

KFSN-TV FRESNO ANNUAL EEO PUBLIC FILE REPORT
August 1, 2023

I. GENERAL POLICY

This report covers the period from July 16, 2022 through July 15, 2023.

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

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

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

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

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

II. RESPONSIBILITY

Michael Carr, KFSN-TV’s President & General Manager, is responsible for supervising EEO compliance.

III. POSITIONS FILLED AND RECRUITMENT METHODS

Except for positions filled through internal promotion, KFSN-TV has publicized job vacancies in the following ways:

1. Sending or emailing the KFSN job listing to the 52 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 in addition to posting a similar message on jobs page of the station's website (www.abc30.com).
2. Posting open positions on the jobs page of the station's website <https://abc30.com/jobs/>
3. Posting open positions via DirectEmployers Association Job Syndication Alliances detailed in *Attachment B*.
4. Posting open positions in the Company online job listing <https://jobs.disneycareers.com/>

Following are the positions filled during the period of July 16, 2022 to July 15, 2023:

Anchor/Reporter (Filled – Jason Oliveira 07/31/22)

This position was filled through internal promotion.

Producer, News (Posted 08/19/22, Filled – Georgette Garcia 10/16/22)

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

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

News Editor (Posted 08/17/22, Filled – James Gilliland 10/10/22)

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

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

was an employee referral.

Promotion Producer (Filled – Philip Torres 12/04/22)

This position was filled through internal promotion.

Digital News Producer (2)(Posted 09/20/22, Filled – Marc Lopez 10/16/22, Kellie Helton 11/21/22)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Fresno Bee, NAHJcareers.org, NABJcareers.org, AAJA.org, Allwomeninmedia.org, JournalismJobs.com, NAJAnewsroom.com.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 2; company online job listing – 5. One candidate hired was an internal station candidate. The referral source of the other candidate hired was the company online job listing.

News Photographer (Posted 10/20/22, Filled – Robert Lopez 12/05/22)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Fresno Bee, NAHJcareers.org, NABJcareers.org, AAJA.org, Allwomeninmedia.org, JournalismJobs.com, NAJAnewsroom.com

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

Multi-Skilled Journalist (2) (Posted 10/3/22 – Vincent Ybarra 1/3/23, Catherine Nemarich 1/17/23)

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

Five people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 2; company online job listing – 3. The referral source of one candidate hired was the company online job listing. The other candidate hired was an employee referral.

News Photographer (Posted 4/17/23, Filled – Joseph Whittington 5/22/23)

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

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

General Assignment Reporter (2) (Posted 04/17/23, Filled – Brianna Willis 6/26/23, Tiffany Olin 07/10/23)

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

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 4; NABJcareers.org – 1; LinkedIn – 1; company online job posting - 1. The referral source of one candidate hired was NABJcareers.org. The other candidate hired was an employee referral.

Assistant Director, Technology (Posted 05/08/23, Filled – Andrew Vu 07/03/23)

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

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

Broadcast Operations Technician (Posted 04/17/23, Filled – Jackson Raney 07/10/23)

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

Five people were interviewed. Referral source of the candidates interviewed was as follows: company online job listing – 5. The referral source of the candidate hired was the company online job listing.

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

10/06/2022: KFSN Executive Producer Tiffany Lundberg attended the California State University Business, Media and Creative Careers and Internship Fair. She spoke with students and alumnae about career opportunities and ABC30's internship program.

10/19/2022: KFSN is inspiring the next generation of storytellers. Anchor Jessica Harrington and Executive Producer Aurora Gomez participated in Career Tech Expo in Fresno. 2,500 students attended the event. They visited the KFSN booth and practiced their reporting skills.

03/01/2023: Action News Anchor Graciela Moreno and Digital Producer Marc Lopez had a booth and spoke to students and alumni at the Fresno State Career and Internship Fair.

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 three interns.

KFSN-TV's internship program has launched the careers of dozens of students with aspirations to work in broadcasting. Currently there are eight former KFSN-TV interns working at the Station, including one on-air talent, two Producers, one Executive Producer, one Assignment Editor, one Digital News Producer, the News Director and the General Manager.

Recruitment outreach for interns is accomplished by working with the Disney Talent Acquisition team, and by informing the Journalism Department at local colleges and universities about openings.

C. Scholarship Programs

KFSN-TV's scholarship program, the ABC30 Building a Better Community Scholarship, provides at least five scholarships each year to under privileged and/or "at-risk" students to attend a State Center Community College District campus. KFSN-TV's Journalism Scholarship, provides three scholarships each year to underserved students majoring in Mass Communications/Journalism at California State University, Fresno. Three students were awarded scholarships during the reporting period. KFSN donated a scholarship to the Fresno/Madera Chapter of the Association of Mexican American Educators in May 2023.

KFSN donated to the San Joaquin Valley Alumnae Chapter of Delta Sigma Theta Sorority, Inc. which hosted the African American High School Recognition Ceremony on June 4, 2023.

KFSN established a new scholarship for Central California Asian Pacific Women.

KFSN awarded one student with a \$1,500 scholarship at the annual African American High School Recognition Ceremony on June 4, 2023.

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

The Station posts its job listings to the websites of the National Association of Hispanic Journalists, National Association of Black Journalists, Asian American Journalists Association, and Alliance for Women in Media.

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

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

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

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

G. Mentoring Programs

KFSN President & General Manager Michael Carr served as a mentor in the National Association of Black Journalists Leadership Academy Mentoring Program. Michael was one of more than 20 African American General Managers who served as mentors to 10 journalists who participated in the program. Michael met with the mentees monthly via zoom.

H. Other Activities

KFSN's EP Content Development Tim Sarquis and former Community Journalist Brandon Johansen received recognition from the Fresno County Board of Supervisors for the station's work on its two documentaries, "Mountain Strong: Surviving the Creek Fire" and "Killer High: The Silent Crisis." A resolution was made in honor of their work and contribution to the community to help heal, inform and educate.

KFSN VoluntEARS stepped up to help feed the hungry. They jumped on the produce line at Central California Food Bank in Fresno, sorting and packing 4,200 pounds of bell peppers. The VoluntEAR work helped unlock a \$10k grant from Disney and Feeding America that will pump 100,000 pounds of produce to Central California Food Bank and the community it serves.

ABC30 Advisory Council Meeting on July 13, 2022, with members of the community to discuss issues of importance to them and their community.

