

WABC-TV
Annual EEO Report
February 1, 2025

This Annual EEO Report is filed on behalf of WABC-TV, New York, New York, in compliance with the FCC's EEO reporting requirements. WABC-TV, which is licensed to WABC Television, LLC, serves a potential viewership of 20.3 million people living in the greater New York City region, New Jersey, and Connecticut. This report includes information from February 1, 2024 to January 31, 2025, and it will be placed in the station's public file, and on the station's website as of February 1, 2025.

WABC-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an Equal Opportunity Program as described herein.

Job Vacancy Posting Practices

As a general practice, in addition to internal dissemination, full-time job vacancies are posted on WABC-TV's public website at www.abc7ny.com/jobs and on the public website of The Walt Disney Company at www.jobs.disneycareers.com. The Walt Disney Company, through wholly owned subsidiaries, is the parent company of WABC Television, LLC, WABC-TV's licensee.

In addition, the station typically posts notices of full-time job vacancies on a variety of trade and community websites (see Attachment A) and usually sends them to various organizations on its mailing list. That organization list is attached as Attachment B. The mailing list is updated through monthly on-air advertisements and a posting at www.abc7NY.com/jobs inviting organizations that provide job information or referrals to contact us and place their names on our mailing list to receive notification of job vacancies.

In addition, the Disney-ABC Television Group Human Resources department has contracted with The Direct Employers Association to distribute notice of each full-time position to Direct Employers' network of hundreds of organizations that cater to students, alumni, veterans, minorities, disabled individuals, and individuals seeking employment information. The Direct Employers Association network sites are detailed in Attachment E.

From February 1, 2024 to January 31, 2025, WABC-TV filled 14 full-time jobs. These job vacancies were publicly posted on www.abc7ny.com/jobs and on www.jobs.disneycareers.com. Many were also posted or communicated in other ways, such as on websites listed in Attachment A, that varied according to the type of job. In addition, job vacancies were sent to all of the organizations in Attachment B. Those job vacancies were also sent to The Direct Employers Association for further distribution, as described above. See Attachment C for more recruitment details by position and candidate.

Record Keeping

In compliance with EEO record keeping requirements, the station creates a file for each full-time position filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings.

Supplemental Recruitment Activities

In addition to the specific job recruitment efforts mentioned above, the station also engages in a variety of long-term initiatives designed to increase awareness of and develop qualifications for careers in broadcasting. During the reporting period, those included the following:

1. Job Fairs

NABJ Conference and Career Fair

NABJ (National Association of Black Journalists) is an organization of journalists, students and media-related professionals that provide quality programs, services, and advocates on behalf of black journalists worldwide. NABJ holds an annual convention and career fair each summer with sessions and workshops for professional development. This year's event was held from July 31 – August 4, 2024 in Chicago, IL. Talent Acquisition Manager Nathan Small, Lead Recruiter Joan LeFosse Paulsen, and Candidate Developer Jana Spoleti represented WABC-TV.

NAHJ Conference and Career Fair

NAHJ (National Association of Hispanic Journalists) is an organization dedicated to the recognition and professional advancement of Hispanics in the news industry. It also holds an annual convention and career fair. NAHJ holds an annual convention and career fair each summer with sessions and workshops for professional development. This year's event was held from July 9-13, 2024 in Los Angeles, CA. Talent Acquisition Manager Nathan Small and Senior Recruiter Cristina Brunetti represented WABC-TV.

AAJA Conference and Career Fair

AAJA (Asian American Journalists Association) is an organization of journalists, students and media-related professionals that provide quality programs, services, and advocates on behalf of Asian American journalists. AAJA holds an annual convention and career fair each summer with sessions and workshops for professional development. This year's event was held from August 7-12, 2024 in Austin, TX. Senior Recruiter Roberto Mucciacciaro and Lead Recruiter Stephen Acosta represented WABC-TV.

The Association of LGBTQ+ Journalists

The Association of LGBTQ+ Journalists (NLGJA) is an organization of journalists, media professionals, educators and students working from within the news industry to foster fair and accurate coverage of LGBTQ issues. This year, they hosted a Convention and Career Fair from September 5-9, 2024 in Hollywood, CA. Lead Recruiter Stephannie Lam represented WABC-TV.

Indigenous Journalist Association

The Indigenous Journalist Association (IJA) is an organization of media professionals working in Indigenous, freelance, independent, and mainstream news outlets. IJA serves and empowers Indigenous journalists through programs and actions designed to enrich journalism and promote Indigenous cultures. This year, they hosted a Conference and Career Fair from July 25-27, 2024 in Oklahoma City, OK. Lead Recruiter Stephen Acosta represented WABC-TV.

National Association of Broadcasters

The National Association of Broadcasters (NAB) Leadership Foundation is an organization dedicated to developing programs and opportunities designed to develop leaders, advance diversity and highlight the community service initiatives of the broadcast industry. This year, they hosted a Career Fair on October 10, 2024 in New York, NY. VP of Technology Pat Stahl and VP of Community Engagement & Development Porsha Grant represented WABC-TV.

