

KABC-TV LOS ANGELES ANNUAL EEO PUBLIC FILE REPORT
August 1, 2014

I. GENERAL POLICY

This report covers the period from July 11, 2013 through July 10, 2014.

KABC-TV has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals without regard to race, color, gender, marital status, religion, age, national origin, citizenship status, disability, sexual orientation, status as a Vietnam era or special disabled veteran, or any other protected characteristic as established by law.

This commitment to fair employment practices applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices designed to ensure the full realization of equal employment opportunity.

II. RESPONSIBILITY

Arnold J. Kleiner, KABC-TV's President & General Manager, is responsible for supervising EEO compliance.

III. POSITIONS FILLED AND RECRUITMENT METHODS

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

1. Sending or emailing the KABC-TV job listing to the 75 organizations and schools detailed in *Attachment A*. We periodically broadcast on-air announcements publicizing the fact that qualified organizations may request to be added to our mailing list.
2. Placing help-wanted advertisements in the following minority publications: Chinese Daily News, La Opinion, LA Sentinel, Rafu Shimpo, Wave, The

Korea Daily.

3. Posting open positions on the station's website and job line.
4. Posting open positions via DirectEmployers Association Network sites detailed in *Attachment B*.
5. Posting open positions in the Company online job listing.

Following are the positions filled during the period of July 11, 2013 to July 10, 2014:

Sales Assistant (2)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Spots N' Dots.

Thirteen people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 6; employee referral – 2; station website – 1; Indeed.com – 1; industry referral – 3. The referral source of one candidate hired was the station website. The other candidate hired was an industry referral.

Staff Director

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Mediamatch.com, TVJobs.com, Mediabistro.com.

Seventeen people were interviewed. Referral sources of the candidates interviewed were as follows: Mediabistro.com – 1; internal station candidate – 2; company online job listing – 3; TVJobs.com – 8; employee referral – 1; industry referral – 1; station website – 1. The candidate hired was an internal station candidate.

Stage Manager(2)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Mediamatch.com, TVJobs.com, Mediabistro.com.

Sixteen people were interviewed. Referral sources of the candidates interviewed were as follows: Mediabistro.com – 1; internal station candidate – 1; company online job listing – 3; TVJobs.com – 8; employee referral – 1; industry referral – 1; station website – 1. The referral source of one candidate hired was Mediabistro.com. The referral source of the other candidate hired was the TVJobs.com.

Director – Digital Sales

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Broadcastingcable.com, Spots N' Dots, Mediabistro.com, Mashable.com, TVNewscheck.com.

Eight people were interviewed. Referral sources of the candidates interviewed were as follows: Mediabistro.com – 1; Broadcastingcable.com – 1; employee referral – 1; industry referral – 2; company online job listing – 3. The candidate hired was an industry referral.

Producer – AM News

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Mediamatch.com, Journalismjobs.com, Mediabistro.com.

Four people were interviewed. Referral source of the candidates interviewed was as follows: internal station candidate – 4. The candidate hired was an internal station candidate.

Graphic Artist

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Mediamatch.com, Artcenter.edu.

Twenty four people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 2; industry referral – 1; company online job listing – 19; internal station candidate – 2. The candidate hired was an internal station candidate.

General Assignment Reporter(2)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Mediamatch.com, Mediabistro.com, Journalismjobs.com, Entertainmentcareers.net.

Fourteen people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 1; industry referral – 12; internal station candidate – 1. One candidate hired was an internal station candidate. The other candidate hired was an industry referral.

Newscast Producer

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Mediamatch.com, Journalismjobs.com, Mediabistro.com.

Six people were interviewed. Referral source of the candidates interviewed was as follows: internal station candidate – 6. The candidate hired was an internal station candidate.

Weathercaster

This position was filled through an internal promotion.

Anchor/General Assignment Reporter

This position was filled through an internal promotion.

Assistant News Director

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Mediamatch.com, Mediabistro.com, Journalismjobs.com.

Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 5; internal station candidate – 1; station website – 1; company online job listing – 4. The candidate hired was an internal station candidate.

Topical Promo Producer

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, TVNewscheck.com, Mediabistro.com.

Nine people were interviewed. Referral sources of the candidates interviewed were as follows: Mediabistro.com – 1; company online job listing – 6; Indeed.com – 1; employee referral – 1. The referral source of the candidate hired was Mediabistro.com.

Marketing Coordinator

This position was filled through an internal promotion.

Weekend Anchor/General Assignment Reporter

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Mediamatch.com, Mediabistro.com, Journalismjobs.com.

Thirteen people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 11; internal station candidate – 1; employee referral – 1. The candidate hired was an industry referral.

Freelance News Apprentice

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

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 9; employee referral – 1. The candidate hired was an internal station candidate.

Freelance Graphic Artist

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Craigslist.org, Artcenter.edu.

