

**KFSN-TV FRESNO ANNUAL EEO PUBLIC FILE REPORT**  
**August 1, 2014**

**I. GENERAL POLICY**

This report covers the period from August 1, 2013 through July 10, 2014.

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

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

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

**II. RESPONSIBILITY**

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 67 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 August 1, 2013 to July 10, 2014:

*Traffic Log Coordinator*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, 602communications.com. Three people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 1; internal station employee – 1; station website – 1. The candidate hired was an internal station candidate.

*Producer*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com. Four people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 1; NAHJ conference – 1; industry referral – 2. The candidate hired was an employee referral.

*Account Executive*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Spots N' Dots, 602Communications.com. Three people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 1; station website – 2. The referral source of the candidate hired was the station website.

*News Photographer(2)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Fresno Bee, TVJobs.com, Mediabistro.com. Four people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 1; TVJobs.com – 1; employee referral – 1;

station website – 1. One candidate hired was an internal station candidate. One candidate hired was an employee referral.

*Producer*

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

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

*Web Producer*

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

Six people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 4; internal station candidate – 2. The referral source of the candidate hired was the station website.

*General Assignment Reporter*

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

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

*Weather Anchor*

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 – 3; internal station candidate – 1; company online job listing – 1. The candidate hired was an industry referral.

#### **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 RTNDA Excellence in Journalism Conference and Career Fair during the reporting period. The station's News Director participated by distributing information about career and internship opportunities, soliciting resumes, interviewing job seekers, critiquing demo reels and providing career guidance.

##### **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 6 interns.

KFSN-TV's internship program has launched the careers of dozens of students with aspirations to work in broadcasting. Currently there are five 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.

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.

In the last year, a Fresno City College Journalism class and a Fresno High School Film class toured 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 Development Connection training program.

KFSN-TV WEEKLY JOB POSTING		7/10/2014
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		7/10/2014
Company	Address	
Fresno Pacific College	1717 S. Chestnut, Fresno, CA 93702	
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 Elinwood 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	
Marjarooe 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. Black Journalists	1100 Knight Hall, Suite 3100, College Park, MD 20742	
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	

<b>KFSN-TV WEEKLY JOB POSTING</b>		<b>7/10/2014</b>
<b>Company</b>		
Syracuse Univ., S.I. Newhouse SchoolOf Pub. Comm. Career Dev. Center		215 University Place, Syracuse, NY 13244
The Career Center		18111 Nordoff Street, Northridge, CA 93702
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
<b>Total: 67</b>		



# DirectEmployers

## Direct Syndication Alliances

**Please Note:** DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content feed is provided correctly to “third party” alliance websites. Any and all alteration performed to said job feed by a “third party” alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company’s job feed by a “third party” alliance website.

### Diversity Sites

JobCentral Diversity	DiversityWorking.com
The Black Collegian Online	Hispanic Today
The Black Perspective	IMDiversity
Cafediversity.com	Landajob.org
Disabilityhiring.com	OCCMundial – Links to JobCentral.com
Disaboom	Teachers of Color
Diversity.com	Women For Hire
diversitysalesjobs.com (Sales Jobs Only)	Women in Business and Industry

### Military Network Sites

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

### JustJobs Network of Sites

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

### Other Sites

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

### Global Sites

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

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

### JobCentral States/Metro Areas

<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			
<b>Mississippi:</b>	Gulfport	Jackson			
<b>Missouri:</b>	Independence	Jefferson City	Kansas City	Springfield	St. Louis
<b>Montana:</b>	Billings	Helena			
<b>Nebraska:</b>	Lincoln	Omaha			
<b>Nevada:</b>	Carson City	Las Vegas	Reno		
<b>New Hampshire:</b>	Concord	Manchester			
<b>New Jersey:</b>	Elizabeth	Jersey City	Newark	Patterson	Trenton
<b>New Mexico:</b>	Albuquerque	Santa Fe			
<b>New York:</b>	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				

<b>North Carolina:</b>	Asheville Durham	Charlotte Winston-Salem	Fayettesville	Greensboro	Raleigh
<b>North Dakota:</b>	Bismarck	Fargo			
<b>Ohio:</b>	Akron Toledo	Cincinnati	Cleveland	Columbus	Dayton
<b>Oklahoma:</b>	Oklahoma City	Tulsa			
<b>Oregon:</b>	Eugene	Portland	Salem		
<b>Pennsylvania:</b>	Allentown	Erie	Philadelphia	Pittsburgh	
<b>Rhode Island:</b>	Providence				
<b>South Carolina:</b>	Charleston	Columbia			
<b>South Dakota:</b>	Pierre	Sioux Falls			
<b>Tennessee:</b>	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
<b>Texas:</b>	Abilene Corpus Christi Laredo Waco	Amarillo Dallas Longview Wichita Falls	Austin El Paso Lubbock	Beaumont Fort Worth San Antonio	Brownsville Houston Tyler
<b>Utah:</b>	Provo	Salt Lake City			
<b>Vermont:</b>	Burlington	Montpelier			
<b>Virginia:</b>	Alexandria	Norfolk	Richmond	Virginia Beach	
<b>Washington:</b>	Olympia	Seattle	Spokane	Tacoma	
<b>West Virginia:</b>	Charleston	Huntington			
<b>Wisconsin:</b>	Green Bay	Madison	Milwaukee		
<b>Wyoming:</b>	Casper	Cheyenne			

### College Alumni Network

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

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

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



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

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

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

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