

ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
WPVI-TV, 6ABC
PHILADELPHIA, PENNSYLVANIA
APRIL 1, 2024

I. GENERAL POLICY

This annual EEO report is filed in accordance with Federal Communications Commission (“FCC”) regulations to detail the equal employment opportunity (“EEO”) efforts of WPVI-TV (also referred to herein as “6abc” or the “Station”) for the period beginning on March 16, 2023 through March 31, 2024.

WPVI-TV, owned and operated by ABC, Inc., is an equal opportunity employer and follows a consistent practice of outreach to the community and workforce regarding broadcast career and job opportunities. The Station’s policy is to provide skills development and the opportunity for advancement to all current and potential employees regardless of race, color, gender, marital status, religion, age, national origin or citizenship status, disability, sexual orientation or status as a Vietnam era or special disabled veteran.

II. INTERNAL RECORD KEEPING

A file is created for each job opening at WPVI-TV. Each file contains an application from every interviewee for that position. It also includes the job posting and advertisements placed for each open position and a completed internal applicant recruitment form that details basic information about the job (such as title and date position was open and filled). This form also lists every person interviewed for the position, their referral source (where known), their interview dates, and the dispositions of their interviews (whether or not they were offered and accepted the position, and if so, their hire dates). The data contained in these internal files is used to help prepare the Station’s ANNUAL EEO PUBLIC FILE REPORT and enable the Station to evaluate the effectiveness of its recruitment and outreach efforts.

A file of unsolicited resumes is kept with each department for a period of one year.

III. SPECIFIC RECRUITMENT MEASURES

All openings for full time non-temporary positions are announced in the following ways:

First, WPVI-TV has an extensive list (see Section III -A, below) of organizations and individuals that have requested notification of Station job openings. The list is updated when new requests are received. Announcements of all full time non-temporary job vacancies are routinely sent to this entire list, which includes the website of the Pennsylvania Association of Broadcasters.

Second, an Equal Employment Opportunity over-the-air broadcast announcement, soliciting groups interested in being added to the jobs mailing list, aired monthly on WPVI-TV/ D-1 and D-2 stations. The text of the announcement was as follows: “WPVI, 6abc is an equal opportunity employer. Organizations that distribute employment information, or refer job seekers to employers, can be included in our mailing list. For more information, call us at 215-878-9700.” A contract indicating the schedule for this announcement, and log pages verifying that they aired, are on file at the Station. A similar announcement is posted within the job listings section of the Station’s website, www.6abc.com.

Third, all position openings are forwarded to ABC, Inc.’s Human Resources Department to be posted on both the internal (intranet) and the external (internet) Disney Jobs site (DisneyCareers.com). When a job posts to the Disney Jobs site, it is also made available to the DirectEmployers Association Network sites, such as JobCentral.com for distribution to dozens of state/metro –area networks, college/alumni links, and diversity, military and veteran sites.

Fourth, as part of its continuous effort to make people aware of the Station’s job openings and internship opportunities, WPVI-TV utilizes the Station’s website, www.6abc.com. A listing of open positions and the internships available within WPVI-TV, with an explanation of the application requirements and procedures, is regularly updated on the website.

Fifth, the Station’s vacancies are also included in a Station employment hotline to which interested callers to the Station are directed (215-871-1225). Individuals who call the Station’s main number (215-878-9700) to inquire about job openings are connected to the hotline (extension 6). They hear a recorded message listing each job opening and providing instructions for how to apply for the position.

And finally, other Station recruitment sources include talent and employment agents, referrals from current or former employees, and industry colleagues. Interested internal candidates from WPVI or from its sister stations are also always considered.

