

Pathway Goal: Community Partnerships

Action Item #

1-3

Report:

Mid-Year: December 2016

Year-End: April 2017 (Updated 7/20/17)

Action Item Description:

Encourage businesses to hire UNLV graduates.

Submitted By:

Name

Sue DiBella

Department

Office of Community Engagement

Working Group Members:

Name

Raelynn Frazier

Department

Career Service

John Osborn

Lee Business School

Sue DiBella

Office of Community Engagement

Sue DiBella on behalf of the Deans

Office of Community Engagement

Provide a written overview of the year-long process for your working group.

The group is gathering data and examining processes that support hiring of UNLV students and alumni. Outcomes sought include number of businesses that complete the Hire a Rebel Careerlink, reported annually; results of pilot “first destination survey,” conducted by Career Services, reported annually; exploration of student exit survey process, report by Career Services, by 7-1-17; development of a survey of UNLV employers, conducted by Career Services, by 2-1-17; data from survey of UNLV employers, report by Career Services, by 7-1-17; identification of what employer surveys are being conducted by the colleges, analyzed by the Lee Business School, report by 7-1-17; and roundtables with UNLV College Advisory Boards to gain feedback on this goal, by 7-1-17.

2016-17 Accomplishments

The number of businesses that complete the Hire a Rebel Careerlink is being tracked already; a preliminary “first destination survey” was completed by Career Services for the 2015-16 academic year, and the data has been compiled; a 2016-2017 “first destination survey” will be conducted by the end of May 2017 and compiled by 7/1/2017; exit data from students when they leave the university is being collected by UNLV departments; Career Services conducted an employer survey at the Spring Job Fair 2017 and will obtain additional employer information from the Internship & Summer Job Fair 2017; preliminary investigation is underway into what surveys that colleges are conducting with existing and prospective employers. The Office of Community Engagement (OCE) has discussed with the deans holding roundtable discussions with college advisory boards and has developed a set of questions to ask the boards; one roundtable discussion has been held (with the College of Sciences Advisory Board), and other roundtable discussion will be held in FY18.

Recommendations

Moving forward, hiring data will be easier to collect and report if the information is housed in one system. Career Services currently has an online management tool that allows for employers and students to connect for job or internship opportunities, however, it is not used by all departments. Career Services is looking to acquire a career management system that is more user-friendly, that provides employers with one central location on campus to post their positions to hire our students, and that allows academic departments to offer their students a concierge-based experience (e.g., business, hotel, engineering, criminal justice, etc. can send communications out that target each respective group). The OCE will provide a summary report on feedback on this item from meetings with the college advisory boards.

2017-18 Next steps

- **What should the goals / activities be for the subcommittee?**
- **Who should be responsible?**

Career Services will collect quantitative data to create a picture of what employer engagement from a hiring perspective looks like by 7/1/2017. Moving forward, gaining some qualitative data pertaining to what employers are looking for when hiring UNLV students would be beneficial in identifying specific areas on campus that can be targeted to create a more direct pipeline for engagement opportunities. The Office of Community Engagement will also utilize the data from the college advisory boards to provide feedback on this action item.

Please review the list below and “X” the appropriate box(es).

- Potential resources required
- Any reports generated by this working group
- Metrics to be used
- No additional reference material

Any additional information you wish to share.

Career Services now has a full-time Employer Relations Specialist on staff to assist with the tracking of employer-related information and engagement moving forward.

July 20, 2017 Addendum - Documents attached per the July 1, 2017 report requirement include the following produced by Raelynn Frazier:

- “Internships White Paper”

- “Appendix A: Internship Courses Listed by College”

- “Appendix B: Employers Approved in HireAREbel Careerlink”

- “Appendix C: Internships Approved in Hire A Rebel Careerlink”

