

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
KTRK-TV, "ABC13"
HOUSTON, TEXAS
March 28, 2022**

I. GENERAL POLICY

This report covers the period from March 16, 2021 through March 15, 2022.

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 32 organizations and schools detailed in **Attachment A**. We periodically broadcast on-air announcements publicizing the fact that qualified organizations may request to be added to our mailing list.

2. Posting 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, 2021 to March 15, 2022, KTRK-TV had a total of thirty-one 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:

Multi-Skilled Journalist (Posted 3/4/21, Filled – Rita Garcia 3/30/21)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indeed.com, Handshake and Prairie View A&M University Career Services. Nine people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agency – 1; Industry Colleague – 2; Indeed.com – 1; Disneycareers.com – 1 and Employee Referral – 4. The referral source of the candidate hired was a Talent Agency.

Multi-Skilled Journalist (Posted 3/4/21, Filled – Brooke Lutsky 4/9/21)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indeed.com, Handshake and Prairie View A&M University Career Services. Nine people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agency – 1; Industry Colleague – 1; Indeed.com – 1; Disneycareers.com – 1; Internal Candidate – 1 and Employee Referral – 4. The referral source of the candidate hired was an Employee Referral.

Temporary Producer (Posted 3/12/21, Filled – Richard Denson 4/16/21)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Mediabistro and University of Houston Career Fair. Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Employee Referral – 1; ABC13.com – 3; LinkedIn – 1; Unknown Search Engine – 1 and Disneycareers.com – 4. The referral source of the candidate hired was Disneycareers.com.

Multi-Skilled Journalist (Posted 3/4/21, Filled – Brianna Connor 5/5/21)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indeed.com, Handshake and Prairie View A&M University Career Services. Nine people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agency – 2; Industry Colleague – 1; Indeed.com – 1; Disneycareers.com – 1; Internal Candidate – 1 and Employee Referral – 3. The referral source of the candidate hired was an Employee Referral.

Multi-Skilled Journalist/Sports (Posted 5/4/21, Filled – Adam Winkler 5/28/21)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agency – 3; ABC13.com – 1 and Employee Referral – 2. The referral source of the candidate hired was an Employee Referral.

Temp Reporter (Posted 5/10/21, Filled – Courtney Carpenter 6/18/21)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. Six people were interviewed. Referral sources of the candidates interviewed were as follows: ABC13.com – 3; Disneycareers.com – 1; Indeed.com - 1 and Employee Referral – 1. The referral source of the candidate hired was ABC13.com.

News Director (Posted 5/4/21, Filled – Keaton Fuchs 06/28/21)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. Eight people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidate – 2; ABC13.com – 1; Disneycareers.com – 1; Unknown Job Boards – 3 and Recruitment Representative – 1. The referral source of the candidate hired was an Internal Candidate.

Temporary Photographer (Posted 6/28/21, Filled – Patrick Hardesty 7/12/21)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: TVJobs.com and Indo American News. Four people were interviewed. Referral sources of the candidates interviewed were as follows: Employee Referral – 1; ABC13.com – 2 and Indeed.com – 1. The referral source of the candidate hired was an Employee Referral.

Multi-Skilled Journalist (Posted 6/1/21, Filled – Jacob Rascon 7/12/21)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. Five people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agency – 3; ABC13.com – 1 and Employee Referral – 1. The referral source of the candidate hired was a Talent Agency.

Executive Producer (Posted 6/23/21, Filled – Uriel Posada 8/25/21)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indo American News, Mediabistro, National Association of Black Journalists (online), National Association of Hispanic Journalists (online), Asian American Journalist Association (online) and Texas Southern University Career Fair. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidate – 2; ABC13.com – 3 and Employee Referral – 2. The referral source of the candidate hired was ABC13.com.

Producer (Posted 6/23/21, Filled – Erik Estrada 9/17/21)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indo American News, TV Newscheck, Mediabistro, National Association of Black Journalists (online), National Association of Hispanic Journalists (online), and Asian American Journalist Association (online). Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidate – 2; ABC13.com – 3; Disneycareers.com – 2; Unknown Job Board – 1 and LinkedIn – 2. The referral source of the candidate hired was an Internal Candidate.

Multi-Skilled Journalist (Posted 9/16/21, Filled – Courtney Carpenter 10/4/21)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. Eight people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agency – 1; ABC13.com – 1; Disney Employee Candidate – 1; Disneycareers.com – 2 and Internal Candidate – 3. The referral source of the candidate hired was an Internal Candidate.