KFSN helped kids in need get a good start to the new school year. ABC30 VoluntEARS stuffed 300 backpacks with school supplies donated by employees. The backpacks, provided by Disney, were then donated to the Boys and Girls Clubs of Fresno County.

10/01/2022: 50th Anniversary Gala

KFSN is honoring Centro La Familia on its 50 years of service! The agency connects marginalized communities with resources and celebrated with a special gala. ABC30 Anchor Graciela Moreno emceed the festivities. KFSN is also saluting the agency on Hispanic and Latin American Heritage Month. <https://abc30.com/hispanic-latino-latina-latin-american/12241274/>

10/08/2022: Pride Visalia

KFSN was a first-time sponsor of Pride Visalia. A record 2,500 people attended. Proceeds of the festival benefited the Source LGBT+ Center. Photojournalist Tom

Amico, Reporter Elisa Navarro, and Executive Producer Aurora Diaz handed out Mickey Mouse rainbow stickers, ABC30 pens, and fans featuring on-air talent.

10/12/2022: October is Domestic Violence Awareness Month

KFSN partnered with Marjaree Mason Center to promote the Top Ten Professional Women and Leading Business Awards. Anchor Graciela Moreno was the emcee. Proceeds will help the Center provide a safe space for survivors of domestic violence.

11/05/2022: KFSN anchor Warren Armstrong paid tribute to veterans as he emceed the Star Spangled Ball and Casino Night. Proceeds benefited Central Valley Veterans, a nonprofit providing services to veterans and local members of the military.

11/09/2022: ABC30 Advisory Council

ABC30 Management Team met with Ross Gentry, Tulare County, Julie Herd, Governor's Office of Business & Economic Development to discuss issues important to their organization and the Valley.

11/10/2022: ABC30 Youth Advisory Council/RTNDA Members from the ABC30 Youth Advisory council along with member of RTNDA, met with ABC30 leaders to discuss issues important to them and toured the station.

11/16/2022: SEFCEDA Trailblazers for Prosperity Award Luncheon

Action News report Nic Garcia emceed. Southeast Fresno Community Economic Development Association (SEFCEDA) held its annual Trailblazers for Prosperity Awards Luncheon at the Fresno Fairgrounds. SEFCEDA connects Southeast Fresno residents with job training and educational opportunities. SEFCEDA is also on a mission to create a new park and soccer complex in Southeast Fresno.

11/30/2022: KFSN Anchor Dale Yurong was the guest speaker at Clovis Unified School District's Asian Student Success Conference at Clovis East High School. Dale spoke about the Filipino Bayanihan spirit, a topic close to his heart. Bayanihan refers to a spirit of communal unity and cooperation, helping family and friends in times of need without expecting anything in return.

12/03/2022: Fiesta Navideña Benefit Brunch

KFSN sponsored the Fiesta Navideña Brunch, benefitting The League of Mexican American Women, including the Betty Rodriguez Memorial Scholarship Fundraiser. This year's event was hosted on Sunday December 4, 2022.

January 2023: Action News Anchor Warren Armstrong gave a speech to the Sons in Retirement Civic Group.

1/11/2023: ABC30 Advisory Council Meetings consisting of members from several valley agencies who came together to talk about important issues in their community.

1/12/2023: Action News Anchor Amanda Venegas led a station tour and viewed the newscast for Fresno Christian students in the school's journalism program.

1/16/2023: KFSN sponsored the City of Fresno's MLK Commemoration program. Hundreds attended the event in Downtown Fresno Monday, which featured gospel music and dancing. Inspiring speakers also spoke on the importance of equity, diversity, and the sacrifices made by Reverend Dr. Martin Luther King Jr. Anchor/Reporter Brittany Jacob emceed the event.

February 2023: KFSN kicked off Black History Month by inviting the director of Fresno USD Black History Month Program to our new set. The sit-down interview between anchor Margot Kim and Lisa Mitchell gave viewers a preview of the district's program showcasing talented children and teens from sixteen different schools. <https://abc30.com/black-history-month-fresno-unified-student-performance-fusd/12754847/>

February 2023: Big Brothers Big Sisters of Central California is expanding, and KFSN's President and General Manager Michael Carr was there for the special ribbon-cutting event in Fresno. Carr is a board member. KFSN has partnered with BBBSCC for over 30 years. The nonprofit matches mentors with students who need a role model.

February 2023: Action News Anchor Warren Armstrong emceed the "Reading and Beyond" Fundraising event.

February 2023: ABC30 is Taking Action Together with Down Syndrome Association of Central California. Employee VolunteARS are holding a suits and dresses drive. Donations will help students with Down syndrome attend the upcoming Fairytale Ball. After airing this story, donations came pouring in from the public. <https://abc30.com/donate-to-down-syndrome-association-of-central-californias-ball/12793184/>

2/10/2023: Action News Report Amanda Aguilar was a panel speaker for the Rise to It production “Lead the Way” conference at Burton Middle School.

2/18-2/19/2023: Action News Reporter Amanda Aguilar was a panel speaker for the Galentine’s Day Self-Love Women Empowerment Conference.

2/22/2023: Youth Advisory Council Meeting: ABC30 meet with young adult members of the community to discuss important issues to them and their community. ABC30 also conducted a tour of the ABC30 Studios for council members.

3/03/2023: Action News Reporter Amanda Aguilar was a guest reader for “Read Across America Day” at Fairmont Elementary School.

3/13/2023: ABC30 staff led a station tour for the Public Information Officers from several agencies throughout the valley. The PIO’s also attended the Midday Newscast.

3/15/2023: Program Manager Charlene Ciavaglia led a station tour for the Clovis Senior Activities Center. They were excited to see the new news set and visit with Action News Meteorologist Madeline Evans to talk about recent weather events.

3/16/2023: Program Manager Charlene Ciavaglia let a station tour for students from Visalia Unified School District. The students met with Meteorologist Madeline Evans and were shown the newsroom and the set.

3/17/2023: ABC30 celebrated the Magic of Storytelling with students at Lincoln Elementary School in Fresno. Kids picked out new books, and reporter Kassandra Gutierrez read to them during story-time. Lincoln is among six Fresno Unified schools receiving a total of 4,728 books donated through the partnership with Disney, ABC30, First Book and EECU. <https://abc30.com/magic-of-storytelling-southwest-fresno-lincoln-elementary-school-free-books/12988429/>

3/18/2023: COWGIRL UP! The Clovis Rodeo Association kicked off festivities leading up to rodeo weekend with a fundraiser catered to the ladies! The Cowgirl Up BBQ raised close to \$60,000 for the Central Valley Honor Flight, an organization committed to honoring local WWII veterans, Korean War Veterans, and Vietnam Veterans by sending them to see their memorials in Washington, D.C. The event was covered by ABC30 Anchor & Reporter Vanessa Vasconcelos.

