

KFSN-TV FRESNO ANNUAL EEO PUBLIC FILE REPORT
August 1, 2020

I. GENERAL POLICY

This report covers the period from July 22, 2019 through July 21, 2020.

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 and the position of News Director, KFSN-TV has publicized job vacancies in the following ways:

1. Sending or emailing the KFSN job listing to the 59 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.
3. Posting open positions via DirectEmployers Association Job Syndication Alliances detailed in *Attachment B*.
4. Posting open positions in the Company online job listing (www.disneycareers.com).

Following are the positions filled during the period of July 22, 2019 to July 21, 2020:

Sports Director/Anchor (Filled – Stephen Hicks 08/05/19)

This position was filled through an internal promotion.

Reporter (2) (Posted 3/14/19, Filled – Shayla Girardin 08/19/19, Sara Sandrik Goins 09/03/19)

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

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 7; station website – 3. The referral source of one candidate hired was the company online job listing. The referral source of the other candidate hired was the station website.

Sports Anchor/Reporter (Posted 07/27/19, Filled – Brianna Mellon 09/26/19)

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

Seven people were interviewed. Referral source of the candidates interviewed was as follows: company online job listing – 7. The referral source of the candidate hired was the company online job listing.

Weather Anchor – Morning (Filled – Reuben Contreras 10/07/19)

This position was filled through an internal promotion.

IT System Specialist (Posted 07/15/19, Filled – Daniel Lindsey 10/21/19)

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

Four people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 2; indeed.com – 1; glassdoor.com – 1. The referral source of the candidate hired was glassdoor.com.

Promotion Producer (Posted 06/20/19, Filled – Reuben Guerra 11/14/19)

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

Two people were interviewed. Referral source of the candidates interviewed was as follows: employee referral – 2. The candidate hired was an employee referral.

Digital Producer (Posted 11/15/19, Filled – Matthew Cardenas 12/23/19)

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

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

Anchor/Reporter (Posted 10/17/19, Filled – Landon Burke 01/13/20)

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

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

Weather Anchor - Morning (Posted 11/15/19, Filled – Madeline Starkey 02/16/20)

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

JournalismJobs.com.

Three people were interviewed. Referral source of the candidates interviewed was as follows: company online job listing – 3. The referral source of the candidate hired was the company online job listing.

Newscast Director (Posted 02/07/20, Filled – Manuel Martinez Miguel 03/16/20)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Fresno Bee, NAHJ.org. Five people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 2; company online job listing – 1; station website – 1; employee referral – 1. The candidate hired was an internal station candidate.

President and General Manager (Posted 03/02/20, Filled – Michael Carr 05/24/20)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, NAHJ.org. Three people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 1; company online job listing – 2. The candidate hired was an internal station candidate.

Weather Anchor/Reporter (Posted 10/03/19, Filled – Alyssa Flores 06/01/20)

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TVJobs.com, Fresno Bee, NAHJ.org. Four people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 3; internal station candidate – 1. The referral source of the candidate hired was the company online job listing.

News Director (Posted 05/20/20, Filled – Martin Ortiz 07/05/20)

Due to an internal administrative error, this position was not publicized to the organizations in Attachment A, and it was not posted on the station's website. The position was listed on the DirectEmployers Association Job Syndication Alliances detailed in **Attachment B**, and it was posted on the company online job listing www.disneycareers.com. Eight people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 3; internal station candidate – 2; industry referral – 2; LinkedIn.com – 1. 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

KFSN-TV participated in the National Association of Black Journalists 2019 Convention 8/7-8/11/2019 at the JW Marriott in Miami Florida. The Station's News Director, Michael Carr, participated by distributing information about career and internship opportunities, soliciting resumes, interviewing job seekers, critiquing demo reels and providing career guidance.

Fresno State Broadcasting Class - 10/09/2019 at Fresno State University – Fresno, CA. Executive Producer of Digital Media Ricky Courtney visited Fresno State's Department of Media, Communications and Journalism, where he talked to students about the news business across all of our platforms.