III –A

PAB - Pennsylvania Association of Broadcasters

Phone: 717-482-4820

Website: pab.org

Broadcast Employment Services

Website: tvjobs.com

Careerlink (Philadelphia)

Phone: 215-473-3630

Email: business@pacareerlinkphl.org

Website: PACareerLinkPHL.org

City of Philadelphia Veterans Affairs Office

Phone: 215-686-3256

Website: phila.gov/veterans

JEVS Human Services

Phone: 215-854-1800

Email: info@jevs.org

Website: jevshumanservices.org

Concilio

Phone: 215-627-3100

Website: elconcilio.net

Latin American Community Center (Delaware)

Phone: 302-655-7338

Email: jobs@thelatincenter.org

Website: thelatincenter.org

Philadelphia OIC

Phone: 215-236-7700

Email: hello@philaoic.org

Website: philaoic.org

The Urban League of Philadelphia

Phone: 215-683-3370

Email: careercenter@urbanleaguephila.org

Website: urbanleaguephila.org

R.I.S.E - The Mayor's Office of Reintegration Services

Phone: 215-683-3370

Website: rise.phila.gov

Temple University - Media and Communications Dept.

Phone: 215-204-7981

Email: careercenter@temple.edu

Website: klein.temple.edu

Rowan University - Broadcast Journalism

Phone: 856-256-4049

Website: rowanujournalism.net

Penn State - College of Communications

Phone: 814-863-1484

Website: bellisario.psu.edu

PhillyCAM

Phone: 267-639-5481
Email: info@phillycam.org
Website: phillycam.org

PABJ - Philadelphia Association of Black Journalists

Email: pabj.info@gmail.com
Website: phillyabj.org

NLGJA.org – National Association of LGBTQ Journalists

Email: info@nlgja.org
Website: nlgja.org/chapters/Philadelphia-chapter/

Broadcast Pioneers of Philadelphia

Phone: 856-365-5600
Email: pioneers@broadcastpioneers.com
Website: broadcastpioneers.com

III – B

Please refer to the DirectEmployers Association Network list of sites located at the end of this report, as Exhibit III-B.

IV. FULL TIME POSITIONS FILLED (3/16/23 – 3/31/24)

During the period covered by this report, WPVI-TV had a total of twenty-six (26) vacancies for full time positions. Two (2) positions were removed. Twenty-four (24) have been filled. The Station currently has one (1) open full-time position. Details regarding the disposition of this year’s filled positions are attached to the back of this document as Exhibit IV-A.

V. LONG-TERM RECRUITMENT (3/16/23 – 3/31/24)

WPVI-TV undertakes additional outreach measures to help attract and develop qualified candidates for future media careers. FCC rules require that, within a two-year period, large-market employment unit with more than ten (10) full-time employees complete four (4) long-term recruitment initiatives. These measures may include, among others, internship programs, job fairs, events at educational institutions and other community events designed to inform the public about employment opportunities in broadcasting and to better prepare them for such careers. The Station’s long-term recruitment efforts between March 16, 2023 and March 31, 2024 included the following:

A. Seasonal Internships

WPVI-TV has an on-going student paid internship program open to college juniors, seniors and graduate students in the region. The internship program offers a diverse array of students both academic credit and on-the-job training. The internships help students gain first-hand experience at a television station, find employment in the broadcasting industry, and develop relationships with industry professionals who may assist them in their future careers. The paid internship recruitment is handled by Disney Campus Recruitment Office (DisneyCareers.com or DisneyInterns.com). We offered these paid internships in the Multi-Platform Programming Department, Marketing (Promotions) Department, Community Engagement Department, Technology Department and the News Department throughout the calendar year.

Information about the various internships that are available at WPVI is posted on www.6abc.com, DisneyCareers.com and DisneyInterns.com. The Station's internship descriptions are also distributed by local college professors and listed on some local college websites. Approximately eleven (11) current full-time WPVI employees, including one community engagement vice president, one marketing assistant director, three marketing producer/editors, two news community journalists, one digital analyst, one meteorologist, one news producer and one newsroom secretary were previous WPVI interns. In addition, a few recently graduated former interns worked as part-time/freelance staff at the Station during 2023/2024 reporting period.

