

KABC-TV LOS ANGELES ANNUAL EEO PUBLIC FILE REPORT

August 1, 2018

I. GENERAL POLICY

This report covers the period from July 11, 2017 through July 21, 2018

KABC-TV (the “Station”) has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals without regard to race, color, gender, marital status, religion, age, national origin, citizenship status, disability, sex, sexual orientation, gender identity, covered veteran status, or any other basis prohibited by state or federal law.

In the Station’s commitment to fair employment practices, we strive to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is the Station’s policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices.

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and distributions to the Station’s mailing lists used to notify sources of the opening, and a summary of interviewees who applied for the vacancies as well as their referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to: the nature and date of each activity, the scope of the Station’s participation, and the names and titles of the Station personnel involved.

II. RESPONSIBILITY

Cheryl Fair, 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 62 organizations and schools detailed in **Attachment A**. We periodically broadcast on-air announcements publicizing the fact that qualified organizations may request to be added to our mailing list.
2. Posting open positions on the station's website and job line.
3. Posting open positions via DirectEmployers Association Job Syndication Alliances detailed in **Attachment B**.
4. Posting open positions in the Company online job listing.

Following are the positions filled during the period of July 11, 2017 to July 21, 2018:

Broadcast Systems Specialist (Posted 4/7/16, Filled – Mark Dragon 7/17/17)

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

Nine people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 2; company online job listing – 7. The candidate hired was an internal station candidate.

Helicopter Reporter (Posted 4/19/16, Filled – John Alpaugh 7/17/17)

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

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 2; employee referral – 2; station website – 3. The candidate hired was an internal station candidate.

Executive Producer (Posted 12/12/16, Filled – Kerry Loring 7/27/17)

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

Eleven people were interviewed. Referral sources of the candidates interviewed

were as follows: employee referral – 5; industry referral – 3; company online job listing – 2; internal station candidate – 1. The candidate hired was an employee referral.

Assignment Editor (Posted 5/31/17, Filled – Vanessa Torres 7/25/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Mediabistro.com, NAHJ.org, NABJ.org, JournalismJobs.com, Mediamatch.com, AAJA.org. Six people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 2; industry referral – 1; station website – 2; internal station candidate – 1. The candidate hired was an employee referral.

General Assignment Reporter (2) (Posted 3/15/17, Filled – Josh Haskell 7/31/17, Veronica Miracle 8/7/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Mediabistro.com, TVJobs.com, NABJ.org, NAHJ.org, Allwomeninmedia.org, AAJA.org, JournalismJobs.com. Eight people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 4; internal station candidate – 4. The referral source of the candidates hired was the company online job listing.

Producer (2) (Posted 6/8/17, Filled – Patrick Santomauro 8/7/17, Melissa Antoccia 8/7/17)

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, NABJ.org, NAHJ.org, AAJA.org. Fourteen people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 1; company online job listing – 2; internal station candidate – 11. The referral source of one candidate hired was the company online job listing. The other candidate hired was an internal station candidate.

Weathercaster/General Assignment Reporter (Posted 3/22/17, Filled – Kimi Evans 8/21/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Mediabistro.com, JournalismJobs.com, NABJ.org, NAHJ.org, AAJA.org, Allwomeninmedia.org. Two people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 2. The referral source of the candidate hired was the company online job listing.

Senior Social Media Producer (Posted 7/12/17, Filled – Ashley Harrington 9/5/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Mediabistro.com, NABJ.org, NAHJ.org, AAJA.org, Allwomeninmedia.org. Fourteen people were interviewed. Referral sources of the candidates interviewed were as follows: Indeed.com – 1; station website – 1; company online job listing – 9; employee referral – 3. The referral source of the candidate hired was the station website.

Network Administrator (Posted 8/3/17, Filled – Jennifer Gutierrez 11/1/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, NAHJ.org, NABJ.org, AAJA.org, Allwomeninmedia.org. Five people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 3; Glassdoor.com – 1; employee referral – 1. The candidate hired was an employee referral.

Newsriter/Newscast Producer (2) (Posted 6/7/17, Filled – Matthew Davis 12/4/17, Kristie Bihn 12/4/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Mediabistro.com, TVJobs.com, JournalismJobs.com, Mediamatch.com, NABJ.org, NAHJ.org, AAJA.org, Allwomeninmedia.org. Six people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 6. The candidates hired were internal station candidates.

Media Technician (2) (Posted 5/17/17, Filled – Joseph Cantore 3/19/18, Clare

Wong 3/19/18)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Mediamatch.com, Seven people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 6; internal station candidate – 1. The referral source of one candidate hired was the company online job listing. The other candidate hired was an internal station candidate.

Community Relations Specialist (Posted 3/31/18, Filled – Mariel Moscoso 4/30/18)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Mediamatch.com, AAJA.org, Allwomeninmedia.org, NABJ.org, NAHJ.org. Nine people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 4; employee referral – 3; internal station candidate – 2. The candidate hired was an internal station candidate.

Freelance Content Producer (2) (Posted 10/17/16, Filled – Karl Schmid 11/4/17, Patrick Stinson 6/30/18)

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

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 3; internal station candidate – 3; industry referral – 1. The candidates hired were internal station candidates.

Freelance ENG Cameraperson (Posted 5/16/17, Filled – Chester Finney 5/15/18)

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

Two people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 2. The referral source of the candidate hired was the company online job listing.

Freelance General Assignment Reporter (Posted 6/3/15, Filled – Jade

Hernandez 10/7/17)

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

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 1; industry referral – 4; company online job listing – 3; employee referral – 2. The candidate hired was an employee referral.

Freelance News Assistant (Posted 6/3/15, Filled – Evan Sanford 11/18/17)

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

Thirty five people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 4; NAHJ Conference – 2; KABC-TV college intern – 8; employee referral – 13; industry referral – 7; company online job listing – 1. The candidate hired was an employee referral.

