

KFSN-TV FRESNO ANNUAL EEO PUBLIC FILE REPORT
August 1, 2016

I. GENERAL POLICY

This report covers the period from July 11, 2015 through July 10, 2016.

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 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-TV job listing to the 65 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 Network sites 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, 2015 to July 10, 2016:

Sports Anchor/Reporter (Posted 7/2/15, Filled 8/10/15 – Christopher Alvarez)

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: station website – 4; industry referral – 2. The referral source of the candidate hired was the station website.

Executive Producer (Posted 6/24/15, Filled 8/17/15 – Shelby Maxwell)

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: industry referral – 1; internal station candidate – 1; Fresno Bee – 1. The candidate hired was an internal station candidate.

News Photographer (Posted 7/2/15, Filled 8/19/15 – Reuben Guerra)

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: employee referral – 2; station website – 1; company online job listing – 1. The referral source of the candidate hired was the station website.

News Producer(2) (Posted 8/18/15, Filled – Rudy Rendon 9/21/15, Erica Hernandez 10/5/15)

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: employee referral – 2; company online job listing – 1; internal company candidate – 1; industry referral – 1. The two candidates hired were employee referrals.

Web Producer(2) (Posted 8/19/15, Filled – Leonard Torres 11/17/15, Jelsea Paredes 11/17/15)

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

Eight people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 3; Glassdoor.com – 1; employee referral – 1; Indeed.com – 1; LinkedIn.com – 1; unknown – 1. The referral source of the two candidates hired was the station website.

General Assignment Reporter(5)(Posted 6/5/15, Filled – Brian Johnson 12/01/15, Cory James 1/18/16, Vanessa Vasconcelos 2/1/16, Christina Fan 2/81/16, Nathalie Granda 7/5/16)

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

Twelve people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 5; industry referral – 5; internal station candidate – 1; station website - 1. One candidate hired was an internal station candidate. One candidate hired was an industry referral. The referral source of the other 3 candidates hired was the company online job listing.

Anchor/Reporter (Posted 10/6/15, Filled – Veronica Miracle 12/1/15)

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: industry referral – 1; station website – 1; internal station candidate – 3. The candidate hired was an internal station candidate.

Anchor/Reporter (Posted 12/18/15, Filled – Margot Kim 1/11/16)

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: station website – 1; internal station candidate – 5. The candidate hired was an internal station candidate.

Director – Creative Services & Public Affairs (Posted 12/1/15, Filled Timothy Sarquis 1/21/16)

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

Four people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 2; station website – 1; Indeed.com – 1. The candidate hired was an internal station candidate.

Assistant News Director (Posted 1/5/16, Filled – James Jakobs 2/1/16)

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

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

Anchor - Morning News (Posted 1/11/16, Filled – Amanda Brandt 2/1/16)

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: internal station candidate – 2; station website – 2. The candidate hired was an internal station candidate.

Executive Producer (Posted 2/1/16, Filled Andrea Bressel 3/7/16)

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: company online job listing – 2; internal station candidate – 2. The referral source of the candidate hired was the company online job listing.

News Photographer (Posted 12/16/15, Filled Matt Romero 3/21/16)

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: employee referral – 1; company online job listing – 2; internal station candidate – 1. The referral source of the candidate hired was the company online job listing.

News Producer (Posted 2/12/16, Filled Cheryl Wengren 4/15/16)

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: KFSN-TV job listing – 1; internal station candidate – 1; employee referral – 1. The candidate hired was an employee referral.

Anchor/Reporter (Posted 3/21/16, Filled – Anthony Cabrera 5/31/16)

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: industry referral – 1; company online job listing – 1; internal station candidate – 1. The referral source of the candidate hired was the company online job listing.

Promotion & Digital Brand Manager (Posted 2/1/16, Filled – Alec Armbruster 6/13/16)

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

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

Weather Anchor (Posted 9/1/15, Filled – Robert Wuenker 4/19/16)

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: internal station candidate – 1; industry referral – 3. The candidate hired was an industry referral.