Between March 16, 2023 and March 31, 2024, the Station had twelve (12) **seasonal interns** from various local colleges and universities including: Temple University, Rowan University, Neumann University, Liberty University, and Drexel University.

B. Organizational Job Fairs

In addition to normal recruitment activities, WPVI-TV representatives, including department heads and middle managers, attend various organizational job fairs to help the Station identify talented job candidates. These outreach opportunities, which include women, minorities and other community members, are also performed to inform potential applicants of the types of jobs available and the skill sets required for potential employment at the Station. WPVI representatives participated in the following job/career fairs from March 31, 2023 through March 31, 2024.

July 12th – 15th, 2023 / Career Fair for the National Association of Hispanic Journalists – The NAHJ conference is the largest group of professional Latino journalists, media related executives, professionals and students. This in-person conference in Las Vegas, Nevada attracted thousands nationwide. The ABC News Talent Acquisition Team offered on-site interview appointments and resume/reel reviews. 6abc was represented by News Producer Ana Luna.

July 19th – 23rd, 2023 / Career Fair for the Asian American Journalist Association – The AAJA conference is the largest group of professional Asian American journalists,

media related executives, professionals and students. This in-person conference that took place in Washington, D.C. attracted hundreds nationwide. The ABC News Talent Acquisition Team offered on-site informational interviews & resume/reel reviews. 6abc was represented by Anchor/Reporters Nydia Han and Christie Ito.

August 3rd – 8th 2023 / Career Fair for the National Association of Black Journalists – The NABJ conference is the largest group of professional Black journalists, media related executives, professionals and students. This in-person conference in Birmingham, Alabama attracted thousands nationwide. WPVI-TV and The ABC News Talent Acquisition Team offered on-site interview appointments and resume/reel reviews with various Broadcast Executives. 6abc was represented by Vice President of News – Tom Davis, Executive Producer Shawana Perry, Anchor Sharrie Williams, Anchor/Reporter Christie Ito and Reporters Sharifa Jackson & Corey Davis.

September 7th – 10th, 2023 / Career Fair for the Association of LGBTQ Journalists – The NLGJA conference is one of the largest groups of professional LGBTQ+ journalists, media related executives, professionals and students. At this in-person conference, that took place in Philadelphia, PA, The ABC News Talent Acquisition Team offered on-site informational interviews & resume/reel reviews. 6abc was represented by President & GM Bernie Prazenica, Vice President of News – Tom Davis, Assistant News Director – Christine Bowley, Marketing Executive Producer Troy Bauer and New Producer Danny Chebanenko.

February 23rd, 2024 / Temple University / Klein School of Media & Communications Career & Internship Fair – Temple University hosted a career fair for graduating seniors, plus an internship fair for currently matriculating students in the Media & Communications School. Vice President of Community Engagement – Niki Hawkins, Assistant News Director – Christine Bowley and Community Engagement Coordinator - Marguerite Faison reviewed resumes and spoke with several students and shared opportunities at 6abc and across The Walt Disney Company.

March 19th, 2024 / Disney of the Yard Campus Take-over at Delaware State University – The HBCU (Historically Black College and University) initiative ‘Disney on the Yard’ held a career & internship fair on the campus of Delaware State University in Dover, Delaware on March 19th. WPVI Staff hosted a recruitment table, along with TWDC and ESPN, to meet students, take resumes and inform them of the job and internship opportunities available at 6abc and across the company. 6abc was represented by Vice President of Community Engagement – Niki Hawkins, HR Sr. Manager - Yissell Hewitt, Community Engagement Coordinator Marguerite Faison and Disney Ad Sales Coordinator – Toni Ringgold.