3/21/2023: Program Manager Charlene Ciavaglia led a station tour for the Air Quality Control District members from throughout the state of California. Members also attended the Midday newscast.

3/23/2023: Action News Anchor Warren Armstrong had a speaking engagement with the East Fresno Rotary Club.

3/27/2023: ABC30 Staff led a station tour for Public Information Officers from several agencies throughout the valley. They also attended the Midday newscast.

3/27/2023: Program Manager Charlene Ciavaglia led a station tour for students from JFK Jr. High School in Hanford. Students viewed the news studio and newsroom during their visit.

3/31/2023: Action News Reporter Jessica Harrington participated in “Career Day” at Sequoia Elementary School.

4/12/2023 ABC30 Advisory Council Meeting held a meeting with leaders from various organizations who come together to discuss important issues to their community.

4/14/2023 Action News reporter, Brittany Jacob had a speaking engagement during the Change Makers event at Bartlett Middle School.

4/15/2023 Action News staff volunteered in a cleanup event at the African American Historical & Cultural Museum of the San Joaquin Valley.

4/18/2023 ABC30 Station Tour: Madera High School 4H class took a tour of the ABC30 Studios and newsroom.

4/19/2023 A Clovis Unified elementary school teacher is among the 100 selected for Disney's Imagination Campus event. Aidé Madrigal has been a teacher at Pinedale Elementary for 25 years, and she is being recognized as one of Disney's 100 teachers who share the magic and imagination of Walt Disney. For over two decades, this magical teacher has brought dance, culture, and diversity to her campus. She's been teaching students "Baile Folklórico" for nearly that entire time. The group's accomplishments and Aidé's dedication has earned her a four-day trip to Disneyland Resort in California. <https://abc30.com/13129793/>

4/19/2023 ABC30 Station Tour: ABC30 collaborated with Fresno State for a new tour of ABC30 introducing the new Youth Advisory Council. They were able to see some of the technology used in our abc30 newscasts plus how to pitch a story for news coverage.

4/25/2023 ABC30 Station Tour: Tulare Unified School District Media class took a tour of the ABC30 Studios and newsroom.

4/22/2023 Action News reporter Vince Ybarra participated in the Fresno Rainbow Pride Pageant.

4/26/2023 ABC30 Anchor Graciela Moreno was one of 13 recipients honored at the California Capitol Monday night as part of the 21st Annual California Latino Spirit Awards. The awards honored 11 prominent Latinos for their contributions to different careers, including education, business, technology, arts, literature, and more. Graciela was among this year's recipients for her work in journalism.

5/1/2023 ABC30 Sports Anchor, Stephen Hicks Emcee'd the 60th annual Cinco De Mayo Charity Tournament at Copper River to benefit the First Tee Fresno.

May-The Cinco De Mayo Charity Golf Tournament has dedicated 100% of all the profits from their event to the First Tee of Fresno chapter since 2009, enabling kids to build the strength of character that empowers them through a lifetime of news challenges.

5/6/2023 Action News report Amanda Aguilar emceed for Fresno County Department of Behavioral Health "Experiencing Hope" event.

5/12 KFSN reporter Nic Garcia emceed Día del Maestro Scholarship Awards. 29 students received scholarships including one provided by KFSN. The event was hosted by Association of Mexican American Educators.

5/13/2023 KFSN reporter Elisa Navarro announced the winner of Best Newscast at the Slick Rock Student Film Festival. The competition included 24 categories and drew over 400 entries from the next generation of storytellers. KFSN is a proud sponsor of the festival held every year in Visalia.

6/3/2023 ABC30 employees and their friends and family members joined thousands of others who took part in Fresno's Pride Parade and festival in central Fresno.

6/17/2023 KFSN provided extensive coverage of the Fresno Juneteenth Festival. The station sponsored the five-day celebration and supported with a PSA, social media posts,

live hits, and stories about the importance of recognizing the sacrifices and contributions of Black Americans. Employees also volunteered their time at the festival.

6/20/2023 ABC30 Station Tour: ACCESS social services of Fresno. Access Specialized Treatment Program is a licensed Adult Day Program in Fresno, CA. Adult Day Program(s) are licensed individually by state or local governments and surveys are typically completed by local entities, such as the Department of Aging or Veteran's Services.

6/25/2023 Action News Anchor, Graciela Moreno emceed the Fresno Alzheimer's association benefit.

7/12/2023 ABC30 Advisory Council meeting.

KFSN-TV JOB POSTING CONTACTS	8/1/2023
Company	Address
American Legion Post 23	1502 O Street, Sanger, CA 93657
California Advocate	1555 E Street, Fresno, CA 93706
CSU Hayward - Career Development Center	25800 Carlos Bee Blvd. #2300, Hayward, CA 94542
Chicano & Latin American Studies	5340 N. Campus Drive, Fresno, CA 93740
Chinese for Affirmative Action	17 Walter U Lum Place, San Francisco, CA 94108
City College/S.E. Campus	1800 Oakdale Avenue, San Francisco, CA 94124
College of the Sequoias Placement Office	915 S. Mooney Blvd., Visalia, CA 93227
CSU Chico	Placement Office, 400 W. 1st Street, Chico, CA 95929-0700
CSUF Mass Communications & Journalism	2225 E. San Ramon, Fresno, CA 93740-8029
DeAnza College	21250 Stevens Creek Blvd., Cupertino, CA 95014
Disabled Veterans Charities	701 Van Ness Avenue, Fresno, CA 93721
Dreamcatchers	855 N. Abby Street, Fresno, CA 93701
East New Mexico University	1500 S. Avenue K, Portales, NM 88130
EDD Job Services	3302 N. Blackstone, Ste 255, Fresno, CA 93726-5393
Employment & Training Services - Urban South Youth Program	1900 Mariposa Mall #303, Fresno, CA 93721
Family Community Church, Single Ministry	2434 E. Nees, Fresno, CA 93710
First Chinese Baptist Church	6080 N. Angus Street, Fresno, CA 93710
Fresno Chamber of Commerce	2331 Fresno Street, Fresno, CA 93716
Fresno City College, Placement Office	1101 E. University, Fresno, CA 93741
Fresno City College Resource Center	1101 E. University, Fresno, CA 93741
Fresno County Workforce Connection	1900 Mariposa Mall #303, Fresno, CA 93721
Fresno County Workforce Connection - Manchester	3170 W. Shaw Ave #101, Fresno, CA 93711
Fresno Pacific College	1717 S. Chestnut, Fresno, CA 93702
Fresno Regional Occupational Program	1111 Van Ness Ave., Fresno, CA 93721-2002
Fresno VA Medical Center	2615 E Clinton Ave., Fresno, CA 93726-4812
Hinton Comm. Center	2385 S. Fairview, Fresno, CA 93706
Institute of Technology - Clovis	564 Herndon Ave., Clovis CA 93612
JFK University/Career Center	100 Ellinwood Way, Pleasant Hill, CA 94523-4817
Kings River - Reedley Community College	995 N. Reed Avenue, Reedley, CA 93654
Lanare Community Center	20620 Grantland, Riverland, CA 93656
Lao Veterans of America	4903 E. King Canyon Road, Ste 281, Fresno, CA 93727
Marjaree Mason Center	1600 M Street, Fresno, CA 93721