Four people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 3; employee referral – 1. The candidate hired was an employee referral.

Freelance News Assistant(6)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Monster.com, TVJobs.com.

Thirty five people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 4; KABC-TV college intern – 11; employee referral – 15; industry referral – 5; Two candidates hired were KABC-TV college interns. Two candidates hired were employee referrals. Two candidates hired were industry referrals.

Freelance News Assistant(3)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: TVJobs.com.

Twenty four people were interviewed. Referral sources of the candidates

interviewed were as follows: station website – 2; NAHJ Conference – 2; KABC-TV college intern – 5; employee referral – 9; industry referral – 6. The referral source of two candidates hired was the NAHJ Conference. The other candidate hired was an employee referral.

Freelance Newswriter(3)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Monster.com, TVJobs.com.

Seventeen people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 7; Unity Conference – 1; employee referral – 5; internal station candidate – 3; industry referral – 1. One candidate hired was an employee referral. One candidate hired was an internal station candidate. The source of one candidate hired was the station website.

Freelance Newswriter

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: TVJobs.com.

Thirteen people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 7; company online job listing – 1; employee referral – 4; Indeed.com – 1. The candidate hired was an employee referral.

Freelance Non-Linear Editor(2)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Monster.com, TVJobs.com.

Nine people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 2; industry referral – 4; employee referral – 2; station website – 1. The two candidates hired were industry referrals.

Freelance ENG Cameraperson

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: TVJobs.com.

Four people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 2; unknown - 2. The candidate hired was an employee referral.

Freelance ENG Camerperson

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Journalismnext.com, TVSpy.com.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 3; industry referral – 3. The candidate hired was an employee referral.

IV. LONG TERM RECRUITMENT INITIATIVES

KABC-TV is committed to performing ongoing non-vacancy specific recruitment efforts that bring attention to the variety of job and career opportunities at the station. Outreach efforts are designed to provide easy access for candidates to apply for job opportunities, as well as provide information and training to develop a diverse pool of prospective candidates for the future.

A. Participation in Job Fairs

KABC-TV participated in seven job fairs during the reporting period. Management personnel that have influence over or responsibility for hiring decisions for jobs and internships participated in job fairs by distributing information about career and internship opportunities, soliciting resumes, interviewing job seekers, critiquing demo reels and providing career guidance.

Below is a list of job fairs attended by KABC-TV and participating Station personnel:

- National Association of Black Journalists Convention and Career Fair – Assistant News Director
- National Association of Hispanic Journalists Excellence in Journalism Convention – Vice President, News Director; Vice President, Diversity Programs and Community Relations; Executive Producer.
- California State University, Fullerton Job Fair – Public Affairs Administrator
- CCNMA: Latino Journalists of California Journalism Opportunities Conference & Job Fair – Vice President, Diversity Programs and Community Relations; Executive Producer; Public Affairs

- Administrator. KABC-TV is also a sponsor of this event.
- California State University, Northridge Job Fair – Public Affairs Administrator
 - University of Southern California Annenberg Career Connection – Vice President, Diversity Programs and Community Relations; Public Affairs Administrator
 - UCLA Communications Career Night – Public Affairs Administrator

B. Internship Program

KABC-TV's internship program offers paid internships for college students interested in careers in television broadcasting. The internship program is designed to provide students with an onsite educational experience that complements their academic studies. During the reporting period, KABC-TV hired 62 interns.

KABC-TV's internship program has launched the careers of hundreds of students with aspirations to work in broadcasting. Currently there are twenty-four former KABC-TV interns working at the Station, including three on-air talent, all of which are minorities.

Every semester KABC-TV hosts an Intern Networking Mixer. Interns are invited to dinner and networking with the Station's President and General Manager; Vice President, News Director; Vice President, Creative Services and Programming; and Vice President, Diversity Programs and Community Relations. Interns have an opportunity to meet Station executives in an intimate setting for an informative discussion on the business of television, and a question and answer session. The primary focus is on career opportunities and strategies for success:

Recruitment outreach for interns is accomplished using a variety of methods with attention to resources that provide a diverse candidate pool. Job fairs and career fairs at colleges with diverse student populations are a major source of candidates. Notices are posted at local colleges, universities and minority organizations. The KABC-TV internship program brochure and application are featured on the ABC7 website.

Internship opportunities are promoted and applications are distributed at all job fairs, workshops, conferences, community meetings and student tours.

Emma Bowen Foundation Internship - KABC-TV also participates with the Emma Bowen Foundation for Minority Interests in Media. Working with the Emma Bowen Foundation, the Station makes a long-term commitment to a high school or college student by providing paid employment through the duration of their college education. The student works part-time during the school year and full-time during the summer break. The salary the intern earns is matched dollar for dollar and deposited in an education account. The account is available to the student to assist with expenses for tuition, books and supplies. Our Emma Bowen intern is a senior at the University of California, Los Angeles.