C. School and Career Day Programs, Informational Interviews & Mentor Relationships

In addition to normal recruitment activities, WPVI-TV representatives, including the general manager, department heads, middle managers and on-air talent, host and attend various career day programs, informational interviews and take part in mentoring relationships designed to help the Station identify talented job candidates. These various styles of outreach activities help community members, including women and minorities who might not otherwise know about or be prepared for careers in the media, to become more knowledgeable about and better prepared for such careers. The Station also offers educational tours of the building, studios and control room to middle & high school groups interested in the field of media & communications.

WPVI representatives participated in the following career day programs, informational interviews, building/studio tours and mentoring relationships from March 16, 2023 through March 31, 2024:

Throughout this time period, 6abc VP of Community Engagement - **Niki Hawkins** conducted a handful of virtual (via zoom) and in-person informational interviews with diverse college students, graduates and aspiring media professionals. She virtually hosted one (1) mentees within the Walt Disney Company and discussed career advancement strategies and opportunities.

Throughout this time period, President & GM **Bernie Prazenica** discussed career advancement strategies and opportunities with various aspiring media professionals. He also spoke about his career and the broadcast industry at one class at Temple University Klein School of Media & Communications.

Throughout this time period, VP of Multi-platform Programming **John Morris** discussed career advancement strategies and opportunities with various aspiring media professionals.

Throughout this time period, VP of Disney Advertising Local **James Aronow** spoke about his career and the broadcast sales industry at classes at Temple University Klein School of Media & Communications and St. Joseph's University.

Other Career Talks included:

- 4/17 – Brittany Boyer – What is a Meteorologist? First Grade of Bradford Heights Elementary School, Downingtown, PA
- 5/12 – Chris Sowers – Ellis D. Parker Elementary School Guest Speaker
- 6/14 - Tamala Edwards – Girard College Commencement Ceremony
- 6/23 – Beccah Hendrickson – Klein College of Media and Communication
- 9/29 – Katie Katro - Media Literacy Presentation, Abington High School
- 10/4 - Caroline Goggin - National Honor Society (NHS) Induction, Bishop Shanahan High School
- 10/5 – Tamala Edwards - Women In Leadership GM University, Gwynedd Mercy University
- 11/9 – Brittany Boyer - Broadcast Performance Class, Temple University

11/13 – Brittany Boyer - Career Day- Meteorologist and Weather Forecasting, 6th Grade Center Spring-Ford Intermediate School

A list of Station Tours:

5/24 - Cape May County Technical High School - 30 People

5/25 - OIC of America - 10 People

6/6 - Kutztown University - 2 people

6/15 - Temple University - 5 People

7/12 - Philadelphia Education Fund - 15 people

7/13- Philadelphia Education Fund - 15 people

8/3- Waldron Mercy Academy - 6 people

9/6– National Lesbian and Gay Journalist Association - 10 people

10/12 - Indian Creek Foundation - 5 people

11/21 - Girl Scout Troop 1708 - 10 people

12/7 - Henderson High School - 20 people (split into 2 groups of 10)

D. Station-Sponsored Community Outreach

In addition to normal recruitment activities, WPVI-TV staff engaged in various community outreach activities and events that directly serve women, minorities, students and the economically underserved community members in the region from March 16, 2023 through March 31, 2024.

DISNEY’S MAGIC OF STORYTELLING CAMPAIGN

Throughout March 2023, 6abc ran PSA’s to support The Walt Disney Company’s Magic of Storytelling campaign with the national non-profit FirstBook.org to promote childhood literacy. TWDC and 6abc donated 2,500 free books in 2023, to the Read by 4th city-wide literacy program with the Free Library of Philadelphia.

6ABC PHILLY RED CROSS BLOOD DRIVE

On March 29th, 2023 - 6abc partnered with the Southeastern Pennsylvania Red Cross and hosted a blood drive sponsoring two mega-sites in Philadelphia and Southern New Jersey. PSA’s and news stories ran to promote education and awareness around the importance of blood donations.