KFSN-TV JOB POSTING CONTACTS	8/1/2023
Company	Address
Merced College, Job Placement	3600 M Street, Merced, CA 95340
NATAS - National Academia of Arts & Sciences	4317 Camden Ave., San Mateo, CA 94403-5007
NW Employment Networking Service	5415 North West Avenue, Fresno, CA 93711
Oholone Community College	43600 Mission Blvd., Fremont, CA 94539
The Fresno Center	4879 E. Kings Canyon, Fresno, CA 93727
San Joaquin Valley College	295 E. Sierra Ave., Fresno, CA 93710
San Joaquin Valley Veterans	1505 N. Chestnut Ave. Fresno, CA 93704
St. John's Society	2116 Fernwood Drive, Hanford, CA 93230
State Center Community College, Vocational Training	2930 E. Annadale, Fresno, CA 93725
State of California Rehabilitation Dept	2550 Mariposa Mall #2000, Fresno, CA 93721
Syracuse Univ., S.I. Newhouse School of Pub. Comm. Career Dev. Center	215 University Place, Syracuse, NY 13244
The Leadership Institute	1101 N. Highland St., Arlington, VA 22201
UCP - United Cerebral Palsy of Central CA	4224 N. Cedar Avenue, Fresno, CA 93726-3700
Veteran's Service Office	1320 E. Shaw Ave. #105, Fresno, CA 93726-4812
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, CSU Fresno	2225 E. San Ramon, Fresno, CA 93740
Young Community Developers Inc.	1715 Yosemite Avenue, San Francisco, CA 94124
Youth Employment Office	770 San Pablo, Fresno, CA 93728
Total: 52	



DirectEmployers Association Job Syndication Alliances

Revised June 9th, 2023

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

African American	http://africanamericantalent.us/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	http://asianamericanjobs.com/
The Black Perspective	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs/
Career Diversity	https://careerdiversity.com/
DirectEmployers Diversity	https://diversity.dejobs.org
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	https://fatherresource.dejobs.org/



	(DE Member Jobs & Indiana Locations Only)
Hispanic American	https://hispanicamerican.dejobs.org/
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	https://hispanic-today.com/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Latino American	http://hispanicamericanjobs.com/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	http://lgbtqhire.com/
Minority	http://diversejobseeker.com/
Native American	http://nativeamericantalent.us/
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Way Finders Careers	http://wayfinderscareers.com/
Women	http://talentedwomenjobs.com/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/
Women in CDL	https://www.womenincdl.com/



DISABILITY SITES	
Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/
Blind Inc.	https://blindinc.works/ (Minnesota Located Jobs Only)
Bosma Enterprises	https://bosma.dejobs.org (Indiana Located Jobs Only)
DirectEmployers Disability	http://recruitdisabledtalent.com/ AND http://abletoowork.com/
DisabilityJobSite.com	http://www.disabilityjobsite.com/ (DE Member Jobs Only)
Disabled Veterans	http://disabledvetsjobs.com/
Easter Seals	https://easterseals.dejobs.org
Enable America	https://enableamerica.dejobs.org
Land A Job	https://jobs.landajob.org/
Maryland Works, Inc	https://mdworks.dejobs.org (Maryland Located Jobs Only)
National Multiple Sclerosis Society	https://nationalmssociety.dejobs.org (DE Member Jobs Only)
Options Unlimited Inc.	https://optionsunlimitedinc.dejobs.org/ (Louisville, KY Located Jobs Only)
Quest	https://questinc.dejobs.org/ (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	https://thecareerindex.com/dsp_intro.cfm
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/ (Iowa Located Jobs Only)



MILITARY/VETERAN NETWORK SITES

ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	https://jobs.msccn.org/usa/jobs/
DirectEmployers Veterans	http://americanveteranjobs.com/
Military Spouse Employment Program (MSEP)	https://myseco.militaryonesource.mil/portal/msep/jobsearch (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	https://militaryspouse.dejobs.org/
Military Spouse Connections	https://militaryspouseconnection.dejobs.org/
Military Spouse Corporate Career Network (MSCCN)	https://jobs.msccn.org/usa/jobs/
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Recruit Military Spouses	http://recruitmilitaryspouses.com/
Student Veterans Of America	http://studentveteransofamerica.jobs
The HER Foundation Inc.	https://honorher.works/
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; create VEVRAA Job Listing Reports in DE.works Jobs also appear on https://veterans.usnlx.com
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
Veterans in CDL	https://www.veteransincdl.com/
Veterans Job Bank	https://www.dol.gov/agencies/vets/veterans/findajob
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
VetJobs	https://jobs.vetjobs.org/



FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	https://www.careeronestop.org/JobSearch/job-search.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' at bottom of the page Choose '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
ONET Online	https://www.onetonline.org



STATE GOVERNMENT SITES

The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	https://usnlx.com
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on VetCentral http://veterans.usnlx.com
State & US Territory Workforce Agency Job Distribution	All DE member jobs are delivered to over 2500+ 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. Members access your VEVRAA Compliance Reporting through the DE.works for confirmation of job listing delivery. 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.
State of Alabama	https://alabamaworks.alabama.gov/vosnet/Default.aspx
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	https://www.caljobs.ca.gov/vosnet/Default.aspx
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/
Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	https://idahoworks.gov/