City University of New York

The City University of New York (CUNY) Career Fair took place on February 15, 2024 in New York, NY. VP of Community Engagement & Development Porsha Grant represented WABC-TV.

Hofstra University

The Hofstra University Career Fair at the Lawrence Herbert School of Communication took place on September 30, 2024 in Hempstead, NY. VP of Community Engagement & Development Porsha Grant, VP of Technology Pat Stahl, and Eyewitness News Reporter Chantee Lans represented WABC-TV.

- 2. Internship Programs - WABC-TV sponsors an internship program aimed at third and fourth year college students who attend school in the tri-state area. The purpose of this program is to enrich and supplement the education of local college students in the field of television. Although the program is open to all, we place special emphasis on seeking out and identifying female and minority students who are majoring in broadcasting. During the reporting period, the station had a total of 17 interns. For a list of participating schools see Attachment D. Students can apply online with the assistance of Disney Campus Recruitment and get interviewed by various department managers. Students gain first-hand experience at a television station and can also receive college credit. These internships also help students develop relationships with industry professionals who may be of assistance to them in their future careers. They often assist in finding employment in similar markets.
- 3. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

WABC-TV employees are required to complete the Walt Disney Company’s “Preventing Discrimination & Harassment” and “Standards of Business Conduct” training courses every year. These courses cover discrimination prevention and the importance of offering equal employment opportunities to all employees. Additionally, The Walt Disney Company provides Town Halls and other offerings specifically related to and stressing the importance of diversity, equity and inclusion and the pillars that guide the company.

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

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

- 5. WABC-TV participates in job shadows, career days and events, speaking engagements in the Community throughout the year.

Event	Participants	Date
TEDXHarlem	Eyewitness News Reporter Darla Miles led a TEDXHarlem talk about “The Power and Importance of Local News and Why You Should Care”	2/1/2024

Harlem School of the Arts Gala	Eyewitness News Anchor Sandra Bookman served as emcee	2/8/2024
Hofstra University	Eyewitness News Reporter Chantee Lans spoke to a journalism class	2/22/2024
Korea Society Young Professionals Network Series	Eyewitness News Reporter Janice Yu served as emcee	3/12/2024
Girl Scouts of Greater New York	Eyewitness News Reporter Chantee Lans participated in a panel for the Leading Women In Our Lives seminar	3/15/2024
Holy Cross High School	Eyewitness News Meteorologist and Reporter Raegan Medgie was the keynote speaker at Holy Cross High School's Career Day	3/15/2024
Ascend Leadership Summit	Eyewitness News Reporter Lucy Yang served as emcee and moderator	3/16/2024
McKinney Secondary School of the Arts	Eyewitness News Reporter Phil Taitt organized and hosted a mentoring project for 100 teenagers at the Dream, Reach, Inspire event	3/23/2024
New York City Hispanic Chamber of Commerce	Eyewitness News Reporter Sonia Rincon served as emcee for the Women in Business Luncheon	3/27/2024
Baldwin Middle School	Eyewitness News Reporter Chantee Lans was a guest speaker at the Girls Loving Ourselves Empowerment Ceremony and participated in the School 2 Career Showcase	5/16/2024
City Arts Leadership Circle	Eyewitness News Anchor David Novarro served as emcee	6/26/2024
NYC PRIDE Corporate Partners Summit	WABC President and General Manager Marilu Galvez served as keynote speaker	9/18/2024
I Will Graduate Day	Eyewitness News Reporter Phil Taitt represented WABC	10/29/2024

6. Tours

Tour groups participate in a panel discussion with early career professionals across the company.

Organization	Participants	Date
New York Association of Black Journalists	Eyewitness News Producer Malcolm Johnson hosted	2/17/2024
Tottenville High School	Eyewitness News Executive Producer of Digital Content and Strategy Rolando Pujol hosted	2/27/2024
Brooklyn College	WABC Digital Director Bob Monek hosted a group of Radio Production students	3/6/2024 and 6/4/2024
St. Francis Christian School	WABC VP of Community Engagement & Development Porsha Grant hosted a group of journalism students and teachers	3/14/2024
Ohio University	WABC "Here and Now" Executive Producer Tracey Bagley hosted	3/15/2024
Santa Clara University	WABC VP of Technology Pat Stahl hosted	3/26/2024
William and Paterson University	WABC Executive Producer of Digital Content and Strategy Rolando Pujol hosted a group of students from the school's Society of Professional Journalists	4/5/2024
Baruch College	WABC VP of Technology Pat Stahl hosted a group from the school's Tech Leadership Development group	4/9/2024
The Village School	WABC VP of Technology Pat Stahl hosted	4/10/2024
Medgar Evers College	WABC VP of Community Engagement & Development Porsha Grant and Senior Executive Producer Rhonda Lamon hosted	4/17/2024