OPERATION 6ABC SAVE A LIFE

6abc Produced and aired a series of fire prevention and safety messages featuring Action News Talent and Philadelphia Fire Officials throughout the month of January. Tips were also featured on 6abc.com. Hundreds of smoke alarms were donated and distributed to fire departments from around the tri-state area to be shared with underserved communities that cannot afford a device.
(April 2023)

6ABC PHILLY PROUD: CELEBRATING ASIAN AMERICAN & PACIFIC ISLANDER HERITAGE MONTH 2023:

6abc was Philly Proud to honor four (4) local non-profit organizations and their leaders who work tirelessly to uplift and empower Asian Communities across the Delaware Valley. Honorees include; The Philadelphia Chapter of the Asian American Journalists Association, The Philip Jaisohn Memorial Foundation, Philly Solidarity, and the Asian American Women's Coalition. 6abc hosted an in-person awards luncheon with these honorees on May 18th.

6ABC PHILLY PROUD AAPI HERITAGE MONTH DIGITAL TOWN HALL

Anchor Nydia Han hosted the 2023 6abc Philly Proud Town Hall recognizing Asian American and Pacific Islander Heritage Month: Advocacy & Awareness. Nydia, with contributions from Anchor/Reporter Christie Illeto, spoke with 2023 Honorees on what they are doing to impact their community in the areas of advocacy and awareness, with a special focus on impacting and engaging young AAPIs. The town hall streamed on all digital platforms.

(May 2023)

6ABC PHILLY PROUD: CELEBRATING PRIDE MONTH 2023

6abc was Philly Proud to celebrate PRIDE Month by honoring these individuals making an impact in the local LGBTQ community: Corporate powerhouse rising up the ranks- Michael Newmuis, Head of Impact for FS Investments; Naiymah Sanchez a Senior Coordinator for the ACLU of Pennsylvania working on Trans Justice Rights statewide; and a well-respected safe haven community center in the heart of Philadelphia – The William Way LGBT Community Center.

(June 2023)

DIGITAL TOWN HALL CELEBRATING PRIDE MONTH

Meteorologist Adam Joseph hosted the Philly Proud Town Hall: Voices of Pride where our 2023 honorees shared their mission and experiences. Adam discussed the recent changes to blood donation rules for LGBTQ individuals. The town hall streamed on all digital platforms.

(June 2023)

CELEBRATING (HIGH SCHOOL) SENIORS 2023

Throughout the month of June, 6abc asked viewers to submit pictures (non-professional) of high school graduates from the tri-state area – Philadelphia, Southeastern Pennsylvania, South New Jersey and Northern Delaware. Over thirty-five (35) vignettes aired during the 5 pm weekdays and morning weekend newscasts celebrating diverse graduates from various high schools across the region. Promotion ran throughout the month. (June 2023)

VARIETY POP-UP

For Disability Pride Month, 6abc hosted a bake sale and farmer's market at the 6abc studios. The vegetable were grown and cookies were baked by Variety – The

Children's Charity of Delaware Valley's Summer Vocational Students with special needs.
(July 2023)

6ABC PHILLY PROUD: CELEBRATING HISPANIC AND LATIN AMERICAN HERITAGE MONTH 2023:

In September, 6abc was Philly Proud to honor two individuals making a difference in the local Latino Community and beyond. 6abc honored Former Philadelphia Managing Director and the first Latino to become Secretary of the Pennsylvania Department of Environmental Protection - Rich Negrin. 6abc also recognized Alejandro Bedoya – a midfielder & captain for the Major League Soccer Team – The Philadelphia Union. He was honored for his activism to bring awareness to stop mass gun violence, which garnered him recognition as one of Major League Soccer's Humanitarians of the Year.
(September 2023)

BOOK BAG GIVEAWAY

6abc employees donated school supplies for elementary, middle and high school students and stuffed 100 Disney-themed bookbags in August. The book bags went to two non-profits – the Wynnefield PAL Center and Girls Inc. of Philadelphia and South Jersey.

THE WARDROBE DONATION

6abc employees donated used professional clothing for women and men to the non-profit 'The Wardrobe' in August.