Appendix A

Internship Courses Listed by College, 2016-17
Prepared by Career Services

Programs/Depts.	Internship Classes Offered	Allied Health Sciences Degrees	Contact	Contact Details	Answers to questions	Overseer?	Total
<i>Department of Health Physics and Diagnostic Sciences</i>	HPS 491 - Health Physics Internship	<i>Health Physics (BS)</i> <i>Medical Imaging (BS)</i>	Steen Madsen - Chair		1. Optional 2. Mostly defense contractors - Currently 3. No 4. Steen Madsen	Melinda Bechtel, Me.D.? - Lecturer, Program Director, Ultrasound Melinda Bechtel, Me.D.? - Lecturer, Program Director, Ultrasound	
<i>Department of Kinesiology and Nutrition Sciences</i>	KIN 490 - Internship in Kinesiology	<i>Athletic Training</i> <i>Kinesiology</i> <i>Nutrition Sciences</i>	Dr. Richard Tandy - Graduate Coordinator	HH left message on 2/7 & 2/14		Tedd Girouard? - Program Director of Athletic Training General Department #? Laura J. Kruskall? - Program Director of Nutrition Sciences & Director of Dietetic Internship	
Total Internships in College/School:		2					

Questions:

What is the nature of the internship? Required or Optional for degree

What type of industry/employers do you use for your internship?

Do you need assistance in identifying employers or industries for your internship courses?

Who is the right person to contact for this internship?

Question for non-required internship courses/department:

Are there any other internship courses that we haven't found?

Lee Business School

Programs/Depts.	Internship Classes Offered	Business Degrees	Contact	Total
Department of Accounting	ACC 481 - Accounting Internship	<i>Accounting</i>	Danny Siciliano - Faculty Internship Coordinator	
Department of Economics	ECON 489 - Economics Internship RE 481 - Real Estate Internship	<i>Economics</i> <i>Real Estate</i>	Dr. Bill Robinson - Internship Coordinator Dr. Ed Coulson - Internship Coordinator	
Department of Finance	FIN 481 - Finance Internship	<i>Finance</i>	Dr. John Puthenpurackal - Internship Coordinator	
Department of Management, Entrepreneurship, and Technology	BUS 481 - Business Internship	<i>Entrepreneurship</i> <i>Management</i> <i>Management Information Systems</i>	Dr. Jerry Chang - Internship Coordinator Dr. Jerry Chang - Internship Coordinator Dr. Jerry Chang - Internship Coordinator	
Department of Marketing and International Business	IS 480 - Internship in Information Systems IB 483 - International Business Internship MKT 483 - Marketing Internship	<i>International Business</i> <i>Marketing</i>	Dr. Michael Mejza - - Internship Coordinator Dr. Michael Mejza - - Internship Coordinator Dr. Michael Mejza - - Internship Coordinator	
<u>Total Internships in College/School:</u>		8		

School of Community Health Scie

Programs/Depts.	Internship Classes Offered	Community Health Sciences Degrees	Contact
<i>Department of Environmental and Occupational Health</i>		<i>Public Health</i>	Mark P. Buttner, Ph.D.? - Department Chair of Department of Environmental and Occupational Health
<i>Department of Health Care Administration and Policy</i>			Chris Cochran, Ph.D.? - HCAP Department Chair
<i>Community Health Sciences Degree</i>			Shawn Gerstenberger? - Dean of School of Community Health Sciences
<u>Total Internships in College/School:</u>		0	

Programs/Depts.	Internship Classes Offered	Engineering Degrees	Contact
Department of Civil and Environmental Engineering and Construction	CEM 300 - Construction Practicum I CEM 400 - Construction Practicum II	<i>Civil Engineering</i> <i>Construction Management Program</i>	Marian Mason - Internship Contact Marian Mason Marian Mason
Department of Computer Science	CS 494 - Internship in Computer Science INF 499 - Informatics Professional Internship?	<i>Computer Science</i> <i>Information Technology?</i>	Marian Mason
Department of Electrical and Computer Engineering		<i>Computer Engineering</i> <i>Electrical Engineering</i>	Marian Mason
Entertainment Engineering and Design Program	EED 493 - Internship in EED	<i>Entertainment Engineering and Design</i>	Marian Mason
Department of Mechanical Engineering		<i>Mechanical Engineering</i>	Marian Mason
Aerospace Studies/Air Force ROTC Program (Minor only)			
Department of Military Science/Army ROTC (Minor only)			
Solar and Renewable Energy (Minor only)			
Technology Commercialization (Minor only)			
Unmanned Aircraft Systems (Minor only)			
<u>Total Internships in College/School:</u>			5

