

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
KTRK-TV, "ABC13"
HOUSTON, TEXAS
March 28, 2023**

I. GENERAL POLICY

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

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 (except for positions filled through internal promotion) and as indicated below:

1. Sending or emailing the KTRK-TV job listing to the 30 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.
2. Posting all open positions on The Walt Disney Company online career website, Disneycareers.com.
3. Posting open positions on the Station's website, ABC13.com.
4. Posting open positions via DirectEmployers Association Network sites detailed in **Attachment B**.
5. Posting open positions to the state broadcast association, Texas Association of Broadcasters, TAB.org.

During the period covered by this report, March 16, 2022 to March 15, 2023, KTRK-TV had a total of twenty-three vacancies for full-time positions, five of which are still posted and open.

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

Premium Content Photographer (Posted 02/17/22, Filled – Chris Graczyk 03/30/22)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidates – 2 and ABC13.com – 5. The referral source of the candidate hired was Internal Candidate.

Sr. Producer, Content Development (Posted 02/16/22, Filled – James Parham 05/02/22)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 2; ABC13.com – 2 and LinkedIn.com – 3. The referral source of the candidate hired was LinkedIn.com.

News Photographer (Posted 02/17/22, Filled – Eckhart von Ellenrieder 06/13/22)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidates – 2 and ABC13.com – 5. The referral source of the candidate hired was ABC13.com.

Reporter (Not posted, Filled – Robert Slovak 06/28/22)

This position was not publicized as described above as it was part of an EEOC Conciliation Agreement.

Staff Coordinator (Posted 05/19/22, Filled – Nancy Vazquez 07/05/22)

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

Newscast Producer (Posted 08/15/22, Filled – Kate Nagel 09/29/22)

This job vacancy was publicized as described above. Eight people were interviewed. Referral sources of the candidates interviewed were as follows: Temp Agency – 1; Internal Candidates – 4; Employee Referrals – 2 and Disneycareers.com – 1. The referral source of the candidate hired was Internal Candidate.

Premium Content Producer (Posted 08/16/22, Filled – Stephanie Becerra 10/03/22)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidate – 1; ABC13.com – 3;

Disneycareers.com – 2 and Employee Referral. – 1. The referral source of the candidate hired was Internal Candidate.

Digital Producer (Posted 9/14/21, Filled – Carolina Olivares 10/6/21)

This job vacancy was publicized as described above. Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidates – 4; Employee Referrals – 2; Disney Internal Employee – 1; Temp Agency – 1; LinkedIn.com – 1 and Disneycareers.com – 2. The referral source of the candidate hired was Internal Candidate.

Sr. Producer (Posted 10/04/22, Filled – Chanel Preston 10/10/23)

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

Multi-Skilled Journalist (Posted 9/26/22, Filled – Lileana Pearson 10/21/22)

This job vacancy was publicized as described above. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 2; Temp Agency – 1 and Talent Agency – 3. The referral source of the candidate hired was Disneycareers.com.

Graphic Designer (Posted 09/22/22, Filled – Jessica Crispi 10/31/22)

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

Multi-Skilled Journalist (Posted 5/29/22, Filled – Derrick Lewis 11/8/22)

This job vacancy was publicized as described above. Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 3; Temp Agency – 1; Talent Agency – 5 and Company internal – 1. The referral source of the candidate hired was Temp Agency.

Newscast Director (Posted 10/11/22, Filled – Chad Bashor 01/06/23)

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

Associate Producer (Posted 10/26/22, Filled – Danielle Viator 01/17/23)

This job vacancy was publicized as described above. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Temp Agency – 1; ABC13.com – 2; LinkedIn.com – 1 and Disneycareers.com – 3. The referral source of the candidate hired was Temp Agency.

Producer (Posted 01/09/23, Filled – Marshall Truehill 01/27/23)

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

Digital Editor (Posted 01/20/23, Filled – Christian von Eschenbach 02/14/23)

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

Lead/Chief Photographer (Posted 01/20/23, Filled – Francisco Barragan 02/14/23)

This job vacancy was publicized as described above. Six people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 1; Disneycareers.com – 3 and Internal Candidates – 2. The referral source of the candidate hired was Internal Candidate.

