

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
KTRK-TV, “ABC13”
HOUSTON, TEXAS
March 31, 2024**

I. GENERAL POLICY

This report covers the period from March 16, 2023 through March 31, 2024.

KTRK-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 all 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, development, promotion and other practices.

II. RESPONSIBILITY

Wendy Granato, KTRK-TV’s President & General Manager, is responsible for supervising EEO compliance.

III. INTERNAL RECORD KEEPING

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.

IV. POSITIONS FILLED AND RECRUITMENT METHODS

KTRK-TV has publicized job vacancies in the following ways and as indicated below:

1. Sending or emailing the KTRK-TV job listing to the 28 organizations 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. The organizations are receiving notification have not requested to receive our notices of job postings.
2. Posting all open positions on The Walt Disney Company online career website, Disneycareers.com which subsequently posts open positions with DirectEmployers Association Network sites detailed in Attachment B.
3. Posting open positions on the Station's website, ABC13.com.
4. Posting open positions to the state broadcast association, Texas Association of Broadcasters, TAB.org. This state broadcast association has not requested to receive our notices of job postings, we voluntarily submit all postings.

During the period covered by this report, March 16, 2023 to March 31, 2024, KTRK-TV had a total of thirteen vacancies for full-time positions, and currently has two open positions/postings, an Assignment Planner and a Newscast Producer.

Following are the positions filled during the period covered by this report:

Meteorologist (Posted 01/09/23, Filled – Elyse Smith 03/20/23)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 1; Employee Referral – 1; and Disneycareers.com - 5. The referral source of the candidate hired was Employee Referral.

Digital Producer (Posted 10/25/22, Filled – Melanie Garcia 04/14/23)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: LinkedIn.com – 1; Disneycareers.com – 2; Employee Referral - 1 and Internal Candidate -3. The referral source of the candidate hired was Internal Candidate.

News Photographer (Posted 03/08/23, Filled – Chris Carr 04/18/23)

This job vacancy was publicized as described above. Four people were interviewed. Referral sources of the candidates interviewed were as follows: LinkedIn.com – 2; ABC13.com – 1 and Facebook.com -1. The referral source of the candidate hired was ABC13.com.

Reporter / Fill-In Anchor (Posted 02/23/23, Filled – Jiovanni Lieggi 04/26/23)

This job vacancy was publicized as described above. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 6. The referral source of the candidate hired was Disneycareers.com.

Premium Content Producer (Posted 03/21/23, Filled – Ashley Byers 05/04/23)

This job vacancy was publicized as described above. Five people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidate – 1; Disneycareers.com – 2; ABC13.com – 1 and LinkedIn.com - 1. The referral source of the candidate hired was Internal Candidate.

Investigative Reporter (Posted 3/9/23, Filled – Kevin Ozebek 06/20/23)

This job vacancy was publicized as described above. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 4 and Company Internal Candidate- 2. The referral source of the candidate hired was Disneycareers.com

Newscast Producer (Posted 05/31/23, Filled – Danielle Viator 07/09/23)

This job vacancy was publicized as described above. Four people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 1, Internal Candidate - 1 and LinkedIn.com - 2. The referral source of the candidate hired was Internal Candidate.

Reporter (Posted 06/26/23, Filled – Alexandra Bozarjian 07/12/23)

This job vacancy was publicized as described above. Four people were interviewed. Referral sources of the candidates interviewed were as follows: Talent agent – 2 and Disneycareers.com – 2. The referral source of the candidate hired was Talent Agent.

Anchor/Reporter (Posted 8/15/23, Filled – Brandon Hamilton 10/04/23)

This job vacancy was publicized as described above. Five people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 1; ABC13.com -1 and Talent Agent – 3. The referral source of the candidate hired was ABC13.com.

Anchor/Reporter (Posted 07/25/23, Filled – Luke Jones 10/02/23)

This job vacancy was publicized as described above. Five people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com - 3 and Talent Agent - 2. The referral source of the candidate hired was Talent Agent.

Photojournalist (Posted 11/28/23, Filled Michael Barbagallo 01/03/24)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 4; TAB.org – 1; Recruiter sourced – 1; and Internal Candidate - 1. The referral source of the candidate hired was Disneycareers.com.

Associate Producer (Posted 12/12/23, Filled – Francis Churchill 01/4/24)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: LinkedIn -1; Internal Candidates – 2 and Employee Referrals - 4. The referral source of the candidate hired was LinkedIn.