Programs/Depts.	Internship Classes Offered	Fine Arts Degrees	Contact	Contact Details	Answers to questions	Overseer?
School of Architecture	AAD 400 - Clinical Internship AAI 400 - Professional Internship	<i>Architecture</i> <i>Interior Architecture Design</i> <i>Landscape Architecture</i>	Glenn Nowak - Graduate Degree Program Coordinator Attila Lawrence - Coordinator of Interior Art HH emailed on 2/15		AAD 400 1. Required 2. Architecture, Related construction/design, or non-employment-based experience 3. We coordinate with the American Institute of Architects to reach several prospective employers locally and beyond 4. Glenn Nowak AAI 400 1. Required work experience in a professional office. 2. Interior design, architecture, and landscape architecture business entities 3. Any information is welcomed. 4. Attila Lawrence	Janet White, PhD? - Undergraduate Architecture Degree Program Coordinator Attila Lawrence, M.A.? - Interior Architecture Degree Programs Coordinator Daniel Ortega, M.L.A.? - Landscape Architecture Degree Program Coordinator
Department of Art	ART 490 - Studio Internship GRC 490 - Graphic Design/Media Internship	<i>Art</i> <i>Art History</i> <i>Graphic Design and Media</i>	Tabatha Cho - Admin Asst. III		1. Required 2. Any industrial company hiring for graphic design (i.e. advertising or illustration) and photo companies 3. Yes - Students have difficulty finding internships and they receive many calls from employers looking to hire students (they forward these calls to Career Services) 4. Sean Coark - Chair	Sang-Duck Seo? - Interim Chair Sang-Duck Seo? - Interim Chair Sang-Duck Seo? - Interim Chair
Department of Dance	DAN 485 - Dance Internship	<i>Dance</i>	Sandra De Borger - Office Manager		1. Part of Pilates minor - Required. Can be an elective for any of their other degrees. 2. Dance companies/studios/Pilates studios 3. No 4. Dolly Kelepecz - Pilates Professor for Pilates minor. Any other faculty depending on the program that the student is in.	Louis Kavouras? - Chair
Department of Film	FIS 450	<i>Dramatic Media</i> <i>Film</i>	Warren Cobb - Director of Production Operations		1. Optional - independent study course 2. Production companies 3. No 4. Warren Cobb	Francisco Menendez? - Chair Francisco Menendez? - Chair
School of Music	MUS 490- Music Internship	<i>Jazz Studies</i> <i>Music</i> <i>Music Composition</i> <i>Music Education</i> <i>Music Performance</i>	Laurie Horner - Admin Asst. III	HH left message on 2/7 & 2/14		David Loeb? - Director of Jazz Studies Susan Mueller? - Chair Diego Vega? - Professor of Music Composition Susan Mueller? - Chair Susan Mueller? - Chair
Department of Theatre	THTR 378 - Internship	<i>Theatre</i>	Brackley Frayer - Chair	HH left message on 2/7 & 2/14		Brackley Frayer? - Department Chair
Entertainment Engineering and Design Program		<i>Entertainment Engineering and Design</i>	Joe Aldridge - Coordinator	HH left message on 2/7 & 2/14		Joe Aldridge? - Head of Entertainment Engineering
Total Internships in College/School:		5				

Questions:

What is the nature of the internship? Required or Optional for degree

What type of industry/employers do you use for your internship?

Do you need assistance in identifying employers or industries for your internship courses?

Who is the right person to contact for this internship?

Question for non-required internship courses/department:

Are there any other internship courses that we haven't found?

Honors College

Programs/Depts.

Internship Classes Offered

Honors Degrees

Contact

Honors Degrees

HON 395 - Honors Internship

University Honors Program

Marta Meana? - Dean

Total Internships in College/School:

1

Programs/Depts.

