

**KFSN-TV FRESNO ANNUAL EEO PUBLIC FILE REPORT**  
**August 1, 2018**

**I. GENERAL POLICY**

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

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

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

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

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

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

**II. RESPONSIBILITY**

Dan A. Adams, KFSN-TV’s President & General Manager, is responsible for supervising EEO compliance.

### III. POSITIONS FILLED AND RECRUITMENT METHODS

KFSN-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 KFSN 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.
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:

*Multi-Media Journalist (Posted 6/15/17, Filled – Cristina Davies 8/29/17)*

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

Six people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 2; company online job listing – 3; industry referral – 1. The referral source of the candidate hired was the company online job listing.

*Assignment Editor (Posted 8/18/17, Filled – Fabian Estrada 9/14/17)*

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

Two people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 1; station website – 1. The referral source of the candidate hired was the company online job listing.

*Anchor/Reporter/Multi-Media Journalist (Posted 7/20/17, Filled – Gilbert Magallon 11/6/17)*

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

Two people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 1; company online job listing – 1. The referral source

of the candidate hired was the company online job listing.

*News Producer (Posted 10/4/17, Filled – Ana Vargas 11/27/17)*

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

Three people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 2; industry referral – 1. The candidate hired was an industry referral.

*Assignment Editor (Posted 11/12/17, Filled – Taylor Kimber 1/22/18)*

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

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

*Web Producer (Posted 9/21/17, Filled – Richard Courtney 3/5/18)*

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

Three people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 2; company online job listing – 1. The referral source of the candidate hired was the company online job listing.

*Sports Director/Anchor (Posted 1/24/18, Filled – Stephen Hicks 4/9/18 as Sports Anchor; Christopher Alvarez 5/13/18 as Sports Director)*

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

Five people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 2; industry referral – 1; employee referral – 1; internal station candidate – 1. The candidate hired for the Sports Anchor position was an employee referral. The candidate hired for the Sports Director position was an internal promotion.

*News Editor/Photographer (Posted 2/23/18, Filled – Andrea Guyton 4/16/18)*

In addition to this job vacancy being publicized as described above, this position was

advertised in the following publications: TVJobs.com, Fresno Bee.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 5; KFSN job listing – 1. The candidate hired was an internal station candidate.

*Broadcast Operations Technician (Posted 4/18/18, Filled –Manuel Miguel 5/25/18)*

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

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

#### **IV. LONG TERM RECRUITMENT INITIATIVES**

KFSN-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**

KFSN-TV participated in the National Association of Black Journalists 2017 Convention August 9-13. The station's News Director, Michael Carr, participated by distributing information about career and internship opportunities, soliciting resumes, interviewing job seekers, critiquing demo reels and providing career guidance.

Fresno State's Professional and Business Services Career and Internship Fair: 11/02/2017 -ABC30's Program Manager, Charlene Ciavaglia, attended the Fall Fresno State College Professional and Business Services Career and Internship Fair with over 80 vendors present.

Fresno State's Spring 2018 Career Fair: 3/7/2018 – ABC30's Webmaster, Benjamin Kirk, and Programming Manager, Charlene Ciavaglia, attended the Fresno State Spring 2018 Career and Internship Fair: "Recruit the 99" which included over 200 vendors.

B. Internship Program

KFSN-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, KFSN-TV hired five interns.

KFSN-TV's internship program has launched the careers of dozens of students with aspirations to work in broadcasting. Currently there are six former KFSN-TV interns working at the Station, including three on-air talent and the News Director.

Recruitment outreach for interns is primarily accomplished by informing the Journalism Department at local colleges and universities about openings.

C. Scholarship Programs

KFSN-TV has two scholarship programs. The first, the ABC30 Journalism Scholarship, provides up to three scholarships each year to California State University, Fresno students majoring in fields designed to lead to a career in broadcast journalism. The recipients of this scholarship during the reporting period were Adrian Leauvano and Elisa Navarro. The second, the ABC30 Building a Better Community Scholarship, provides five scholarships each year to under privileged and/or "at-risk" students to attend a State Center Community College District campus. The recipients of this scholarship during the reporting period were Elizabeth Larios-Rangel, Jose Alvarez, Lars Sulzmann, Brittany Dansby, Vanessa Rodriguez, Guadalupe Gutierrez, and Donald Murphy.

D. 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.

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

KFSN-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.

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

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

G. Other Activities

KFSN-TV has a goal of motivating and inspiring the next generation of broadcast professionals. To support that goal, KFSN-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.

ABC30 Station Tour - 9/29/2017: KFSN gave a Station tour to Kings Lake Education Center with about 20 students who are studying the weather. Students meet with Weather Meteorologist Alena Lee and discussed the Weather station and attended the live broadcast of Action News Midday.