Freelance Reporter (2) (Posted 2/23/15, Filled – Brian Johnson 10/13/15, Jose Ybarra 11/04/15)

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: employee referral – 1; station website – 3. The candidate hired was an employee referral. The referral source of the other 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

Fresno City College Career and Job Expo: 9/23/2015 – ABC30's Program Manager and Chief Engineer attended the Fresno City College Career 2015 Career and Job Expo.

Fresno City College Career and Job Expo: 3/09/2016 - ABC30's Program Manager and Chief Engineer attended the Fresno City College Career 2016 Career and Job Expo.

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 seven 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. Mentoring Programs

KFSN-TV personnel have participated 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.

- KFSN-TV Director of Creative Services & Public Affairs, David Lee, participated as a mentee in the program.

D. 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.

Fresno State Mass Communications and Journalism: Take a Student to Eat: October 27, 2015 – ABC30 participated in this cross-mentoring program

which matched a student from Fresno State's Mass Communication and Journalism in the areas of Print Journalism, Broadcast Journalism, Advertising, Public Relations, Digital Media, and Electronics Media Production.

ABC30 Studio/Station Tour: November 13, 2015 – Fresno High School Film class: 16 students

Youth Advisory Council: 2/11/2016 – KFSN-TV hosted its first ever Youth Advisory Council last week. Youth ages 16-24 from different parts of the Central Valley and their advisors took a tour of KFSN.

Station Studio & Newsroom Tour: 3/11/2016 – Fresno State journalism students attended a tour of ABC30's Studio and Newsrooms.

Station Studio & Newsroom Tour: 3/22/2016 – Students and staff from United Cerebral Palsy were given a tour of the KFSN Television Studio and News Room.

Station Studio & Newsroom Tour: 3/22/2016 – KFSN Producer Christine Brown conducted a station tour for a group of 15 students (and 3 chaperones) from Kings Canyon Middle School.

Station Studio & Newsroom Tour: 4/25/2016 – Sierra High School's Digital Video Production class was given a tour of the station.

E. Scholarship Programs

KFSN-TV has two scholarship programs. The first, the ABC30 Journalism Scholarship, provides up to four scholarships each year to California State University, Fresno students majoring in fields designed to lead to a career in broadcast journalism. 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.

F. 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.

G. 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.

H. 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.

KFSN-TV WEEKLY JOB POSTING	7/10/2016
Company	Address
American Legion Post 23	1502 O Street, Sanger, CA 93657
California Advocate	1715 E St., Ste 108, Fresno CA 93728
Career Dev. Center	CA State University-Hayward, Hayward, CA 94542
CCNMA, USC Annenberg School Journ.	727 W 27th Street, Los Angeles, CA 90089-7725
Chicano & Latin Amer. Studies	5340 N. Campus Drive, Fresno, CA 93740
Chinese for Affirmative Action	17 Walter U Lum Pl., San Francisco, CA 94108
City College Downtown Campus	800 Mission 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, Chico, CA 95929-0700
CSUF Mass Communications & Journal.	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 Veteran	701 Van Ness Avenue, Fresno, CA 93721
East New Mexico University	150 N. Ave K, Portales, NM 88130
EDD Job Services	3302 N. Blackstone, Ste 155, Fresno, CA 93726-5393
Employment & Training Services	1900 Mariposa Mall #303, Fresno, CA 93721
Family Community Church, Single Ministry	2434 E. Nees, Fresno, CA 93710
FCC 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 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	7/10/2016
Company	Address
Fresno Reg. Occupational Prog.	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	564 Herndon Ave., Clovis CA 93612
ITT Tech	362 N Clovis, Clovis, CA 93612
JFK University/Career Center	100 Ellinwood Way, Pleasant Hill, CA 94523-4817
Kings River 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
Marjarooee Mason Center	1600 M Street, Fresno, CA 93721
Merced College, Job Placement	3600 M Street, Merced, CA 95340
Ms. Mattie Meyers	P.O. Box 12754, Fresno, CA 93779-2754
Ms. Maude Hunter	4645 North Fifth, Fresno, CA 93726
NATAS	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 Svc.	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 Comm. College, Voc. Train.	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	18111 Nordoff Street, Northridge, CA 93702