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

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indo American News and Texas Southern University Career Fair. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidate – 2; Indeed.com – 1; LinkedIn – 1 and Disneycareers.com – 2. The referral source of the candidate hired was an Internal Candidate.

Temp. Multi-Skilled Journalist (Posted 9/28/21, Filled – Patria Adger 10/14/21)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. 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 Disneycareers.com.

Associate Producer (Posted 9/9/21, Filled – Canaan Cadwell 10/15/21)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indo American News and the Texas Southern University Career Fair. Twelve people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 2; ABC13.com – 4; Indeed.com – 1; LinkedIn – 3 and Internal Candidate – 2. The referral source of the candidate hired was Disneycareers.com.

Executive Producer (Posted 6/23/21, Filled – Michael Wortham 10/26/21)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indo American News, Mediabistro, National Association of Black Journalists (online), National Association of Hispanic Journalists (online), Asian American Journalist Association (online) and Texas Southern University Career Fair. Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidate – 2; ABC13.com – 4 and Employee Referral – 4. The referral source of the candidate hired was an Employee Referral.

Multi-Skilled Anchor (Posted 9/13/21, Filled – Jonathan Weiner 10/26/21)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indo American News and Texas Southern University Career Fair. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agency – 3; ABC13.com – 1 and Employee Referral – 2. The referral source of the candidate hired was a Talent Agency.

Associate Producer (Posted 9/9/21, Filled – Filiberto Galindo 10/28/21)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indo American News and Texas Southern University Career Fair. Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 1; ABC13.com – 4; Indeed.com – 1; LinkedIn – 3 and Internal Candidate – 2. The referral source of the candidate hired was an Internal Candidate.

Race & Culture Reporter (Posted 9/15/21, Filled – Rosetta Nguyen 11/5/21)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indo American News and Texas Southern University Career Fair. Nine people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agency – 3; ABC13.com – 1; Internal Candidate – 2; Disney Employee Candidate – 1, and Disneycareers.com – 2. The referral source of the candidate hired was Disneycareers.com.

Sr. Marketing Producer (Posted 9/28/21, Filled – David Mackey 11/15/21)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. Five people were interviewed. Referral sources of the candidates interviewed were as follows: LinkedIn – 4 and Internal Candidate – 1. The referral source of the candidate hired was an Internal Candidate.

Executive Producer (Posted 11/23/21, Filled – Esther Hou McDevitt 12/31/21)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. Four people were interviewed. Referral sources of the candidates interviewed were as follows: Internal Candidate – 2; ABC13.com – 1 and Unknown Job Board – 1. The referral source of the candidate hired was an Internal Candidate.

Multi-Skilled Journalist (Posted 12/6/21, Filled – Charles Miller 1/11/22)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. Five people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agency – 1; ABC13.com – 1; Disneycareers.com – 2 and Internal Candidate – 1. The referral source of the candidate hired was an Internal Candidate.

Associate Producer (Posted 9/9/21, Filled – Kate Nagel 1/21/22)

In addition to this job vacancy being publicized as described above, this position was advertised in or at the following: Indo American News and Texas Southern University Career Fair. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 4; LinkedIn – 1 and Unknown Job Board – 1. The referral source of the candidate hired was an Unknown Job Board.

Multi-Skilled Journalist (Posted 12/6/21, Filled – Daniela Hurtado 1/21/22)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Talent Agency – 2; ABC13.com – 1; Disneycareers.com – 2 and Internal Candidate – 1. The referral source of the candidate hired was Disneycareers.com.

Digital Producer (Posted 12/30/21, Filled – Desiree Cantu 2/11/22)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. Four people were interviewed. Referral sources of the candidates interviewed were as follows: LinkedIn – 2; Disneycareers.com – 1 and Internal Candidate – 1. The referral source of the candidate hired was an Internal Candidate.

Producer (Posted 1/31/22, Filled – Robynn Coleman 3/3/22)

In addition to this job vacancy being publicized as described above, this position was advertised in the following: Indo American News. Six people were interviewed. Referral sources of the candidates interviewed were as follows: Employee Referrals – 2; Disneycareers.com – 1; Disney Recruiting Representative – 1 and Unknown Search Engines – 2. The referral source of the candidate hired was an Employee Referral.