Transmission Engineer/Operator (Posted 12/15/23, Filled 1/22/24– Daniel Kramer)

This job vacancy was publicized as described above. Nine people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidates – 3; LinkedIn – 1; Employee Referral – 3 and Disneycareers.com -2. The referral source of the candidate hired was LinkedIn.

IV. LONG TERM RECRUITMENT INITIATIVES

KTRK-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 information about job opportunities and job requirements, as well as provide information as how to apply for job opportunities within KTRK-TV and The Walt Disney Company, and on the Internship Program which is designed to educate students on job opportunities available at the Station. We strive to provide information and training to develop a diverse pool of prospective candidates for the future.

A. Participation in Job Fairs

1. Asian American Journalists Association Conference and Career Expo
AAJA is a non-profit organization founded in 1981 with more than 1500 members in 20 chapters across the US and Asia. Close to one-third of AAJA's members are students and the organization places an emphasis on bringing young people into the news business, serving professional development needs, uplifting our communities and facilitating important dialogue around equity and inclusion, innovation, and the evolution of newsrooms. AAJA's strategic goals include providing year-round programs and a life-long pipeline, with a focus on innovation, building a strong community for all, helping journalists and newsroom break down long-standing barriers for journalists and communities of color and to lead the industry toward greater equity, diversity and inclusion. AAJA's convention included sessions and workshops for professional development, in addition to the career fair. The conference this year was held in Washington, DC from July 19, 2023 through July 23, 2023. Reporter, Miya Shay participated from KTRK-TV to answer questions and offer information about careers and opportunities at the Station.
2. National Association of Hispanic Journalists 2023 Convention and Career Expo
NAHJ is an educational and charitable association dedicated to the recognition and professional advancement of Hispanic students, professionals, and educators in the field of journalism. NAHJ provides a national voice and unified vision for all Hispanic journalists and has a national network of 23 Professional Chapters, and 28 Student Chapters including working journalists, journalism students, other media-related professionals and journalism educators in 17 states, Mexico, and the Caribbean. Today, there are more than 4000 members nationwide. The organization holds an annual convention and career fair with sessions and workshops for professional development, and this year they held the convention together. National Association of Hispanic Journalists (NAHJ) held their annual convention in Miami, FL from July 12, 2023 to July 15, 2023. Richard Guerra, Assignment Manager and Nancy Vazquez, Staff Coordinator participated from KTRK-TV to answer questions and offer information about careers and opportunities at the Station.
3. National Lesbian and Gay Journalists Association (NLGJA) National Convention
National Lesbian and Gay Journalists Association (NLGJA) is the Association of LGBTQ Journalists and is a journalist-led association made up of journalists, media professionals, educators and students working to advance fair and accurate coverage of LGBTQ+ communities and issues. NLGJA's goals are to enhance the professionalism, skills and career opportunities for LGBTQ+ journalists, to strengthen the identity, respect and status of LGBTQ+ journalist in the newsroom and throughout the practice of journalism, to advocate for the highest journalistic and ethical standards in the coverage of LGBTQ+ issues, to collaborate with other professional journalist associations and promote the principles of inclusion and diversity and, to promote mentoring and leadership to future journalists. The national convention was held at in Philadelphia, PA from September 7, 2023 through September 10, 2023 and featured a Career & Community expo, breakout and plenary sessions, and many opportunities to connect and network. News Director, Keaton Fuchs participated from KTRK-TV to answer questions and offer information about careers and opportunities at the Station.
4. Native American Journalists Association (NAJA) Conference
NAJA, currently based on the campus of the University of Oklahoma, was formed in 1983 with the primary goal to lift up Native voices in all platforms of media and to work with colleagues

across the media industry to ensure accurate and contextual reporting about Native people and communities. The organization serves and empowers Native journalists through programs and actions designated to enrich journalism and promote Native cultures. NAJA educates and unifies its membership through journalism programs that promote diversity and defends challenges to free press, speech and expression. NAJA is committed to increasing the representation of Native journalists in mainstream media and encourages both mainstream and tribal media to attain the highest standards of professionalism, ethics and responsibility. NAJA's conference this year was held in Winnipeg, Canada from August 10, 2023 through August 12, 2023. Reporter, Charliss Edsitty participated from KTRK-TV to answer questions and offer information about careers and opportunities at the Station.