Environmental Leaders of Color	WABC Here and Now Producer Jordan McIntosh hosted a group of students	4/25/2025
Lower East Side Girls Club	WABC VP of Community Engagement & Development Porsha Grant hosted	5/16/2024
Middle College High School at LaGuardia Community College	WABC Senior Executive Producer Rhonda Lamon hosted	5/22/2024
High School of the Arts and Technology	Eyewitness News Executive Producer of Digital Content and Strategy Rolando Pujol hosted	5/24/2024
Southold High School	WABC VP of Community Engagement & Development Porsha Grant hosted	5/29/2024
Holy Cross High School	Eyewitness News Anchors Sandra Bookman, Joe Torres, Shirleen Allicot, and Michelle Charlesworth, and Eyewitness News Meteorologists Brittany Bell and Dani Beckstrom hosted	6/3/2024
PS 101Q	WABC VP of Technology Pat Stahl hosted	6/5/2024
School of the New York Times	WABC Senior Executive Producer Rhonda Lamon hosted	7/11/2024
Summer Youth Employment Programs Pride Fellow	Eyewitness News Executive Producer of Digital Content and Strategy Rolando Pujol hosted	7/18/2024
PS 368	WABC VP of Technology Pat Stahl hosted	7/19/2024
Boys and Girls Club of Paterson and Passaic	WABC VP of Community Engagement & Development Porsha Grant hosted	8/23/2024
PS MS 105Q	WABC Digital Director Bob Monek hosted	10/8/2024
Hofstra University	Eyewitness News Reporter Chantee Lans hosted	11/9/2024
St John's University	WABC VP of Community Engagement & Development Porsha Grant hosted	11/12/2024

The station will maintain a positive and continuing program of specific practices designed to ensure equal opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

www.abc7NY.com/jobs - WABC-TV's website

www.jobs.disneycareers.com

www.indeed.com

www.linkedin.com

www.nahj.org

www.nabj.org

www.aaja.org

www.journalismnext.com

Attachment B

Organizations that receive
WABC-TV job listings

2/1/2025

Organization Name	Address	Telephone Number	Fax Number	E-mail address	Contact Name	Has this source requested notices?
1 Brand New Day	176 Front Street, Elizabeth, NJ 07206	(908) 282-0781	(908) 282-0788	nadeigelp@gmail.com	Nadeige B. Louis-Pierre, Exec Asst / Office Mgr	Yes
2 Ceceilyn Miller Institute	P.O. Box 1449, Clifton, NJ 07015	(973) 980-7977		leydaq2011@gmail.com	Leyda Gonzalez, Admin Asst	Yes
3 Gay Men's Health Crisis	307 W 38th St, New York, NY 10018	(212) 367-1349		berkisd@gmhc.org	Berkis DeLeon	Yes
4 Haitian Women for Haitian Refugees	208 Parkside Avenue, 2nd Floor, Brooklyn, NY 11226	(718) 462-0791		haitianwomen@aol.com		Yes
5 Job connections				nhlcritic@yahoo.com	John Sanful, Job Connections	Yes
6 Lincoln Square Neighborhood Center	250 West 65th Street, New York, NY 10023	(212) 874-0860	(212) 799-6574	andrewvacca@gmail.com	Anndrew Vacca, Admin Coordinator	Yes
7 Manhattanville College	2900 Purchase Street, Purchase, NY 10577	(914) 323-5484	(914) 694-2946	careers@mville.edu	Laura Montoya-Uribe, Asst. Director, Employer Relations	Yes
8 Midtown Urban Renaissance Corporation	57 S. Main Street, Neptune, NJ 07753	(732) 775-1280	(732) 775-1110	daharris17@optonline.net	Dianna Howard, MURC President	Yes
9 New York State Broadcasters Association	1805 Western Avenue, Albany, NY 12203	(518) 456-8888	(518) 456-8943	telmendorf@nysbroadcasters.org	Trevor Elmendorf	Yes
10 Occupational Center of Union County	301 Cox Street, Roselle, NJ 07203	(908) 241-7200	(908) 241-2025	lboyko@ocucnj.com	Lynn Boyko, Employment Services Coordinator	Yes
11 Southeast Bronx Neighborhood Centers, Inc.	955 Tinton Ave, Bronx, NY 10456	(917) 557-1885		Cthompson@sebnc.org	Clyde Thompson	Yes
12 Claremont Community Center	489 East 169th St, Bronx, NY 10456	(718) 450-5828		Cthompson@claremontcenter.org	Clyde Thompson	Yes