2023 PENNSYLVANIA CONFERENCE FOR WOMEN

The Pennsylvania Conference for Women took place on Thursday, October 19th. It's the 20th year for the event and the keynote speakers brought serious star power, including Upper Darby's writer and comedian Tina Fey, Former New Zealand Prime Minister Jacinda Ardern and Olympic gold medalist Gail Devers. Over 25 female 6abc and Disney Advertising Executives and Employees attended, with our own Alicia Vitarelli and Nydia Han leading some of the conversations at the conference. 6abc produced the 'Inspiring Women Digital Series' focusing on local female executives giving advice on career advancement and DE&I initiatives. 6abc is proud to be a media sponsor for the conference.
(September & October 2023)

BEATING THE ODDS AGAINST BREAST CANCER

6abc partnered with the American Cancer Society to help promote its Making Strides Walk. The station also produced education vignettes to inform women about the importance of early detection. (October 2023)

6ABC HOLIDAY FOOD DRIVE 2023

6abc partnered with Philabundance for an eight-week food drive. The drive kicked off with a canned good collection at the 6abc Thanksgiving Day Parade and continued with opportunities for viewers to make cash donations through December 31. On Giving Tuesday, the station hosted a live telethon during our evening newscasts, and our

Parent company Disney gave a grant of \$15,000 for fresh produce. The campaign also included on-air messages encouraging viewers to support the drive and local food banks. (October & November 2023)

VOLUNTEERS OF AMERICA DELAWARE VALLEY

6abc aired PSAs to support Volunteers of America Delaware Valley' holiday 'Adopt-a-Family' program that supports underserved families in the region. (November & December 2023)

DISNEY ULTIMATE TOY DRIVE / TOYS FOR TOTS

6abc employees collected over 200 toys for the Philadelphia Toy for Tots Chapter. Our Parent Company Disney made a monetary donation, which is the equivalent of over 5,500 toys to the chapter as well. (December 2023)

6ABC PHILLY PROUD: CELEBRATING BLACK HISTORY MONTH 2024:

This year's theme is 'Advocacy, Elevation and Equity'. 6abc was Philly Proud to select and honor prominent African American community leaders here in Philadelphia and across the region who have poured financial resources into Black & Brown neighborhood, advocated for more inclusive business practices, and is preparing the next generation of diverse leaders. Honorees included: Sulaiman Rahman – Founder/CEO – DiverseForce, Regina Hairston – President & CEO - African American Chamber of Commerce of PA, NJ and DE, Dr. Kenneth Scott – President & CEO - Beech Companies, Sereena Quick – Owner/Operator – Chick-fil-A 4040 City Ave, James Burnett – Executive Director – VestedIN, and Della Clark – President – The Enterprise Center and Partner – Innovate Capital Growth Fund, LP. (February 2023)

DIGITAL TOWN HALL CELEBRATING BLACK HISTORY MONTH 2024

Rick Williams and several Action News Anchors & Reporters, as we hear from the six (6) African-American Philly Proud honorees making an impact in our local community. The town hall streamed on all digital platforms. (June 2023)

WOMEN & HEART DISEASE

6abc produced and aired a series of messages to educate women about the realities of heart disease for American Heart Month in February.

VARIOUS CULTURAL PARADES

6abc created promotional messages to encourage viewers to tune-in to special broadcasts of Philadelphia's Cultural & Holiday Parades or Special Broadcasts in 2023:

The 6abc Dunkin' Thanksgiving Day Parade

Philadelphia Juneteenth Parade

Philadelphia Puerto Rican Day Parade

Philadelphia Pulaski Day Parade

Philadelphia Italian American Parade

Philadelphia Veterans Day Parade

Philadelphia Holiday Parade

VI. GENERAL POLICY AS TO EEO COMPLIANCE

Compliance with the FCC rules and procedures relating to WPVI-TV's Equal Employment Opportunity policy is overseen by the Station's President & General Manager, Bernie Prazenica.