High School Student Summer Internship

KABC-TV offers two paid summer internships for high school students with an interest in broadcast media. The students work for six to eight weeks during the summer and are assigned a schedule that rotates them through various departments within the station. The objective is to provide high school students from minority and underserved communities the opportunity to gain on-the-job training and experience to support their future career goals in broadcasting.

C. Participation in Conventions, Workshops and Seminars

KABC-TV worked closely with community-based organizations to sponsor and assist with planning, implementation, and active participation in nine conferences, conventions, workshops and seminars designed to provide information on career planning, job opportunities, resume writing and interview techniques. KABC-TV employee participation provides the opportunity to motivate and inspire interest specifically in careers in broadcast journalism, television production, sales, public affairs and other related fields.

Below is a sample of KABC-TV's participation in these events:

- CCNMA: Latino Journalists of California Journalism Opportunities Conference

KABC-TV collaborated with CCNMA in the planning and presentation of two workshops and provided Station personnel as speakers. KABC-TV sponsored a workshop on Interview and Resume Writing Skills presented by the Vice President, Diversity Programs and Community Relations and a workshop on Covering Health and Medical Stories presented by the Manager, Special Projects and the Health Specialist Reporter.

- HOPE (Hispanas Organized for Political Equality) Youth Leadership Program

KABC-TV worked with HOPE to host a workshop for high school girls on the opportunities in broadcast television. The girls heard from the Vice President, Diversity Programs and Community Relations, Evening Anchor and Assignment Editor. The event ended with a behind the scenes tour of news operations.

D. Mentoring Programs

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

E. Sponsorship of Community Events to Inform the Public About Broadcast Employment Opportunities

KABC-TV sponsored and participated in events presented by community-based organizations whose missions focus specifically on opportunities in broadcasting. The events were designed to provide the general public with information on career opportunities in broadcasting and advice on how to prepare for and obtain a job.

Below is sample of KABC-TV's participation in these events:

- CCNMA: Latino Journalists of California Journalism Opportunities Conference & Job Fair

KABC-TV has a long relationship with CCNMA. During the reporting period the station sponsored the CCNMA Scholarship Program and supported the CCNMA Journalism Opportunities Conference as a sponsor, workshop presenter and job fair exhibitor. The Station also serves in an advisory capacity in the planning of the conference.

- National Lesbian and Gay Journalist Association

KABC-TV sponsored and participated in the Los Angeles Networking Event for the NLGJA hosted at the Los Angeles Gay and Lesbian Center.

F. Other Activities

KABC-TV hosts bi-monthly meetings in communities throughout our broadcast area called “ABC7 Listens” Community Meetings. The objective is to introduce the television station to local residents and community leaders and to obtain feedback on how the Station is serving the community. A significant goal of the meetings is presenting information to the community on job opportunities and introducing the Station’s internship program. Brochures, job postings and applications are distributed at every meeting and residents are encouraged to apply for open positions.

KABC-TV has a long-term goal of motivating and inspiring the next generation of broadcast professionals. To support that goal, KABC-TV hosts high school and college students at the television station to expose them to the variety of career options available in broadcasting. Student groups are provided with a behind the scenes tour of operations, a live news broadcast and a guest speaker to discuss career opportunities. The students receive advice and guidance on the educational requirements to qualify for future opportunities.

Below is a list of student tours.

- California State University Los Angeles
- Gay Lesbian Straight Education Network
- Islamic Center Student Network
- Chapman College
- California Polytechnic University Pomona
- California State University Northridge
- National Broadcasting Society
- Sierra Middle School
- University of La Verne
- Archer School for Girls
- Hispanas Organized for Political Equality (HOPE)