**WABC-TV Full-Time Job Vacancies Filled
February 1, 2024 - January 31, 2025**

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired / Not Hired	Date Hired	Referral Source
9/13/2023	Assignment Editor	News	02/13/24	Ashley Oviedo	Hired	2/13/2024	Recruiter sourced
			01/26/24	*	NH		Hiring manager referral
			12/15/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			11/27/23	*	NH		www.linkedin.com
			12/08/23	*	NH		www.disneycareers.com
			12/08/23	*	NH		Internal Department Knowledge (current ABC News employee)
			12/13/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			11/29/23	*	NH		www.indeed.com
			11/21/23	*	NH		www.disneycareers.com
			12/11/23	*	NH		www.linkedin.com
			12/27/23	*	NH		Hiring manager referral
			1/25/2024	Entertainment Reporter	News	02/18/24	Joelle Garguilo
			02/01/24	*	NH		Internal Department Knowledge (current ABC News employee)
9/27/2023	Production Administrative Assistant	Programming	02/12/24	Honor Milton	Hired	3/11/2024	Referred by WABC-TV employee
			10/17/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			11/27/23	*	NH		www.disneycareers.com
			11/13/23	*	NH		www.linkedin.com
			12/04/23	*	NH		www.disneycareers.com
10/17/23	*	NH		Referred by WABC-TV employee			
2/22/2024	Producer, 7 On Your Side	News	02/26/24	David Paredes	Hired	3/18/2024	Hiring manager referral
			02/29/24	*	NH		www.disneycareers.com
			03/06/24	*	NH		www.linkedin.com
			02/27/24	*	NH		Internal Department Knowledge (current ABC News employee)
2/16/2024	Finance Business Manager	Finance	03/12/24	Evette Torres	Hired	3/19/2024	Referred by WABC-TV employee
			03/06/24	*	NH		www.glassdoor.com
			03/04/24	*	NH		www.disneycareers.com
			03/12/24	*	NH		www.indeed.com
			02/28/24	*	NH		Referred by WABC-TV employee
4/8/2024	Digital Content Producer	News	04/11/24	Justine Palis	Hired	5/7/2024	Internal Department Knowledge (current WPVI-TV employee)
			04/17/24	*	NH		Internal Department Knowledge (current WABC-TV employee)
			04/11/24	*	NH		Internal Department Knowledge (current WABC-TV employee)
			04/10/24	*	NH		www.disneycareers.com
			04/10/24	*	NH		www.linkedin.com
			04/10/24	*	NH		Referred by Disney employee
			04/10/24	*	NH		www.disneycareers.com
			04/10/24	*	NH		www.glassdoor.com
			04/10/24	*	NH		Internal Department Knowledge (current WABC-TV employee)
			04/10/24	*	NH		www.linkedin.com
5/28/2024	General Assignment Reporter	News	05/29/24	Phil Taitt	Hired	7/2/2024	Internal Department Knowledge (current WABC-TV employee)
			06/04/24	*	NH		Hiring manager referral
			06/06/24	*	NH		Hiring manager referral
1/7/2024	Weekend Anchor/Reporter	News	06/03/24	Tanya Rivero	Hired	7/8/2024	Hiring manager referral
			04/03/24	*	NH		Internal Department Knowledge (current WABC-TV employee)
			04/30/24	*	NH		Hiring manager referral
5/29/2024	Head Stagehand	Programming	06/18/24	Adam Coss	Hired	7/14/2024	Internal Department Knowledge (current WABC-TV employee)
			06/18/24	*	NH		www.indeed.com
			06/20/24	*	NH		www.indeed.com
			07/01/24	*	NH		www.disneycareers.com
7/25/2024	General Assignment Reporter	News	07/30/24	Anthony Carlo	Hired	8/12/2024	Internal Department Knowledge (current WABC-TV employee)
			07/30/24	*	NH		www.nab.org
			07/30/24	*	NH		Hiring manager referral

* Identity of interviewed applicants who were not hired has been kept confidential

**WABC-TV Full-Time Job Vacancies Filled
February 1, 2024 - January 31, 2025**

Date of Opening	Job Title	Department	Date of		Hired /	Date Hired	Referral Source
			Interview	Candidate Interviewed	Not Hired		
			07/31/24	*	NH		Hiring manager referral
8/12/2024	Executive Director - Audience Research	Research	08/28/24	Chris Kirchner	Hired	9/15/2024	Internal Department Knowledge (current Disney employee)
			09/04/24	*	NH		Internal Department Knowledge (current Disney employee)
			08/28/24	*	NH		Internal Department Knowledge (former WABC-TV employee)
8/27/2024	ENG Maintenance Engineer	News	09/12/24	Sean Service	Hired	11/3/2024	Internal Department Knowledge (current WABC-TV employee)
			09/11/24	*	NH		Recruiter sourced
			09/11/24	*	NH		Recruiter sourced
			09/12/24	*	NH		www.disneycareers.com
			09/12/24	*	NH		Recruiter sourced
6/10/2024	Vice President, Programming	Programming	08/05/24	Mary Anne Fox	Hired	11/4/2024	www.disneycareers.com
			06/20/24	*	NH		Internal Department Knowledge (current WABC-TV employee)
			07/12/24	*	NH		www.indeed.com
			06/21/24	*	NH		www.disneycareers.com
			06/26/24	*	NH		Hiring manager referral
			06/28/24	*	NH		Internal Department Knowledge (current WPVI-TV employee)
			09/03/24	*	NH		Internal Department Knowledge (current WPVI-TV employee)
			09/16/24	*	NH		Internal Department Knowledge (current ABC employee)
			06/21/24	*	NH		Internal Department Knowledge (current WABC-TV employee)
			06/27/24	*	NH		www.linkedin.com
			06/25/24	*	NH		www.linkedin.com
			06/27/24	*	NH		Internal Department Knowledge (current WABC-TV employee)
			06/28/24	*	NH		www.disneycareers.com
			06/30/24	*	NH		www.linkedin.com
9/19/2024	Weekend Photographer	News	10/28/24	Matthew Wilson	Hired	11/17/2024	Internal Department Knowledge (current WABC-TV employee)
			10/29/24	*	NH		Internal Department Knowledge (current WABC-TV employee)
			10/08/24	*	NH		www.disneycareers.com
			10/29/24	*	NH		Internal Department Knowledge (current WABC-TV employee)
			10/10/24	*	NH		www.disneycareers.com
			10/10/24	*	NH		www.disneycareers.com