Freelance News Assistant (4) (Posted 5/31/16, Filled – Cristal Canedo 9/20/17, Maren Owen 9/29/17, Pauling Aguilar 12/23/17, Benjamin Siu 1/5/18)

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

Twenty six people were interviewed. Referral sources of the candidates interviewed were as follows: USC Job Fair – 1; company online job listing – 3; KABC-TV college intern – 6; employee referral – 7; industry referral – 6; unknown – 1; station website – 1; Columbia Journalism School Career Expo – 1. Two candidates hired were employee referrals. One candidate hired was a KABC-TV college intern. The other candidate hired was an industry referral.

Freelance News Assistant (2) (Posted 5/16/17, Filled – Alan Ruiz 3/14/18, Curtis Parrish 6/26/18)

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

Twenty people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 1; KABC-TV college intern – 6; employee referral – 7; industry referral – 1; company online job listing – 5. One candidate

hired was a KABC-TV college intern. The other candidate hired was an employee referral.

Freelance Newswriter(2) (Posted 5/31/16, Filled – Kayleigh Milas 11/22/17, Drew Thomas 12/26/17)

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.

Fourteen people were interviewed. Referral sources of the candidates interviewed were as follows: LinkedIn.com – 1; company online job listing – 7; employee referral – 1; industry referral – 2; unknown – 3. The referral source of the candidates hired was the company online job listing.

Freelance Newswriter (2) (Posted 5/16/17, Filled – Jeremy Murn 6/4/18, Karlo Sy Su 6/18/18)

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.

Seventeen people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 2; company online job listing – 7; employee referral – 5; industry referral – 2; unknown – 1. The candidates hired were employee referrals.

Freelance Non-Linear Editor (Posted 1/25/07, Filled – Gregory Cress 9/23/17)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Daily Variety, JournalismJobs.com, TVSpy.com, RTNDA.com, Journalismnext.com. Six people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 3; internal station candidate – 2; industry referral – 1. The referral source of the candidate hired was the station website.

Freelance Non-Linear Editor (Posted 6/3/15, Filled – Matthew Robinson 10/21/17)

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

TVJobs.com.

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

Freelance Non-Linear Editor (Posted 5/31/16, Filled – Marcos Pallares 8/7/17)

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

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

Freelance Non-Linear Editor (Posted 5/16/17, Filled – Michelle Guterman 2/2/18)

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

One person was interviewed. Referral source of the candidate interviewed was as follows: industry referral – 1. The candidate hired was an industry 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 four job fairs during the reporting period. Station personnel 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 Hispanic Journalists (9/7/17-9/9/17) and National Association of Black Journalists Joint National Convention (8/9/17-8/12/17) – Teresa Samaniego - Vice President, Diversity Programs and Community Relations; Rob Elmore - Vice President of News; Renee Washington - Assistant News Director; and Armando Barragan - Assignment Manager.
- University of Southern California Annenberg Journalism Networking Night (10/11/17) – Ruth House - Public Affairs Supervisor.
- University of Southern California Annenberg Career Connection – Internship and Job Fair (3/21/18) – Mariel Moscoso - Community Relations Specialist.
- National Association of Hispanic Journalists Convention (07/18/18-07/21/18) – Rob Elmore – Vice President of News.

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 34 interns.

KABC-TV's internship program has launched the careers of hundreds of students with aspirations to work in broadcasting. Currently there are seven former KABC-TV interns working at the Station in Programming and News, including on-air talent.

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. Instructions on applying for a KABC-TV internship 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.

C. Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership that includes women and minorities

The Station sent notification of its job listings to the National Association of Hispanic Journalists.

D. 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 four conferences, conventions, workshops and seminars designed to provide information on career planning, job opportunities, resume writing and interview techniques.

Below are the four events KABC-TV participated in:

- HOPE (Hispanas Organized for Political Equality) Mentorship Mixer 4/5/18
KABC-TV worked with HOPE to host a mentorship mixer for college students on the opportunities in the entertainment industry. The young women heard from Teresa Samaniego - Vice President, Diversity Programs and Community Relations, Nancy Udave – News Media Manager, and Anabel Munoz - Reporter. The event began with a behind the scenes tour of news operations.
- Southern California Edison Hispanic Heritage Month 10/11/17
KABC-TV participated in the Annual Hispanic Heritage Month Celebration. Teresa Samaniego - Vice President, Diversity Programs and Community Relations participated as the keynote speaker.

- WIT (Women in Toys) 10/2/17
KABC-TV sponsored and presented at the WIT Speed Mentoring event. Teresa Samaniego - Vice President, Diversity Programs and Community Relations participated in the event.
- Los Angeles County Alliance for Boys and Girls Clubs 2/15/18
KABC-TV sponsored and hosted the Los Angeles County Alliance for Boys and Girls Clubs Speaker in Training and Career Panel. Anabel Munoz - Reporter provided education and training.

Station 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.

- KABC-TV on air talent and employees
On air talent represent KABC-TV at conferences, workshops and seminars as guest speakers. They provide insight to career opportunities and strategies for success in broadcast journalism. Below is a list of on-air talent participation.
 - Sid Garcia – Reporter at the South Gate Chamber of Commerce Career Expo
 - David Ono – Anchor at the ASCEND Conference
 - Greg Lee – Reporter at the Korean American Coalition Leadership Series
 - Anabel Munoz – Reporter at the HOPE Young Professional Summit
 - Miriam Hernandez – Reporter at CCNMA Latina Journalists Breakfast Series
 - Jovana Lara – Anchor at CCNMA Latina Journalists Breakfast Series
 - Anabel Munoz – Reporter at CCNMA Latina Journalists Breakfast Series
 - Renee Washington – Assistant News Director at CCNMA Latina Journalists Breakfast Series
 - Tina Malave – Host/Sr. Producer of Eye on LA at the LA Valley College Advanced TV Production Class
 - Adrienne Alpert – Reporter at the Society of Professional Journalists CSU Northridge Career Day