KFSN-TV WEEKLY JOB POSTING	7/10/2016
Company	Address
The Leadership Institute	1101 N. Highland St., Arlington, VA 22201
UCP	4224 N. Cedar Avenue, Fresno, CA 93726-3700
Veteran's Service Office	3845 N Clark St., Ste 103, Fresno, CA 93726-4812
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	Fresno, CA 93740
Young Com. Dev.	1715 Yosemite Avenue, San Francisco, CA 94124
Youth Employment Off.	770 San Pablo, Fresno, CA 93728
Total: 65	

Job Syndication Alliances

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015. **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
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)
The North 40 Network	http://www.thenorth40network.com/job-search-links/job-board.aspx
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/
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	
Agency for Persons with Disabilities (APD)	http://apd.myflorida.jobs/
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
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	http://mdworks.jobs/ (Maryland Located 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.msccn.jobs/
eBenefits Employment Center Veterans Job Bank	https://www.ebenefits.va.gov/ebenefits/jobs
Honor Guard Network	http://www.honorguardnetwork.org/Jobs/DirectJobsDatabase.aspx
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.msccn.org/Employers/DirectEmployers_Job_Board.html
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/
RecruitMilitary	http://recruitmilitary.com/
Save Our Veterans	http://board.jobcentral.com/saveourveterans
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
USA Cares	http://board.jobcentral.com/usacares
US.jobs Veterans	http://veterans.jobs/
US Military Pipeline	https://usmilitarypipeline.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral search engine http://vetcentral.us.jobs/vet_index.asp?stype=moc
Veteran's Enterprise	http://www.veteransenterprise.com/index.php/career-opportunities
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)

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State Workforce Agency Veteran/Military Sites	
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/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInAZ Veterans (Arizona State Workforce)	http://workinaz-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/

Federal Government Sites	
American Job Center (USDOL)	http://jobcenter.usa.gov/find-a-job
CareerOneStop (USDOL/ETA)	http://www.careeronestop.org/JobSearch/JobSearch.aspx
eBenefits Employment Center Veterans Job Bank	https://www.ebenefits.va.gov/ebenefits/jobs
Hero 2 Hired (H2H)	https://h2h.jobs/
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

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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 search engine http://vetcentral.us.jobs/vet_index.asp?stype=moc
Pennsylvania Career Connect – Pittsburgh/Allegheny 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' technical capabilities. Members access your VEVRAA Compliance Reporting through the Member Desktop 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/ders/ea/wcmrs/
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	http://connecticut.us.jobs/
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://explorer.dol.state.ga.us/jobfeeds/
Guam Job Bank	http://guam.us.jobs/
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/

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State of Illinois	https://illinoisjoblink.illinois.gov/ada/
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/
State of Kentucky	https://focuscareer.ky.gov/career/
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://web.detma.org/JobQuest/
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/
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	http://jobs4jersey.com/
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.emp.state.or.us/jobs/
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/

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State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	http://www.vec.virginia.gov/
State of Washington	https://fortress.wa.gov/esd/worksource/
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/
EmployNevada (Nevada State Workforce)	http://employnevadavets.jobs
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/
WorkInAZ Veterans (Arizona State Workforce)	http://workinaz-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/

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Other Sites	
Adsdeck	http://www.adsdeck.com/
Beyond.com	http://www.beyond.com/
Career Bliss	http://www.careerbliss.com/jobs/
Facebook Social Jobs Partnership	https://www.facebook.com/socialjobs/app_417814418282098
Info.com	http://info.com/
Jobalot	http://www.jobalot.com/
Job Inventory	http://www.jobinventory.com/
Jobsearch.net	http://www.jobsearch.net/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
Meelieu	http://meelieu.com (Engineering Jobs Only)
Mitula	http://www.mitula.com/
mybrightmountain.com	http://www.mybrightmountain.com/classifiedjobs.aspx
Recruiter.com	http://www.recruiter.com
Servant@Heart Christian Business Directory	http://jobs.servantatheart.org/
SimplyHired	http://www.simplyhired.com/
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