Fresno State Fall 2019 Career and Internship Fair 10/09/2019 at the Save Mart Center – Fresno, CA. Digital Executive Producer Rickey Courtney, Programming Manager Charlene Ciavaglia, and Rose Greene from the Business Department attended the California State University, Fresno Fall 2019 Career and Internship Fair. They met with students and alumni discussing various career opportunities, including the internship program offered at ABC30.

Fresno State's Spring Career and Internship Fair 3/4/2020 at the Save Mart Center – Fresno, CA. ABC30 was represented at the Fresno State Career and Internship Fair at the Save Mart Center, with more than 200 employers. The fair highlighted internships, along with full-time and part-time jobs. Director of Technology Jason Wallace, Programming Manager Charlene Ciavaglia, and Local Sales Coordinator Chris Pendergast spent the afternoon speaking to students and alumnae.

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 four former KFSN-TV interns working at the Station, including two on-air talent, the News Director and the General Manager.

Recruitment outreach for interns is primarily accomplished 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. Six recipients were awarded scholarships during the reporting period: Jenny Reyes, Lexi Norris, Wendy Haw, Alexis Leon, Rayne D'Andre Bell & Michelle Holmes.

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

Except for the position of News Director, the Station sent notification of its job listings to the National Association of Hispanic Journalists.

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

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

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

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

G. Mentoring Programs

KFSN personnel participate in the ABC Owned Television Stations Mentoring Program. The goal of the OTV Mentoring Program 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, a KFSN Director, and Edmer Archila, a KFSN Studio Technician, participated as mentees during the reporting period. Michael Carr, KFSN's President and General Manager, participated as a mentor during the reporting period.

H. Other Activities

KFSN-TV has a goal of motivating and inspiring the next generation of broadcast professionals. To support that goal, KFSN-TV hosts high school and college students at the television station to expose them to the variety of career options available in broadcasting. Student groups are provided with a behind the scenes tour of operations.

7/11/2019 Programming Manager Charlene Ciavaglia conducted a tour of the station for a Boy Scout Troop.

10/25/2019 Monache High School's Video Production class was given a tour of the ABC30 Studio and Newsroom. They met with Tim Sarquis, who showed the students a Localish story and gave insight into the state of the industry, the need for innovation in storytelling, camera techniques, and technology.

11/7/2019 KFSN Program Manager Charlene Ciavaglia gave a tour to clients from ACCESS, an adults with disabilities program that promotes growth and life enrichment for people with disabilities.

They toured the Newsroom, studio and various other departments during their time at KFSN.

11/13/2019 KFSN held its Youth Advisory Council meeting. Guest speaker was KFSN Director Kevin Pendergrass, who gave attendees a special behind-the-scenes look at the world of directing newscasts. They watched producers and directors from the control room and caught additional action in the studio.

2/12/2020 KFSN held its Youth Advisory Council meeting. With new members joining, KFSN staff gave a behind the scenes tour of the ignite room and watched a portion of the newscasts during their visit to the station.

2/27/2020 News Director Mike Carr conducted a tour of the station for ten teachers from Visalia Unified School District's Media Arts and Business Teacher Team. The teachers took the information they gathered and began to use it in their curriculum. As an example, the job titles and duties at ABC will be used as staff jobs for Project-Based Learning opportunities for students.