Hospitality Management

Internship Classes Offered

HMD 251 - Hotel Management Externship
HMD 450 - Hospitality Internship
GAM 490 - Internship in Gaming Operations
TCA 251 - Hospitality Externship
TCA 450 - Tourism and Convention Internship
PGM 162 - PGM Internship I
PGM 262 - PGM Internship II
PGM 362 - PGM Internship III
PGM 462 - PGM Internship IV
PGM 463 - A-E Professional Golf Management Internship I-V
FAB 450 - Food and Beverage Internship I
FAB 451 - Food and Beverage Internship II

Hotel Administration Degrees

Bachelor of Science in Hospitality Management: Concentration in Gaming Management

Bachelor of Science in Hospitality Management: Concentration in Meetings and Events

Bachelor of Science in Hospitality Management: Concentration in PGA Golf Management

Bachelor of Science in Hospitality Management: Concentration in Restaurant Management

Contact

Bo Bernhard? - Executive Director of Hotel Administration

Bobbie Barnes?

Total Internships in College/School:

12

Programs/Depts.	Internship Classes Offered	Liberal Arts Degrees	Contact	Contact Details	Answers to questions	Overseer?
Department of Anthropology	ANTH 491 - Internship in Anthropology	<i>Anthropology</i>	Kelly Hardiman - Admin Asst.		Answers to questions 1. Internship is optional 2. Usually museums, the coroner's office, or the archaeology associations 3. No - Students find this information themselves and do not come to the department to find this information 4. Kelly Hardiman	Barbara Roth? - Chair of Department
Department of English		<i>Creative Writing English Professional Writing</i>	Elaine Bunker - Composition Director		No internship courses offered	Claudia Keelan? - Director of Creative Writing Programs Daniel Timothy Erwin? - Undergraduate Coordinator Daniel Timothy Erwin? - Undergraduate Coordinator
Department of History		<i>History</i>	Annette Amdal - Admin Asst. IV		No internship courses offered - Dr. Clemente has taught a course in the past, but she's teaching in Europe this ser Marcia Gallo? - Undergraduate Coordinator	
Interdisciplinary Degree Programs	IDS 299 - Rebel Internship Program: General Internship IDS 495A - Interdisciplinary Studies Capstone IDS 495B - Independent Study: Capstone II	<i>Afro-American Studies Asian Studies Gender and Sexuality Studies Gerontology Latin American Studies Latina/o Studies Multidisciplinary Studies Social Science Studies</i>	Alejandro Chacon Tim Gauthier - Director (ext. 50356)		IDS 299 1. Optional 2. Various 3. Students find their own internships then register for the course, but could always use more 4. Mark Gu IDS 495A & 495B 1. 495A is optional. 495B is required. 2. Students find these opportunities or Mark helps the students find them. They work for a wide variety of employer Alicia Rico? - Chair 3. Mark Gu is their resource for finding internships. 4. Mark Gu or Tim Gauthier WMST 498	Anita Tijerina Revilla? - Associate Professor and Director This is Career Services course Anita Tijerina Revilla? - Associate Professor and Director Anita Tijerina Revilla? - Associate Professor and Director Anita Tijerina Revilla? - Associate Professor and Director
	WMST 498 - Internship in Women's Studies		Anita Revilla - Director	HH left message on 2/15		
Department of Philosophy		<i>Philosophy</i>	Marie Torres - Admin Asst.		No internship courses offered	David Beisecker? - Chair
Department of Political Science	PSC 490A - Internship: Administrative PSC 490B - Internship: Legislative PSC 490C - Internship: Campaign PSC 490D - Internship: Legal PSC 490E - Internship: Political News Broadcast	<i>Political Science</i>	Susie Lafrentz - Admin Asst IV		1. Optional 2. List on website - https://www.unlv.edu/politicalscience/internships/opportunities 3. No 4. Dr. Steve Parker - off campus this semester as he is starting the process of retiring	
Department of Psychology		<i>Psychology</i>	Kathryn Levasseur - Admin Asst. IV		No internship courses offered	Christopher A. Kearney? - Chair
Department of Sociology	SOC 390 - Internship in Sociology	<i>Sociology</i>	Andrew Spivak - Undergraduate Coordinator	Email at andrew.spivak@unlv.edu - teaching in another country this semester HH spoke with Connie Dye on 2/7 HH sent email draft for Dr. Spivak to Raelynn for approval on 2/7 HH emailed & received an email from Dr. Spivak on 2/13 with responses to quest	1. The SOC 390 course is optional. Students make contact with an organization -- typically, a non-profit or governn Robert Futrell? - Chair 2. Usually social services, either non-profits and government agencies. Theyve had students volunteer with Clark County Social Services, the Partnership for Homeless Youth, the Rape Crises Center, The Nevada Department of Corrections, as well as some private organizations (e.g., law offices). 3. They ask students to find and make contacts with an organization about volunteer work, and then apply for SOC 390 after students have an approval and a contact person. 4. Andrew Spivak	
Department of World Languages and Cultures		<i>Chinese Classical Studies French German Hispanic Studies Italian Studies Japanese Studies Romance Languages Spanish Spanish for the Professions</i>	General Department Number		No internship courses offered	Ying Bao? Ralph Buechler? - Chair Margaret Harp? Ralph Buechler? Ralph Buechler? - Chair Ralph Buechler? - Chair Emi Fujiyama? Ralph Buechler? - Chair Deborah Arteaga? Ralph Buechler? - Chair
Total Internships in College/School:		11				