Broadcast Systems Specialist (Posted 10/27/22, Filled – Jonathan Kanick 02/16/23)

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

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 convention included sessions and workshops for professional development, in addition to the career fair. This was the organization's first in-person convention since 2019. The conference this year was held at the Sheraton Universal Hotel in Los Angeles from July 28, 2022 through July 30, 2022. News Director, Keaton Fuchs and Reporter, Miya Shay participated from KTRK-TV to answer questions and offer information about careers and opportunities at the Station.
2. National Association of Black Journalists & National Association of Hispanic Journalists 2022 Convention and Career Expo
National Association of Black Journalists (NABJ) and National Association of Hispanic Journalists (NAHJ) held their annual convention jointly in Las Vegas from August 3, 2022 through August 7, 2022.

NABJ is an organization of journalists, students and media-related professionals that provides programs and services to and advocates on behalf of black journalists worldwide. NAHJ promotes the professional advancement of Hispanics in the news industry and works to increase the number of Latinos in newsrooms. Both organizations hold an annual convention and career fair with sessions and workshops for professional development, and this year they

held the convention together. News Director, Keaton Fuchs participated from KTRK-TV to answer questions and offer information about careers and opportunities at the Station. Executive Producer Uriel Posada and Reporters/Anchors Erica Simon and Brianna Connor also attended the convention.

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 an organization of journalists, media professionals, educators and students working from within the news industry to foster fair and accurate coverage of LGBTQ issues. NLGJA was founded in 1990 and is dedicated to the highest journalistic standards in the coverage of LGBTQ issues. NLGJA opposes all forms of workplace bias and provides professional development to its members.

The national convention was held at the Drake Hotel in Chicago, IL from September 8, 2022 through September 11, 2022 featuring a Career & Community expo, more than 40 breakout and plenary sessions, and many opportunities to connect and network. This was the organization's first in-person convention since 2019. News Director, Keaton Fuchs 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, four 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 fourteen former KTRK-TV interns working at the Station, including two on-air talent, the Vice President, Programming, two Senior Managers (Managing Editor and Content Strategy), two Digital Producers, two Assignment Editors, one Assignment Manager, one Photojournalist, one Digital Editor, one Staff Coordinator and an Executive Producer.

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 speakers 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 Internship Program. Through our internship program a total of 5 interns were converted to full time positions at KTRK or other ABC/Walt Disney Companies. Those converted are: Nancy Vazquez, Ishmael Primus, Kayla Simmons, Kaylee Bailey, and Angie Pieniazek.

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

Session 1 2022 Interns (March – June)

Angie Penieziack – University of Houston
Ishmael Primus – Texas Southern University
Nancy Vazquez – University of Houston
Kayla Simmons – University of Houston
Samuel Fuentes – University of Houston

Session 2 2022 Interns (June – December)

Kaylee Bailey – Sam Houston State University
Christian Hudspeth – University of Houston
Angie Penieziack – University of Houston
Nancy Vazquez – University of Houston
Jala Edwards – Texas Southern University
Kerry Schneeman – Notre Dame University

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

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.

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:

- April 7, 2022 – University of Houston Communications & Marketing Career Mixer – Director, Community Engagement, Brandon De Hoyos and Chief Photographer, Anthony Reed
- April 11, 2022 – Cypresswood Elementary Career Day (Aldine ISD) – Anchor/Reporter, Erica Simon

- April 22, 2022 – Roberts Elementary School (Houston ISD) Newspaper Club visit – Producer, Sarah Rafique
- November 15, 2022 – Klein Cain High School Broadcast Journalism Class Visit – Reporter/Anchor, Adam Winkler
- January 18, 2023 – Boone Elementary Career Week – Reporter, Mycah Hatfield
- January 19, 2023 – Career Day at Sneed Elementary School – Anchor, Mayra Moreno and Director, Community Engagement, Brandon De Hoyos
- January 26, 2023 – Career Day at Thornton Middle School (Cy-Fair ISD) – Anchor, Erica Simon
- January 26, 2023 – Career Day at Rose Parks Elementary School (Ft. Bend ISD) – Anchor/Reporter, Brianna Connor and Photographer, Rudy Montano
- February 2, 2023 – St. Jerome Catholic School Career Day – Meteorologist, Kevin Roth
- February 9, 2023 – Career Day at Quail Valley Middle School (Ft. Bend ISD) – Reporter, Jessica Willey
- February 23, 2023 – McNamara Elementary Career Day (Ft. Bend ISD) – Anchor/Reporter, Brianna Conner

With COVID-19 restrictions in place, on-site student tours were halted and much interaction with students became virtual or was conducted off-site. During this reporting period, the following is a list of speaking engagements and emcee events associated with student organizations.

