University
North Carolina Central University
North Carolina Central University, School of Law
North Carolina State University
North Central University
North Dakota State University
North Park University
Northeast Alabama Community College
Northeastern University, School of Law
Northern Alberta Institute of Technology
Northern Essex Community College
Northern Illinois University
Northern Kentucky University, Chase College of Law
Northern State University
Northshore Technical Community College
Northwest Missouri State University
Northwestern University
Northwestern University, Medill School of Journalism
Northwestern University, School of Law
Northwood University
Norwalk Community College
Norwich University
Notre Dame de Namur University
Nova Southeastern University, Shepard Broad Law Center
NYC Department of Small Business Services
Oberlin College
Occidental College
Ohio Christian University
Ohio Northern University



Ohio Northern University, Pettit College of Law
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 State University, Moritz College of Law
Ohio University
Oklahoma City University School of Law
Oral Roberts University
Orange Coast College
Ouachita Baptist University
Ozyegin University
Pace University, School of Law
Palm Beach Atlantic University
Palomar College
Park University
Pasadena City College
Peirce College
Peking University, School of Transnational Law
Penn State, Alumni
Penn State, College of Agricultural Sciences
Penn State, College of Engineering
Penn State, College of Information Sciences & Technology
Penn State, College of the Liberal Arts
Penn State, Consortia
Penn State, Harrisburg
Penn State, School of Law
Penn State, Smeal College of Business
Penn State, Supply Chain & Information Systems
Penn State, The Behrend College
Penn State, University Park
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



Prairie View A&M University
Pratt Institute
Pueblo Community College
Purdue University
Purdue University, Krannert School of Management
Queen's University, Belfast
Queen's University, Faculty Of Law
Quinnipiac University
Quinnipiac University, School of Law
Ranken Technical College
Rasmussen College
Reed College
Regent University
Regent University, School of Law
Regis College
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University, College of Nursing and Allied Health
Rhodes College
Riverside City College
Roane State Community College
Rochester Institute of Technology
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design
Roger Williams University School of Law
Roosevelt University
Rose-Hulman Institute of Technology
Rowan College at Burlington County
Rowan College at Gloucester County
Rowan University
Royal Roads University
Russell Sage College
Rutgers University Camden
Rutgers University Camden, School of Law
Rutgers University New Brunswick
Rutgers University New Brunswick, Undergraduate Business
Rutgers University Newark
Rutgers University Newark, Executive MBA



Rutgers University Newark, Graduate Business School
Rutgers University Newark, Quantitative Finance (MQF)
Rutgers University Newark, School of Law
Saddleback College
Saginaw Valley State University
Salus University
Samford University, Cumberland School of Law
San Diego State 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 State University
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
Sewanee, The University of the South
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Simmons College, School of Management
Singapore Management University
Singapore Management University, Centre for Social Responsibility
Singapore Management University, Dato Kho Hui Postgraduate
SIT Graduate Institute
Skidmore College
Slippery Rock University of Pennsylvania (PASSHE)
Smith College
Sonoma State University
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 Illinois University, College of Business
Southern Methodist University, Dedman School of Law
Southern Regional Technical College
Southern Union State Community College
Southern University Law Center
Southwestern Law School
Southwestern University
Spokane Community College
St. Ambrose University
St. Bonaventure University
St. Clair County Community College
St. Francis College
St. John's University, School of Law
St. Joseph's University
St. Leo University
St. Louis University, School of Law
St. Mary's College of Maryland
St. Mary's University, Sobey School of Business
St. Michael's College (VT)
St. Peter's University
St. Thomas Aquinas College
St. Thomas University, School of Law
St. Xavier University
Stanford University, Graduate School of Education
Stanford University, Law School
Stetson University, College of Law
Stratford University
Suffolk University Law School
SUNY College at Oneonta
SUNY College of Optometry
SUNY Cortland
SUNY Farmingdale State College
SUNY Fredonia
SUNY Hudson Valley Community College
SUNY Jefferson Community College
SUNY New Paltz
SUNY Oswego



SUNY Purchase College
SUNY University at Buffalo, Law School
SUNY University at Buffalo, School of Management
Susquehanna University
Swiss Education Group
Syracuse University
Syracuse University, College of Law
Tallahassee Community College
Temple University
Temple University, Fox School of Business
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 College of New Rochelle
The College of William & Mary
The College of William & Mary, Law School
The College of William & Mary, Mason School of Business
The College of Wooster
The Master's Seminary
The National Society of Leadership and Success
The Southern Baptist Theological Seminary
The Universities at Shady Grove
The University of Manchester Worldwide Limited
The University of the Arts
Thomas Jefferson School of Law
Thomas Jefferson University
Thompson Rivers University
Tidewater Community College
Touro College
Touro College, Jacob D. Fuchsberg Law Center
Trident Technical College
Trident University International
Trine University
Trinity Christian College



Trinity College (CT)
Trinity University
Trinity Washington University
Trinity Western University
Troy University
Truckee Meadows Community College
Tufts University, Fletcher School of Law and Diplomacy
Tufts University, Office of Public Health
Tufts University, School of Dental Medicine
Tulane University, Law School
UCAN, University Career Action Network
UCLA
UCLA LLM Interview Program
UCLA, Luskin School of Public Affairs
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
University of Alabama in Huntsville
University of Alabama School of Law
University of Arizona, Lundgren Center for Retailing
University of Arizona, Rogers College of Law
University of Arkansas at Fort Smith
University of Arkansas at Pine Bluff
University of Baltimore
University of Baltimore, School of Law
University of Birmingham, Business School
University of British Columbia Vancouver
University of British Columbia, Law School
University of California Berkeley, Goldman School of Public Policy
University of California Berkeley, School of Law
University of California Berkeley, School of Public Health
University of California Berkeley, School of Social Welfare
University of California Davis
University of California Davis, School of Law
University of California Irvine, School of Law