KABC-TV WEEKLY JOB POSTING

7/10/2014

Company	Address	Address # 2	City	State	Zip	Phone
Actor's Work Program	5757 Wilshire Blvd	#400	Los Angeles	CA	90036	323-933-9244
American OPP Foundation	972 S. Goodrich Blvd		Commerce	CA	90022	323-890-1555
Association of Latino Professionals in Finance and Accounting (ALPFF)	801 S. Grand Avenue	Suite 650	Los Angeles	CA	90017	213-243-0004
Black Business Association	PO Box 43159		Los Angeles	CA	90043-9998	323-291-9334
Cal Arts	24700 McBean Parkway		Valencia	CA	91355	805-253-7892
Cal Poly Pomona Career Center	3801 West Temple Street		Pomona	CA	91768	
California Lutheran University - Career Services	60 West Olsen Road	#2400	Thousand Oaks	CA	91360-3201	805-493-3196
California State University at Northridge	18111 Nordhoff St	The Career Center- Front Desk	Northridge	CA	91330-8241	818-885-2878
Career Partners	3175 W. 6th Street	Room 325	Los Angeles	CA	90020	626-572-7272
Career Planning Center	13160 Mindanao Way	#240	Marina del Rey	CA	90292	310-309-6000
Citrus College - CAL WORKS OFFICE	1000 West Foothill Blvd		Glendora	CA	91741	626-852-8023
City of West Hollywood	8300 Santa Monica Blvd		West Hollywood	CA	90069	323-848-6318
Claremont Graduate School	1017 N. Dartmouth Ave		Claremont	CA	91711	909-621-8177
COLUMBIA COLLEGE - HOLLYWOOD	18618 Oxnard Street		Tarzana	CA	91356	818-343-2890
Community Coalition	8101 S. Vermont Ave.		Los Angeles	CA	90044	323-750-9087
CSUN - Dept. DTVA	18111 Nordhoff St		Northridge	CA	91330	818-885-3193
East Los Angeles College	1301 Avenida Cesar Chavez		Monterey Park	CA	91754	213-265-8970
East San Gabriel Valley Japanese Community Center	1203 W. Puente Ave		West Covina	CA	91790	626-960-2566
Experience Unlimited	1207 East Green St		Pasadena	CA	91006	

KABC-TV WEEKLY JOB POSTING

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Company	Address	Address # 2	City	State	Zip	Phone
Fashion Institute - Design Merchandising (FIDM)	919 S. Grand Avenue		Los Angeles	CA	90015	213-624-1200
Florida International University	3000 N.E. 151st St., ACU 320		North Miami	FL	33181	305-919-5625
Forty Plus of Southern California, Inc.	3350 Wilshire Blvd.		Los Angeles	CA	90010	213-388-2301
Glendale College/Job Placement	1500 North Verdugo	Trailer #3	Glendale	CA	91208	818-240-1000
Greater New Unity Baptist Church	9719 Avalon Blvd.		Los Angeles	CA	90003	323-757-5094
Hispanic Chamber of Commerce - Orange County	2130 E. 4th Street	Suite 160	Santa Ana	CA	92705	714-953-4289
Hispanic Women's Council	3509 W. Beverly Blvd		Montebello	CA	90640	213-725-0939
HOPE	634 S. Spring Street	Suite 920	Los Angeles	CA	90014	213-622-0606
IMAGEN Foundation	18034 Ventura Blvd.	# 261	Encino	CA	91316	626-791-8140
ITT Technical Institute	650 West Cienega Avenue		San Dimas	CA	91773	626-960-8681
Jewish Vocational Service	6505 Wilshire Blvd.	Suite 200	Los Angeles	CA	90048	323-761-8888
JVS West Hollywood WorkSource Center	5757 Wilshire Blvd.	Promenade Three	Los Angeles	CA	90036	323-904-4900
L.A. County Office of Education/GAIN Division	9525 E. Imperial Highway	#400	Downey	CA	90242	562-774-5049
L.A. Gay & Lesbian Center The Village-Career Center	1125 Mc Cadden Place		Los Angeles	CA	90038	
L.A. Job Corps Center	1031 S. Hill St.		Los Angeles	CA	90015	213-748-0135
LACC Student Employment	855 North Vermont Ave		Los Angeles	CA	90029	213-953-4294
Larson Training Centers	12631 E. Imperial Hwy.	Bldg F-124	Santa Fe Springs	CA	90670	
Latter Day Saints (LDS) Employment Services	17350 Mt. Hermann St.		Fountain Valley	CA	92708	714-754-1501
Long Beach Community College	4901 East Carson St		Long Beach	CA	90808	310-420-4355

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Company	Address	Address # 2	City	State	Zip	Phone
Los Angeles Conservation Corps	P.O. Box 15868		Los Angeles	CA	90015	213-362-9000 x210
Los Angeles Harbor College	1111 Figueroa Place		Wilmington	CA	90744	310-233-4447
Los Angeles Opportunities Industrialization Center	4907 W. Washington Blvd.	Suite 202	Los Angeles	CA	90016	323-754-3116
Los Angeles Urban League	3450 Mount Vernon Drive		Los Angeles	CA	90008	323-525-3740
Los Angeles Urban League	264 E. Monterey Ave		Pomona	CA	91767	909-623-9741
MediaLine	P.O. Box 51909		Pacific Grove	CA	93950	800-237-8073
NAAACP/Beverly Hills-Hollywood	PO Box 2349		Hollywood	CA	90078	323-464-7616
North Valley Regional Chamber of Commerce (NVRCC)	9401 Reseda Blvd.		Northridge	CA	91324	818-349-4343
Nosotros, Inc.	1615 Vine St.		Hollywood	CA	90028	323-769-7059
Pacific Asian Consortium	1055 Wilshire Blvd	#1475	Los Angeles	CA	90017	213-989-3270
Palmdale GAIN Office	1050 East Palmdale Blvd.	Suite 204	Palmdale	CA	93550	661-575-2696
Pasadena City College	1570 East Colorado	#L-103	Pasadena	CA	91106	626-585-7807
Pepperdine University	24255 Pacific Coast Hwy	Communication Division	Malibu	CA	90263	310-456-4888
Rio Hondo College	3600 Workman Mill Road		Whittier	CA	90601	310-908-3407
SALEF	1625 W. Olympic Blvd.	Suite 718	Los Angeles	CA	90015	213-480-1052
San Diego State University	School of Communication		San Diego	CA	92182-4561	619-594-6246
Santa Clarita WorkSource California Center	23920 Valencia Blvd.	Suite 100	Santa Clarita	CA	91355	661-424-1062
Santa Monica City College/Career Services	1900 Pico Blvd.	Suite LV-161	Santa Monica	CA	90405	310-434-4337
Scripps College - Women's Collective	1030 Columbia Ave	#2018	Claremont	CA	91711	909-621-8180