- Renee Washington – Assistant News Director at the CSU Northridge Black Professional in the Media
- George Pennacchio – Entertainment Reporter at the California Film Commission Film in CA Conference
- Dallas Raines – Meteorologist at the National Weather Service LA/Oxnard Weatherfest
- Veronica Miracle – Reporter at the Society of Professional Journalists Regional Conference
- Leticia Juarez – Reporter at Matthew Gage Middle School Career Day
- Ruth House – News Business Operations Supervisor at the LA Valley College Producing PSAs and Careers in TV Class
- Anabel Munoz – Reporter at the HOPE/Disney Mentorship Mixer
- Tina Malave – Host/Sr. Producer of Eye on LA at the El Dorado High School Career Day
- Anabel Munoz – Reporter at the Comision Femenil Adelante Mujer Latina Career Conference
- Leslie Lopez – Meteorologist at the UC Riverside Women’s Leadership Conference
- Greg Lee – Reporter at the National College Journalism Convention
- George Pennacchio – Entertainment Reporter at the St. Francis of Assisi School Career Day
- Anabel Munoz – Reporter at Los Angeles County Alliance for Boys and Girls Club Speaker in Training and Career Panel
- Sid Garcia – Reporter at Adelante Youth Alliance Adelante Young Men College and Career Conference
- Marc Cota-Robles – Reporter at Adelante Youth Alliance Adelante Young Men College and Career Conference
- Anabel Munoz – Reporter at MAOF (Mexican American Opportunity Foundation) National Latina Women’s Conference
- Jovana Lara – Anchor at HOPE Latina History Day Conference
- Renee Washington – Assistant News Director at the HOPE Latina History Day Conference
- Anabel Munoz – Reporter at Alta Public Schools Career Labs

- Miriam Hernandez – Reporter at Adelante Youth Alliance
Adelante Mujer Latina College and Career Conference

E. 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. A KABC-TV manager, David Wurtzel participated as a mentee during the reporting period.

F. 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:

- MAOF (Mexican American Opportunity Foundation) National Latina Women's Conference
KABC-TV sponsored and participated in the MAOF National Latina Women's Conference (5/4/18). Anabel Munoz - Reporter served as Mistress of Ceremonies for the Women's Conference Luncheon.
- Pasadena Youth Alliance
KABC-TV sponsored and participated at the Adelante Mujer Latina (4/21/18) and Adelante Young Men (10/21/17) Conferences. Reporters, Sid Garcia and Marc Cota-Robles, participated in these events.
- Society of Professional Journalists
KABC-TV sponsored and participated in the Regional Conference (4/28/18) and CSUN Career Day (11/6/17). Reporters, Miriam Hernandez and Anabel Munoz, participated in

career panels.

G. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

KABC-TV management employees are required to complete the Walt Disney Company's "Preventing Harassment" and "Standards of Business Conduct" training courses every two years. These courses cover discrimination prevention and the importance of offering equal employment opportunities to all employees.

H. Training programs designed to enable station personnel to acquire skills that could qualify them for a higher level position

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

I. Other Activities

KABC-TV hosts periodic 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, Fullerton
- California State University, Fresno

- California Polytechnic University Pomona
- Prepa Tec Charter School
- J Serra Catholic High School
- CAPS Media/El Camino High School
- University of La Verne
- Los Angeles Valley College
- Hispanas Organized for Political Equality (HOPE)
- Orange County School of the Arts
- EDI Media
- Writegirl
- Los Angeles County Alliance for Boys & Girls Clubs
- LAPD Hollenbeck PAL Program
- Tataviam Education/Cultural Learning & Development Department
- Leadership Glendale
- Native American Journalists Association
- California Association of Public Information Officers (PIO)
- Manhattan Beach Unified School District
- Whittier Elementary (Hemet Unified)
- Pasadena Christian
- Verdugo Academy
- Notre Dame High School
- Bronx High School
- Armenia National Committee of America – Western Region
- Keimyung University, Korea Students
- International Visitor Council
- Tomodachi Tohoku Grassroots Leadership Academy

KABC-TV WEEKLY JOB POSTING

7/10/2018

Company	Address	Address # 2	City	State	Zip	Phone
Actors Fund - Career Center (Actors Work Program)	5757 Wilshire Blvd	#400	Los Angeles	CA	90036	323-933-9244
Association of Latino Professionals in Finance and Accounting (ALPFA)	801 S. Grand Avenue	#400	Los Angeles	CA	90017	213-243-0004
Black Business Association	PO Box 43159		Los Angeles	CA	90043-9998	323-291-9334
Cal Institute of 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 Planning Center	13160 Mindanao Way	#240	Marina del Rey	CA	90292	310-309-6000
CCNMA, USC Annenberg School	727 W 27th Street		Los Angeles	CA	90089-7725	
Citrus College - CAL WORKS OFFICE	1000 West Foothill Blvd		Glendora	CA	91741	626-852-8023
Claremont Graduate School	1017 N. Dartmouth Ave		Claremont	CA	91711	909-621-8177
COLUMBIA COLLEGE - HOLLYWOOD	18618 Oxnard Street		Tarzana	CA	91356	818-401-1289
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	91106	
Fashion Institute - Design Merchandising (FIDM)	919 S. Grand Avenue		Los Angeles	CA	90015	213-624-1200
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