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 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. AAJA's convention included sessions and workshops for professional development, in addition to the career fair. Due to COVID-19, the organization held a virtual event from August 24, 2021 through August 28, 2021. 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 2021 Convention and Career Expo

National Association of Black Journalists (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. The organization holds an annual convention and career fair with sessions and workshops for professional development. Due to COVID-19, the organization held a virtual event from August 1, 2021 through August 21, 2021. Executive Producer Kevin Lightfoot participated from KTRK-TV to answer questions and offer information about careers and opportunities at the Station.

3. National Association of Hispanic Journalists 2021 Convention and Career Expo

National Association of Hispanic Journalists (NAHJ) promotes the professional advancement of Hispanics in the news industry and works to increase the number of Latinos in newsrooms. The organization holds an annual convention and career fair with sessions and workshops for professional development. Due to COVID-19, the organization held a virtual event from June 16, 2021 through July 17, 2021. Assignment Manager Richard Guerra participated from KTRK-TV as a panelist for the ABC News Storytellers Summit, a half day development workshop designed to bring producers, writers, reporters and content creators together for a series of cutting edge conversations and training sessions to take their storytelling to the next level. Richard Guerra also participated in one on one conversations with journalists to answer questions and offer information about career opportunities at the Station.

4. Prairie View A&M University Communications Career Fair

Prairie View A&M University is a public historically black university located in Prairie View, Texas. It is the second oldest public institution of higher learning in the state. The Prairie View A&M Communications Department holds a career fair for students every year. This year the career fair was held on April 1, 2021 virtually and Vickie Angenend, Manager of Human Resources and Samica Knight, Anchor participated in the career fair and spoke with students about careers in broadcast and provided information on the Station's internship program. Additionally, Samica Knight participated in a general session to provide an overview of the role of a reporter/anchor.

5. Texas Southern University Career Fair

Texas Southern University, located in Houston, is one of the nation's largest historically black universities. TSU holds an annual career fair for students, which was held on September 23, 2021. Human Resources Manager Vickie Angenend, and Executive Producer Kevin Lightfoot, represented KTRK-TV to speak with students and answer questions about the Station's internship program and discuss job 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. During the reporting period, KTRK-TV hired twelve interns.

KTRK-TV's internship program has launched the careers of dozens of students with aspirations to work in broadcasting. Currently there are nine former KTRK-TV interns working at the Station, including one on-air talent, the Vice President, Programming, two Senior Managers (Managing Editor and Content Strategy), one Digital Producer, two Assignment Editors, one Photojournalist and an Executive Producer.

Recruitment outreach for interns is primarily 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 also 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.

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

Summer 2021 Interns

Myrakel Baker – The New School
David Butler – Texas Southern University
Fabiana Chaparro-Villarroel – University of Houston
Nicholas Romero – Texas Tech University

Fall 2021 Interns

Myrakel Baker – The New School
Melanie Garcia – University of Houston
Erin Haven – Prairie View A&M University
Ishmael Primus – Texas Southern University
Rashad Simmons – Sam Houston State University
Nancy Vazquez – University of Houston

Spring 2022 Interns

Samuel Fuentes – Texas A&M University

Melanie Garcia – University of Houston
Angelina Pieniazek – University of Houston
Ishmael Primus – Texas Southern University
Kayla Simmons – University of Houston
Nancy Vazquez – University of Houston

C. Mentoring Programs

KTRK-TV personnel have participated in The Disney Television / ABC Owned Station Group Diversity and Inclusion Mentorship Program. The program is designed to identify talented employees (with an emphasis on women and minorities) at a senior management level who have demonstrated ability and commitment to ABC. Mentees are paired with a senior executive for one year. The program provides exposure to business strategies across the Owned Television Station Group, networking opportunities with other station leaders from a cross-section of news management and the opportunity to develop management and leadership skills.

- KTRK-TV General Manager, Wendy Granato, VP Programming, Kim Nordt-Jackson and Director, Community Engagement, Brandon DeHoyos were all mentors in the program.

KTRK-TV is in the third year of the ABC13 Mentorship Program for individuals identified as high performers (with an emphasis on women and minorities) who have demonstrated ability and commitment to KTRK and who the Station is developing for future leadership opportunities.