KABC-TV WEEKLY JOB POSTING

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Company	Address	Address # 2	City	State	Zip	Phone
Search to Involve Filipino Americans	3200 W. Temple Street		Los Angeles	CA	90026	213-382-1819x102
SFV Japanese American Center	12953 Branford St		Pacoima	CA	91331	818-899-1989
Southeast Area Social Services Funding Authority (SASSFA)	10400 Pioneer Blvd.	Suite 8	Santa Fe Springs	CA	90670-3728	
Southern California Broadcasters Association	1849 Sawtelle Blvd.	#543	Los Angeles	CA	90025	310-444-1431
Southland Partnership Corporation	700 N. Bullis Road		Compton	CA	90221	310-637-7248
State of CA - EDD	11623 Glenoaks Blvd	COT Unit	Pacoima	CA	91331	818-891-9432
State of California EDD - Harbor Work Source Center	1851 N. Gaffey Street	Suite "F"	San Pedro	CA	90731	310-241-0245
Streetlights	650 N. Bronson Avenue	B108	Hollywood	CA	90004	323-960-4540
UCLA Placement/Career Planning	PO Box 951573		Los Angeles	CA	90095-1573	310-825-2981
USC School of Journalism	3502 Watt Way	ASC G12	Los Angeles	CA	90089-0281	213-740-3916
Van Nuys Career Resource Center	14550 Victory Blvd.		Van Nuys	CA	91411	
Verdugo Jobs Center	1255 S. Central Ave		Glendale	CA	91204	818-409-0476
Volunteers of America HVRP/IVTP	544 S. San Pedro Street		Los Angeles	CA	90013	216-622-3540
Women at Work	3871 E. Colorado Blvd.		Pasadena	CA	91107	626-796-6870 x10
Women In Film	8857 W. Olympic Blvd.	Suite 201	Beverly Hills	CA	90211	
Work Source	9024 Laurel Cyn. Blvd.		Sun Valley	CA	91352	818-504-0334
Work Source - Build Center	9207 Eton Ave		Chatsworth	CA	91311	818-701-9800
Workplace Hollywood	1201 W. 5th Street	Suite #T550	Los Angeles	CA	90017-2019	213-250-9921

TOTAL: 75

DirectEmployers

Direct Syndication Alliances

Please Note: DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content 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	
JobCentral Diversity	DiversityWorking.com
The Black Collegian Online	Hispanic Today
The Black Perspective	IMDiversity
Cafediversity.com	Landajob.org
Disabilityhiring.com	OCCMundial – Links to JobCentral.com
Disaboom	Teachers of Color
Diversity.com	Women For Hire
diversitysalesjobs.com (Sales Jobs Only)	Women in Business and Industry

Military Network Sites	
JobCentral Veterans	U.S. Armed Forces Employer Partnership
National Marine Corps Business Network (NMCBN)	RecruitMilitary
Disabled Veterans Outreach Program Representative (DVOP’s)	Save Our Veterans
Local Veterans Employment Representative (LVER’s)	Veteran's Enterprise
jobs.usacares.org	Vetsuccess.gov/jobs
Military Spouse Corporate Career Network (MSCCN)	

JustJobs Network of Sites

Asianhires.com	QAjobs.com
BrowardCountyJobs.com	
HispanicJobs.com	
HudsonValleyJobs.com	
JobsinHealthcare.com	

Other Sites

Adsdeck.com	Lycos Classifieds
Bright.com	MammaJobs
CareerLifeConnection.com	Mitula.com
Google	Myway.com
Info.com	Oodle.com
Jobalot	SimplyHired.com
JobCentral Myspace – Links to JobCentral.com	TalentPlanet.com
Jobsearch.net	TheNorth40Network.com
Jobsource.com	Trovit.com
Juju.com	Yippy.com – Indeed
LinkedIn.com	