Questions:

1. What is the nature of the internship? Required or Optional for degree
2. What type of industry/employers do you use for your internship?
3. Do you need assistance in identifying employers or industries for your internship courses?
4. Who is the right person to contact for this internship?

Question for non-required internship courses/department:
Are there any other internship courses that we haven't found?

School of Nursing

Programs/Depts.	Internship Classes Offered	Nursing Degrees	Contact
		<i>Interdisciplinary Health Studies</i>	Elizabeth Gardner? - Student Services Director
		<i>Nursing</i>	Elizabeth Gardner? - Student Services Director
<u>Total Internships in College/School:</u>		0	

College of Sciences

Programs/Depts.	Internship Classes Offered	Sciences Degrees	Contact
		<i>Science</i>	Timothy L. Porter? - Dean
<i>Department of Chemistry and Biochemistry</i>		<i>Biochemistry</i>	David Hatchett? - Chair
		<i>Chemistry</i>	David Hatchett? - Chair
		<i>Radiochemistry</i>	Wendee Johns? - Program Manager of Radiochemistry
<i>Department of Geoscience</i>		<i>Earth and Environmental Science</i>	Michael J. Nicholl? - Associate Department Chair
		<i>Geology</i>	David K. Creamer? - Undergraduate Coordinator
		<i>Geoscience</i>	Terry L. Spell? - Department Chair
		<i>Physical Geography</i>	Terry L. Spell? - Department Chair
<i>School of Life Sciences</i>		<i>Biological Sciences</i>	Andrew Andres? - Associate Director
<i>Department of Mathematical Sciences</i>		<i>Mathematical Sciences</i>	Carryn Bellomo Warren? - Undergraduate Coordinator
<i>Department of Physics and Astronomy</i>		<i>Astronomy</i>	Stephen Lepp? - Department Chair
		<i>Physics</i>	Stephen Lepp? - Department Chair
<i>Water Resources Management Program</i>		<i>Water Resource Management</i>	Timothy L. Porter? - Dean
<u>Total Internships in College/School:</u>		0	

Programs/Depts.	Internship Classes Offered	Urban Affairs Degrees <i>Brookings Public Policy (Minor only)</i>	Contact Ron Haskins?
<i>Department of Communication Studies</i>	COM 499 - Internship	<i>Communication Studies</i>	Tara McManus? - Undergraduate Coordinator
<i>Department of Criminal Justice</i>	CRJ 491 - Internship in Criminal Justice	<i>Criminal Justice</i>	Joel D. Lieberman? - Department Chair
<i>School of Environmental and Public Affairs</i>	ENV 495 - Internship in Environmental Studies LCE 388 - Leadership Internship	<i>Environmental Studies</i> <i>Leadership and Civic Engagement (Minor only)</i> <i>Public Administration</i>	Chris Stream? - Director Chris Stream? - Director Chris Stream? - Director
<i>Hank Greenspun School of Journalism and Media Studies</i>	JOUR 499 - Professional Internship	<i>Journalism & Media Studies</i>	Kathy Espin - Internship Coordinator
<i>Marriage and Family Therapy Program</i>		<i>Marriage and Family Therapy (Minor only)</i>	Stephen T. Fife? - Internship Coordinator
<i>School of Social Work</i>		<i>Social Work</i>	Kathleen Bergquist? - BSW Coordinator
<u>Total Internships in College/School:</u>		5	