The mentorship program was launched in November 2019 and is designed for mentees to have an opportunity to learn from an experienced mentor over an extended period of time in areas other than their own. Additionally, it offers an opportunity for the mentees to attend department and management meetings that they would not normally. Additionally, participants work on collaborative projects, have an opportunity to hear three guest speakers comprised of leaders from outside of the Station during the session and take a field trip to the Station's towers and auxiliary site to better understand how our signals are received and sent.

The Station has a total of seven mentor/mentee pairs.

2021 - 2022 Participants –

Mentors

Assignment Desk Manager - Richard Guerra
Executive Producer - Keith Browning
Assistant Creative Services Director – Scott Morrow
Sr. Manager – Content Strategy – Katherine Donaldson
Sr. Director - Matt Messman
Sr. Manager – Digital Platforms – Gina Larson
VP, Technology – Tim Hinson

Mentees

Broadcast Director – John Kinzie
Photojournalist – Rudy Villarreal
Assignment Editor – Deisy Enriquez
Broadcast Systems Specialist – Jeff Hooge
Producer – Rachel Gallaher
Digital Producer – Sarah Rolan

D. 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. This program provided more than 6,000 hours of total training to over 2400 participants from across the OTV station group, many of whom were participants and course leaders from KTRK.

E. 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.

With COVID-19 restrictions in place, on-site student tours were halted and all interaction with students became virtual. During this reporting period, the following is a list of virtual classroom visits with the date and KTRK staff that spoke with the class:

- **April 1, 2021:** Rice University Media Classes – Anchor, Gina Gaston
- **April 23, 2021:** Campbell Elementary Great American Teach In – Director, Community Engagement, Brandon DeHoyos
- **May 12, 2021:** St. Joe, Missouri ABC Affiliate Young Journalists – Reporter, Marla Carter
- **May 14, 2021:** Media Tech Institute Job Fair – VP Technology, Tim Hinson
- **September 17, 2021:** University of Houston Student Interviews – Multi-Skilled Journalist, Mycah Hatfield
- **October 12, 2021:** Duncanville High School – Anchor Erica Simon
- **October 21, 2021:** University of Houston Students Strategic Writing Course – Director, Community Engagement, Brandon DeHoyos and Digital Producer, Brittaney Wilmore
- **February 2, 2022:** Petrosky Elementary 4th Grade Class – Meteorologist, David Tillman

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

- **February 3, 2022:** Quail Valley Middle School Annual Career Day – Anchor, Samica Knight
- **February 4, 2022:** St. Laurence Catholic School Career Day – Anchor, Elissa Rivas
- **February 17, 2022:** George Bush High School Career Day – Anchor/Reporter, Erica Simon
- **March 4, 2022:** Boone Elementary Career Day – Anchor, Rita Garcia

F. College Career Counselors

KTRK-TV sponsored a discussion and station tour with members of the Southern Association of Colleges and Employers as part of their annual conference held in Houston on December 8, 2021. Thirty career counselors from colleges and universities across the Southern part of the United States attended a discussion about job occupations in the broadcast industry and the necessary skills required to be successful in the industry. Following the discussion and Q&A session they took a tour of the newsroom, studio and control room to see an active functioning newsroom.

G. 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 "Preventing Harassment" and "Standards of Business Conduct" training courses every two years. These courses cover discrimination prevention and the importance of offering equal employment opportunities to all employees. 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.

H. 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 daily operations at KTRK and the ABC Owned TV group. Topics including 24/7 streaming services, new technology, data journalism and storytelling are presented by both internal and external community experts. Coffee Talk sessions during the reporting period have all been virtual and will be resuming as hybrid, both in person and through Zoom in the near future.

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

Houston Area Hispanic Media Professionals – art.rascon@abc.com
Houston Association of Black Journalists – info@habj.org
Indo American News – indoamericannews@yahoo.com
Jim Magill – jimmagill@hotmail.com
University of Houston Downtown Campus Career Center – joyners@uhd.edu
Medialine – medialine@medialine.com
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

EEO - ATTACHMENT B – See list on following pages

DirectEmployers Association

Job Syndication Alliances

Revised February 3, 2021

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.