* Identity of interviewed applicants who were not hired has been kept confidential

Brooklyn College

Columbia University

CUNY Hunter College

Emory University

Fordham University

Hofstra University

James Madison University

Marist College

Montclair State University

New York University

Northeastern University

Penn State

West Chester University



DirectEmployers Association Job Syndication Alliances

Revised June 6, 2024

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	http://africanamericantalent.us/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	http://asianamericanjobs.com/
The Black Perspective	(Coming in July)
Campus Pride	http://campuspride.jobs/
Career Diversity	https://careerdiversity.com/
Diverse Job Seeker	https://diversejobseeker.com/
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	https://fatherresource.dejobs.org/ (DE Member Jobs & Indiana Locations Only)
Hispanic American	https://hispanicamericanjobs.com



HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	(Coming in July)
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	http://lgbtqhire.com/
Native American	http://nativeamericantalent.us/
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Women	http://talentedwomenjobs.com/
Women in Business and Industry	(Coming in July)
Women in CDL	https://www.womenincdl.com/

DISABILITY SITES

Blind Inc.	https://blindinc.works/ (Minnesota Located Jobs Only)
Bosma Enterprises	https://bosma.dejobs.org (Indiana Located Jobs Only)
DirectEmployers Disability	http://abletoowork.com/
DisabilityJobSite.com	http://www.disabilityjobsite.com/ (DE Member Jobs Only)
Disabled Veterans	http://disabledvetsjobs.com/
Easter Seals	https://easterseals.dejobs.org
Enable America	https://enableamerica.dejobs.org
Maryland Works, Inc	https://mdworks.dejobs.org (Maryland Located Jobs Only)
National Multiple Sclerosis Society	https://nationalmssociety.dejobs.org (DE Member Jobs Only)
Options Unlimited Inc.	https://optionsunlimitedinc.dejobs.org/ (Louisville, KY Located Jobs Only)
Quest	https://questinc.dejobs.org/ (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	https://www.thecareerindex.com/



<p>VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)</p>	<p>Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works</p>
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<h2 style="text-align: center; background-color: #1a3d4d; color: white; padding: 5px;">MILITARY/VETERAN NETWORK SITES</h2>	
<p>ArmedServicesJobs.com</p>	<p>http://www.armedservicesjobs.com/ (DE Member Jobs Only)</p>
<p>CASY/National Guard Employment Program</p>	<p>https://jobs.msccn.org/usa/jobs/</p>
<p>DirectEmployers Veterans</p>	<p>http://americanveteranjobs.com/</p>
<p>Military Spouse Employment Program (MSEP)</p>	<p>https://myseco.militaryonesource.mil/portal/msep (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)</p>
<p>Military Spouse</p>	<p>https://militaryspouse.dejobs.org/</p>
<p>Military Spouse Connections</p>	<p>https://militaryspouseconnection.dejobs.org/</p>
<p>Military Spouse Corporate Career Network (MSCCN)</p>	<p>https://jobs.msccn.org/usa/jobs/</p>
<p>My Next Move for Veterans – U.S. DOL/ETA</p>	<p>http://www.mynextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'</p>
<p>Recruit Military Spouses</p>	<p>http://recruitmilitaryspouses.com/</p>
<p>Student Veterans Of America</p>	<p>http://studentveteransofamerica.jobs</p>
<p>The HER Foundation Inc.</p>	<p>https://honorher.works/</p>
<p>VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)</p>	<p>Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on https://veterans.usnlx.com</p>
<p>VeteranJobSite.com</p>	<p>http://www.veteranjobsite.com/ (DE Member Jobs Only)</p>
<p>Veterans in CDL</p>	<p>https://www.veteransincdl.com/</p>
<p>Veterans Job Bank</p>	<p>https://www.dol.gov/agencies/vets/veterans/findajob</p>
<p>Veteran's Enterprise</p>	<p>(Coming in July)</p>
<p>VetJobs</p>	<p>https://jobs.vetjobs.org/</p>



FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	https://www.careeronestop.org/JobSearch/job-search.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
ONET Online	https://www.onetonline.org

STATE GOVERNMENT SITES

The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	https://usnlx.com
The National Labor Exchange Stem Jobs	https://stem.usnlx.com/jobs/
The National Labor Exchange Virtual Jobs	https://virtualjobs.usnlx.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on VetCentral http://veterans.usnlx.com
State & US Territory Workforce Agency Job Distribution	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 DE.works 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.