Appendix B**Employers Approved in Hire-A-Rebel Careerlink
July 1, 2016-June 30, 2017**

3D Exhibits	
3RNet	
4Wall Entertainment	
60East Technologies	
702 Laser	
A & M Distribution LLC	
A Cutting Edge Glass and Mirror Inc.	
A Place of Grace Counseling and Consulting	
A Reliable Pest Control	
A&E Auto Sales	
AAction Movers	
ABC Graphics Incorporated	
Abrams Eye Institute	
Academic Success Coaching	
Academy of Applied Science	
AccuSearch	
ACE Charter Schools	
Aces Dental	
Achievable Behavior Strategies	
ActivEngage	
Adelphi Hospitality Group	
AdvanStaff HR	
Advanta	
AFL-CIO on behalf of the Assembly Democratic candidates	
Africa Media	
Agency Within	
Aging and Disabilities Services Division-State of Nevada	
Agoda	
Ahern Rentals	
AIG	
Air Force Health Professions	
Air Force Life Cycle Management Center	
AIS-Advanced Imaging Solutions	
Aldec Inc	
Aldridge Pite LLP	
Alganix LLC	
All Washed Up Window Cleaning	
Allegiant Air	
Allegiant Airlines	
Allegiant Travel Company	
AllisonAvery	
Allstate	
Alo7.com	
Altea Research Institute	
Alterra Home Loans	

Alterra Home Loans	
Amazon	
America Reads-Counts Program	
AMERICAN Cast Iron Pipe Company	
American Credit Acceptance	
American Express	
American Homes 4 Rent	
American Homes 4 Rent	
American Homes 4 Rent	
American Income Life	
American Kiosk Management	
American Lung Association in Nevada	
American Queen Steamboat Company	
American Red Cross	
AmeriCorps NCCC	
Anderson Dairy Inc.	
Andi Lee Enterprises	
Angarola/Cotton Team BHHS NV Properties	
Angels of Las Vegas	
AnnaBee Jewelry	
Anning-Johnson Co	
Anthem Digital Media, Inc.	
Anthony & Sylvan Pools	
AnyConnect	
Aon Benfield Incorporation	
Arcadia Inc	
Argosy Casino Hotel & Spa	
ARIA Resort & Casino	
Aristocrat Technologies, Inc	
Artemis Capital Management LP	
Ascent Multifamily Accounting	
Asendy/MT4 LLC	
Asian American Legal Defense and Education Fund	
Asset Planning Pros	
ASU Preparatory Academy	
ATI Physical Therapy	
Atlanta Speech School	
Aupairia	
Autobuysmart. Lotus of Las Vegas	
AutoReturn	
Aveda Institute Las Vegas.	
AWG Destination Services	
AXA Advisors	
B&R Property Management	
Bags of Nevada	
Bank of Hawaii	
Barker Structural	
Bedrock Protection Agency	
Bedrosians Tile & Stone	
Behavioral Services of Nevada	
Beverly Hills Egg Donation	
Bilingual Center for Behavioral Health	

Black & veatch	
Blackford Dental Management	
Bling by Wilkening	
BlueBird, CPAs	
Bluegreen Vacations	
BlueStar Resort and Golf	
BMC	
Bonneville Real Estate Capital	
Boosterthon	
Border Construction Specialties	
Bose Corporation	
Bowlmor-AMF	
Boyd Gaming	
Boyd Gaming	
BrainGain	
Brand Vegas LLC	
Breakers, Palm Beach	
Breakthrough Collaborative	
Breakthru Beverage Group	
BresMed America Inc	
Bridge33 Capital	
Broadmoor Hotel	
Brown & Brown Insurance of Nevada, Inc.	
Brown and Caldwell	
Buffalo Wild Wings	
Buffalo Wild Wings	
Buggs & Rudy Discount Company	
Build Design Concepts	
Building Blocks for Business	
Building Educations LLC (DBA Bricks4Kidz)	
Burger King Corporate	
Burke Construction Group, Inc.	
Business Talent Group	
BW Management, LLC	
C.H. Robinson Worldwide, Inc.	
C3/Customer Contact Channels	
C5 Youth Foundation of Southern California (C5LA)	
CA Department of Parks and Recreation - Crystal Cove State Park	
Caesars Entertainment	
Caesars Entertainment	
Caesars Entertainment	
Cali English(Shenzhen, China)	
Calico Group	
California Department of Justice	
CalPortland	
Caltrol	
Camp Canadensis	
Camp Towanda	
Cantel	
Canyon State Credit Union	
Capitol Debate	
CaptionCall	

