

KFSN-TV FRESNO ANNUAL EEO PUBLIC FILE REPORT
August 1, 2022

I. GENERAL POLICY

This report covers the period from July 22, 2021 through July 15, 2022.

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 51 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 22, 2021 to July 15, 2022:

Multi-Skilled Journalist (3)(Posted 06/04/21, Filled – Nicolas Garcia 09/15/21, Amanda Aguilar 10/25/21, Nicolas Payne 01/18/22)

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.

Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 2; company online job listing – 3; employee referral – 4; Twitter.com – 2. One candidate hired was an industry referral. The other two candidates hired were employee referrals.

Producer, News (2)(Posted 08/25/21, Filled – Christian Mattos 10/04/21, Denora Miller 10/11/21)

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.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 1; Twitter – 3; LinkedIn – 1; company online job listing

-1. The referral source of one candidate hired was Twitter. The other candidate hired was an employee referral.

Graphic Artist (Posted 06/17/21, Filled – Shelby Rendon 10/10/21)

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.

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

Broadcast Maintenance Engineer (2)(Posted 08/09/21, Filled – Steven Lee 10/18/21, Cody Smith 11/29/21)

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, NAJAnewsroom.com, SBE.org.

Eight people were interviewed. Referral sources of the candidates interviewed were as follows: LinkedIn – 1; company online job listing – 7. The referral source of both candidates hired was the company online job listing.

Promotion Producer (Posted 09/01/21, Filled – Edward Price 10/25/21)

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.

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

News Photographer (Posted 10/28/21 – Taylor Cantrell 01/04/22)

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

Streaming Producer (Posted 11/09/21, Filled – Scott Gruenwald 01/09/22)

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 internal station candidate.

Journalist, Race and Culture (Posted 12/20/21, Filled – Cassandra Gutierrez 01/24/22)

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.

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

Assignment Editor (Posted 06/04/21, Filled – Lauren Haskins 01/30/22)

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, Sports (Posted 12/20/21, Filled – Alec Nolan 02/28/22)

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

JournalismJobs.com, NAJAnewsroom.com.

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

Executive Producer (Posted 10/26/21, Filled – Tiffany Lundberg 03/28/22)

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.

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

Producer, News (2)(Posted 01/17/22, Filled – Jacklyn Avila 05/15/22, Maeve Kulpa 05/31/22)

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.

Five people were interviewed. Referral sources of the candidates interviewed were as follows: KFSN college intern – 1; LinkedIn – 2; company online job listing – 2. The referral source of one candidate hired was LinkedIn. The other candidate hired was a KFSN college intern.

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

10/07/2021: KFSN participated in the Fresno State Business, Media, and Creative Career and Internship Fair. Digital Producer Matt Cardenas spoke to students and alumni about careers in the media and ABC30's Internship program.

3/09/2022: KFSN reporter Brittany Jacob attended the Fresno State Career and Internship Fair. She was able to connect with dozens of students and staff to discuss their career goals, along with the opportunities at ABC30.

August 2021: ABC Owned TV Stations streamed a town hall special, Hiring our Heroes: Career Fair. Viewers could stream the town hall on the station group's 32 connected TV Apps on Apple TV, Android TV, Fire TV, Roku and across its eight websites.

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 four interns.

KFSN-TV's internship program has launched the careers of dozens of students with aspirations to work in broadcasting. Currently there are nine former KFSN-TV interns working at the Station, including two on-air talent, two Producers, one Executive Producer, one Assignment Editor, one Engineer, 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 2022.

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 5, 2022.

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 personnel participate in the ABC Owned Television Stations (OTV) and Disney Media and Entertainment Distribution (DMED) Mentoring Programs. The goal of the Programs is to connect a diverse group of employees across the OTV team and provide mentees with the opportunity to learn from and gain exposure to people in different areas of the business while elevating their voices to leaders. Martin Ortiz, KFSN News Director, and Margot Kim, KFSN News Anchor, participated as mentors in the ABC OTV Program during the reporting period. Jacqueline McLean, KFSN Assignment Manager, and Brittany Jacob, KFSN Reporter, participated as mentees in the ABC OTV Program during the reporting period. Brandon Ridge, KFSN Director – Marketing and Community Engagement, participated as a mentee in the DMED Program during the reporting period.

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 has a goal of inspiring and motivating those responsible for educating future broadcast professional and local leaders. The 2021 Fresno County Educator of the Year Awards show was hosted by KFSN News Anchor Warren Armstrong on 11/21/21. The top teachers and administrators from districts in the area were recognized for their efforts in helping their students succeed. Awards presented were for Administrator of the Year, Teacher of the Year and Employee of the Year.

KFSN General Manager Michael Carr and station VolunTEARS presented school supplies and backpacks donated by station employees and Disney to children from the Fresno County Boys and Girls Club.