ABC30 Station Tour - 10/06/2017: News Director Michael Carr hosted a station tour for 30 media students from Tulare Union High School.

ABC30 Station Tour - 10/24/2017: KFSN hosted members of Fresno Barrios Unidos on Tuesday, October 24. Programming Manager Charlene Ciavaglia conducted a station tour for the committee. They toured the station, watched the 6PM newscast, and had a Q&A session with Charlene, Michael Carr, and Aurora Diaz about news, programming, and community affairs.

ABC30 Station Tour - 11/08/2017: KFSN Digital Media Manager Benjamin Kirk gave a station tour to 15 media students from Madison Elementary School.

ABC30 Station Tour - 11/08/2017: KFSN Programming Manager Charlene Ciavaglia gave a station tour to a Boy Scout Troop. They watched the 5PM News.

ABC30 Station Tour - 12/06/2017: Programming Manager Charlene Ciavaglia gave Summit Charter Collegiate Academy a tour of the KFSN Studios and the newsroom.

ABC30 Station Tour - 1/18/2018: Programming Manager Charlene Ciavaglia gave Community Vocational Services, Inc. a tour of the ABC30 studio and newsroom.

ABC30 Station Tour - 1/26/2018: Programming Manager Charlene Ciavaglia gave Burrel Union Elementary School's fifth, sixth, and seventh graders a tour of ABC30's studio and newsroom.

ABC30 Station Tour - 2/28/2018: KFSN programming manager Charlene Ciavaglia conducted a tour of the station's studios and newsroom for Hanford West High School Media Arts Communications Academy.

ABC30 Station Tour - 3/07/2018: Programming Manager Charlene Ciavaglia conducted a station tour for McKinley Elementary School's 5th and 6th grade Video Production class. The students toured the ABC30 Newsroom and studio.

ABC30 Station Tour - 3/09/2018: New Producer Christine Brown gave a station tour to students from Sanger High School.

ABC30 Station Tour - 5/16/2018: Programming Manager Charlene Ciavaglia and Digital Media Manager Benjamin Kirk hosted a station tour of KFSN's newsroom and studio for 40 students from Stone Ridge Christian High School.

ABC30 Station Tour - 5/29/2018: Programming Manager Charlene Ciavaglia hosted a tour of ABC30 Studios and the newsroom for Charlie Keyan Armenian Community School.

KFSN-TV WEEKLY JOB POSTING	7/10/2018
<b>Company</b>	<b>Address</b>
American Legion Post 23	1502 O Street, Sanger, CA 93657
California Advocate	1555 E Street, Fresno, CA 93706
CSU Hayward - Career Development Center	25800 Carlos Bee Blvd. #2300, Hayward, CA 94542
CCNMA, USC Annenberg School Journalism	727 W 27th Street, Los Angeles, CA 90089-7725
Chicano & Latin American Studies	5340 N. Campus Drive, Fresno, CA 93740
Chinese for Affirmative Action	17 Walter U Lum Place, San Francisco, CA 94108
City College Downtown Campus	88 4th Street, San Francisco, CA 94103
City College/S.E. Campus	1800 Oakdale Avenue, San Francisco, CA 94124
Civil Air Patrol Sq 112	911 S. Chance Avenue, Fresno, CA 93702
College of the Sequoias Placement Office	915 S. Mooney Blvd., Visalia, CA 93227
CSU Chico	Placement Office, 400 W. 1st Street, Chico, CA 95929-0700
CSU Fresno Mass Communications & Journalism	2225 E. San Ramon, Fresno, CA 93740-8029
DeAnza College	21250 Stevens Creek Blvd., Cupertino, CA 95014
Dept of Rehabilitation	P.O. Box 24001, Fresno, CA 93779-4001
Disabled American Veterans	3163 E McKinley Avenue, Fresno, CA 93726
Disabled Veterans Charities	701 Van Ness Avenue, Fresno, CA 93721
East New Mexico University	1500 S. Avenue K, Portales, NM 88130
EDD Job Services	3302 N. Blackstone, Ste 155, Fresno, CA 93726-5393
Employment & Training Services - Urban South Youth Program	1900 Mariposa Mall #303, Fresno, CA 93721
Family Community Church, Single Ministry	2434 E. Nees, Fresno, CA 93710
Fresno City College Disabled Student's Program	1101 E. University, Fresno, CA 93741
First Chinese Baptist Church	6080 N. Angus Street, Fresno, CA 93710
Fresno Chamber of Commerce	2331 Fresno Street, Fresno, CA 93716
Fresno City College, Placement Office	1101 E. University, Fresno, CA 93741
Fresno City College Resource Center	1101 E. University, Fresno, CA 93741
Fresno County Workforce Connection	1900 Mariposa Mall #280, Fresno, CA 93721
Fresno County Workforce Connection	3302 N. Blackstone, Ste. 302, Fresno, CA 93726
Fresno Pacific College	1717 S. Chestnut, Fresno, CA 93702