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)



DirectEmployers Association Job Syndication Alliances Page 2

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.http://jobs.womenforhire.com/.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/



DirectEmployers Association Job Syndication Alliances Page 3

DISABILITY SITES

Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/
Blind Inc.	https://blindinc.works/ (Minnesota Located Jobs Only)
Bosma Enterprises	https://bosma.dejobs.org (Indiana Located Jobs Only)
DirectEmployers Disability	https://disability.dejobs.org
DisabilityJobSite.com	http://www.disabilityjobsite.com/ (DE Member Jobs Only)
Disabled Veterans	https://disabledveterans.dejobs.org/
Easter Seals	https://easterseals.dejobs.org
Enable America	https://enableamerica.dejobs.org
Land A Job	https://jobs.landajob.org/
Maryland Works, Inc	https://mdworks.dejobs.org (Maryland Located Jobs Only)
National Multiple Sclerosis Society	https://nationalmssociety.dejobs.org (DE Member Jobs Only)
Options Unlimited Inc.	https://optionsunlimitedinc.dejobs.org/ (Louisville, KY Located Jobs Only)
Our Ability	http://www.ourability.com/
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, consult your Compliance Reporting Tool in your Member Desktop.
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/ (Iowa Located Jobs Only)



DirectEmployers Association Job Syndication Alliances Page 4

ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	https://jobs.mscn.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.mscn.org/usa/jobs/
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Student Veterans Of America	http://studentveteransofamerica.jobs
The HER Foundation Inc.	https://honorher.works/
USA Cares	https://careers.usacares.org/
US Military Pipeline	https://usmilitarypipeline.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on https://veterans.usnlx.com
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
VetJobs	https://jobs.vetjobs.org/



DirectEmployers Association Job Syndication Alliances Page 5

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



DirectEmployers Association Job Syndication Alliances Page 6

WorkinVirginia Veterans (Virginia State Workforce)	http://workinvirginia.jobs/
WorkinWashington Veterans (Washington State Workforce)	https://workinwashington-veterans.jobs/

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



DirectEmployers Association Job Syndication Alliances Page 7

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



DirectEmployers Association Job Syndication Alliances Page 8

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

**DirectEmployers Association Job Syndication Alliances Page 9**

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

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



DirectEmployers Association Job Syndication Alliances Page 10

DenverJobSite.com	https://www.denverjobsite.com/ (DE Member Jobs Only)
DetroitJobSite.com	https://www.detroitjobsite.com/ (DE Member Jobs Only)
Flexjobs	https://www.flexjobs.com (only remote positions)
HoustonJobSite.com	https://www.houstonjobsite.com/ (DE Member Jobs Only)
IndianapolisGigs.com	https://www.indianapolisgigs.com/ (DE Member Jobs Only)
Internships	https://internships.dejobs.org/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
LasVegasJobSite.com	https://www.lasvegasjobsite.com/ (DE Member Jobs Only)
LinkedIn	https://www.linkedin.com/
LouisvilleGigs.net	https://www.louisvillegigs.net/ (DE Member Jobs Only)
ManhattanJobs.com	https://www.manhattanjobs.com/ (DE Member Jobs Only)
MemphisJobForce.com	https://www.memphisjobforce.com/ (DE Member Jobs Only)
MiamiGigs.com	https://www.miamigigs.com/ (DE Member Jobs Only)
MinneapolisCareerSite.com	https://www.minneapoliscareersite.com/ (DE Member Jobs Only)
NashvilleJobSite.com	https://www.nashvillejobsite.com/ (DE Member Jobs Only)
Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
OklahomaCityJobSite.com	https://www.oklahomacityjobsite.com/ (DE Member Jobs Only)
PhillyJobs.com	https://www.phillyjobs.com/ (DE Member Jobs Only)
PhoenixJobs.com	https://www.phoenixjobs.com/ (DE Member Jobs Only)
PortlandJobSite.com	https://www.portlandjobsite.com/ (DE Member Jobs Only)
SanFranciscoGigs.com	https://www.sanfranciscogigs.com/ (DE Member Jobs Only)
SanJoseJobSite.com	https://www.sanjosejobsite.com/ (DE Member Jobs Only)
SeattleJobs.com	https://www.seattlejobs.com/ (DE Member Jobs Only)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/



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



DirectEmployers Association Job Syndication Alliances Page 12

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	Vellojo
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		



DirectEmployers Association Job Syndication Alliances Page 13

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	Fayetteville	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			

DirectEmployers Association Job Syndication Alliances Page 14

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			

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 (SPEX)
Amridge University
Augusta Technical College
Ave Maria School of Law
Ball State University
Baylor Law School
Bellevue College (WA)
Blackburn College
Bloomfield College
Bob Jones University
Boston Architectural College
Boston College
Boston University, School of Law
Brooklyn Law School
Bucknell University
Bucks County Community College
Cabrillo College