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015**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	Jobrapdio.nz – 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.cl
Jobrapido.fr – France	Jobrapido.fr

Simply Hired Global Sites

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

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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			
Mississippi:	Gulfport	Jackson			
Missouri:	Independence	Jefferson City	Kansas City	Springfield	St. Louis

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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

American University School of Professional & Extended Studies, WINS Office

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 Atlantic State University

Assumption College

Athens State University

Auburn University

Auburn University, Cooperative Education Department

Augsburg College

Averett University

Azusa Pacific University

Babson College

Baker College

Ball State University

Barnard College

Bates College

Bay Path University

Bellevue College (WA)

Belmont Abbey College

Beloit College

Bennington College

Bentley University

Berkeley College

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Berklee College of Music

Bethel University (MN)

Bethune-Cookman University

Biola University

BJU Press

Black River Technical 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 Administration

Boston University, School of Management

Boston University, School of Public Health

Bowdoin College

Bowie State University

Bowling Green State University

Brandeis University, Graduate School of Arts & Sciences

Brandeis University, Hiatt Career Center

Brandman University

Brigham Young University

Brigham Young University, Hawaii

Brigham Young University, Idaho

Brown University

Brown University, Alumni Relations

Bryn Mawr College

Bucknell University

Bucks County Community College

Burlington County College

Cabrillo College

Cabrini College

Cairn University

California Baptist University

California Institute of Integral Studies

California Institute of Technology (Caltech)

California Lutheran University

California Polytechnic State University, San Luis Obispo

California State Polytechnic University, Pomona

California State University Channel Islands

California State University Fresno

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015

California State University Fullerton
California State University Long Beach
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
Cañada College
Cape Fear Community College
Capella University
Capitol College
Carleton College
Carnegie Mellon University
Carnegie Mellon University, Heinz School of Public Policy & Management
Case Western Reserve University
Case Western Reserve University, School of Engineering
Catholic University of Portugal
Cedarville University
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
Centre College
Chadwick School
Chaffey College
Chaminade University of Honolulu
Champlain College
Chapman University
Charleston Southern University
Chatham University
Chattahoochee Technical College
Cheyney University of Pennsylvania (PASSHE)
Christian Brothers University
City Colleges of Chicago
Claremont Graduate University (The Claremont Colleges)
Claremont McKenna College (The Claremont Colleges)
Clarion University of Pennsylvania (PASSHE)
Clark University
Clarkson University

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015

Clayton State University

Clemson University

Clemson University, Cooperative Education Program

Cleveland State University

Coastal Carolina University

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 Bahamas

College of the Holy Cross

College of Western Idaho

College of Wooster

Collin County Community College District

Colorado School of Mines

Columbia College (MO)

Columbia College (SC)

Columbia Southern University

Columbus College of Art & Design

Columbus State Community College

Community College of Vermont

Concordia College (NY)

Concordia College at Moorhead

Concordia University (St. Paul)

Concordia University Ann Arbor

Concordia University at Irvine

Concordia University, Portland

Connecticut College

Cornell College

Cornerstone University

Cuesta College

Cumberland University

CUNY Baruch College

CUNY Baruch College, School of Public Affairs

CUNY Baruch College, Weissman School of Arts & Sciences

CUNY Borough of Manhattan Community College

CUNY Central Internship Programs

CUNY College of Staten Island

CUNY Graduate School of Journalism

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015

CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice
CUNY LaGuardia Community College
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
Davidson College
Dean College
Delaware State University
Delaware Technical Community College
Delaware Valley College
Delta State University
Denison University
Depauw University
DeSales University
Dominican College
Dordt College
Dowling College
Drake University
Drew University
Drexel University
Dunwoody College of Technology
Duquesne University
Earlham College
East Georgia State College
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Illinois University
Eastern University
Eastern Washington University
Eckerd College
Edinboro University of Pennsylvania (PASSHE)
Elmhurst College
Emmanuel College
Emory University
Emory University, Alumni Association
Emory University, Rollins School of Public Health