B. Internship Program

KTRK-TV's internship program offers paid internships for college students and recent graduates interested in careers in television broadcasting. The internship program is designed to provide them with an onsite educational experience that complements their academic studies. We conduct two intern sessions each year, January to June and June to December and interns can participate in two sessions equating to a one-year internship. During the reporting period, KTRK-TV hired thirteen interns, three of whom attended two consecutive sessions.

KTRK-TV's internship program has launched the careers of dozens of students with aspirations to work in broadcasting. Currently there are nineteen former KTRK-TV interns working at the Station, including one Vice President - Programming, the Vice President, Programming, two Senior Managers (Managing Editor and Content Strategy), two Anchors, one Reporter, one Assignment Manager, one Executive Producer, three Digital Producers, two Assignment Editors, one Photojournalist, one Digital Editor, one Staff Coordinator, one Broadcast Systems Specialist and two Associate Newscast Directors.

Recruitment outreach for interns is accomplished using a variety of methods with attention to resources that provide a diverse candidate pool. Job fairs and career fairs at colleges with diverse student populations are a major source of candidates. Additionally, we work with local colleges and universities to create awareness of careers in the broadcast industry and often participate in speaker panels regarding such topics. Notices are posted at local colleges, universities and minority organizations. The KTRK-TV internship information is included on the ABC13 website. The Station internship program is part of The Walt Disney Company campus recruitment initiative (Disney Professional Internships), thus increasing the reach and exposure for internship opportunities at KTRK-TV. The Disney Professional Internship Program provides monthly learning and development opportunities for our interns to supplement the KTRK-TV Internship Program. Through our internship program a total of 2 interns during this reporting year were converted to regular part-time positions at KTRK-TV. The two interns that were converted are: Justin Estuart and Amna Rehman.

In person visits were made this reporting year to three local universities to discuss and promote KTRK-TV internships. The three universities visited were Texas Southern University, Prairie View A&M University and University of Houston Main Campus. Disney College Internship Recruiter, Casey Prottas and KTRK-TV HR Manager, Vickie Angenend, participated in meetings with college professors and representatives of the broadcast communications department.

Below is a list of KTRK-TV Interns by session:

Session 1 2023 Interns (January – June)

Kaylee Bailey – Sam Houston State University
Christian Hudspeth – University of Houston
Justin Estuart – University of Houston
Anne Renee' Corpus – University of Houston
Hailey Arispe – University of Houston
Alexis Hood – Texas Southern University

Session 2 2023 Interns (June – December)

Justin Estuart – University of Houston
Alexis Hood – Texas Southern University
Haley Arispe – University of Houston
Ariel Allen – University of Houston
Hannah Sauber – University of Houston

Session 1 2024 Interns (January – June)

Kelbie Lewis – Texas Southern University
Jana Rowe – University of Houston Sugarland Campus
Amna Rehman – Sam Houston State University
Demetria Towns – Texas Southern University
Abinanda Manoj – University of Houston

C. OTV University

OTV University is a program launched in January 2021 designed to leverage the skills and knowledge of the ABC Owned TV station experts in specific fields to create a transformational experience for all employees in the owned station group. The goal is to train every member of the organization with new skills. Beyond professional development, this program creates lasting personal and organizational change. There are multiple tracks such as multi-skilled journalism, advanced storytelling, producer-editor academy, content creator curator, modern management and collaboration tools and platforms, social newsgathering and writing with impact. Some of the topics include Introduction to Adobe Premiere, Making sense of Crime Data, Building a Brand Workshop, Daypart Manager Training, Writing with Impact, Social Newsgathering and Personal Productivity Tips.

D. Other Activities

KTRK-TV has a goal of motivating and inspiring the next generation of broadcast professionals. To support that goal, KTRK-TV hosts grade school, high school and college students at the Station to expose them to the variety of career options available in broadcasting.