CAR Financial Services Inc.	
Cardinal Financial	
Caridad	
Carousel Industries	
Cars.com	
Carson City School District	
Casino Party Creations LLC	
Cathay Bank	
Catholic Charities of Southern Nevada Adoption Services	
Cato Institute	
CCMSI	
CCSD Ronnow Elementary	
CDA Productions Las Vegas	
Center For Autism and Related Disorders	
Center for Financial Empowerment	
Centrair Electric of Nevada	
Central Intelligence Agency	
Cerebro Marketing LLC	
Certified Nannies of America	
CG Technology	
Chainbridge Technologies	
Challenge Detroit	
Charles Abbott Associates	
Chick-fil-A Sahara at I15	
Childrens Bone & Spine Surgery LLP	
ChileVine.com	
China-US Business Summit	
Choate Rosemary Hall	
Choice Hotels International	
Choon, Inc.	
Christopher R. Martens Law Corporation	
CHSI Technologies Corporation	
Chugach Government Solutions, LLC	
Citizen Advocates Inc. - Northstar Behavior Health Services	
City National Bank	
City of Chandler	
City of Las Vegas	
City of North Las Vegas	
Civil Liberties & Public Policy	
Civitan Foundation	
Clark County Department of Family Services	
Clark County Law Foundation	
Clark County Parks and Recreation - Aquatics Division	
Clark County Water Reclamation	
Clearstone Coating, Inc.	
CMF Associates	
Cobalt Payments	
Code Central	
Cogent Valuation	
Cohere Technology Group, LLC	
College Nannies + Tutors	
College of Southern Nevada-Division of Workforce and Econ Dev	

College Shout Out	
Colonial Life	
Colonial Life	
Colvin Construction, LLC	
Commercial Investments LLC	
Community Counseling Center	
Comp U Rent Computer & Audio Visual Rentals	
Comprehensive Cancer Centers of Nevada	
Comprehensive Dental Care	
ComPsych	
Congresswoman Dina Titus	
Congresswoman Jacky Rosen	
Conquer Athletics	
Consumer Financial Protection Bureau	
Contenders Clothing	
Cook MyoSite	
Coral Gables Police Department	
Coronado Concrete & Masonry	
Cortland Partners	
Cosmopolitan LasVegas	
Cote Hair	
County of Alameda	
Cowabunga Bay Water Park	
Cox Communications	
CPA Financial Architects	
CPLC-Nevada	
Crane Country Day School	
CRAWL LV	
CRESCENT ELECTRIC SUPPLY COMPANY	
CRI Counter Terrorism Training School	
Croach Services	
Crown Lift Trucks	
CRS SERVICES LDT	
Cubepros	
cuco.co inc.	
Cutter Law Firm	
CVS Health	
CycleBar Henderson	
D.B. Ford Insurance Adjusters Inc.	
Daehnke Stevens LLP	
Dallas Police Department	
Damo Textile Inc. DBA Tresics, femme, Tresics LUXE	
Dan Morphy Auctions LLC	
Dance Vision	
Danlaw/Azuga	
DAR PRO Solutions	
David Saxe Productions	
DaVita	
DaVita HealthCare Partners	
DC Media & Marketing	
DCG Engineering	
Deans & Homer	