State of Illinois	https://illinoisjoblink.illinois.gov
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www.iowaworks.gov/vosnet/Default.aspx
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	https://kentucky.usnlx.com
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	https://joblink.maine.gov/ada/r/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.dcs.eol.mass.gov/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://montanaworks.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	https://www.employnv.gov/vosnet/Default.aspx
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	https://newjersey.usnlx.com/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	https://newyork.usnlx.com/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://jobseeker.ohiomeansjobs.monster.com/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	https://puertorico.usnlx.com/
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	https://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://www.workintexas.com/vosnet/Default.aspx
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://www.worksourcewa.com/
State of West Virginia	https://workforcewv.org/
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx

OTHER SITES

Adzuna	https://www.adzuna.com/
AtlantaCareerPath.com	https://www.atlantacareerpath.com/ (DE Member Jobs Only)
AustinJobSite.com	https://austinjobsite.com/ (DE Member Jobs Only)
BaltimoreJobSite.com	https://www.baltimorejobsite.com/ (DE Member Jobs Only)
BeyondCharlotte.com	https://www.beyondcharlotte.com/ (DE Member Jobs Only)
BeyondLosAngeles.com	https://www.beyondlosangeles.com/ (DE Member Jobs Only)
BeyondSanDiego.com	https://www.beyondsandiego.com/ (DE Member Jobs Only)
BostonJobSite.com	https://www.bostonjobsite.com/ (DE Member Jobs Only)
ChicagoCareerSite.com	https://www.chicagocareersite.com/ (DE Member Jobs Only)
ColumbusJobSite.com	https://www.columbusjobsite.com/ (DE Member Jobs Only)
DallasJobSite.com	https://www.dallasjobsite.com/ (DE Member Jobs Only)
DCJobSite.com	https://www.dcjobsite.com/ (DE Member Jobs Only)



DenverJobSite.com	https://www.denverjobsite.com/ (DE Member Jobs Only)
DetroitJobSite.com	https://www.detroitjobsite.com/ (DE Member Jobs Only)
Flexjobs	https://www.flexjobs.com (only remote positions)
HiredAllied.com	https://hiredallied.com/
HiredatHome.com	https://www.hiredathome.com/
HiredCDL.com	https://hiredcdl.com/
HiredCustomerService.com	https://hiredcustomerservice.com/
HiredNurses.com	https://www.hirednurses.com/
HiringLogistics.com	https://hiringlogistics.com/
HiringManufacturing.com	https://hiringmanufacturing.com/
HiringRestaurant.com	https://hiringrestaurant.com/
HiringRetail.com	https://hiringretail.com/
HiringTechnology.com	https://hiringtechnology.com/
HoustonJobSite.com	https://www.houstonjobsite.com/ (DE Member Jobs Only)
IndianapolisGigs.com	https://www.indianapolisgigs.com/ (DE Member Jobs Only)
Internships	https://internships.dejobs.org/
Juju	http://www.job-search-engine.com/
LasVegasJobSite.com	https://www.lasvegasjobsite.com/ (DE Member Jobs Only)
LinkedIn	https://www.linkedin.com/
LouisvilleGigs.net	https://www.louisvillegigs.net/ (DE Member Jobs Only)
ManhattanJobs.com	https://www.manhattanjobs.com/ (DE Member Jobs Only)
MemphisJobForce.com	https://www.memphisjobforce.com/ (DE Member Jobs Only)
MiamiGigs.com	https://www.miamigigs.com/ (DE Member Jobs Only)
MinneapolisCareerSite.com	https://www.minneapoliscareersite.com/ (DE Member Jobs Only)
MyJobHelper.com	https://www.myjobhelper.com/
NashvilleJobSite.com	https://www.nashvillejobsite.com/ (DE Member Jobs Only)
Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)



OklahomaCityJobSite.com	https://www.oklahomacityjobsite.com/ (DE Member Jobs Only)
PhillyJobs.com	https://www.phillyjobs.com/ (DE Member Jobs Only)
PhoenixJobs.com	https://www.phoenixjobs.com/ (DE Member Jobs Only)
PortlandJobSite.com	https://www.portlandjobsite.com/ (DE Member Jobs Only)
SalesHiring.com	https://saleshiring.com/
SanFranciscoGigs.com	https://www.sanfranciscogigs.com/ (DE Member Jobs Only)
SanJoseJobSite.com	https://www.sanjosejobsite.com/ (DE Member Jobs Only)
SeattleJobs.com	https://www.seattlejobs.com/ (DE Member Jobs Only)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/



GLOBAL SITES

Adzuna – UK	Adzuna – New Zealand
Adzuna – Australia	Adzuna – Poland
Adzuna – Austria	Adzuna – Singapore
Adzuna – Belgium	Adzuna – South Africa
Adzuna – Brazil	
Adzuna – Canada	
Adzuna – Switzerland	
Adzuna – Germany	
Adzuna – Spain	
Adzuna – France	
Adzuna – India	
Adzuna – Italy	
Adzuna – Mexico	
Adzuna – Netherlands	



METRO AREAS ON USNLX.COM

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



Michigan:	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota:	Minneapolis	St. Paul			
Mississippi:	Gulfport	Jackson			
Missouri:	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana:	Billings	Helena			
Nebraska:	Lincoln	Omaha			
Nevada:	Carson City	Las Vegas	Reno		
New Hampshire:	Concord	Manchester			
New Jersey:	Elizabeth	Jersey City	Newark	Patterson	Trenton
New Mexico:	Albuquerque	Santa Fe			
New York:	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				
North Carolina:	Asheville	Charlotte	Fayettesville	Greensboro	Raleigh
	Durham	Winston-Salem			
North Dakota:	Bismarck	Fargo			
Ohio:	Akron	Cincinnati	Cleveland	Columbus	Dayton
	Toledo				
Oklahoma:	Oklahoma City	Tulsa			
Oregon:	Eugene	Portland	Salem		
Pennsylvania:	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island:	Providence				
South Carolina:	Charleston	Columbia			
South Dakota:	Pierre	Sioux Falls			
Tennessee:	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
Texas:	Abilene	Amarillo	Austin	Beaumont	Brownsville
	Corpus Christi	Dallas	El Paso	Fort Worth	Houston
	Laredo	Longview	Lubbock	San Antonio	Tyler
	Waco	Wichita Falls			