KFSN-TV WEEKLY JOB POSTING	7/10/2018
<b>Company</b>	<b>Address</b>
Fresno Regional Occupational Program	1111 Van Ness Ave., Fresno, CA 93721-2002
Fresno VA Medical Center	2615 E Clinton Ave., Fresno, CA 93726-4812
FSU Dept of Mass Communications	2225 E. San Ramon, Fresno, CA 93740-8029
Goodwill Industries	1500 Mission, San Francisco, CA 94103
Hinton Comm. Center	2385 S. Fairview, Fresno, CA 93706
Institute of Technology - Clovis	564 Herndon Ave., Clovis CA 93612
JFK University/Career Center	100 Ellinwood Way, Pleasant Hill, CA 94523-4817
Kings River - Reedley Community College	995 N. Reed Avenue, Reedley, CA 93654
Lanare Community Center	20620 Grantland, Riverland, CA 93656
Lao Veterans of America	4903 E. King Canyon Road, Ste 281, Fresno, CA 93727
Marjaree Mason Center	1600 M Street, Fresno, CA 93721
Merced College, Job Placement	3600 M Street, Merced, CA 95340
NATAS - National Academia of Arts & Sciences	4317 Camden Ave., San Mateo, CA 94403-5007
Natl. Assoc. of Hispanic Journalists	1050 Connecticut Ave NW FL 10, Washington, D.C. 20036
Northeastern University	102 Lake Hall, Boston, MA 02115
NW Employment Networking Service	5415 North West Avenue, Fresno, CA 93711
Oholone Community College	43600 Mission Blvd., Fremont, CA 94530
Refugee Self Suff. Project	4879 E. Kings Canyon, Fresno, CA 93727
San Joaquin Valley College	295 E. Sierra Ave., Fresno, CA 93710
San Joaquin Valley Veterans	1617 E. Saginaw Way, Ste 102, Fresno, CA 93727
St. John's Society	2116 Fernwood Drive, Hanford, CA 93230
State Center Community College, Vocational Training	2930 E. Annadale, Fresno, CA 93725
State of California Rehabilitation Dept	2550 Mariposa Mall, Fresno, CA 93721
Syracuse Univ., S.I. Newhouse School of Pub. Comm. Career Dev. Center	215 University Place, Syracuse, NY 13244
The Career Center - CSU Northridge	18111 Nordoff Street, Northridge, CA 91330
The Leadership Institute	1101 N. Highland St., Arlington, VA 22201
UCP - United Cerebral Palsy of Central CA	4224 N. Cedar Avenue, Fresno, CA 93726-3700
Veteran's Service Office	1320 E. Shaw Ave. #105, Fresno, CA 93726-4812

KFSN-TV WEEKLY JOB POSTING	7/10/2018
Company	Address
Veterans Affairs Department	1227 O Street, Sacramento, CA 95814
Veterans of Foreign Wars	3585 Blythe Avenue, Fresno CA 93703
Veterans of Foreign Wars	530 N Parkway Drive, Fresno, CA 93728
Women's Resource Center, CSUF	2225 E. San Ramon, Fresno, CA 93740
Young Com. Dev.	1715 Yosemite Avenue, San Francisco, CA 94124
Youth Employment Office	770 San Pablo, Fresno, CA 93728
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	<a href="http://www.africanamericanjobsite.com/">http://www.africanamericanjobsite.com/</a> (DE Member Jobs Only)
AsianAmericanJobsite.com	<a href="http://www.asianamericanjobsite.com/">http://www.asianamericanjobsite.com/</a> (DE Member Jobs Only)
BabyBoomerJobs.net	<a href="http://www.babyboomerjobs.net/">http://www.babyboomerjobs.net/</a> (DE Member Jobs Only)
The Black Perspective	<a href="http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine">http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine</a>
Campus Pride	<a href="http://campuspride.jobs">http://campuspride.jobs</a>
Diversityjobs.ca	<a href="http://www.diversityjobs.ca/">http://www.diversityjobs.ca/</a> (DE Member Jobs Only)
DiversityJobsite.com	<a href="http://www.diversityjobsite.com/">http://www.diversityjobsite.com/</a> (DE Member Jobs Only)
Diversityworkers.com	<a href="http://www.diversityworkers.com/">http://www.diversityworkers.com/</a> (DE Member Jobs Only)
Father and Families Center	<a href="http://fatherresource.jobs/">http://fatherresource.jobs/</a> (DE Member Jobs Only - Indiana Locations Only)
HispanicJobsite.com	<a href="http://www.hispanicjobsite.com/">http://www.hispanicjobsite.com/</a> (DE Member Jobs Only)
Hispanic Today	<a href="http://www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine/">http://www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine/</a>
Jobs4Women.net	<a href="http://www.jobs4women.net/">http://www.jobs4women.net/</a> (DE Member Jobs Only)
MinorityJobsite.com	<a href="http://www.minorityjobsite.com/">http://www.minorityjobsite.com/</a> (DE Member Jobs Only)
New Start Career Network	<a href="http://newstartcareernetwork.jobs/">http://newstartcareernetwork.jobs/</a> Jobs in New Jersey, New York, Pennsylvania - Long-term unemployed mature workers
RetiredStars.com	<a href="http://www.retiredstars.com/">http://www.retiredstars.com/</a> (DE Member Jobs Only)
SeniorJobsNetwork.com	<a href="http://www.seniorjobsnetwork.com/">http://www.seniorjobsnetwork.com/</a> (DE Member Jobs Only)
US.jobs Diversity	<a href="http://diversity.jobs">http://diversity.jobs</a>
Way Finders Careers	<a href="http://wayfinderscareers.com/">http://wayfinderscareers.com/</a>
Women For Hire	<a href="http://jobs.womenforhire.com/">http://jobs.womenforhire.com/</a>
Women in Business and Industry	<a href="http://www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine">http://www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine</a>