KABC-TV WEEKLY JOB POSTING

7/10/2018

Company	Address	Address # 2	City	State	Zip	Phone
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
Jewish Vocational Service	6505 Wilshire Blvd.	Suite 200	Los Angeles	CA	90048	323-761-8888
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	
LACC Student Employment	855 North Vermont Ave		Los Angeles	CA	90029	213-953-4294
Latter Day Saints (LDS) Employment Services	17350 Mt. Herrmann St.		Fountain Valley	CA	92708	714-754-1501
Long Beach Community College	4901 East Carson St		Long Beach	CA	90808	310-420-4355
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	4401 Crenshaw Blvd #201,		Los Angeles	CA	90043	323-299-9660
MediaLine	P.O. Box 51909		Pacific Grove	CA	93950	800-237-8073
Mexican American OPP Foundation (MAOF)	5657 E. Washington Blvd.		Commerce	CA	90040	323-890-1555
NAACP/Beverly Hills-Hollywood	PO Box 2349		Hollywood	CA	90078	323-464-7616
National Association of Hispanic Journalists	1050 Connecticut Ave NW	FL10	Washington	DC	20036	
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

KABC-TV WEEKLY JOB POSTING

7/10/2018

Company	Address	Address # 2	City	State	Zip	Phone
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	421 S. Bixel Street	Suite A	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		Claremont	CA	91711	909-621-8180
Search to Involve Pilipino 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
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
Verdugo Jobs Center	1255 S. Central Ave		Glendale	CA	91204	818-409-0476
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

TOTAL: 62

Job Syndication Alliances

DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017. **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	
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
BabyBoomerJobs.net	http://www.babyboomerjobs.net/ (DE Member Jobs Only)
The Black Perspective	http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine
Campus Pride	http://campuspride.jobs
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	http://fatherresource.jobs/ (DE Member Jobs Only) - Indiana Locations Only)
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	http://www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
MinorityJobsite.com	http://www.minorityjobsite.com/ (DE Member Jobs Only)
New Start Career Network	http://newstartcareernetwork.jobs/ Jobs in New Jersey, New York, Pennsylvania - Long-term unemployed mature workers
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
US.jobs Diversity	http://diversity.jobs
Way Finders Careers	http://wayfinderscareers.com/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	http://www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine

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Disability Sites	
Allsup Employment Services	http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&utm_source=Allsup-DE&utm_medium=Disability&utm_campaign=Allsup
Bosma Enterprises	http://bosma.jobs/ (Indiana Located Jobs Only)
Deaf To Work	http://deaftowork.jobs/
Easter Seals	http://easterseals.jobs/
Enable America	http://enableamerica.jobs
Indiana Career Connect (Indiana State Workforce)	http://indianacareerconnect-disability.jobs
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	http://mdworks.jobs/ (Maryland Located Jobs Only)
National Multiple Sclerosis Society	http://nationalmssociety.jobs/ (DE Member Jobs Only)
Options Unlimited Inc.	http://optionsunlimitedinc.jobs/ (Louisville, KY Located Jobs Only)
Our Ability	http://www.ourability.com/
Quest	http://questinc.jobs/ (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
United Spinal Association	http://spinalcord.jobs/
US.jobs Disability	http://disability.jobs
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop. Jobs also appear on VetCentral search engine at http://vetcentral.us.jobs/vet_index.asp?stype=moc
Workforce Recruitment Program	http://wrp.jobs/
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/

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Military Network Sites	
ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	http://casy.mscn.jobs/
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://msepjobs.militaryonesource.mil/job-map (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse Connections	http://militaryspouseconnection.jobs
Military Spouse Corporate Career Network (MSCCN)	http://www.mscn.org/Employers/DirectEmployers_Job_Board.html
MOC2SOC	https://www.moc2soc.com
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
Save Our Veterans	http://board.jobcentral.com/saveourveterans
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
Student Veterans Of America	http://studentveteransofamerica.jobs
USA Cares	http://board.jobcentral.com/usacares
US.jobs Veterans	http://veterans.jobs/
US Military Pipeline	https://usmilitarypipeline.com/
Vet720.com	http://vet720.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral search engine http://vetcentral.us.jobs/vet_index.asp?style=moc
Veteran's Enterprise	http://www.veteransenterprise.com/index.php/career-opportunities
Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)

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State Workforce Agency Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
Connecting Colorado (Colorado State Workforce)	http://coworkforce-veterans.jobs
IndianaCareerConnect (Indiana State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SCWorks (South Carolina State Workforce)	http:// SCWorks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInMichigan (Michigan State Workforce)	http://workinmichigan-veterans.jobs/
MontanaWorks (Montana State Workforce)	http://workinmontana-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

Federal Government Sites

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

State Government Sites

US.Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	http://US.jobs/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral http://vetcentral.us.jobs/vet_index.asp?style=moc http://veterans.jobs/
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	https://3rivers.rescaretalentmarket.com/
Rescare Workforce Services - Indiana	https://indiana.rescaretalentmarket.com/
State & US Territory Workforce Agency Job Banks	All DE member jobs are delivered to over 3500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies'

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	technical capabilities. Members access your VEVRAA Compliance Reporting through the <u>Member Desktop</u> for confirmation of job listing delivery
State of Alabama	https://joblink.alabama.gov/ada/
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	http://www.caljobs.ca.gov/
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/
Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www1.iowajobs.org/jobs/login.seek
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	http://kcc.ky.gov/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	http://www.mainecareercenter.com/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://jobs.mt.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	http://nevada.us.jobs/

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State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	http://careerconnections.nj.gov/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	http://newyork.us.jobs/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://ohiomeansjobs.com/omj/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	http://puertorico.us.jobs/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://wit.twc.state.tx.us/
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://seeker.worksourcewa.com/
State of West Virginia	http://www.wvcommerce.org/business/workforcewv/default.aspx
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx
State Workforce Agency Microsites (See list of specific state microsites below).	Several State Workforce Agencies have added .jobs microsites to target specific recruiting populations, allowing states to drive more jobseeker traffic to their niche microsites and state job banks (see below).
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Colorado Department of Labor & Employment	http://coworkforce-veterans.jobs/
EmployNevada (Nevada State Workforce)	http://employnevadavets.jobs
IndianaCareerConnect Veterans	http://indianacareerconnect-veterans.jobs/