Cairn University
Calhoun Community College
California Lutheran University
California State University Channel Islands
California State University Fullerton
California State University Long Beach
California State University Monterey Bay
California State University Sacramento
California Western School of Law
Campbell University, Wiggins School of Law
Capital University Law School
Capitol Technology University
Carleton College
Carnegie Mellon University, Tepper School of Business
Case Western Reserve University, School of Law
Catholic University of America, Columbus School of Law
Catholic University of Portugal
Catholic University of Portugal, School of Business
Central Arizona College
Central New Mexico Community College
Central Washington University
Chaffey College
Chapman University, Dale E. Fowler School of Law
Charleston School of Law
Chattahoochee Technical College
Chattanooga State Community College
Chicago-Kent College of Law

China Europe International Business School (CEIBS)
Christian Brothers University
Cincinnati State Technical and Community College
City Colleges of Chicago
Clark University
Clayton State University
Clemson University
Clemson University, Alumni Association
College of Coastal Georgia
College of Idaho
College of Southern Nevada
Collin College



DirectEmployers Association Job Syndication Alliances Page 16

Columbia Law School, Columbia University
Columbia University, The Earth Institute
Columbus College of Art & Design
Concordia University at Irvine
Concordia University, School of Law
Connecticut College
Cornell University Law School
Creighton University School of Law
Cuesta College
Cumberland University
CUNY Baruch College
CUNY Baruch College, School of Public and International Affairs
CUNY Baruch College, Weissman School of Arts & Sciences
CUNY Baruch College, Zicklin School of Business
CUNY Borough of Manhattan Community College

CUNY Brooklyn College
CUNY College of Staten Island
CUNY Graduate School of Journalism
CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice
CUNY Kingsborough Community College
CUNY Lehman College
CUNY Macaulay Honors College
CUNY New York City College of Technology
CUNY Queens College
CUNY School of Law
CUNY The City College of New York
CUNY York College
Dallas County Community College District
Dean College
Delaware Valley University
Delta State University
DeSales University
Dominican College
Drexel University, School of Public Health
Drexel University, Thomas R. Kline School of Law
Duke University, Sanford School of Public Policy
Duke University, School of Law



Dunwoody College of Technology
East Georgia State College

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
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Faulkner University, Jones School of Law
Florida A&M University, School of Business and Industry
Florida Gulf Coast University
Florida International University, College of Law
Florida State College at Jacksonville
Florida State University
Florida State University, College of Law
Fordham University, Gabelli School of Business (Graduate Programs)
Fordham University, School of Law
Fort Valley State University
Full Sail University
Fullerton College
Fundacion Empresa, Universidad de Navarra
Gallaudet University
Gateway Community College
George Mason University, School of Law
Georgetown College
Georgetown University, Edmund A. Walsh School of Foreign Service

Georgetown University, McCourt School of Public Policy
Georgia State University, College of Law
Georgia Tech
Georgia Tech, Scheller College of Business
Golden Gate University
Golden Gate University School of Law
Goucher College
Governors State University



DirectEmployers Association Job Syndication Alliances Page 18

Grand Canyon University
Hamline University
Hampshire College
Harper College
Harvard University
Harvard University, Graduate School of Design
Harvard University, Graduate School of Education & Harvard Divinity School
Harvard University, Kennedy School of Government
Harvard University, Law School
Harvard University, T.H. Chan School of Public Health
Hendrix College
Henry Ford College
Hofstra University, School of Law
Hong Kong Polytechnic University
Howard University, School of Law
IE Business School
IESE Business School, University of Navarra

Illinois State University
IMD Business School
iNav (Metro Atlanta Chamber)
Indiana University Bloomington, College of Arts & Sciences
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, Kelley School of Business-MBA
Indiana University Bloomington, Kelley School of Business-Undergraduate
Indiana University Bloomington, Maurer School of Law
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics, Computing, and Engineering
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University East
Indiana University Northwest
Indiana University School of Optometry
Indiana University South Bend
Indiana University Southeast
Indiana University-Purdue University, Columbus
Indiana University, Kokomo
INSEAD
Iowa Central Community College
IST Tecnico Lisboa