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

<b>Disability Sites</b>	
Allsup Employment Services	<a href="http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&amp;utm_source=Allsup-DE&amp;utm_medium=Disability&amp;utm_campaign=Allsup">http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&amp;utm_source=Allsup-DE&amp;utm_medium=Disability&amp;utm_campaign=Allsup</a>
Bosma Enterprises	<a href="http://bosma.jobs/">http://bosma.jobs/</a> (Indiana Located Jobs Only)
Deaf To Work	<a href="http://deaftowork.jobs/">http://deaftowork.jobs/</a>
Easter Seals	<a href="http://easterseals.jobs/">http://easterseals.jobs/</a>
Enable America	<a href="http://enableamerica.jobs">http://enableamerica.jobs</a>
Indiana Career Connect (Indiana State Workforce)	<a href="http://indianacareerconnect-disability.jobs">http://indianacareerconnect-disability.jobs</a>
Land A Job	<a href="http://jobs.landajob.org/">http://jobs.landajob.org/</a>
Maryland Works, Inc	<a href="http://mdworks.jobs/">http://mdworks.jobs/</a> (Maryland Located Jobs Only)
National Multiple Sclerosis Society	<a href="http://nationalmssociety.jobs/">http://nationalmssociety.jobs/</a> (DE Member Jobs Only)
Options Unlimited Inc.	<a href="http://optionsunlimitedinc.jobs/">http://optionsunlimitedinc.jobs/</a> (Louisville, KY Located Jobs Only)
Our Ability	<a href="http://www.ourability.com/">http://www.ourability.com/</a>
Quest	<a href="http://questinc.jobs/">http://questinc.jobs/</a> (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	<a href="http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx">http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx</a>
United Spinal Association	<a href="http://spinalcord.jobs/">http://spinalcord.jobs/</a>
US.jobs Disability	<a href="http://disability.jobs">http://disability.jobs</a>
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 <a href="http://vetcentral.us.jobs/vet_index.asp?stype=moc">http://vetcentral.us.jobs/vet_index.asp?stype=moc</a>
Workforce Recruitment Program	<a href="http://wrp.jobs/">http://wrp.jobs/</a>
Work In Iowa Disability (Iowa State Workforce)	<a href="http://workiniowa-disability.jobs/">http://workiniowa-disability.jobs/</a>

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017****Federal Government Sites**

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

**State Government Sites**

US.Jobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	<a href="http://US.jobs/">http://US.jobs/</a>
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 <a href="#">Member Desktop</a> Jobs also appear on VetCentral <a href="http://vetcentral.us.jobs/vet_index.asp?stype=moc">http://vetcentral.us.jobs/vet_index.asp?stype=moc</a> <a href="http://veterans.jobs/">http://veterans.jobs/</a>
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	<a href="https://3rivers.rescaretalentmarket.com/">https://3rivers.rescaretalentmarket.com/</a>
Rescare Workforce Services - Indiana	<a href="https://indiana.rescaretalentmarket.com/">https://indiana.rescaretalentmarket.com/</a>
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'

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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



**DirectEmployers Association Job Syndication Alliances** – Revised March 20, 2017

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

### Other Sites

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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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	

## DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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



**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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)

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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



**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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  
Denistry  
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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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

**DirectEmployers Association Job Syndication Alliances – Revised March 20, 2017**

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