Iowa Jobs for America's Graduates (IJAG)	https://ijagjobs.us/ (includes entry-level jobs in Iowa only)
State of Alabama	https://alabamaworks.alabama.gov/vosnet/Default.aspx
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	https://www.caljobs.ca.gov/vosnet/Default.aspx
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	https://www.worksourcegaportal.com/vosnet/Default.aspx
Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
Hire Guam	https://guambuildupmatters.jobs/
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	https://idahoworks.gov/
State of Illinois	https://illinoisjoblink.illinois.gov
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www.iowaworks.gov/vosnet/Default.aspx
Iowa Works	https://workiniowa.jobs/
Iowa Works Healthcare	https://healthcare.workiniowa.jobs/
Iowa Works Veterans	https://veterans.workiniowa.jobs/
Iowa Works Stem	https://stem.workiniowa.jobs/
Iowa Works Youth	https://workiniowa-youth.jobs/
Iowa Works Construction	https://workiniowa-construction.jobs/
Iowa Works Manufacturing	https://manufacturing.workiniowa.jobs/
Iowa Works Energy	https://workiniowa-energy.jobs/
State of Kansas	https://www.kansasworks.com/ada/r/



Kansas Works	https://kansasworks.jobs/
Kansas Works Veterans	https://kansasworks-veterans.jobs/
State of Kentucky	https://kentucky.usnlx.com
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	https://joblink.maine.gov/ada/r/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.dcs.eol.mass.gov/jobquest/
MassHire	https://mass.jobs/
MassHire Veterans	https://mass-veterans.jobs/
MassHire Green Jobs	https://mass-green.jobs/
MassHire Information Technology	https://mass-it.jobs/
MassHire Healthcare	https://mass-healthcare.jobs/
MassHire Education	https://mass-education.jobs/
MassHire Creative	https://mass-creative.jobs/
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/
Montana Jobs	https://workinmontana.jobs/
Montana Veterans	https://workinmontana-veterans.jobs/
Montana Apprenticeship	https://workinmontana-apprenticeship.jobs/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	https://www.employnv.gov/vosnet/Default.aspx
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	https://newjersey.usnlx.com/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	https://newyork.usnlx.com/



New York Seasonal	https://seasonalworks.labor.ny.gov/
New York Part Time	https://nyparttime.usnlx.com/
New York Tourism	https://nytourism.usnlx.com/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://jobseeker.ohiomeansjobs.monster.com/
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	https://puertorico.usnlx.com/
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	https://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://www.workintexas.com/vosnet/Default.aspx
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://www.worksourcewa.com/
Washington Veterans	https://workinwashington-veterans.jobs/
State of West Virginia	https://workforcewv.org/
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx

OTHER SITES

Adzuna	https://www.adzuna.com/
AdministrativeJOBS.com	https://www.administrativejobs.com/ (DE Member Jobs Only)



AtlantaCareerPath.com	https://www.atlantacareerpath.com/ (DE Member Jobs Only)
AustinJobSite.com	https://austinjobsite.com/ (DE Member Jobs Only)
BaltimoreJobSite.com	https://www.baltimorejobsite.com/ (DE Member Jobs Only)
BeyondCharlotte.com	https://www.beyondcharlotte.com/ (DE Member Jobs Only)
BeyondLosAngeles.com	https://www.beyondlosangeles.com/ (DE Member Jobs Only)
BeyondSanDiego.com	https://www.beyondsandiego.com/ (DE Member Jobs Only)
BostonJobSite.com	https://www.bostonjobsite.com/ (DE Member Jobs Only)
BusinessWorkforce	https://www.businessworkforce.com/ (DE Member Jobs Only)
ChicagoCareerSite.com	https://www.chicagocareersite.com/ (DE Member Jobs Only)
ColumbusJobSite.com	https://www.columbusjobsite.com/ (DE Member Jobs Only)
ConstructionJobForce	https://www.constructionjobforce.com/ (DE Member Jobs Only)
CustomerServiceJobs.com	https://www.customerservicejobs.com/ (DE Member Jobs Only)
DallasJobSite.com	https://www.dallasjobsite.com/ (DE Member Jobs Only)
DCJobSite.com	https://www.dcjobsite.com/ (DE Member Jobs Only)
DenverJobSite.com	https://www.denverjobsite.com/ (DE Member Jobs Only)
DetroitJobSite.com	https://www.detroitjobsite.com/ (DE Member Jobs Only)
EDUCATIONJOBSITE	https://www.educationjobsite.com/ (DE Member Jobs Only)
EntertainmentWorkers	https://www.entertainmentworkers.com/ (DE Member Jobs Only)
FinancialJobBank	https://www.financialjobbank.com/ (DE Member Jobs Only)
Flexjobs	https://www.flexjobs.com (only remote positions)
HealthcareJobsite	https://www.healthcarejobsite.com/ (DE Member Jobs Only)
HiredAllied.com	https://hiredallied.com/
HiredatHome.com	https://www.hiredathome.com/
HiredCDL.com	https://hiredcdl.com/
HiredCustomerService.com	https://hiredcustomerservice.com/
HiredNurses.com	https://www.hirednurses.com/
HiringLogistics.com	https://hiringlogistics.com/
HiringManufacturing.com	https://hiringmanufacturing.com/