KTRK-TV employees participate in career days/workshops/panels providing valuable information and career guidance to students. The following is a list of student career outreach:

- March 27, 2023 - KIPP Houston Journalism Class Visit - Anchor Erica Simon
- March 28, 2023 - Houston Community College Guest Lecture - VP Technology - Tim Hinson
- March 28, 2023 - University of Houston Valenti School of Communication Workshop - Digital Producer Justin Estuart
- May 17, 2023 - Cy-Fair ISD Video Awards Judging (CFISD) - Reporter Bob Slovak
- May 19, 2023 - Harmony School of Advancement Houston Career Day Dir., Community

Engagement Brandon De Hoyos

- July 12, 2023 - Center for Climate Journalism and Communication Training Sessions – Meteorologist Travis Herzog
- March 1, 2024 - Quail Valley Middle School Career Day (Fort Bend ISD) - Staff Coordinator Nancy Vazquez
- February 29, 2024 - HISD College Scholarship and Essay Workshop - Anchor Gina Gaston
- February 3, 2024 -Young Women’s College Prep (HISD) Class Visit - Meteorologist Elyse Smith
- January 30, 2024 - University of Oklahoma Journalism Class Visit - Erica Simon
- October 19, 2023 - Rice University Women’s Studies Class Visit - Gina Gaston
- October 5, 2023 -Sablatural Middle School Class Discussion (Pearland ISD) - Reporter Daniela Hurtado
- October 5, 2023 - University of Houston Women’s Studies Class Visit - Anchor Gina Gaston
- March 26, 2024 – University of Houston Valenti School of Communication Panel – HR Manager Vickie Angenend

Following a hiatus on station tours for COVID, the station resumed tours for middle and high school students as well as college students with an emphasis on students interested in journalism and/or the broadcast industry. The following is a list of station tours during the reporting period.

April 13, 2023	Conroe High School Journalism Class (Conroe ISD)
June 27, 2023	Baylor University Communication Student
July 31, 2023	Harris County Youth Village Media Class
Sept. 13, 2023	Hargrave High School A/V & Communications Class (Huffman ISD)
Sept. 27, 2023	Fort Bend Christian School Journalism Class
Oct. 12, 2023	Meyerland Middle School (HISD) Journalism Class
Nov. 1, 2023	Livingston High School (Livingston ISD) Journalism Class
Nov. 16, 2023	Alvin Community College Journalism Class
Nov. 17, 2023	Heights High School Community-Based Vocational Class
Dec. 6, 2023	Stuart Career Technical High School (Goose Creek ISD) Journalism Class
Dec. 8, 2023	Young Women’s College Prep (HISD)
Dec. 11, 2023	Harmony School of Technology Houston Journalism Class
Jan. 22, 2024	Al Hadi School of Accelerated Learning Journalism Class
Jan. 25, 2024	Woodland Park High School Journalism Students (Conroe ISD)
Feb. 29, 2024	Stuart Career Technical High School (Goose Creek ISD)

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

KTRK-TV management employees are required to complete the Walt Disney Company’s “Positive Workplace Fundamentals/Preventing Discrimination and 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. Additionally, The Walt

Disney Company provides Town Halls and other offerings specifically related to and stressing the importance of diversity, equity and inclusion and the pillars that guide the company.

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

KTRK-TV employees have access to a wide range of professional, leadership, and management training through the Walt Disney Company's D-Learn training program, an extensive learning library. Some examples including Harvard ManageMentor for leadership and skill development, Disney Leadership Speaker Series and streaming audio Business Book Summaries.

KTRK-TV also provides continuing educational opportunities through bi-weekly Coffee Talk sessions. These weekly one hour learning opportunities provide information on topics specific to the industry and issues that impact our community, daily operations at KTRK-TV and the ABC Owned TV group. Topics included: Breaking News Levels, Present Like A Pro, Panel Discussion with Murrow Winners, How to Write Effective Job Descriptions, 2023 Hurricane Season – What We Can Expect for the Season, Awards Season 101 and Social Media Trends. These learning sessions are presented by both internal and external community experts. Coffee Talk sessions during the reporting period were available in-person and virtually via Zoom.

Members of the KTRK-TV Broadcast Technology team are required to complete a total of 50 hours of continuing education in subject matters that relate directly to their job responsibilities in areas such as software and new technology utilized in the course of business. The company pays for expenses associated with this training.

Disney provides manager and leadership training for people managers. The People Manager Fundamentals training is for new and established people managers and is a live workshop that provides resources to people managers to ensure they understand the expectations and responsibilities of managing an individual (s). The session includes a Q&A session with HR professionals.