Utah:	Provo	Salt Lake City			
Vermont:	Burlington	Montpelier			
Virginia:	Alexandria	Norfolk	Richmond	Virginia Beach	
Washington:	Olympia	Seattle	Spokane	Tacoma	
West Virginia:	Charleston	Huntington			
Wisconsin:	Green Bay	Madison	Milwaukee		
Wyoming:	Casper	Cheyenne			

COLLEGE NETWORK

Academy of Art University
ADA University
Ain Shams University
Albany Law School
Alfred State, SUNY College Georgia Tech of Technology
American College of Greece
American University of Sharjah
American University of Sharjah, School of Business Administration
American University, School of Professional & Extended Studies (SPEXS)
Amridge University
Augusta Technical College
Ave Maria School of Law
Ball State University
Baylor Law School
Bellevue College (WA)
Blackburn College
Bloomfield College (Hispanic-Serving Institution)
Bob Jones University
Boston Architectural College
Boston College
Boston University, School of Law
Brooklyn Law School
Bucknell University
Bucks County Community College
Cabrillo College (Hispanic-Serving Institution)



Cairn University
Calhoun Community College
California Lutheran University (Hispanic-Serving Institution)
California State University Channel Islands (Hispanic-Serving Institution)
California State University Fullerton (Hispanic-Serving Institution)
California State University Long Beach (Hispanic-Serving Institution)
California State University Monterey Bay (Hispanic-Serving Institution)
California State University Sacramento (Hispanic-Serving Institution)
California Western School of Law
Campbell University, Wiggins School of Law
Capital University Law School
Capitol Technology University
Carleton College
Carnegie Mellon University, Tepper School of Business
Case Western Reserve University, School of Law
Catholic University of America, Columbus School of Law
Catholic University of Portugal
Catholic University of Portugal, School of Business
Central Arizona College (Hispanic-Serving Institution)
Central New Mexico Community College (Hispanic-Serving Institution)
Central Washington University
Chaffey College (Hispanic-Serving Institution)
Chapman University. Dale E. Fowler School of Law
Charleston School of Law
Chattahoochee Technical College
Chattanooga State Community College
Chicago-Kent College of Law
China Europe International Business School (CEIBS)
Christian Brothers University
Cincinnati State Technical and Community College
City Colleges of Chicago (Hispanic-Serving Institution)
Clark University (Hispanic-Serving Institution)
Clayton State University
Clemson University
Clemson University, Alumni Association
College of Coastal Georgia
College of Idaho
College of Southern Nevada (Hispanic-Serving Institution)
Collin College



Columbia Law School, Columbia University
Columbia University, The Earth Institute
Columbus College of Art & Design
Concordia University at Irvine (Hispanic-Serving Institution)
Concordia University, School of Law
Connecticut College
Cornell University Law School
Creighton University School of Law
Cuesta College (Hispanic-Serving Institution)
Cumberland University
CUNY Baruch College
CUNY Baruch College, School of Public and International Affairs
CUNY Baruch College, Weissman School of Arts & Sciences
CUNY Baruch College, Zicklin School of Business
CUNY Borough of Manhattan Community College (Hispanic-Serving Institution)
CUNY Brooklyn College
CUNY College of Staten Island (Hispanic-Serving Institution)
CUNY Graduate School of Journalism (Hispanic-Serving Institution)
CUNY Hostos Community College (Hispanic-Serving Institution)
CUNY Hunter College (Hispanic-Serving Institution)
CUNY John Jay College of Criminal Justice (Hispanic-Serving Institution)
CUNY Kingsborough Community College
CUNY Lehman College (Hispanic-Serving Institution)
CUNY Macaulay Honors College
CUNY New York City College of Technology (Hispanic-Serving Institution)
CUNY Queens College (Hispanic-Serving Institution)
CUNY School of Law
CUNY The City College of New York
CUNY York College (Hispanic-Serving Institution)
Dallas County Community College District (Hispanic-Serving Institution)
Dean College
Delaware Valley University
Delta State University
DeSales University
Dominican College (Hispanic-Serving Institution)
Drexel University, School of Public Health
Drexel University, Thomas R. Kline School of Law
Duke University, Sanford School of Public Policy
Duke University, School of Law
Dunwoody College of Technology



East Georgia State College
Eastern Connecticut State University
Eastern Illinois University
Eckerd College
Elon University
Elon University School of Law
Emily Griffith Technical College
Emmanuel College
Emory University, School of Law
Fairleigh Dickinson University (Hispanic-Serving Institution)
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Faulkner University, Jones School of Law
Florida A&M University, School of Business and Industry (Historically Black College/University)
Florida Gulf Coast University
Florida International University, College of Law (Hispanic-Serving Institution)
Florida State College at Jacksonville
Florida State University
Florida State University, College of Law
Fordham University, Gabelli School of Business (Graduate Programs)
Fordham University, School of Law
Fort Valley State University (Historically Black College/University)
Full Sail University
Fullerton College (Hispanic-Serving Institution)
Fundacion Empresa, Universidad de Navarra
Gallaudet University
Gateway Community College (Hispanic-Serving Institution)
George Mason University, School of Law
Georgetown College
Georgetown University, Edmund A. Walsh School of Foreign Service
Georgetown University, McCourt School of Public Policy
Georgia State University, College of Law
Georgia Tech
Georgia Tech, Scheller College of Business
Golden Gate University
Golden Gate University School of Law
Goucher College
Governors State University
Grand Canyon University



Hamline University
Hampshire College
Harper College
Harvard University
Harvard University, Graduate School of Design
Harvard University, Graduate School of Education & Harvard Divinity School
Harvard University, Kennedy School of Government
Harvard University, Law School
Harvard University, T.H. Chan School of Public Health
Hendrix College
Henry Ford College
Hofstra University, School of Law
Hong Kong Polytechnic University
Howard University, School of Law (Historically Black College/University)
IE Business School
IESE Business School, University of Navarra
Illinois State University
IMD Business School
iNav (Metro Atlanta Chamber)
Indiana University Bloomington, College of Arts & Sciences
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, Kelley School of Business-MBA
Indiana University Bloomington, Kelley School of Business-Undergraduate
Indiana University Bloomington, Maurer School of Law
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics, Computing, and Engineering
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University East
Indiana University Northwest (Hispanic-Serving Institution)
Indiana University School of Optometry
Indiana University South Bend
Indiana University Southeast
Indiana University-Purdue University, Columbus
Indiana University, Kokomo
INSEAD
Iowa Central Community College
IST Tecnico Lisboa
IUPUI, Herron School of Art and Design