HiringRestaurant.com	https://hiringrestaurant.com/
HiringRetail.com	https://hiringretail.com/
HiringTechnology.com	https://hiringtechnology.com/
HoustonJobSite.com	https://www.houstonjobsite.com/ (DE Member Jobs Only)
HumanResourcesJobs.com	https://www.humanresourcesjobs.com/ (DE Member Jobs Only)
IndianapolisGigs.com	https://www.indianapolisgigs.com/ (DE Member Jobs Only)
Internships	https://internships.dejobs.org/
JacksonvilleJobForce.com	https://www.jacksonvillejobforce.com/ (DE Member Jobs Only)
Juju	http://www.job-search-engine.com/
LasVegasJobSite.com	https://www.lasvegasjobsite.com/ (DE Member Jobs Only)
LinkedIn	https://www.linkedin.com/
LogisticsJobsite	https://www.logisticsjobsite.com/ (DE Member Jobs Only)
LouisvilleGigs.net	https://www.louisvillegigs.net/ (DE Member Jobs Only)
ManhattanJobs.com	https://www.manhattanjobs.com/ (DE Member Jobs Only)
ManufacturingWorkers.com	https://www.manufacturingworkers.com/ (DE Member Jobs Only)
MARKETINGJOBFORCE	https://www.marketingjobforce.com/ (DE Member Jobs Only)
MemphisJobForce.com	https://www.memphisjobforce.com/ (DE Member Jobs Only)
MiamiGigs.com	https://www.miamigigs.com/ (DE Member Jobs Only)
MinneapolisCareerSite.com	https://www.minneapoliscareersite.com/ (DE Member Jobs Only)
MyJobHelper.com	https://www.myjobhelper.com/
NashvilleJobSite.com	https://www.nashvillejobsite.com/ (DE Member Jobs Only)
Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
OklahomaCityJobSite.com	https://www.oklahomacityjobsite.com/ (DE Member Jobs Only)
PhillyJobs.com	https://www.phillyjobs.com/ (DE Member Jobs Only)
PhoenixJobs.com	https://www.phoenixjobs.com/ (DE Member Jobs Only)
PortlandJobSite.com	https://www.portlandjobsite.com/ (DE Member Jobs Only)
RETAILGIGS.com	https://www.retailgigs.com/ (DE Member Jobs Only)



SalesHeads.com	https://www.salesheads.com/ (DE Member Jobs Only)
SalesHiring.com	https://saleshiring.com/
SanFranciscoGigs.com	https://www.sanfranciscogigs.com/ (DE Member Jobs Only)
SanJoseJobSite.com	https://www.sanjosejobsite.com/ (DE Member Jobs Only)
SeattleJobs.com	https://www.seattlejobs.com/ (DE Member Jobs Only)
TechCareers.com	https://www.techcareers.com/ (DE Member Jobs Only)
Zippia.com	https://www.zippia.com

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	Vallejo
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	Fayetteville	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			

GLOBAL SITES	
Adzuna – US	Adzuna – New Zealand
Adzuna – Australia	Adzuna – Poland
Adzuna – Austria	Adzuna – Singapore
Adzuna – Belgium	Adzuna – South Africa
Adzuna – Brazil	Adzuna – France
Adzuna – Canada	Adzuna – India
Adzuna – Switzerland	Adzuna – Italy
Adzuna – Germany	Adzuna – Mexico



Adzuna – Spain	Adzuna – Netherlands
Adzuna – UK	
CanadianJobForce.ca (DE Member Jobs Only)	

COLLEGE NETWORK

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 (SPEs)
Amridge University
Augusta Technical College
Ave Maria School of Law
Ball State University
Baylor Law School
Bellevue College (WA)
Blackburn College
Bloomfield College (Hispanic-Serving Institution)
Bob Jones University
Boston Architectural College
Boston College
Boston University, School of Law
Brooklyn Law School
Bucknell University
Bucks County Community College
Cabrillo College (Hispanic-Serving Institution)
Cairn University
Calhoun Community College
California Lutheran University (Hispanic-Serving Institution)



California State University Channel Islands (Hispanic-Serving Institution)
California State University Fullerton (Hispanic-Serving Institution)
California State University Long Beach (Hispanic-Serving Institution)
California State University Monterey Bay (Hispanic-Serving Institution)
California State University Sacramento (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
Central New Mexico Community College (Hispanic-Serving Institution)
Central Washington University
Chaffey College (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
Clark University (Hispanic-Serving Institution)
Clayton State University
Clemson University
Clemson University, Alumni Association
College of Coastal Georgia
College of Idaho
College of Southern Nevada (Hispanic-Serving Institution)
Collin College