- March 17, 2022: EMERGE Leadership Conference for Young Boys of Color – Anchor, Chauncy Glover
- May 27, 2022: Harmony School of Advancement Commencement Speaker – Anchor, Samica Knight
- June 7, 2022: Helms Elementary School Graduation Speaker – Anchor, Samica Knight
- July 27, 2022: Woori Juntos Youth Leadership Program Summer 2022 – Reporter, Rosie Nguyen
- August 7, 2022: Vietnamese Culture and Science Association's 26th Annual Youth Recognition Luncheon – Reporter, Rosie Nguyen
- October 20, 2022: Model UN – United Nations Day Houston Celebration – Anchor, Jacob Rascon
- November 1, 2022: Alvin Community College Speaker Series – Meteorologist, Travis Herzog
- November 16, 2022: Houston Community College Women in Apprenticeship Summit 2022 – Producer, Brittaney Wilmore
- December 13, 2022: Burnet Elementary Holiday Read Aloud – Anchor, Mayra Moreno
- January 13, 2023: Annual Martin Luther King, Jr. Oratory Competition and Celebration (HISD) – Anchor, Melanie Lawson
- January 23, 2023: Advanced Media Day – Duncanville High School (Dallas) – Anchor, Erica Simon
- February 15, 2023: Bondy Intermediate School (Pasadena ISD) Weather Talk – Meteorologist, Travis Herzog
- February 17, 2023: University of Houston Global Communications Summit – Reporter, Miya Shay

- February 20, 2023: Weather Talk to Early Learning Academy at Goose Creek ISD – Meteorologist, Travis Herzog
- February 24, 2023: University of Houston Bauer College of Business Gala – Anchor, Tom Abrahams
- February 24, 2023: Baylor University Alumni Awards – Reporter, Charly Edsitty
- February 25, 2023: Children’s Museum Houston Storytime – Anchor, Melanie Lawson
- March 4, 2023: Houston Association of Black Journalists Student Mentorship Breakfast – Anchor, Erica Simon

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 for General Employees” 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.

KTRK 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 and the ABC Owned TV group. Topics included: How storytellers can better reflect our Hispanic and Latino audiences, SEO basics and why it matters, ABC13 Neighborhood Safety Tracker, employee safety at work and at home and Kinder Institute Survey results on Houstonians’ views on the economy, crime, the pandemic and other issues related to the city’s demographic transformations. These learning sessions are presented by both internal and external community experts. Coffee Talk sessions during the reporting period were available in-person or virtually via Zoom.

Disney 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. During this reporting period fifteen mid-level managers attended the DLE program.

EEO - ATTACHMENT A

KTRK-TV JOB POSTINGS

Company Address Mailing List

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 Sun 1520 Isabella Houston, TX 77004
Houston Urban League Job Bank 1301 Texas Houston, TX 77002
Korean Journal 1241 Blalock Road Houston, TX 77055
Goodwill Industries of Houston 1140 W. Loop N, 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
SER/Jobs for Progress 201 Broadway St. Houston, TX 77012
The Art Institute of Houston 4140 Southwest Freeway # 100 Houston, TX 77027

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 February 23rd, 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 | 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) |



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



MILITARY/VETERAN NETWORK SITES

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

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| 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/ |



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| 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://neworks.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 |



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| 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 |
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OTHER SITES

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| 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) |



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| 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/ |
| 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/ |
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GLOBAL SITES

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| <u>Adzuna</u> – UK | <u>Adzuna</u> – New Zealand |
| <u>Adzuna</u> – Australia | <u>Adzuna</u> – Poland |
| <u>Adzuna</u> – Austria | <u>Adzuna</u> – Singapore |
| <u>Adzuna</u> – Belgium | <u>Adzuna</u> – South Africa |
| <u>Adzuna</u> – Brazil | |
| <u>Adzuna</u> – Canada | |
| <u>Adzuna</u> – Switzerland | |
| <u>Adzuna</u> – Germany | |
| <u>Adzuna</u> – Spain | |
| <u>Adzuna</u> – France | |
| <u>Adzuna</u> – India | |
| <u>Adzuna</u> – Italy | |
| <u>Adzuna</u> – Mexico | |
| <u>Adzuna</u> – 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 | | |



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|------------------------|----------------|----------------|---------------|--------------|-------------|
| 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 | | | |



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|-----------------------|------------|----------------|-----------|----------------|--|
| 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**)



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| 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 |



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| 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 |



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| 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 |



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| 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 |



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| 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 |



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| 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 |



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| 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 |



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| 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 |



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| 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 |



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| 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 |



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| 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 |



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| 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 |



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| 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 |



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| 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 |