IUPUI, Kelley School of Business
IUPUI, Lilly Family School of Philanthropy
IUPUI, Office of Student Employment
IUPUI, Richard M. Fairbanks School of Public Health
IUPUI, Robert H. McKinney School of Law
IUPUI, School of Education
IUPUI, School of Engineering and Technology
IUPUI, School of Informatics and Computing
IUPUI, School of Liberal Arts
IUPUI, School of Public and Environmental Affairs
IUPUI, School of Science
IUPUI, School of Social Work
IUPUI, Talent
Ivy Tech Community Colleges
Jackson State University (Historically Black College/University)
Jacksonville State University
John Marshall Law School
Johnson University
Kansas City Kansas Community College
King Abdullah University of Science and Technology (KAUST)
Koc University
Lafayette College
Lake Superior State University
Laney College
Langara College
Lansing Community College
Lehigh Carbon Community College (Hispanic-Serving Institution)
Les Roches International School of Hotel Management, Switzerland
Liberty University, School of Law
LIM College (Laboratory Institute of Merchandising)
Lincoln Memorial University, Duncan School of Law
Linfield College
Lingnan College, Sun Yat-sen University
Los Angeles Film School
Lower Columbia College
Loyola Law School, Los Angeles
Loyola University New Orleans, College of Law
Luther College
Lycoming College



Lynchburg College
Marist College
Marquette University Law School
Marshall University
Marymount California University (Hispanic-Serving Institution)
Marymount Manhattan College
Maryville University of St. Louis
Massasoit Community College
Memphis College of Art
MetroLink Consortium
Metropolitan Community College of Kansas City
Millsaps College
Mississippi College
Mississippi College, School of Law
Mississippi State University
Mitchell Hamline School of Law
Montgomery College (Hispanic-Serving Institution)
Moore College of Art & Design
Morehead State University
Morgan State University (Historically Black College/University)
Mount St. Mary's University (CA) (Hispanic-Serving Institution)
Mt. San Antonio College (Hispanic-Serving Institution)
National Park Community College
Nazarbayev University
Nebraska College Recruiting Consortium
New Horizons Computer Learning Center
New York Law School
New York University, School of Law
New York University, Stern School of Business
North Carolina A&T State University (Historically Black College/University)
North Carolina Central University, School of Law (Historically Black College/University)
North Carolina State University
North Central University
North Park University (Hispanic-Serving Institution)
Northeastern University, School of Law
Northern Alberta Institute of Technology
Northern Essex Community College (Hispanic-Serving Institution)
Northern Illinois University
Northern Kentucky University, Chase College of Law



Northern State University
Northshore Technical Community College
Northwest Missouri State University
Norwalk Community College (Hispanic-Serving Institution)
Notre Dame de Namur University (Hispanic-Serving Institution)
Nova Southeastern University, Shepard Broad Law Center (Hispanic-Serving Institution)
Ohio Northern University
Ohio Northern University, Pettit College of Law
Ohio State University, Moritz College of Law
Oklahoma City University School of Law
Oral Roberts University
Orange Coast College (Hispanic-Serving Institution)
Ozyegin University
Pace University, School of Law
Peking University, School of Transnational Law
Pennsylvania College of Technology
Pensacola State College
Pepperdine University School of Law
Philadelphia University
Piedmont Virginia Community College
Pikes Peak Community College
Pima Community College (Hispanic-Serving Institution)
Pittsburgh Technical College
Purdue University
Queen's University, Faculty of Law
Quinnipiac University
Quinnipiac University, School of Law
Ranken Technical College
Rasmussen College
Regent University, School of Law
Regis College (Hispanic-Serving Institution)
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University, College of Nursing and Allied Health
Rochester Institute of Technology
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design
Roger Williams University School of Law



Roosevelt University (Hispanic-Serving Institution)
Rowan College at Burlington County
Rowan College at Gloucester County
Rowan University
Royal Roads University
Russell Sage College
Rutgers University Newark, School of Law (Hispanic-Serving Institution)
Saddleback College (Hispanic-Serving Institution)
Saginaw Valley State University
Salus University
San Juan College
Santa Barbara City College (Hispanic-Serving Institution)
Santa Clara University, School of Law
Santa Fe Community College (Hispanic-Serving Institution)
Savannah College of Art and Design
Savannah Technical College
SDA Bocconi School of Management
Seattle University, School of Law
Service Academy Career Central (SACCentral)
Seton Hall University
Seton Hall University, School of Law
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Singapore Management University
Singapore Management University, Centre for Social Responsibility
Singapore Management University, Dato Kho Hui Postgraduate
SIT Graduate Institute
Slippery Rock University of Pennsylvania (PASSHE)
South Central College
South Texas College of Law Houston (Hispanic-Serving Institution)
Southeast Missouri State University
Southeast Technical Institute
Southeastern Baptist Theological Seminary
Southeastern Louisiana University
Southeastern Technical College
Southern Connecticut State University
Southern Crescent Technical College
Southern Methodist University, Dedman School of Law
Southern Union State Community College



Southern University Law Center
Southwestern Law School
Southwestern University (Hispanic-Serving Institution)
Spokane Community College
St. Ambrose University
St. John's University, School of Law
St. Louis University, School of Law
St. Mary's College of Maryland
St. Thomas Aquinas College
St. Thomas University, School of Law (Hispanic-Serving Institution)
Stanford University Ford Dorsey Master's in International Policy
Stanford University, Graduate School of Education
Stanford University, Law School
Stetson University, College of Law
Suffolk University Law School (Hispanic-Serving Institution)
SUNY College at Oneonta
SUNY College of Optometry
SUNY Farmingdale State College
SUNY Hudson Valley Community College
SUNY Jefferson Community College
SUNY New Paltz
SUNY Purchase College (Hispanic-Serving Institution)
SUNY University at Buffalo, School of Management
Swiss Education Group
Syracuse University, College of Law
Tallahassee Community College
Temple University, School of Media, and Communication (Hispanic-Serving Institution)
Temple University, School of Tourism and Hospitality Management (Hispanic-Serving Institution)
Texas A&M University, Bush School of Government & Public Service
Texas A&M University, College Station (Hispanic-Serving Institution)
Texas Southern University, Thurgood Marshall School of Law (Historically Black College/University)
Texas Tech University, School of Law (Hispanic-Serving Institution)
Texas Wesleyan University (Hispanic-Serving Institution)
The American University in Cairo
The Brown School at Washington University in St. Louis
The College of William & Mary
The College of William & Mary, Law School
The National Society of Leadership and Success
The Pennsylvania State University