Columbia Law School, Columbia University
Columbia University, The Earth Institute
Columbus College of Art & Design
Concordia University at Irvine (Hispanic-Serving Institution)
Concordia University, School of Law
Connecticut College
Cornell University Law School
Creighton University School of Law
Cuesta College (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
CUNY Brooklyn College
CUNY College of Staten Island (Hispanic-Serving Institution)
CUNY Graduate School of Journalism (Hispanic-Serving Institution)
CUNY Hostos Community College (Hispanic-Serving Institution)
CUNY Hunter College (Hispanic-Serving Institution)
CUNY John Jay College of Criminal Justice (Hispanic-Serving Institution)
CUNY Kingsborough Community College
CUNY Lehman College (Hispanic-Serving Institution)
CUNY Macaulay Honors College
CUNY New York City College of Technology (Hispanic-Serving Institution)
CUNY Queens College (Hispanic-Serving Institution)
CUNY School of Law
CUNY The City College of New York
CUNY York College (Hispanic-Serving Institution)
Dallas County Community College District (Hispanic-Serving Institution)
Dean College
Delaware Valley University
Delta State University
DeSales University
Dominican College (Hispanic-Serving Institution)
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
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 (Hispanic-Serving Institution)
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Faulkner University, Jones School of Law
Florida A&M University, School of Business, and Industry (Historically Black College/University)
Florida Gulf Coast University
Florida International University, College of Law (Hispanic-Serving Institution)
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 (Historically Black College/University)
Full Sail University
Fullerton College (Hispanic-Serving Institution)
Fundacion Empresa, Universidad de Navarra
Gallaudet University
Gateway Community College (Hispanic-Serving Institution)
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
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 (Historically Black College/University)
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 (Hispanic-Serving Institution)
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
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 (Historically Black College/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 (Hispanic-Serving Institution)
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
Lycoming College
Lynchburg College
Marist College
Marquette University Law School
Marshall University
Marymount California University (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
Moore College of Art & Design
Morehead State University
Morgan State University (Historically Black College/University)
Mount St. Mary's University (CA) (Hispanic-Serving Institution)
Mt. San Antonio College (Hispanic-Serving Institution)
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 (Historically Black College/University)
North Carolina Central University, School of Law (Historically Black College/University)
North Carolina State University
North Central University
North Park University (Hispanic-Serving Institution)
Northeastern University, School of Law
Northern Alberta Institute of Technology
Northern Essex Community College (Hispanic-Serving Institution)
Northern Illinois University
Northern Kentucky University, Chase College of Law
Northern State University
Northshore Technical Community College
Northwest Missouri State University
Norwalk Community College (Hispanic-Serving Institution)
Notre Dame de Namur University (Hispanic-Serving Institution)
Nova Southeastern University, Shepard Broad Law Center (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
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
Roger Williams University School of Law
Roosevelt University (Hispanic-Serving Institution)
Rowan College at Burlington County
Rowan College at Gloucester County
Rowan University
Royal Roads University
Russell Sage College
Rutgers University Newark, School of Law (Hispanic-Serving Institution)
Saddleback College (Hispanic-Serving Institution)
Saginaw Valley State University
Salus University
San Juan College
Santa Barbara City College (Hispanic-Serving Institution)
Santa Clara University, School of Law
Santa Fe Community College (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
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
Southern Union State Community College
Southern University Law Center
Southwestern Law School
Southwestern University (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
Temple University, School of Tourism and Hospitality Management (Hispanic-Serving Institution)
Texas A&M University, Bush School of Government & Public Service
Texas A&M University, College Station (Hispanic-Serving Institution)
Texas Southern University, Thurgood Marshall School of Law (Historically Black College/University)
Texas Tech University, School of Law (Hispanic-Serving Institution)
Texas Wesleyan University (Hispanic-Serving Institution)
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
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 (Hispanic-Serving Institution)
Trinity Western University



Truckee Meadows Community College (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
United States International University, Africa
Universidad de Monterrey
Universidad del Sagrado Corazon (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
University of Houston, Bauer College of Business (Hispanic-Serving Institution)
University of Houston, College of Technology (Hispanic-Serving Institution)
University of Houston, Conrad Hilton College (Hispanic-Serving Institution)
University of Houston, Cullen College of Engineering (Hispanic-Serving Institution)



University of Houston, Law Center (Hispanic-Serving Institution)
University of Idaho, College of Law
University of Illinois at Chicago (Hispanic-Serving Institution)
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
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 (Hispanic-Serving Institution)



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 (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
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 (Hispanic-Serving Institution)
University of Texas at Austin, School of Architecture (Hispanic-Serving Institution)



University of Texas at Austin, School of Information (Hispanic-Serving Institution)
University of Texas at Austin, School of Law (Hispanic-Serving Institution)
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 (Historically Black College/University)
West Virginia University
West Virginia University, College of Law



Western Illinois University
Western Michigan University Cooley Law School
Western New England University School of Law
Western Washington University
Whittier Law School (Hispanic-Serving Institution)
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