Implementation of the Station's EEO rules and procedures is the responsibility of WPVI-TV's Vice President of Community Engagement Anika Hawkins (Niki), in concert with all other department heads.

Bernie. A. Prazenica
President & General Manager
WPVI-TV, 6abc

Exhibit IV-A - FULL TIME POSITIONS FILLED (3/16/23 – 3/31/24)

Req Open Date	Job Posting Title	Interview Totals	Non-standard Recruitment Services	Referral Source for Hired	Person Hired	Interview Dates and hire Dates	Referral Source for interviewed
21-Feb-23	WPVI - Executive Producer	6	YES	Internal Hire	Pschorr, Jamie	2/16/23 3/12/23	Disney Careers
13-Feb-23	WPVI Video Journalist	4	YES	Recruiter Sourced	Lance, Kyana	2/1/23 3/20/23	Disney Careers
17-Mar-23	VP - Operations & Business Planning (WPVI)	4	YES	Internal Hire	O'Connor, Edwin	3/9/23 4/9/23	Disney Careers
16-Nov-22	WPVI D2 Specialist	9	YES	Internet / Company Career Website	McKenny, Ozell	4/20/23 5/8/23	Disney Careers
28-Mar-23	WPVI-TV: Graphic Artist	6	YES	Internal Hire	Kunzman, Kevin	4/26/23 5/21/23	Disney Careers

21-Mar-23	WPVI-TV Multiplatform Editor/Producer	3	YES	Internal Hire	Mendenhall, William	5/1/23 5/28/23	Disney Careers
20-Jun-22	WPVI - Reporter	3	YES	Employee Referral / Word of Mouth	Smith, Briana	2/2/23 5/30/23	Internal Referral
24-Mar-23	WPVI-TV Newscast Producer	4	YES	Recruiter Sourced	Heckstall, Rhonda	4/5/23 6/5/23	Disney Careers
25-May-23	WPVI Anchor/Reporter	11	YES	Internet / Company Career Website	Goggin, Caroline	2/16/23 7/17/23	Disney Careers
21-Mar-23	WPVI - Broadcast Systems Specialist	4	YES	Internal Hire	Tustin, Matthew	4/13/2023 7/23/23	Disney Careers
26-Jun-23	WPVI-TV Newscast Producer	6	YES	Internet / Company Career Website	Boyd, Siani	6/23/23 8/7/23	Disney Careers
24-Jul-23	WPVI Community Journalist	5	YES	Internet / Company Career Website	Iadonisi, Nicholas	7/19/23 8/14/23	Disney Careers
28-Jul-23	WPVI-TV Newscast Producer	6	YES	Social Media	Clark, Nigel	7/6/23 8/14/23	Career Fair
26-Jun-23	WPVI-TV Newscast Producer	6	YES	Recruiter Sourced	Mazur, Katherine	6/23/23 8/20/23	Disney Careers
7-Jul-23	WPVI News Video Journalist	5	YES	Internal Hire	Edwards, David	7/26/23 8/27/23	Disney Careers
10-Jul-23	Assignment Editor	9	YES	Career Event	Fitton, Steven	7/10/23 8/28/23	Career Fair
10-Jul-23	Assignment Editor	9	YES	Internet / Company Career Website	Sentner, Dawn	8/31/23 10/9/23	Disney Careers
28-Sep-23	WPVI News Transmission Operator / Broadcast Specialist	4	YES	Internal Hire	Turner, Richard	10/5/2023 10/15/23	Disney Careers