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015

Erie Huron Ottawa Vocational Education (EHOVE)
Everest University
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 International University
Florida Memorial University
Florida State University
Florida State University, College of Social Work
Fordham University
Fordham University Graduate School of Social Service
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 and Health Services
George Washington University, Career Services
George Washington University, College of Professional Studies
George Washington University, School of Education
George Washington University, School of Engineering and Applied Sciences
Georgetown College
Georgetown University
Georgetown University, Communication, Culture & Technology
Georgia Regents University
Georgia Southern University
Georgia Southwestern State University
Georgia Tech
Georgia Tech, Division of Professional Practice
Georgian Court University
Gettysburg College
Golden Gate University
Gonzaga University
Goucher College
Governors State University

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015

Grambling State University
Grand Canyon University
Green Mountain College
Grinnell College
Hamilton College
Hamline University
Hampden-Sydney College
Hampshire College
Hampton University
Hanover College
Harding University
Hartwick College
Harvard University
Harvard University, Kennedy School of Government
Harvey Mudd College (The Claremont Colleges)
Haverford College
Hawaii Pacific University
Hendrix College
Henry Ford College
Heritage University
High Point University
Hofstra University
Hood College
Houston Community College Engineering
Howard University
Hudson Valley Community College
Husson University
Illinois Institute of Technology
Illinois State University
Indiana University Alumni Association
Indiana University Bloomington, Career Development
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University of Pennsylvania (PASSHE)
Indiana University Purdue University Columbus
Indiana University South Bend
Indiana University Southeast
Indiana University, East
Indiana University, Kelley School of Business Bloomington
Indiana University, Kokomo
Indiana University, Northwest

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015

Indiana University-Purdue University, Fort Wayne (IPFW)
Indiana Wesleyan University
iNet Internship Network
Iona College
Iowa Central Community College
Iowa State University
IUPUI Office of Student Employment at IUPUI
IUPUI, Herron School of Art and Design at IUPUI
IUPUI, Kelley School of Business at IUPUI
IUPUI, Lilly Family School of Philanthropy at IUPUI
IUPUI, Purdue School of Engineering and Technology at IUPUI
IUPUI, Purdue School of Science at IUPUI
IUPUI, Richard M. Fairbanks School of Public Health at IUPUI
IUPUI, School of Education at IUPUI
IUPUI, School of Health and Rehabilitation Sciences at IUPUI
IUPUI, School of Informatics and Computing at IUPUI
IUPUI, School of Liberal Arts at IUPUI
IUPUI, School of Physical Education and Tourism Management at IUPUI
IUPUI, School of Public and Environmental Affairs at IUPUI
IUPUI, School of Social Work at IUPUI
IUPUI, Talent
Ivy Tech Group
Ivy Tech Indianapolis
Jackson State University
Jacksonville State University (Alabama)
Jacksonville University (Florida)
James Madison University
Johns Hopkins University
Johns Hopkins University, Bloomberg School of Public Health
Johnson C. Smith University
Johnson University
Juniata College
Keck Graduate Institute (The Claremont Colleges)
Kendall College
Kendall College of Art and Design
Kennesaw State University
Kenyon College
Kingsborough Community College
Kutztown University of Pennsylvania (PASSHE)
Lake Land College
Lander University
Lawrence Tech
Lehigh University
Lewis & Clark College

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015

Lewis University

Liberty University

Life University

LIM College

Linfield College

Linn-Benton Community College

Lock Haven University of Pennsylvania (PASSHE)

Longwood University

Lorain County Community College

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 School of Professional Psychology (MSPP)

Massasoit Community College

McDaniel College

McNeese State University

Menlo College

Mercer University

Mercy College

Merrimack College

Metropolitan Community Colleges of Kansas City

Metropolitan State University (MN)

Miami University (OH)