KFSN-TV WEEKLY JOB POSTING	8/1/2020
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
CCNMA, USC Annenberg School Journalism	727 W 27th Street, Los Angeles, CA 90089-7725
Chicano & Latin American Studies	5340 N. Campus Drive, Fresno, CA 93740
Chinese for Affirmative Action	17 Walter U Lum Place, San Francisco, CA 94108
City College Downtown Campus	88 4th Street, San Francisco, CA 94103
City College/S.E. Campus	1800 Oakdale Avenue, San Francisco, CA 94124
College of the Sequoias Placement Office	915 S. Mooney Blvd., Visalia, CA 93227
CSU Chico	Placement Office, 400 W. 1st Street, Chico, CA 95929-0700
CSU Fresno Mass Communications & Journalism	2225 E. San Ramon, Fresno, CA 93740-8029
DeAnza College	21250 Stevens Creek Blvd., Cupertino, CA 95014
Disabled American Veterans	3163 E McKinley Avenue, Fresno, CA 93726
Disabled Veterans Charities	701 Van Ness Avenue, Fresno, CA 93721
East New Mexico University	1500 S. Avenue K, Portales, NM 88130
EDD Job Services	3302 N. Blackstone, Ste 155, Fresno, CA 93726-5393
Employment & Training Services - Urban South Youth Program	1900 Mariposa Mall #303, Fresno, CA 93721
Family Community Church, Single Ministry	2434 E. Nees, Fresno, CA 93710
Fresno City College Disabled Student's Program	1101 E. University, Fresno, CA 93741
First Chinese Baptist Church	6080 N. Angus Street, Fresno, CA 93710
Fresno Chamber of Commerce	2331 Fresno Street, Fresno, CA 93716
Fresno City College, Placement Office	1101 E. University, Fresno, CA 93741
Fresno City College Resource Center	1101 E. University, Fresno, CA 93741
Fresno County Workforce Connection	1900 Mariposa Mall #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
Goodwill Industries	1500 Mission, San Francisco, CA 94103
Hinton Comm. Center	2385 S. Fairview, Fresno, CA 93706
Institute of Technology - Clovis	564 Herndon Ave., Clovis CA 93612
JFK University/Career Center	100 Ellinwood Way, Pleasant Hill, CA 94523-4817

KFSN-TV WEEKLY JOB POSTING	8/1/2020
Company	Address
Kings River - Reedley Community College	995 N. Reed Avenue, Reedley, CA 93654
Lanare Community Center	20620 Grantland, Riverland, CA 93656
Lao Veterans of America	4903 E. King Canyon Road, Ste 281, Fresno, CA 93727
Marjaree Mason Center	1600 M Street, Fresno, CA 93721
Merced College, Job Placement	3600 M Street, Merced, CA 95340
NATAS - National Academia of Arts & Sciences	4317 Camden Ave., San Mateo, CA 94403-5007
Natl. Assoc. of Hispanic Journalists	1050 Connecticut Ave NW FL 10, Washington, D.C. 20036
Northeastern University	102 Lake Hall, Boston, MA 02115
NW Employment Networking Service	5415 North West Avenue, Fresno, CA 93711
Oholone Community College	43600 Mission Blvd., Fremont, CA 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	1617 E. Saginaw Way, Ste 102, Fresno, CA 93727
St. John's Society	2116 Fernwood Drive, Hanford, CA 93230
State Center Community College, Vocational Training	2930 E. Annadale, Fresno, CA 93725
State of California Rehabilitation Dept	2550 Mariposa Mall, Fresno, CA 93721
Syracuse Univ., S.I. Newhouse School of Pub. Comm. Career Dev. Center	215 University Place, Syracuse, NY 13244
The Career Center - CSU Northridge	18111 Nordoff Street, Northridge, CA 91330
The Leadership Institute	1101 N. Highland St., Arlington, VA 22201
UCP - United Cerebral Palsy of Central CA	4224 N. Cedar Avenue, Fresno, CA 93726-3700
Veteran's Service Office	1320 E. Shaw Ave. #105, Fresno, CA 93726-4812
Veterans Affairs Department	1227 O Street, Sacramento, CA 95814
Veterans of Foreign Wars	3585 Blythe Avenue, Fresno CA 93703
Veterans of Foreign Wars	530 N Parkway Drive, Fresno, CA 93728
Women's Resource Center, CSUF	2225 E. San Ramon, Fresno, CA 93740
Young Community Developers Inc.	1715 Yosemite Avenue, San Francisco, CA 94124
Youth Employment Office	770 San Pablo, Fresno, CA 93728
Total: 59	