August 2021: As students returned to the classroom in Central California, KFSN responded with a Back-to-School Town Hall. Morning anchors Landon Burke and Amanda Venegas spoke with local educators and health professionals about how local schools are ready to help kids and families.

ABC30 released an hour-long documentary, “Killer High: The Silent Crisis,” examining Central California’s fentanyl epidemic impacting youth. The Clovis Unified School district showed the program “Killer High: A Silent Crisis” to their PE classes during the 4th quarter of 2021.

KFSN Promotion Producer Ed Price read to children at Fresno's Yokomi Elementary School for Read Across America Week.

KFSN Marketing/Community team attended the Fresno County Farm Bureau Journalism Awards. Executive Producer of Public Affairs Aurora Gomez and Promotion Producer Reuben Guerra took first place for their Children First story on Firebaugh High School’s FFA program.

7/28/2021: KFSN welcomed three new members to its Youth Advisory Council. All three are students at Fresno State. Members engaged with anchor/reporter Jason Oliveira, who spoke about his broadcast journey from sports to news. The Council meets quarterly.

10/27/2021: ABC30 Youth Advisory Council was held with young members of our community together with KFSN staff to discuss important issues in their community

2/16/2022: Action News Reporter Jessica Harrington attended Career Day at Avenal High School. She spent the morning meeting with juniors and seniors discussing how she was able to get into broadcast news, despite growing up in a small farming town. She explained her daily responsibilities at Action News, the education it takes to get into the business, and showed some of the places her job has allowed her to visit while on assignment.

2/23/2022: ABC30 Youth Advisory Council meet via zoom with young adult members of the community to discuss important issues to them and their community. Producer Angel Viscarra was the guest speaker. Students were able to ask questions about producing newscasts.

3/25/2022: KFSN teamed up with Disney and EECU to donate 5,000 books to children at Fresno Unified as part of the Magic of Storytelling campaign. The books went to six schools in challenged areas of Fresno.

5/18/2022: ABC30 Youth Advisory Council met via Zoom with young adult members of the community to discuss important issues to them and their community. Executive Producer of Content Development Tim Sarquis previewed KFSN's new documentary and answered questions about the process of producing premium content for multiple platforms.

5/25/2022: ABC30 hosted valedictorians from over 50 high schools throughout the valley to a Children First: Honored Scholars production at Fresno City College. The students are highlighted in vignettes that air on ABC30 throughout the summer months. This year-round effort focusing on challenges and opportunities among the youth in Central California.

6/1/2022: Town Hall: Pride Month: In celebration of Pride month, we sat down with leaders and allies of our local LGBTQ+ community for a candid conversation about the challenges, triumphs, resources and future hopes here in Central California.

KFSN was a proud sponsor of the five-day Fresno Juneteenth Festival, which was celebrated by thousands. KFSN provided promotion and news coverage, and President and General Manager Michael Carr was honored for his community work.

KFSN employees volunteered time decorating and stuffing duffel bags that were donated to Angels of Grace Foster Family Agency. This activation was funded by Disney and in partnership with Together We Rise organization. The bags were filled with teddy bears, blankets, hygiene kits, and activity sets for foster children.

KFSN-TV JOB POSTING CONTACTS	8/1/2022
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
East New Mexico University	1500 S. Avenue K, Portales, NM 88130
EDD Job Services	3302 N. Blackstone, Ste 155, Fresno, CA 93726-5393
Employment & Training Services - Urban South Youth Program	1900 Mariposa Mall #303, Fresno, CA 93721
Family Community Church, Single Ministry	2434 E. Nees, Fresno, CA 93710
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	3302 N. Blackstone, Ste. 155, Fresno, CA 93726
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
Merced College, Job Placement	3600 M Street, Merced, CA 95340

KFSN-TV JOB POSTING CONTACTS	8/1/2022
Company	Address
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
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	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: 51	



DirectEmployers Association Job Syndication Alliances

Revised July 12th, 2022

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	https://africanamerican.dejobs.org/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	https://asianamerican.dejobs.org/
The Black Perspective	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs/
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	https://latinoamerican.dejobs.org/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	https://lgbtq.dejobs.org/
Minority	https://minority.dejobs.org/
Native American	https://nativeamerican.dejobs.org/
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	https://women.dejobs.org/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/



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	https://disability.dejobs.org
DisabilityJobSite.com	http://www.disabilityjobsite.com/ (DE Member Jobs Only)
Disabled Veterans	https://disabledveterans.dejobs.org/
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	https://veterans.dejobs.org
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'
Student Veterans Of America	http://studentveteransofamerica.jobs
The HER Foundation Inc.	https://honorher.works/
USA Cares	https://careers.usacares.org/
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
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
Veterans Job Bank	https://www.dol.gov/agencies/vets/veterans/findajob
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
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



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/ada/r/employer
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://focuscareer.ky.gov/careerexplorer/home
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)
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/
The Ladders	http://TheLadders.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)
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)
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
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