The Southern Baptist Theological Seminary
The Universities at Shady Grove
The University of the Arts
Thomas Jefferson School of Law
Thompson Rivers University
Tidewater Community College
Touro College
Touro College, Jacob D. Fuchsberg Law Center
Trident Technical College
Trinity Washington University (Hispanic-Serving Institution)
Trinity Western University
Truckee Meadows Community College (Hispanic-Serving Institution)
Tufts University, School of Dental Medicine
Tulane University, Law School
UCAN, University Career Action Network
UCLA LLM Interview Program
UCLA, School of Law
Union University (Hispanic-Serving Institution)
United States International University, Africa
Universidad de Monterrey
Universidad del Sagrado Corazon (Hispanic-Serving Institution)
University of Akron, School of Law
University of Alabama School of Law
University of Baltimore
University of Baltimore, School of Law
University of British Columbia Vancouver
University of California Berkeley, Goldman School of Public Policy
University of California Berkeley, School of Law
University of California Davis, School of Law
University of California San Diego, School of Global Policy and Strategy
University of California, Hastings College of the Law
University of Chicago, Financial Mathematics
University of Chicago, Graduate Schools and Divisions
University of Chicago, Harris School of Public Policy
University of Chicago, Law School
University of Cincinnati College of Law
University of Colorado at Boulder, School of Law
University of Connecticut, School of Law (Hispanic-Serving Institution)
University of Denver, Sturm College of Law



University of Florida
University of Florida, Levin College of Law
University of Georgia, School of Law
University of Houston (Hispanic-Serving Institution)
University of Houston, Bauer College of Business (Hispanic-Serving Institution)
University of Houston, College of Technology (Hispanic-Serving Institution)
University of Houston, Conrad Hilton College (Hispanic-Serving Institution)
University of Houston, Cullen College of Engineering (Hispanic-Serving Institution)
University of Houston, Law Center (Hispanic-Serving Institution)
University of Idaho, College of Law
University of Illinois at Chicago (Hispanic-Serving Institution)
University of Illinois at Springfield
University of Illinois at Urbana-Champaign, College of Law
University of Iowa, College of Law
University of Kansas
University of Kansas, School of Law
University of Kentucky, College of Law
University of Louisville, Brandeis School of Law
University of Louisville, College of Business
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Maine, School of Law
University of Manitoba, Asper School of Business
University of Maryland Baltimore County
University of Maryland Baltimore, Francis King Carey School of Law
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 Dartmouth, School of Law
University of Memphis, Cecil C. Humphreys School of Law
University of Miami, School of Law
University of Michigan Ann Arbor, College of Engineering
University of Michigan Ann Arbor, College of Literature, Science & the Arts
University of Michigan Ann Arbor, Law School
University of Michigan Ann Arbor, School of Education
University of Michigan Ann Arbor, School of Information
University of Michigan Ann Arbor, School of Natural Resources & Environment
University of Michigan Ann Arbor, School of Public Health



University of Michigan Dearborn
University of Michigan-Flint
University of Michigan, Gerald R. Ford School of Public Policy
University of Minnesota at Minneapolis, School of Law
University of Nevada Las Vegas (Hispanic-Serving Institution)
University of Nevada Las Vegas, William S. Boyd School of Law
University of North Alabama
University of North Carolina at Chapel Hill, School of Law
University of North Carolina at Charlotte
University of North Texas at Dallas, College of Law (Hispanic-Serving Institution)
University of Northern Iowa
University of Oklahoma College of Law
University of Oregon, School of Law
University of Ottawa's Common Law
University of Pennsylvania, School of Law
University of Pittsburgh at Bradford
University of Pittsburgh, Graduate School of Public and International Affairs
University of Pittsburgh, Katz Graduate School of Business
University of Puget Sound
University of Richmond
University of Richmond, School of Law
University of Rochester, Simon Graduate School of Business
University of San Francisco, School of Law
University of South Carolina Upstate
University of South Carolina, School of Law
University of Southern California
University of Southern California, Gould School of Law
University of Southern California, Marshall School of Business-Undergraduate
University of Southern California, Price School of Public Policy
University of Southern California, School of Cinematic Arts
University of Southern California, Viterbi School of Engineering
University of Southern California. Annenberg School for Communication & Journalism
University of Southern Indiana
University of Southern Maine
University of St. Joseph
University of St. Thomas (Hispanic-Serving Institution)
University of St. Thomas, Opus College of Business
University of St. Thomas, School of Law
University of Tennessee at Knoxville, College of Law



University of Texas at Austin, Jackson School of Geosciences (Hispanic-Serving Institution)
University of Texas at Austin, School of Architecture (Hispanic-Serving Institution)
University of Texas at Austin, School of Information (Hispanic-Serving Institution)
University of Texas at Austin, School of Law (Hispanic-Serving Institution)
University of the District of Columbia, David A. Clarke School of Law
University of the Fraser Valley
University of the Pacific
University of the Pacific, McGeorge School of Law
University of Toronto at Scarborough
University of Virginia, Alumni Association
University of Virginia, School of Law
University of Waikato
University of Washington, Evans School of Public Policy & Governance
University of Washington, Information School
University of Windsor, Faculty of Law
University of Wisconsin at Madison, Law School
Valparaiso University Law School
Vanderbilt University
Vanderbilt University, Law School
Vanderbilt University, Owen Graduate School of Management
Vermont Law School
Villanova University, School of Law
Vincennes University
Virginia International University
Wade College
Wagner College
Wake Forest University School of Law
Walsh College of Accountancy and Business
Wartburg College
Washburn University School of Law
Washington University in St. Louis
Washington University in St. Louis, Olin Undergrad Business School
Washington University in St. Louis, School of Law
Washtenaw Community College
West Georgia Technical College
West Virginia State University (Historically Black College/University)
West Virginia University
West Virginia University, College of Law
Western Illinois University



Western Michigan University Cooley Law School
Western New England University School of Law
Western Washington University
Whittier Law School (Hispanic-Serving Institution)
Widener University, Delaware Law School
William & Mary, Raymond A. Mason School of Business
William James College
William Jewell College
Wilmington College
Winthrop University
Yale University
Yale University, Law School
Yale-NUS College
Yeshiva University
Yeshiva University, Benjamin N. Cardozo School of Law
York College of Pennsylvania
York Technical College