Michigan State University

Michigan Technological University

Middlebury College

Millersville University of Pennsylvania (PASSHE)

Mills College

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015

Milwaukee Institute of Art and Design
Minnesota Mankato
Mississippi College
Mississippi State University
Missouri Baptist University
Monroe College
Moorpark College
Moravian College and Theological Seminary
Morehead State University
Moultrie Technical College
Mount Ida College
Mount St. Mary's College (CA)
Mount Washington College
Mt. Holyoke 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 York University
New York University, Abu Dhabi
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
Northshore Technical Community College
Northwest Arkansas Community College
Northwest Missouri State University
Northwestern University
Northwestern University, School of Communication
Norwich University
Notre Dame de Namur
Nova Southeastern
Nyack College
Oakland University

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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

Old Dominion University

Oral Roberts

Otis College of Art and Design

Ouachita Baptist

Palm Beach Atlantic University

Park University

Pasadena City College

Peirce College

Penn State, Alumni

Penn State, College of Agricultural Sciences

Penn State, College of Engineering

Penn State, College of Information Sciences & Technology

Penn State, College of the Liberal Arts

Penn State, Consortia

Penn State, Eberly College of Science

Penn State, Harrisburg

Penn State, The Behrend College

Penn State, University Park

Pennsylvania College of Technology

Pepperdine University, School of Public Policy

Pepperdine University, Seaver Career Center

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 (The Claremont Colleges)

Point Loma Nazarene University

Pomona College (The Claremont Colleges)

Prairie View A&M University

Princeton University

Pueblo Community College

Purdue University

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015

Quinnipiac University

Rasmussen College

Reed College

Regent University

Regis College

Rensselaer Polytechnic Institute

Rhodes College

Rice University

Roane State Community College

Rochester Institute of Technology

Rockhurst University

Rocky Mountain College

Rollins College

Ron Brown Scholar Fund

Rose-Hulman Institute of Technology

Russell Sage College

Rutgers University Camden

Rutgers University New Brunswick

Rutgers University New Brunswick, Professional Science Master's Program

Rutgers University New Brunswick, School of Management and Labor Relations

Rutgers University New Brunswick, Undergraduate Business

Rutgers University Newark

Rutgers University Newark, Undergraduate Business

Rutgers University School of Criminal Justice - Newark

Sacred Heart University

Saddleback College

Saginaw Valley State University

Saint Josephs College

Saint Peter's University

Samford University

San Diego State University

San Jose State University

Santa Barbara City College

Santa Clara University

Sarah Lawrence

Savannah College of Art and Design

Savannah State University

Savannah Technical College

School of Visual Arts

Scripps College (The Claremont Colleges)

Seattle Pacific University

Seattle University

Seton Hall University

Sewanee, the University of the South

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015

Shaw University

Shippensburg University of Pennsylvania (PASSHE)

Siena College

Simpson College

SIT Graduate Institute

Skidmore College

Skyline College

Slippery Rock University of Pennsylvania (PASSHE)

Smith College

Sonoma State University

South Central College

Southeast Arkansas College

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

Spokane Community College, Career Services

Spokane Falls Community College, Student Employment Office

Spring Arbor University

Springfield College

St. Ambrose University

St. Bonaventure University

St. Clair County Community College

St. John's University

St. Joseph's University

St. Lawrence University

St. Leo University

St. Louis University

St. Mary's College of California

St. Mary's College of Maryland

St. Michael's College (VT)

St. Olaf College

St. Thomas Aquinas College

St. Thomas University

St. Xavier University

Stanford University (MSE)