DirectEmployers Association Job Syndication Alliances Page 19

IUPUI, Herron School of Art and Design
IUPUI, Kelley School of Business
IUPUI, Lilly Family School of Philanthropy

IUPUI, Office of Student Employment
IUPUI, Richard M. Fairbanks School of Public Health
IUPUI, Robert H. McKinney School of Law
IUPUI, School of Education
IUPUI, School of Engineering and Technology
IUPUI, School of Informatics and Computing
IUPUI, School of Liberal Arts
IUPUI, School of Public and Environmental Affairs
IUPUI, School of Science
IUPUI, School of Social Work
IUPUI, Talent
Ivy Tech Community Colleges
Jackson State University
Jacksonville State University
John Marshall Law School
Johnson University
Kansas City Kansas Community College
King Abdullah University of Science and Technology (KAUST)
Koc University
Lafayette College
Lake Superior State University
Laney College
Langara College
Lansing Community College
Lehigh Carbon Community College
Les Roches International School of Hotel Management, Switzerland
Liberty University, School of Law
LIM College (Laboratory Institute of Merchandising)
Lincoln Memorial University, Duncan School of Law

Linfield College
Lingnan College, Sun Yat-sen University
Los Angeles Film School
Lower Columbia College
Loyola Law School, Los Angeles
Loyola University New Orleans, College of Law
Luther College



DirectEmployers Association Job Syndication Alliances Page 20

Lycoming College
Lynchburg College
Marist College
Marquette University Law School
Marshall University
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massasoit Community College
Memphis College of Art
MetroLink Consortium
Metropolitan Community College of Kansas City
Millsaps College
Mississippi College
Mississippi College, School of Law
Mississippi State University
Mitchell Hamline School of Law
Montgomery College

Moore College of Art & Design
Morehead State University
Morgan State University
Mount St. Mary's University (CA)
Mt. San Antonio College
National Park Community College
Nazarbayev University
Nebraska College Recruiting Consortium
New Horizons Computer Learning Center
New York Law School
New York University, School of Law
New York University, Stern School of Business
North Carolina A&T State University
North Carolina Central University, School of Law
North Carolina State University
North Central University
North Park University
Northeastern University, School of Law
Northern Alberta Institute of Technology
Northern Essex Community College
Northern Illinois University



DirectEmployers Association Job Syndication Alliances Page 21

Northern Kentucky University, Chase College of Law
Northern State University
Northshore Technical Community College
Northwest Missouri State University

Norwalk Community College
Notre Dame de Namur University
Nova Southeastern University, Shepard Broad Law Center
Ohio Northern University
Ohio Northern University, Pettit College of Law
Ohio State University, Moritz College of Law
Oklahoma City University School of Law
Oral Roberts University
Orange Coast College
Ozyegin University
Pace University, School of Law
Peking University, School of Transnational Law
Pennsylvania College of Technology
Pensacola State College
Pepperdine University School of Law
Philadelphia University
Piedmont Virginia Community College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical College
Purdue University
Queen's University, Faculty Of Law
Quinnipiac University
Quinnipiac University, School of Law
Ranken Technical College
Rasmussen College
Regent University, School of Law
Regis College
Rensselaer Polytechnic Institute

Renton Technical College
Resurrection University, College of Nursing and Allied Health
Rochester Institute of Technology
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design



DirectEmployers Association Job Syndication Alliances Page 22

Roger Williams University School of Law
Roosevelt University
Rowan College at Burlington County
Rowan College at Gloucester County
Rowan University
Royal Roads University
Russell Sage College
Rutgers University Newark, School of Law
Saddleback College
Saginaw Valley State University
Salus University
San Juan College
Santa Barbara City College
Santa Clara University, School of Law
Santa Fe Community College
Savannah College of Art and Design
Savannah Technical College
SDA Bocconi School of Management
Seattle University, School of Law

Service Academy Career Central (SACCentral)
Seton Hall University
Seton Hall University, School of Law
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Singapore Management University
Singapore Management University, Centre for Social Responsibility
Singapore Management University, Dato Kho Hui Postgraduate
SIT Graduate Institute
Slippery Rock University of Pennsylvania (PASSHE)
South Central College
South Texas College of Law Houston
Southeast Missouri State University
Southeast Technical Institute
Southeastern Baptist Theological Seminary
Southeastern Louisiana University
Southeastern Technical College
Southern Connecticut State University
Southern Crescent Technical College
Southern Methodist University, Dedman School of Law