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

Other Sites

Beyond.com	http://www.beyond.com/
Career Bliss	http://www.careerbliss.com/jobs/
Facebook Social Jobs Partnership	https://www.facebook.com/socialjobs/app_417814418282098
Flexjobs	https://www.flexjobs.com (only remote positions)
Info.com	http://info.com/
Jobalot	http://www.jobalot.com/
Job Inventory	http://www.jobinventory.com/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
Mitula	http://www.mitula.com/
Servant@Heart Christian Business Directory	http://jobs.servantatheart.org/
St. Christopher Parish	http://jobs.saintchristopherparish.org/
TalentPlanet	http://talentplanet.com/index.php
Trovit	http://job.trovit.com/
Universal Technical Institute	http://uti.jobs/ *Automotive Industry Related Job Content
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/

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

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Metro Areas on US.jobs					
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			

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Mississippi:	<i>Gulfport</i>	<i>Jackson</i>			
Missouri:	<i>Independence</i>	<i>Jefferson City</i>	<i>Kansas City</i>	<i>Springfield</i>	<i>St. Louis</i>
Montana:	<i>Billings</i>	<i>Helena</i>			
Nebraska:	<i>Lincoln</i>	<i>Omaha</i>			
Nevada:	<i>Carson City</i>	<i>Las Vegas</i>	<i>Reno</i>		
New Hampshire:	<i>Concord</i>	<i>Manchester</i>			
New Jersey:	<i>Elizabeth</i>	<i>Jersey City</i>	<i>Newark</i>	<i>Patterson</i>	<i>Trenton</i>
New Mexico:	<i>Albuquerque</i>	<i>Santa Fe</i>			
New York:	<i>Albany</i> <i>Syracuse</i>	<i>Buffalo</i>	<i>Elmira</i>	<i>New York</i>	<i>Rochester</i>
North Carolina:	<i>Asheville</i> <i>Durham</i>	<i>Charlotte</i> <i>Winston-Salem</i>	<i>Fayettesville</i>	<i>Greensboro</i>	<i>Raleigh</i>
North Dakota:	<i>Bismarck</i>	<i>Fargo</i>			
Ohio:	<i>Akron</i> <i>Toledo</i>	<i>Cincinnati</i>	<i>Cleveland</i>	<i>Columbus</i>	<i>Dayton</i>
Oklahoma:	<i>Oklahoma City</i>	<i>Tulsa</i>			
Oregon:	<i>Eugene</i>	<i>Portland</i>	<i>Salem</i>		
Pennsylvania:	<i>Allentown</i>	<i>Erie</i>	<i>Philadelphia</i>	<i>Pittsburgh</i>	
Rhode Island:	<i>Providence</i>				
South Carolina:	<i>Charleston</i>	<i>Columbia</i>			
South Dakota:	<i>Pierre</i>	<i>Sioux Falls</i>			
Tennessee:	<i>Chattanooga</i>	<i>Clarksville</i>	<i>Knoxville</i>	<i>Memphis</i>	<i>Nashville</i>
Texas:	<i>Abilene</i> <i>Corpus Christi</i> <i>Laredo</i> <i>Waco</i>	<i>Amarillo</i> <i>Dallas</i> <i>Longview</i> <i>Wichita Falls</i>	<i>Austin</i> <i>El Paso</i> <i>Lubbock</i>	<i>Beaumont</i> <i>Fort Worth</i> <i>San Antonio</i>	<i>Brownsville</i> <i>Houston</i> <i>Tyler</i>
Utah:	<i>Provo</i>	<i>Salt Lake City</i>			
Vermont:	<i>Burlington</i>	<i>Montpelier</i>			
Virginia:	<i>Alexandria</i>	<i>Norfolk</i>	<i>Richmond</i>	<i>Virginia Beach</i>	
Washington:	<i>Olympia</i>	<i>Seattle</i>	<i>Spokane</i>	<i>Tacoma</i>	
West Virginia:	<i>Charleston</i>	<i>Huntington</i>			
Wisconsin:	<i>Green Bay</i>	<i>Madison</i>	<i>Milwaukee</i>		
Wyoming:	<i>Casper</i>	<i>Cheyenne</i>			

College Network

Academy of Art University
Alabama State University
Albany College of Pharmacy & Health Sciences
Albany State University
Albion College
Alcorn State University
Alfred University
Alma College
American Public University System
American Sentinel University
Amherst College
Amridge University
Anderson University (IN)
Anne Arundel Community College
Appalachian State University
Arizona State University
Arkansas State University
Arkansas State University, Beebe
Arkansas State University, Mountain Home
Armstrong State University
Assumption College
Athens State University
Atlanta University Center
Auburn University
Augsburg College
Averett University
Azusa Pacific University
Babson College
Baker College
Ball State University
Barnard College
Bay Path University
Bellevue College (WA)
Belmont Abbey College
Beloit College
Bennington College
Bentley University

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Berklee College of Music
Bethel University (MN)
Biola University
BJU Press
Black River Technical College
Blackburn College
Bloomsburg University of Pennsylvania (PASSHE)
Bluegrass Community & Technical College
Bob Jones University
Boise State University
Boston Architectural College
Boston College
Boston University

Boston University, College of Communication
Boston University, College of Engineering
Boston University, School of Hospitality Administrators
Boston University, School of Management
Boston University, School of Public Health
Bowdoin College
Bowie State University
Bowling Green State University
Brandman University
Brigham Young University
Brigham Young University, Hawaii
Brigham Young University, Idaho
Brown University
Bryn Mawr College
Bucknell University
Bucks County Community College
Burlington County College
Cabrillo College
Cabrini College
Cairn University
California Baptist University
California Institute of Technology (Caltech)
California Lutheran University
California Polytechnic State University, San Luis
California State Polytechnic University, Pomona
California State University Channel Islands
California State University East Bay, College of Business and Economics
California State University Fresno
California State University Fullerton
California State University Long Beach