7-Aug-23	WPVI Digital Producer	6	YES	Recruiter Sourced	Ellis, Danielle	9/15/23 10/16/23	Disney Careers
26-Sep-23	WPVI News Video Journalist	5	YES	Internet / Company Career Website	Kelly, Thomas	10/11/23 11/5/23	Disney Careers
8-Nov-23	WPVI - ENG Technician	4	YES	Internal Hire	Powell, Daniel	11/10/23 11/19/23	Disney Careers
7-Aug-23	WPVI Reporter	8	YES	Internet / Company Career Website	Pinder, Leland	10/9/23 12/11/23	Agent
6-Dec-23	WPVI - ENG Operator	4	YES	Internal Hire	Filipone, Daniel	12/13/23 1/7/23	Disney Careers
21-Nov-23	WPVI Meteorologist	5	YES	Employee Referral / Word of Mouth	Domschke, Payton	1/26/24 2/5/24	Internal Referral

EXHIBIT III-B



DirectEmployers Association Job Syndication Alliances

Revised June 9th, 2023

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	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs/
Career Diversity	https://careerdiversity.com/
DirectEmployers Diversity	https://diversity.dejobs.org
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	https://fatherresource.dejobs.org/



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	(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	http://hispanicamericanjobs.com/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	http://lgbt4hire.com/
Minority	http://diversejobseeker.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)
Way Finders Careers	http://wayfinderscareers.com/
Women	http://talentedwomenjobs.com/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/
Women in CDL	https://www.womenincdl.com/



DISABILITY SITES	
Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/
Blind Inc.	https://blindinc.works/ (Minnesota Located Jobs Only)
Bosma Enterprises	https://bosma.dejobs.org (Indiana Located Jobs Only)
DirectEmployers Disability	http://recruitdisabledtalent.com/ AND 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
Land A Job	https://jobs.landajob.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://thecareerindex.com/dsp_intro.cfm
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/ (Iowa Located Jobs Only)



MILITARY/VETERAN NETWORK SITES	
ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	https://jobs.msccn.org/usa/jobs/
DirectEmployers Veterans	http://americanveteranjobs.com/
Military Spouse Employment Program (MSEP)	https://myseco.militaryvonesource.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	https://militaryspouseconnection.dejobs.org/
Military Spouse Corporate Career Network (MSCCN)	https://jobs.msccn.org/usa/jobs/
My Next Move for Veterans – U.S. DOL/ETA	http://www.mvnextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Recruit Military Spouses	http://recruitmilitaryspouses.com/
Student Veterans Of America	http://studentveteransofamerica.jobs
The HER Foundation Inc.	https://honorher.works/
US Military Pipeline	https://usmilitarypipeline.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on https://veterans.usnlx.com
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
Veterans in CDL	https://www.veteransincdl.com/
Veterans Job Bank	https://www.dol.gov/agencies/vets/veterans/findajob
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
VetJobs	https://jobs.vetjobs.org/



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.mvnextmove.org Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mvnextmove.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
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DYOP'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 (DYOP'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 .
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.arioblink.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://ioblink.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	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
State of Kansas	https://www.kansasworks.com/ada/r/
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/
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://winas.mdes.ms.gov/winas/welcome.isp
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	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/
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://ijobs.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://ijobs.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/
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/
AtlantaCareerPath.com	https://www.atlantacareerpath.com/ (DE Member Jobs Only)
AustinJobSite.com	https://austiniobsite.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)
ChicagoCareerSite.com	https://www.chicagocareersite.com/ (DE Member Jobs Only)
ColumbusJobSite.com	https://www.columbusjobsite.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)
Flexjobs	https://www.flexjobs.com (only remote positions)
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)
IndianapolisGigs.com	https://www.indianapolisgigs.com/ (DE Member Jobs Only)
Internships	https://internships.dejobs.org/
Juju	http://www.job-search-engine.com/
LasVegasJobSite.com	https://www.lasvegasjobsite.com/ (DE Member Jobs Only)
LinkedIn	https://www.linkedin.com/
LouisvilleGigs.net	https://www.louisvillegigs.net/ (DE Member Jobs Only)
ManhattanJobs.com	https://www.manhattanjobs.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.mviobhelper.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)
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)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/

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



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	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			

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 (SPEXS)
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 Technico 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 Dornsey 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