DirectEmployers Association Job Syndication Alliances Page 23

Southern Union State Community College
Southern University Law Center
Southwestern Law School
Southwestern University
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
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
SUNY College at Oneonta
SUNY College of Optometry
SUNY Farmingdale State College
SUNY Hudson Valley Community College
SUNY Jefferson Community College
SUNY New Paltz
SUNY Purchase College
SUNY University at Buffalo, School of Management
Swiss Education Group
Syracuse University, College of Law
Tallahassee Community College
Temple University, School of Media and Communication
Temple University, School of Tourism and Hospitality Management
Texas A&M University, Bush School of Government & Public Service
Texas A&M University, College Station
Texas Southern University, Thurgood Marshall School of Law
Texas Tech University, School of Law
Texas Wesleyan University

The American University in Cairo
The Brown School at Washington University in St. Louis
The College of William & Mary
The College of William & Mary, Law School
The National Society of Leadership and Success



DirectEmployers Association Job Syndication Alliances Page 24

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
Trinity Western University
Truckee Meadows Community College
Tufts University, School of Dental Medicine
Tulane University, Law School
UCAN, University Career Action Network
UCLA LLM Interview Program
UCLA, School of Law
Union University
United States International University, Africa

Universidad de Monterrey
Universidad del Sagrado Corazon
University of Akron, School of Law
University of Alabama School of Law
University of 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



DirectEmployers Association Job Syndication Alliances Page 25

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
University of Houston, Bauer College of Business

University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Law Center
University of Idaho, College of Law
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign, College of Law
University of Iowa, College of Law
University of 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



DirectEmployers Association Job Syndication Alliances Page 26

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
University of Nevada Las Vegas, William S. Boyd School of Law
University of North Alabama
University of North Carolina at Chapel Hill, School of Law
University of North Carolina at Charlotte
University of North Texas at Dallas, College of Law
University of Northern Iowa
University of Oklahoma College of Law
University of Oregon, School of Law
University of Ottawa's Common Law
University of Pennsylvania, School of Law
University of Pittsburgh at Bradford
University of Pittsburgh, Graduate School of Public and International Affairs
University of Pittsburgh, Katz Graduate School of Business
University of Puget Sound
University of Richmond

University of Richmond, School of Law
University of Rochester, Simon Graduate School of Business
University of San Francisco, School of Law
University of South Carolina Upstate
University of South Carolina, School of Law
University of Southern California
University of Southern California, Gould School of Law
University of Southern California, Marshall School of Business-Undergraduate
University of Southern California, Price School of Public Policy
University of Southern California, School of Cinematic Arts
University of Southern California, Viterbi School of Engineering
University of Southern California. Annenberg School for Communication & Journalism
University of Southern Indiana
University of Southern Maine
University of St. Joseph
University of St. Thomas
University of St. Thomas, Opus College of Business
University of St. Thomas, School of Law
University of Tennessee at Knoxville, College of Law
University of Texas at Austin, Jackson School of Geosciences



DirectEmployers Association Job Syndication Alliances Page 27

University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, School of Law
University of the District of Columbia, David A. Clarke School of Law
University of the Fraser Valley
University of the Pacific
University of the Pacific, McGeorge School of Law

University of Toronto at Scarborough
University of Virginia, Alumni Association
University of Virginia, School of Law
University of Waikato
University of Washington, Evans School of Public Policy & Governance
University of Washington, Information School
University of Windsor, Faculty of Law
University of Wisconsin at Madison, Law School
Valparaiso University Law School
Vanderbilt University
Vanderbilt University, Law School
Vanderbilt University, Owen Graduate School of Management
Vermont Law School
Villanova University, School of Law
Vincennes University
Virginia International University
Wade College
Wagner College
Wake Forest University School of Law
Walsh College of Accountancy and Business
Wartburg College
Washburn University School of Law
Washington University in St. Louis
Washington University in St. Louis, Olin Undergrad Business School
Washington University in St. Louis, School of Law
Washtenaw Community College
West Georgia Technical College
West Virginia State University
West Virginia University

West Virginia University, College of Law
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DirectEmployers Association Job Syndication Alliances Page 28
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Western Illinois University

Western Michigan University Cooley Law School

Western New England University School of Law
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Western Washington University

Whittier Law School

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