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California State University Monterey Bay
California State University Northridge
California State University Sacramento
California State University San Bernardino
California University of Pennsylvania (PASSHE)
Calvin College
Cambridge College
Cañada College
Cape Fear Community College
Capella University
Capital Community College
Capitol College
Carleton College
Carnegie Mellon University
Case Western Reserve University
Cayuga County Community College
Central Arizona College
Central College
Central Lakes College at Brainerd
Central Methodist University
Central New Mexico Community College
Central Oregon Community College
Central State University
Central Virginia Community College
Central Washington University
Centre College
Chaffey College
Chaminade University of Honolulu
Champlain College
Chapman University
Charleston Southern University
Chatham University
Chattahoochee Technical College
Chattanooga State Community College
Cheyney University of Pennsylvania (PASSHE)
Christian Brothers University
Cincinnati State Technical and Community College
City Colleges of Chicago
Claremont McKenna College
Clarion University of Pennsylvania (PASSHE)
Clark University
Clarkson University
Clayton State University

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Clemson University
Clemson University, Cooperative Education Program
Cleveland State University
Coastal Carolina University
Coastline Community College
Coker College
Colby College
Colgate University
College of Coastal Georgia
College of Idaho
College of Marin
College of San Mateo
College of Southern Nevada
College of St. Benedict & St. John's University
College of the Holy Cross
College of Western Idaho
Collin College
Colorado School of Mines
Columbia College (MO)
Columbia College (SC)
Columbia Southern University
Columbia University, The Earth Institute
Columbus College of Art & Design
Columbus State Community College
Community College of Vermont
Concordia College (NY)
Concordia College at Moorhead
Concordia University Ann Arbor
Concordia University at Irvine
Concordia University, St. Paul
Connecticut College
Cornell College
Cuesta College
Culinary Institute of America
Cumberland University
CUNY Baruch College
CUNY Baruch College, Weissman School of Arts & Sciences
CUNY Borough of Manhattan Community College
CUNY Central Internship Programs
CUNY College of Staten Island
CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice

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CUNY Kingsborough Community College
CUNY LaGuardia Community College, Humanities De
CUNY Lehman College
CUNY Macaulay Honors College
CUNY Medgar Evers College
CUNY Queens College
CUNY Service Corps
CUNY The City College of New York
CUNY York College
Dallas County Community College District
Daniel Webster College
Dartmouth College, Thayer School of Engineering
Davenport University
Dean College
Delaware State University
Delaware Valley College
Delta State University
Depauw University
DeSales University
Dominican College
Dordt College
Dowling College
Drake University
Drew University
Drexel University
Drexel University, School of Public Health
Duke University, Sanford School of Public Policy
Dunwoody College of Technology
Duquesne University
Earlham College
East Georgia State College
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Connecticut State University
Eastern Illinois University
Eastern University
Eastern Washington University
Eckerd College
Edinboro University of Pennsylvania (PASSHE)
Elmhurst College
Emily Griffith Technical College
Emmanuel College
Emory University
Erie Huron Ottawa Vocational Education (EHOVE)

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Excelsior College
Fairfield University
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Fashion Institute of Technology, Career Services Office
Fayetteville State University
Ferris State University
Florida Gulf Coast University
Florida International University
Florida International University, Chaplin School
Florida Memorial University
Florida State University
Florida State University, College of Social Work
Fordham University
Fordham University, Gabelli School of Business
Fort Lewis College
Franklin & Marshall College
Franklin W. Olin College of Engineering
Friends University
Full Sail University
Furman University
Gadsden State Community College
Gallaudet University
Gateway Community College
George Washington University School of Public Health & Health Services
George Washington University, Career Services
George Washington University, Elliott School of Internal Affairs
George Washington University, School of Engineering & Applied Science
Georgetown College
Georgetown University
Georgetown University, Communication, Culture &
Georgia Regents University
Georgia Southern University
Georgia Southwestern State University
Georgia Tech
Georgian Court University
Gettysburg College
Golden Gate University
Gonzaga University
Goucher College
Governors State University
Grambling State University
Grand Canyon University

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Green Mountain College
Grinnell College
Hamilton College
Hamline University
Hampden-Sydney College
Hampshire College
Hampton University
Hanover College
Harding University
Harvard University
Harvard University, T.H. Chan School of Public
Harvey Mudd College
Haverford College
Hawaii Pacific University
Hendrix College
Henry Ford College
Heritage University
High Point University
Hood College
Howard University
Hudson Valley Community College
Illinois Institute of Technology
Illinois State University
Indiana University Bloomington, Career Development
Indiana University Bloomington, College of Arts & Sciences
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, Kelley School of Business-Undergraduate
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics & Computing
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University East
Indiana University Northwest
Indiana University of Pennsylvania (PASSHE)
Indiana University South Bend
Indiana University Southeast
Indiana University, Kokomo
Indiana University-Purdue University, Columbus
Indiana University-Purdue University, Fort Wayne
Indiana Wesleyan University
iNet Internship Network
Iona College
Iowa Central Community College