Stanford University School of Medicine

Stanford University, Graduate School of Education

Stevenson University

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015

Stratford University

SUNY Albany, Rockefeller College of Public Affairs & Policy

SUNY Alfred State College

SUNY at Binghamton University

SUNY Buffalo State

SUNY College at Cortland

SUNY College at Oneonta

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

Temple University

Temple University, School of Tourism and Hospitality Management

Tennessee State

Texas A&M Central Texas

Texas A&M College Station

Texas A&M University at Qatar

Texas A&M University, Kingsville

Texas A&M University, Texarkana

Texas Tech Health Sciences Center

Texas Tech Health Sciences Center, School of Nursing

Texas Tech, Rawls College of Business

Texas Wesleyan University

The College of New Jersey

The College of New Rochelle

The College of St. Rose

The College of William & Mary

The Juilliard School

The King's College

The Los Angeles Film School

The New School

The Southern Baptist Theological Seminary

The Universities at Shady Grove

The University of the Arts

Thomas Jefferson University

DirectEmployers Association Job Syndication Alliances – Revised May 6, 2015**Tiffin University****Touro College****Transylvania University****Trenholm State Technical College****Trident Technical College****Trine University****Trinity College (CT)****Trinity Washington University****Troy University****Truckee Meadows Community College****Tufts University, Office of Public Health****Tuskegee****UCAN, University Career Action Network****UCLA****UCLA, Luskin School of Public Affairs****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 Arkansas Community College at Batesville****University of Baltimore****University of California Berkeley****University of California Berkeley, Goldman School of Public Policy****University of California Berkeley, Haas Undergrad Alumni****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, Graduate School of International Relations & Pacific Studies****University of California Santa Barbara****University of California Santa Cruz****University of Central Missouri****University of Charleston****University of Chicago****University of Chicago - Office of Graduate Student Affairs****University of Chicago, Harris School of Public Policy****University of Connecticut****University of Dallas****University of Delaware**

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University of Denver
University of Denver, Graduate School of International Studies
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, Health and Human Performances
University of Idaho
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign, Alumni Association
University of Illinois at Urbana-Champaign, I-Link Group
University of Illinois Theta Xi
University of Iowa
University of Iowa, College of Public Health
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 Memphis
University of Michigan - Gerald R. Ford School of Public Policy
University of Michigan Ann Arbor
University of Michigan Ann Arbor, Engineering Career Resource Center
University of Michigan Ann Arbor, School of Information
University of Michigan Ann Arbor, School of Natural Resources and Environment
University of Michigan Ann Arbor, School of Public Health
University of Michigan Athletic Department
University of Michigan Dearborn
University of Michigan Flint
University of Michigan, College of Literature, Science and the Arts
University of Missouri Kansas City
University of Missouri, Harry S. Truman School for Public Affairs

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University of Nebraska Kearney

University of Nebraska Lincoln

University of Nebraska Omaha

University of Nevada Las Vegas

University of Nevada Reno

University of New Hampshire

University of New Hampshire, College of Health and Human Services

University of New Hampshire, Paul College of Business and Economics

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, Graduate School of Public and International Affairs

University of Pittsburgh, School of Education

University of Puget Sound

University of Rhode Island Center for Career and Experiential Education

University of Richmond

University of Rochester

University of San Diego

University of San Francisco

University of South Carolina Upstate

University of Southern California

University of Southern California, Marshall Undergraduate

University of Southern California, Occupational & Physical Therapy and Ostrow Dentistry

University of Southern California, Rossier School of Education

University of Southern California. Annenberg School for Communication & Journalism

University of Southern Indiana

University of St Francis (IL)

University of St. Joseph

University of St. Thomas

University of Texas at Austin, College of Fine Arts

University of Texas at Austin, McCombs School of Business Job Board

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, Student Employment

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University of the Ozarks

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, Daniel J. Evans School of Public Affairs

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

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

Walla Walla University

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 - Graduate School

Wayne State University, School of Business Administration

Webster University

Wentworth Institute of Technology

West Chester University of Pennsylvania (PASSHE)

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West Virginia State University
Western Illinois University
Western Kentucky
Western Washington University
Westmont College
Wheaton College Illinois
Wheaton College Massachusetts
Whitman College
Whitworth 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, Offices of Postdoctoral Affairs
Yale University, School of Public Health
Yeshiva University
York College of Pennsylvania
York Technical College
Youngstown State University
Youngstown State University, Science, Technology, Engineering, and Mathematics
Youngstown State University, Williamson College of Business Administration