University of California Merced
University of California Riverside
University of California San Diego
University of California San Diego, Academic Internship Program
University of California San Diego, School of Global Policy and Strategy
University of California Santa Cruz
University of California, Hastings College of the Law
University of California, Washington Center
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
University of Dallas
University of Denver, Graduate School of International Studies
University of Denver, Sturm College of Law
University of Evansville
University of Florida
University of Florida, Levin College of Law
University of Florida, Warrington/Hough Business
University of Georgia, School of Law
University of Hawaii at Manoa, Shidler College of Business
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, Health and Human Performances
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
University of Iowa, College of Law
University of Johannesburg
University of Kansas



University of Kansas, School of Law
University of Kentucky, College of Law
University of La Verne
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 Amherst
University of Massachusetts Dartmouth, School of Law
University of Massachusetts, Amherst, Isenberg School of Management
University of Memphis
University of Memphis, Cecil C. Humphreys School of Law
University of Miami, School of Law
University of Miami, Ziff School of Business
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
University of Michigan Ann Arbor, School of Public Health
University of Michigan Dearborn
University of Michigan, Gerald R. Ford School of Public Policy
University of Michigan-Flint
University of Minnesota at Minneapolis, School of Law
University of Missouri Kansas City
University of Missouri Kansas City, School of Law
University of Nebraska Lincoln
University of Nebraska Lincoln, College of Law
University of Nevada Las Vegas
University of Nevada Las Vegas, William S. Boyd School of Law



University of New Hampshire
University of New Hampshire, School of Law
University of New Haven
University of North Alabama
University of North Carolina at Chapel Hill, Kenan-Flagler Executive MBA
University of North Carolina at Chapel Hill, School of Law
University of North Carolina at Charlotte
University of North Carolina at Greensboro
University of North Texas at Dallas, College of Law
University of Northern Iowa
University of Notre Dame
University of Notre Dame, Law School
University of Oklahoma College of Law
University of Oregon, School of Law
University of Ottawa's Common Law
University of Oxford, Said Business School
University of Pennsylvania, School of Law
University of Pittsburgh at Bradford
University of Pittsburgh, Graduate School of Education
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, 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. Joseph



University of St. Thomas
University of St. Thomas, Opus College of Business
University of St. Thomas, School of Law
University of Strathclyde, Graduate School of Business
University of Sydney, Graduate School of Business
University of Tennessee at Chattanooga
University of Tennessee at Knoxville, College of Law
University of Texas at Austin, Jackson School of Geosciences
University of Texas at Austin, Lyndon B. Johnson School of Public Affairs
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 Toledo
University of Toledo, College of Law
University of Toronto at Scarborough
University of Toronto, Faculty of Law
University of Tulsa, College of Law
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, Foster School of Business MBA Program
University of Washington, Information School
University of Washington, School of Law
University of West Georgia
University of Western Ontario, Faculty of Law
University of Windsor, Faculty of Law
University of Wisconsin at Madison, College of Agricultural & Life Sciences
University of Wisconsin at Madison, College of Letters & Science
University of Wisconsin at Madison, Department of Athletics
University of Wisconsin at Madison, Law School
University of Wisconsin at Madison, School of Education
University of Wisconsin at Madison, School of Pharmacy
University of Wisconsin at Madison, Undergraduate School of Business
University of Wyoming, College of Law



Valparaiso University Law School
Vanderbilt University
Vanderbilt University, Law School
Vanderbilt University, Owen Graduate School of Management
Vanguard University
Ventura College
Vermont Law School
Villanova University, School of Law
Vincennes University
Virginia International University
Virginia State University
Virginia Union University
Virginia Wesleyan College
Virginia Western Community College
Wabash College
Wade College
Wagner College
Wake Forest University School of Law
Walsh College of Accountancy and Business
Wartburg College
Warwick Business School
Washburn University School of Law
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
Washington University in St. Louis, School of Law
Washtenaw Community College
Wayne State University, Graduate School
Wayne State University, Law School
Wayne State University, School of Business Administration
Webster University
West Chester University of Pennsylvania (PASSHE)
West Georgia Technical College
West Kentucky Community and Technical College
West Virginia State University
West Virginia University
West Virginia University, College of Law
Western Illinois University
Western Kentucky University



Western Michigan University Cooley Law School
Western New England University School of Law
Western State University College of Law
Western Washington University
Westmont College
Whittier Law School
Whitworth University
Widener University, Commonwealth Law School
Widener University, Delaware Law School
Willamette University, College of Law
William James College
William Jewell College
William Paterson University of New Jersey
Wilmington College
Winthrop University
Wiregrass Georgia Technical College
Xavier University
Yale University
Yale University, Divinity School
Yale University, Law School
Yale-NUS College
Yeshiva University
Yeshiva University, Benjamin N. Cardozo School of Law
York College of Pennsylvania
York Technical College
York University
Youngstown State University