DirectEmployers Association Job Syndication Alliances

Revised June 23, 2020

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	http://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)
Our Ability	http://www.ourability.com/
Quest	https://questinc.dejobs.org/ (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	http://thecareerindex.com
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop.
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'
Save Our Veterans	http://board.jobcentral.com/saveourveterans
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, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on https://veterans.usnlx.com
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
VetJobs	https://jobs.vetjobs.org/



STATE WORKFORCE AGENCY DISABILITY/VETERAN/MILITARY SITES	
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Connecting Colorado (Colorado State Workforce)	http://coworkforce-veterans.jobs
IndianaCareerConnect (Indiana State Workforce)	https://indianacareerconnect-disability.jobs/
IndianaCareerConnect (Indiana State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SCWorks (South Carolina State Workforce)	http://SCWorks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInMichigan (Michigan State Workforce)	http://workinmichigan-veterans.jobs/
MontanaWorks (Montana State Workforce)	http://workinmontana-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/



WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkinVirginia Veterans (Virginia State Workforce)	http://workinvirginia.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

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
Virtual Career Network Healthcare (USDOL/ETA)	https://www.vcn.org/healthcare/findwork



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, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral http://vetcentral.usnlx.com/vet_index.asp?stype=moc http://veterans.usnlx.com
Pennsylvania Career Connect – Pittsburgh/Allegheny County, PA	https://3rivers.rescaretalentmarket.com/
Rescare Workforce Services - Indiana	https://indiana.rescaretalentmarket.com/
State & US Territory Workforce Agency Job 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 Member Desktop 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	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
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	http://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/ (UK and Canada located jobs only)
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

Jobrapido – Argentina	Jobrapido – Sweden
Jobrapido – Austria	Jobrapido – Switzerland
Jobrapido – Australia	Jobrapido – UK
Jobrapido – Brazil	Jobrapido – USA
Jobrapido – Chile	Wowjobs.ca – Jobs in Canada and Australia Only
Jobrapido – France	
Jobrapido – Germany	
Jobrapido – Holland	
Jobrapido – Ireland	
Jobrapido – Italy	
Jobrapido – Mexico	
Jobrapido – New Zealand	
Jobrapido – Poland	
Jobrapido – Spain	



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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 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
 Bob Jones University
 Boston Architectural College
 Boston College
 Boston University, School of Law
 Brooklyn Law School
 Bucknell University
 Bucks County Community College



Cabrillo College
Cairn University
Calhoun Community College
California Lutheran University
California State University Channel Islands
California State University Fullerton
California State University Long Beach
California State University Monterey Bay
California State University Sacramento
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
Central New Mexico Community College
Central Washington University
Chaffey College
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
Clark University
Clayton State University
Clemson University
Clemson University, Alumni Association
Coastline Community College
College of Coastal Georgia
College of Idaho
College of Southern Nevada
Collin College