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Iowa State University
IUPUI, Herron School of Art and Design
IUPUI, Kelley School of Business
IUPUI, Lilly Family School of Philanthropy
IUPUI, Richard M. Fairbanks School of Public Health
IUPUI, School of Education
IUPUI, School of Engineering and Technology
IUPUI, School of Health and Rehabilitation Sciences
IUPUI, School of Informatics and Computing
IUPUI, School of Liberal Arts
IUPUI, School of Physical Education and Tourism Management
IUPUI, School of Public and Environmental Affairs
IUPUI, School of Science
IUPUI, School of Social Work
IUPUI, Talent
Ivy Tech Community Colleges
Jackson State University
Jacksonville State University
Jacksonville University
James Madison University
Johns Hopkins University, Bloomberg School of Public Health
Johnson C. Smith University
Johnson University
Juniata College
Kendall College
Kendall College of Art and Design, Ferris State
Kennesaw State University
Kenyon College
Kutztown University of Pennsylvania (PASSHE)
Lafayette College
Lake Land College
Lake Superior State University
Laney College (CA)
Lansing Community College
Lawrence Tech
Lehigh Carbon Community College
Lehigh University
Lewis & Clark College
Lewis University
Liberty University
Life University
LIM College (Laboratory Institute of Merchandising)
Linfield College

Linn-Benton Community College
Lock Haven University of Pennsylvania (PASSHE)
Long Island University
Longwood University
Los Angeles Film School
Louisiana State University
Louisiana Tech University
Loyola Marymount University
Loyola Marymount University, School of Film and Television
Loyola University Chicago
Luther College
Lynchburg College
Macalester College
Madonna University
Manhattan College
Mansfield University of Pennsylvania (PASSHE)
Marian University
Marist College
Marlboro College
Marshall University
Marygrove College
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massachusetts General Hospital Institute of Health
Massasoit Community College
McDaniel College
McNeese State University
Menlo College
Mercer University
Mercy College
Merrimack College
MetroLink Consortium
Metropolitan Community College of Kansas City
Miami University (OH)
Michigan State University
Middlebury College
Millersville University of Pennsylvania (PASSH)
Mills College
Milwaukee Institute of Art and Design
Minnesota State University, Mankato
Mississippi College
Mississippi State University

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Missouri Baptist University
Monroe College
Montgomery College
Moorpark College
Moravian College and Theological Seminary
Morehead State University
Morehouse College
Morgan State University
Moultrie Technical College
Mount Holyoke College
Mount Ida College
Mount St. Mary's University (CA)
Mount Washington College
Mt. San Antonio College
Mt. San Jacinto College
Muhlenberg College
National Park Community College
National University
Navarro College
New Jersey Institute of Technology
New Orleans Baptist Theological Seminary
New York University
Newberry College
Newbury College
Norfolk State University
North Carolina A&T State University
North Carolina Central University
North Carolina State University
North Central University
North Dakota State University
North Park University
Northeast Alabama Community College
Northern Essex Community College
Northern Illinois University
Northshore Technical Community College
Northwest Arkansas Community College
Northwest Missouri State University
Northwestern University
Northwestern University, Medill School of Journalism
Northwood University
Norwich University
Notre Dame de Namur University
Nova Southeastern University

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Nyack College
Oakland University
Oberlin College
Occidental College
Ohio Christian University
Ohio Northern University
Ohio State University
Ohio State University, College of Arts & Sciences
Ohio State University, College of Engineering
Ohio State University, College of Food, Agriculture & Environmental Sciences
Ohio University
Oklahoma Baptist University
Old Dominion University
Oral Roberts University
Otis College of Art and Design
Ouachita Baptist University
Palm Beach Atlantic University
Palomar College
Park University
Pasadena City College
Peirce College
Penn State, College of Agricultural Sciences
Penn State, College of Engineering
Penn State, College of Information Sciences
Penn State, College of the Liberal Arts
Penn State, Consortia
Penn State, Eberly College of Science
Penn State, Harrisburg
Penn State, Supply Chain & Information Systems
Penn State, The Behrend College
Penn State, University Park
Pennsylvania College of Technology
Pensacola State College
Philadelphia University
Piedmont Community College
Piedmont Virginia Community College
Pierpont Community and Technical College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical Institute
Pitzer College
Point Loma Nazarene University
Pomona College

Prairie View A&M University
Pratt Institute
Princeton University
Pueblo Community College
Purdue University
Quinnipiac University
Ranken Technical College
Rasmussen College
Reed College
Regent University
Regis College
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University
Rhodes College
Rice University
Roane State Community College
Rochester Institute of Technology
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design
Ron Brown Scholar Fund
Roosevelt University
Rose-Hulman Institute of Technology
Russell Sage College
Rutgers University Camden
Rutgers University New Brunswick
Rutgers University New Brunswick, School of Man
Rutgers University New Brunswick, Undergraduate
Rutgers University Newark
Rutgers University Newark, Undergraduate Business
Rutgers University School of Criminal Justice
Sacred Heart University
Saddleback College
Saginaw Valley State University
San Diego State University
San Jose State University
Santa Barbara City College
Santa Clara University
Sarah Lawrence College
Savannah College of Art and Design
Savannah State University
Savannah Technical College

School of Visual Arts
Scripps College
Seattle University
Seton Hall University
Sewanee, The University of the South
Shaw University
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Simmons College, School of Management
Simpson College
Skidmore College
Skyline College
Slippery Rock University of Pennsylvania (PASSHE)
Smith College
Sonoma State University
South Central College
Southeast Missouri State University
Southeastern Baptist Theological Seminary
Southeastern Louisiana University
Southeastern Oklahoma State University
Southern Adventist University
Southern Connecticut State University
Southern Crescent Technical College
Southern Illinois University at Carbondale
Southern University and A&M College
Southern Wesleyan University
Southwestern Baptist Theological Seminary
Southwestern University
Spelman College
Spokane Community College
Spring Arbor University
Springfield College
St. Ambrose University
St. Bonaventure University
St. Clair County Community College
St. John's University
St. Joseph's College
St. Joseph's University
St. Lawrence University
St. Leo University
St. Louis Community College, Florissant Valley
St. Mary's College of California
St. Mary's College of Maryland