Global Sites

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

Simply Hired Global Sites	
Simply Hired - Australia	Simply Hired – United Kingdom
Simply Hired – Brazil	
Simply Hired – Belgium	
Simply Hired – Canada	
Simply Hired – France	
Simply Hired – Germany	
Simply Hired – India	
Simply Hired - Ireland	
Simply Hired - Italy	
Simply Hired - Netherlands	
Simply Hired - Spain	

JobCentral States/Metro Areas

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	Vellejo
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 Durham	Charlotte Winston-Salem	Fayettesville	Greensboro	Raleigh
North Dakota:	Bismarck	Fargo			
Ohio:	Akron Toledo	Cincinnati	Cleveland	Columbus	Dayton
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 Corpus Christi Laredo Waco	Amarillo Dallas Longview Wichita Falls	Austin El Paso Lubbock	Beaumont Fort Worth San Antonio	Brownsville Houston Tyler
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 Alumni Network

Abilene Christian University	Pace University
Adelphi University	Park University
Adirondack Community College	Penn State – University Park
Albion College	Penn State, Altoona
Albright College	Penn State, Hazleton
Alcorn State University	Penn State, Wilkes-Barre
Alfred University	Penn State, Worthington Scranton
Allegheny College	Pennsylvania Institute of Technology
Alvin Community College	Pfeiffer University
American University	Plattsburgh State University
American University of Paris	Pratt Institute
Ancilla College	Presbyterian College
Anderson University	Providence College
Anna Maria College	Purchase College – SUNY (Purchase JobScore)
Aquinas College	Purdue University (CCO Express)
Arcadia University	Purdue University, Krannert School of Management
Arizona State University (Sun Devil CareerLink)	Quincy University
Arkansas State University	Randolph-Macon College
Arkansas Tech University	Raritan Valley Community College
Ashford University	Rasmussen College (Rasmussen Job Connect)
Athens State University	Reed College
Auburn University	Regent University Graduate School of Business
Augusta State University	Remington College, New Orleans Campus
Augustana College	Rensselaer Polytechnic Institute (RedHawk JobLink)
Augustana College (SD)	Rice University (Ricelink)
Austin College	Ringling School of Art and Design
Babson College	Roanoke College
Baker College	Rochester College
Ball State University (Cardinal ViewJobs)	Rochester Institute of Technology (RIT Job Zone)
Barnard College	Rockford Business College
Barton College	Rollins College
Baruch College, City University of New York	Rose-Hulman Institute of Technology
Belhaven College	Rutgers, The State University of New Jersey, Camden
Belmont Abbey College	Rutgers, The State University of New Jersey, Newark Campus
Belmont University	Saint Bonaventure University
Beloit College	Saint Francis University
Bemidji State University	Saint Joseph College
Bennington College	Saint Joseph's College
Berkeley College	Saint Joseph's College of Maine
Boston College	Saint Joseph's University
Boston College Carroll Graduate School of Mgmt	Saint Martin's College

Boston University (BU CareerLink)	Saint Mary-of-the-Woods College
Bowdoin College	Saint Mary's College
Bradley University	Saint Vincent College
Brandeis University	Salem College
Brazosport College	Salisbury University
Brewton-Parker College	Salve Regina University
Brookhaven College	Samford University
Brooklyn College, City University of New York	San Diego State University
Bryant University	San Jose State University
Buena Vista University	Santa Clara University
Butler University	Seattle Central Community College
Caldwell College	Seattle Pacific University
California Baptist University	Seton Hall University
California State University, Bakersfield	Shoreline Community College
California State University, Chico	Simmons College
California State University, East Bay	Skidmore College
California State University, Fullerton	Slippery Rock University of Pennsylvania
California State University, Long Beach	Soka University
California State University, Monterey Bay	Sonoma State University
California State University, San Marcos	South Mountain Community College
California University of Pennsylvania	Southampton College
Calvin College (CalvinLink)	Southeastern Oklahoma State University
Campbell University	Southern Methodist University
Campbellsville University	Southern New Hampshire University
Capital University	Southern Oregon University
Carlow University	Southern Polytechnic State University
Carroll College	Southern State Community College
Castleton State College	Southwest Baptist University
Cayuga Community College	Southwest Missouri State University
Cazenovia College	Southwest Tennessee Community College
Cedar Crest College	Southwest Virginia Community College
Central Florida Community College	Southwest Assemblies of God University
Central Methodist College	Southwestern College
Central Michigan University	Southwestern Illinois College
Central Missouri State University	Southwestern Oklahoma State University
Central Piedmont Community College	Southwestern University
Central Texas College	St. Ambrose University
Central Washington University	St. Francis College
Centre College	St. Gregory's University
Chaminade University of Honolulu	St. Joseph's College, New York
Chattahoochee Technical College	St. Lawrence University
Chestnut Hill College	St. Mary's University
Chowan College	St. Norbert College
Christopher Newport University	St. Olaf College
City College of Chicago – Truman College	St. Thomas Aquinas College