Leadership Essentials (DLE), is a program designed to help mid-level leaders of others build critical leadership skills and cultivate relationships that will accelerate their contribution to the organization's success. This program has live core sessions, on-demand sessions and small group activities to discuss topics, seek advice and build deeper connections with peers from their business and/or region.

EEO - ATTACHMENT A

KTRK-TV JOB POSTINGS

Company Address Mailing List

The organizations noted below have not requested to receive notices of job vacancies.

NAACP 2002 Wheeler Houston, TX 77004

Chinese Community Ctr. 9800 Town Park Houston, TX 77036

Wesley Community Ctr. 2720 Sampson Houston, TX 77004

Houston Asian Junior 4410 April Meadow Way Sugar Land, TX 77479

Houston Hispanic Chamber of Commerce 1801 Main St. # 1075 Houston, TX 77002

UH Mexican American Studies 4800 Calhoun Houston, TX 77004
Houston Urban League Job Bank 1301 Texas Houston, TX 77002
Korean Journal 1241 Blalock Road Houston, TX 77055
Jewish Family Service 4131 South Braeswood Houston, TX 77025
M.L.K. Community Center. 2720 Sampson Houston, TX 77004
LULAC Educational Svc Center 3522 Polk St. # 104 Houston, TX 77003
Asian Chamber of Commerce 6833 Sam Houston Pkwy 206 Houston, TX 77072
Vietnam Post/Vietnam Business 10515 Harwin # 120 Houston, TX 77036
Las Noticias de Fort Bend 924 3rd St. #3 Rosenberg, TX 77471
United States Veterans Initiative 1418 Preston Street Houston, TX 77002
Houston Minority Business Dev Center 2302 Fannin St., Suite 165 Houston, TX 77002
Workforce Solutions 3355 West Alabama # 350 Houston, TX 77098
A.A.M.A. 6001 Gulf Frwy. Bldg. B165 Houston, TX 77023
Houston Assoc. of Hispanic Journalists Attn: Job Posting P. O. Box 273394 Houston, TX 77277
Houston Community College Job Placement 1300 Holman Houston, TX 77004

Company Email Address List

Talent Dynamics – pumphrey@talentdynamics.com
Indo American News – indoamericannews@yahoo.com
Goodwill Houston – Ktheus@goodwillhouston.org
Alliance for Women in Media – monica.rose@abc.com
SER – Jobs for Progress of the Texas Gulf Coast, Inc. – Ciara.major@serhouston.org
Voice of Asia – adsvoa@yahoo.com
HAHMP – Susybarbosatv@gmail.com
Fort Bend Star – editor@fortbendstar.com

EEO - ATTACHMENT B – See list on following pages



DirectEmployers Association Job Syndication Alliances

Revised June 9th, 2023

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

DIVERSITY SITES

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



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



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



MILITARY/VETERAN NETWORK SITES

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



FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	https://www.careeronestop.org/JobSearch/job-search.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org
ONET Online	https://www.onetonline.org



STATE GOVERNMENT SITES

The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	https://usnlx.com
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on VetCentral http://veterans.usnlx.com
State & US Territory Workforce Agency Job Distribution	All DE member jobs are delivered to over 2500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. Members access your VEVRAA Compliance Reporting through the DE.works for confirmation of job listing delivery. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities.
State of Alabama	https://alabamaworks.alabama.gov/vosnet/Default.aspx
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	https://www.caljobs.ca.gov/vosnet/Default.aspx
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/
Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	https://idahoworks.gov/



State of Illinois	https://illinoisjoblink.illinois.gov
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www.iowaworks.gov/vosnet/Default.aspx
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	https://kentucky.usnlx.com
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	https://joblink.maine.gov/ada/r/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.dcs.eol.mass.gov/jobquest/
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://montanaworks.gov/
State of Nebraska	https://newworks.nebraska.gov/vosnet/Default.aspx
State of Nevada	https://www.employnv.gov/vosnet/Default.aspx
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	https://newjersey.usnlx.com/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	https://newyork.usnlx.com/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://jobseeker.ohiomeansjobs.monster.com/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	https://puertorico.usnlx.com/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx



State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	https://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://www.workintexas.com/vosnet/Default.aspx
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://www.worksourcewa.com/
State of West Virginia	https://workforcewv.org/
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx

OTHER SITES

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



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



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



GLOBAL SITES

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



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



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



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

COLLEGE NETWORK

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



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



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



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



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



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



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



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



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



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



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



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



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



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



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