Columbia Law School, Columbia University
Columbia University, The Earth Institute
Columbus College of Art & Design
Concordia College (NY)
Concordia University at Irvine
Concordia University, School of Law
Connecticut College
Cornell University Law School
Creighton University School of Law
Cuesta College
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
CUNY Bronx Community College
CUNY Brooklyn College
CUNY College of Staten Island
CUNY Graduate School of Journalism
CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice
CUNY Kingsborough Community College
CUNY Lehman College
CUNY Macaulay Honors College
CUNY Medgar Evers College
CUNY New York City College of Technology
CUNY Queens College
CUNY School of Law
CUNY The City College of New York
CUNY York College
Dallas County Community College District
Dean College
Delaware Valley University
Delta State University
DePaul University College of Law
DeSales University
Dominican College
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
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Connecticut State University
Eastern Illinois University
Eckerd College
Elizabeth City State University
Elon University School of Law
Emily Griffith Technical College
Emmanuel College
Emory University, School of Law
Fairleigh Dickinson University
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Faulkner University, Jones School of Law
Florida A&M University, School of Business and Industry
Florida Gulf Coast University
Florida International University, College of Law
Florida State College at Jacksonville
Florida State University, College of Law
Fordham University, Gabelli School of Business (Graduate Programs)
Fordham University, Gabelli School of Business (Undergrad Programs)
Fordham University, School of Law
Fort Valley State University
Full Sail University
Fullerton College
Fundacion Empresa, Universidad de Navarra
Gallaudet University
Gateway Community College
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
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
Indiana University School of Optometry
Indiana University South Bend
Indiana University Southeast
Indiana University, Kokomo
Indiana University-Purdue University, Columbus
INSEAD
Iowa Central Community College
Iowa College Recruiting Network (ICoRN)
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
Jacksonville State University
John Marshall Law School
Johnson University
Kansas City Kansas Community College
Kenyon 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
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
Marymount Manhattan College
Maryville University of St. Louis
Massasoit Community College
Memphis College of Art
MetroLink Consortium
Metropolitan Community College of Kansas City
Mississippi College
Mississippi College, School of Law
Mississippi State University
Mitchell Hamline School of Law
Montgomery College
Moore College of Art & Design
Morehead State University
Morgan State University
Mount St. Mary's University (CA)
Mt. San Antonio College
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
North Carolina Central University, School of Law
North Carolina State University
North Central University
North Park University
Northeastern University, School of Law
Northern Alberta Institute of Technology
Northern Essex Community College
Northern Illinois University
Northern Kentucky University, Chase College of Law
Northern State University
Northshore Technical Community College
Northwest Missouri State University



Norwalk Community College
Notre Dame de Namur University
Nova Southeastern University, Shepard Broad Law Center
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
Ozyegin University
Pace University, School of Law
Pasadena City College
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
Pittsburgh Technical College
Pratt Institute
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
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University, College of Nursing and Allied Health
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design
Roger Williams University School of Law
Roosevelt University
Rowan College at Burlington County
Rowan College at Gloucester County
Rowan University



Royal Roads University
Russell Sage College
Rutgers University New Brunswick, Undergraduate Business
Rutgers University Newark, Executive MBA
Rutgers University Newark, Graduate Business School
Rutgers University Newark, Quantitative Finance (MQF)
Rutgers University Newark, School of Law
Saddleback College
Saginaw Valley State University
Salus University
San Diego State University
San Juan College
Santa Barbara City College
Santa Clara University, School of Law
Santa Fe Community College
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
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
Spokane Community College
St. Ambrose University
St. Francis College
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
Stanford University, Graduate School of Education
Stanford University, Law School
Stetson University, College of Law
Stratford University
Suffolk University Law School
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
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
Temple University, School of Tourism and Hospitality Management
Texas A&M University, Bush School of Government & Public Service
Texas A&M University, College Station
Texas Southern University, Thurgood Marshall School of Law
Texas Tech University, School of Law
Texas Wesleyan University
The American University in Cairo
The Brown School at Washington University in St. Louis
The College of New Rochelle
The College of William & Mary
The College of William & Mary, Law School
The College of William & Mary, Mason School of Business
The National Society of Leadership and Success
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
Trinity Western University
Truckee Meadows Community College
Tufts University, Office of Public Health
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
United States International University, Africa
Universidad de Monterrey
Universidad del Sagrado Corazon
University of Akron, School of Law
University of Alabama School of Law
University of Arizona, Lundgren Center for Retailing
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 Berkeley, School of Public Health
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
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 Hawaii at Manoa, Shidler College of Business
University of Houston
University of Houston, Bauer College of Business
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Health and Human Performances
University of Houston, Law Center
University of Idaho, College of Law
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign, College of Law
University of Iowa, College of Law
University of Johannesburg
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 Miami, Ziff School of Business
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, Gerald R. Ford School of Public Policy
University of Michigan-Flint
University of Minnesota at Minneapolis, School of Law
University of Nevada Las Vegas
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
University of Northern Iowa
University of Notre Dame
University of Notre Dame, Law School
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
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
University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, School of Law
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
Virginia State 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
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
Widener University, Delaware Law School
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