Clafflin University	Stanford University (Cardinal Careers)
Clark University	Stephens College
Clarke College	Stetson University
Clarkson University	Stevens Institute of Technology
Clemson University	Stony Brook University
Coastal Carolina Community College	SUNY Buffalo
Coastal Carolina University	SUNY Cobleskill
Coe College	SUNY College at Brockport (JobShop)
Colgate University	SUNY Delhi
College of Mount Saint Vincent	SUNY Geneseo
College of Mount St. Joseph	SUNY Oswego
College of Notre Dame of Maryland	Susquehanna University
College of Saint Benedict	Swarthmore College
Colorado Christian University	Sweet Briar College
Colorado School of Mines	Syracuse University
Colorado State University, Pueblo	Tallahassee Community College
Concordia College	Tarleton State University
Concordia University, Wisconsin	Taylor University
Concordia University-River Forest, IL	Teachers College, Columbia University
Connecticut College	Temple University – The Fox School of Business & Mgmt, GCMC
Converse College	Temple University – The Fox School of Business, CSPD
Coming Community College	Tennessee Technological University
Covenant College	Texas A&M International University
Culver-Stockton College	Texas A&M University
Daniel Webster College	Texas A&M University-Commerce
Dartmouth College	Texas Lutheran University
Delaware State University	Texas State Technical College – West Texas
Delaware Valley College	Texas Wesleyan University
Delta State University	The Catholic University of America (Cardinal Connection)
Denison University	The College of New Jersey
Dickinson College	The College of William & Mary
Dominican University	The Eli Broad Graduate School of Management, Michigan State University
Drew University	The Master's College
Drexel University	The Ohio State University
Drury University	The Ohio State University, Engineering Career Services
Duquesne University	The Robert O. Anderson Schools of Management
East Carolina University	The Sage Colleges
Eastern Kentucky University	The Savannah College of Art and Design
Eastern Michigan University	The University of Alabama in Huntsville
Eastern Nazarene College	The University of Kansas
Eastern New Mexico University-Roswell	The University of Montana-Western
Eastern Oregon University	The University of North Carolina at Chapel Hill (CarolinaLink)

Eastern University	The University of North Carolina at Charlotte
Eastern Washington University	The University of North Carolina at Greensboro
Eckerd College	The University of Texas at Austin, College of Communication
Elizabethtown College	The University of Texas at Austin, College of Liberal Arts
Emerson College (EmersonWorks)	The University of Texas at Austin, College of Natural Sciences
Emory & Henry College	The University of the Pacific
Eureka College	The University of Vermont
Evangel University	Thiele College
Fairfield University	Transylvania University
Farmingdale State University	Trevecca Nazarene University
Flathead Valley Community College	Trinity University
Florida International University (PantherLink)	Tri-State University
Florida Metropolitan University	Troy State University Montgomery
Florida State University (Seminole CareerNet)	Troy University
Florida Technical College	Turtle Mountain Community College
Floyd College	Tusculum College
Fordham University	Tyler Junior College
Franklin College	University at Buffalo, School of Management
Frostburg State University	University at Buffalo, The State University of New York
Geneva College	University of Alabama at Birmingham
George Mason University	University of Alaska, Anchorage
George Washington University (GWork)	University of Alaska, Fairbanks
Georgetown University	University of Arizona (Wildcat JobLink)
Georgia College & State University	University of Arkansas
Georgia Institute of Technology	University of California, Berkeley (CalJobs)
Georgia Southwestern State University	University of California, Davis (Aggie Job Link)
Georgia State University	University of California, Irvine (ZotLink)
Gettysburg College	University of California, Los Angeles (BruinView)
Gonzaga University	University of California, Riverside
Goshen College	University of California, San Diego (Port Triton)
Graceland University	University of California, Santa Barbara (GauchosLink)
Grand Valley State University	University of California Santa Cruz
Green Mountain College	University of Connecticut, School of Business
Grove City College	University of Colorado at Boulder
Gustavus Adolphus College	University of Colorado at Colorado Springs
Hampden-Sydney College	University of Dallas, Graduate School of Management
Harris-Stowe State College	University of Delaware
Hastings College	University of Evansville (UE JobLink)
Heidelberg College	University of Florida (Gator CareerLink)
High Point University	University of Hartford
Holy Names University	University of Hawaii at Hilo
Howard Payne University	University of Houston