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St. Michael's College (VT)
St. Olaf College
St. Peter's University
St. Thomas Aquinas College
St. Thomas University
St. Xavier University
Stevenson University
Stratford University
SUNY Alfred State College
SUNY at Binghamton University
SUNY Buffalo State
SUNY College at Oneonta
SUNY Cortland
SUNY Farmingdale State College
SUNY Fredonia
SUNY Jefferson Community College
SUNY New Paltz
SUNY Oswego
SUNY Plattsburgh
SUNY Purchase College
SUNY University at Buffalo
Susquehanna University
Swarthmore College
Syracuse University
Tallahassee Community College
Tarleton State University
Temple University
Temple University, School of Media and Communication
Temple University, School of Tourism and Hospitality
Tennessee State University
Texas A&M University, College Station
Texas A&M University, Kingsville
Texas A&M University, Texarkana
Texas Wesleyan University
The College of New Jersey
The College of New Rochelle
The College of St. Rose
The College of William & Mary
The College of Wooster
The Juilliard School
The King's College
The New School
The Southern Baptist Theological Seminary

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The Universities at Shady Grove
The University of the Arts
Thomas Jefferson University
Tiffin University
Touro College
Transylvania University
Trenholm State Technical College
Trident Technical College
Trine University
Trinity Christian College
Trinity College (CT)
Trinity Washington University
Troy University
Truckee Meadows Community College
Tufts University, Office of Public Health
Tuskegee University
UCLA
UCLA, Luskin School of Public Affairs
Union University
University of Alabama
University of Alabama in Huntsville
University of Arizona
University of Arkansas at Fayetteville
University of Arkansas at Fort Smith
University of Arkansas at Pine Bluff
University of Baltimore
University of California Berkeley
University of California Berkeley, School of Public Health
University of California Berkeley, School of Social Welfare
University of California Davis
University of California Irvine
University of California Merced
University of California Riverside
University of California San Diego
University of California San Diego, Academic Internship
University of California Santa Barbara
University of California Santa Cruz
University of Central Missouri
University of Charleston
University of Chicago
University of Connecticut
University of Dallas
University of Denver

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University of Evansville
University of Florida
University of Georgia
University of Great Falls
University of Houston
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Health and Human Performances
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign
University of Illinois Theta Xi
University of Iowa
University of Kansas
University of Kentucky
University of La Verne
University of Louisville
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Mary Washington
University of Maryland Baltimore County
University of Maryland College Park
University of Maryland College Park, Clark School of Engineering
University of Maryland College Park, School of Public Policy
University of Massachusetts Amherst
University of Massachusetts, Amherst, Isenberg
University of Memphis
University of Michigan Ann Arbor, Athletic Department
University of Michigan Ann Arbor, College of Engineering
University of Michigan Ann Arbor, College of Literature, Science and the Arts
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 Missouri Kansas City
University of Nebraska at Kearney
University of Nebraska Lincoln
University of Nebraska Omaha
University of Nevada Las Vegas
University of Nevada Reno

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University of New Hampshire
University of New Hampshire, College of Health
University of New Hampshire, Paul College of Business and Economics
University of New Hampshire-Manchester
University of New Haven
University of New Mexico
University of North Alabama
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of Northern Iowa
University of Northwestern - St. Paul
University of Notre Dame
University of Pennsylvania
University of Pittsburgh
University of Pittsburgh at Bradford
University of Pittsburgh at Johnstown
University of Pittsburgh, School of Education
University of Puget Sound
University of Rhode Island
University of Richmond
University of San Diego
University of San Francisco
University of South Carolina Upstate
University of Southern California
University of Southern California, Marshall School of Business-Undergraduate
University of Southern California, Occupational & Physical Therapy and Ostrow
Dentistry
University of Southern California, Rossier School of Education
University of Southern California, School of Cinematic Arts
University of Southern California, Viterbi School Of Engineering
University of Southern California. Annenberg School for Communication &
Journalism
University of Southern Indiana
University of Southern Maine
University of St Francis (IL)
University of St. Joseph
University of St. Thomas
University of Tennessee at Chattanooga
University of Texas at Austin, College of Fine Arts
University of Texas at Austin, Moody College of Communications
University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, School of Nursing
University of the Ozarks

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University of the Pacific
University of Toledo
University of Toledo, College of Education
University of Tulsa
University of Utah
University of Vermont
University of Virginia
University of Washington, Engineering Co-op & Internship Program
University of Washington, Information School
University of West Georgia
University of Wisconsin at Madison, School of Education
University of Wisconsin at Madison, School of Human Ecology
University of Wisconsin at Milwaukee
Upper Iowa University
Ursinus College
Valencia College
Vanderbilt University
Vanguard University
Vassar College
Ventura College
Vincennes University
Virginia Highlands Community College
Virginia International University
Virginia State University
Virginia Union University
Virginia Wesleyan College
Virginia Western Community College
Wade College
Wagner College
Walla Walla University
Walsh College
Warner Pacific College
Warren Wilson College
Wartburg College
Washington College
Washington State University
Washington University in St. Louis
Washington University in St. Louis, George Warren Brown School of Social Work
Washington University in St. Louis, Olin Undergrad Business School
Washtenaw Community College
Wayne State University, School of Business Administration
Webster University
Wentworth Institute of Technology

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West Chester University of Pennsylvania (PASSHE)
West Georgia Technical College
West Virginia State University
Western Carolina University
Western Illinois University
Western Kentucky University
Western Washington University
Westmont College
Wheaton College (IL)
Whitman College
Whitworth University
Wilberforce University
Willamette University
William Jewell College
William Paterson University of New Jersey
William Woods University
Williams College
Wilmington College
Wingate University
Winthrop University
Wiregrass Georgia Technical College
Woodbury University
Worcester Polytechnic Institute
Xavier University
Xavier University of Louisiana
Yale University
Yale University Consortium
Yale University, School of Public Health
Yeshiva University
Yeshiva University, Professional Studies
York College of Pennsylvania
York Technical College
Youngstown State University
Youngstown State University, Science, Technology
Youngstown State University, Williamson College of Business Administration