Hubert H. Humphrey Institute of Public Affairs, Univ of Minnesota (Humphrey Career Link)	University of Illinois
Hudson County Community College	University of Illinois at Chicago
Hunter College, City University of New York	University of Illinois at Urbana
Illinois State University	University of Illinois, Urbana-Champaign
Illinois Wesleyan University	University of Indianapolis
Indiana Institute of Technology	University of La Verne
Indiana State University (Sycamore Careerlink)	University of Louisiana at Lafayette
Indiana University – School of Informatics	University of Louisiana at Monroe
Indiana University Kelley School of Business, Bloomington	University of Mary
Indiana University, Kokomo	University of Maryland, Baltimore County
Indiana University Purdue University Indianapolis	University of Massachusetts Boston
Indiana University South Bend	University of Massachusetts-Amherst, Isenberg School
Indiana University, Purdue University Fort Wayne (IPFW JobZone)	University of Michigan Business School
Indiana University, School of Health, Physical Education and Recreation	University of Michigan School of Information (iTrack)
Indiana Wesleyan University	University of Minnesota
Jamestown Community College	University of Missouri
John Brown University	University of Nebraska at Kearney (Career Services Solutions)
John Jay College of Criminal Justice	University of Nebraska, Lincoln (Husker Hire Link)
Johnson State College	University of Nevada, Las Vegas (CareerLink)
Juniata College	University of Nevada, Reno (Career Navigator)
Kansas State University at Salina	University of North Alabama
Kaskaskia College	University of North Carolina Wilmington
Keuka College	University of North Texas Dallas Campus
King's College	University of Notre Dame
La Salle University	University of Oregon (UO-JobLink)
Lafayette College	University of Pennsylvania (PennLink)
Lake Forest College	University of Pittsburgh
Lakeland College	University of Puget Sound
Lehigh University	University of Reglands
Lewis & Clark College	University of Saint Francis
Lewis University	University of San Diego (ToreroLink)
Liberty University	University of South Alabama
Long Island University	University of South Florida
Longwood University	University of South Florida Sarasota-Manatee
Loras College	University of Southern California School of Policy , Planning & Development
Louisiana State University	University of Southern Indiana
Louisiana State University at Eunice	University of St. Thomas
Louisiana Tech University	University of Tennessee
Lycoming College	University of Texas at Arlington
Lyndon State College	University of Utah

Lyon College	University of West Florida
Macalester College	University of West Georgia
Manchester College	University of Wisconsin-Green Bay
Marian College of Fond du Lac	University of Wisconsin-Madison School of Business
Marietta College	University of Wisconsin-Milwaukee
Mars Hill College	University of Wisconsin-Platteville
Maryville University	Upper Iowa University
Massachusetts College of Liberal Arts	Urbana University
Meredith College	Ursinus College
Methodist College	Utah Valley State College
Metropolitan Community Colleges	Utica College
Middle Tennessee State University	Valley City State University
Middlebury College	Valparaiso University
Millikin University	Vassar College
Mineral Area College	Villanova University
Minnesota State University Moorhead	Virginia Highlands Community College
Mississippi State University	Voorhees College
Missouri Western State College	Wabash College
Molloy College	Wake Forest University
Mount Aloysius College	Wake Forest University-Babcock Graduate School of Management
Mount Ida College	Wallace State Community College
Mount Marty College	Walsh College
Mount Olive College	Walsh University
Mount St. Mary College	Wartburg College
Mount St. Mary's College	Washington and Lee University
Mount Union College	Washington College
Mountain Empire Community College	Wayne State University
Muhlenberg College	Waynesburg College
Murray State College	Wells College
National-Louis University	Wentworth Institute of Technology
Nebraska Wesleyan University	West Texas A&M University
New College of Florida	West Virginia University, College of Business & Economics
New Jersey Institute of Technology	Western Kentucky University
New School University	Western Oregon University
New York City College of Technology	Western Washington University
New York Institute of Technology	Westminster College
New York University (NYU CareerNet)	Westwood College of Technology
Newman University	Wheeling Jesuit University
Niagara University	Whitman College
North Carolina State University	Whitworth College
North Central College	Wichita State University
North Park University	Widener University
Northeastern State University	Wilkes University

Northeastern University	Willamette University
Northern Arizona University	Williams Baptist College
Northern Illinois University	Wilmington College
Northern Michigan University	Wilmington College of Ohio
Northern State University	Winston-Salem State University
Northland College	Wittenberg University
Northwestern College	Xavier University
Notre Dame College	Yale Divinity School
Notre Dame de Namur University	Yale Graduate School of Arts & Sciences, Yale University
Nyack College	Yavapai College
NYU Robert F. Wagner Graduate School of Public Service (Career Directory)	Yeshiva University
Occidental College	York College of Pennsylvania
Ocean County College	
Oglethorpe University	
Ohio Wesleyan University	
Oklahoma Baptist University	
Old Dominion University	
Olivet College	
Oregon State University	