Default Prevention, Inc	
Dental Dreams/ Dental Experts	
Denver Fellows- Denver Public Schools	
Department of Film	
Department of Health Care Administration	
Department of Homeland Security, CyberSkills Management Support Initiative	
DERMASENSA LABORATORIES INC	
Desert Diamond Industries	
Desert Rose Counseling Group	
Desert Springs Hospital	
Desert Wind Comics	
Design & Build Co	
Desigual	
Desvio LLC	
Deus Ex Machina Ltd	
Dewey Pest Control	
DHL Supply Chain	
Diane von Furstenberg	
DiBella Flowers & Gifts	
DineEquity	
Disability Law Marketing	
DIY Poki Bowl	
DLC Empire, LLC	
Docupace Technologies	
Dolce Aspen Meadows Resort	
Domain.com, Inc.	
Dominant Approach Digital Marketing	
Domino's Pizza	
Donna Italia USA	
DoorDash	
Dot Vegas Inc	
DP Technology	
DR Horton	
Dr. Bronner's	
Dr. Stephanie Holland	
Dream Inn, Santa Cruz	
Drive Thru Technology, Inc.	
Druid Hills Golf Club	
DS Worldwide	
Durham Jones & Pinegar	
Eagle Academy PCS	
Eagle Promotions	
Early Start Credit Services	
Earthjustice	
Easia Travel	
Easter Seals Nevada	
Eastridge Workforce Solutions	
ECC JAPAN	
Eco Insulation	
Ecuadorian Rainforest, LLC	
ED BOZARTH CHEVROLET	
Eden in Love Boutique	

Ediom	
EF Education First	
Eisenmann Corp.	
Eldorado Resorts IA	
Elite Home Health Care	
Elite Investigations	
Elite Motor Rentals, LLC	
Elite VIP Tours	
Ellis Island Casino, Hotel & Brewery	
Enclave LV, LLC	
Energy by the Hour	
EnergyFit Nevada	
Engaged Nation	
Engel & Volkers Las Vegas	
Enrollease, Inc	
Entertainment Cruises	
Epic Club Crawls	
ERA Brokers Consolidated	
ERP International.com	
ES&A, Inc., A Law Corporation	
Escape Reality	
Escapology, LLC	
ESG Gallery	
Eureka County School District	
Exbon Development, Inc.	
ExceleRate Tutoring Corps (GRCS)	
Exhibit City News	
Exhibit Fair International	
Expo Exhibits Inc.	
Extreme Escape Inc	
Fabian & Clendenin, PC d/b/a Fabian VanCott	
Faiss Foley Warren	
Family Music Centers, Inc.	
FDIC	
Feminist Majority	
Fernley Physical Therap, Inc.	
Field of Dreams / Tristar Sports & Celebrity Memorabilia	
Fiore Travel Lounge	
Firearms Policy Coalition	
First Choice Tree Service	
First Choice Tree Service	
First Leap China	
First Transit, Inc.	
FLASH	
Flashing Company	
Flight Centre Travel Group	
Fore Property Company	
Forte Family Practice	
Found Extra Money, LLC	
Fox Chapel School District	
Freedom Behavioral Health	
Freedom Mortgage	

FreezeCrowd, Inc.	
Friends of Nevada Wilderness	
Front Sight Firearms Training Institute	
FSE Talent	
Full Conceal Inc.	
G&K Services	
Gamblit Gaming	
GameAccount Network	
Gartner, Inc.	
GE	
GeckoWraps	
Gentle Dental	
Gentle Dentistry	
GeoCorp, Inc.	
Geotab	
Geotab	
Geotab	
Geotechnical Testing Services, Inc	
GeoVera Holdings, Inc.	
GERD Energy Inc.	
Gerson Company	
GES Shared Service Accounting Group	
Get Fresh Companies	
GiftMe Inc	
Gingerbread Shed Corporation LLC	
Giordano's	
GIROUX GLASS, Inc.	
Global C2 Integration Technologies	
Global Intelligence Trust	
Global Patent Solutions	
Global Promotional Sourcing	
Global TESOL College	
Global Zero	
Goettl Air Conditioning	
Golden Nugget	
Golden Nugget	
Golfstream	
Good&Co	
Goosehead Insurance	
GoPage	
Gopher Media LLC	
GPB Capital Holdings, LLC	
Grand Desert Psychiatry Services	
Grand Vision Gaming, LLC	
Grande Denali LLC	
Grant a Gift for Autism	
Great Basin Institute Nevada Conservation Corps	
Green Mesa Capital, LLC	
Greystar	
Group Management Services	
Guadalupe Centers Schools	
Guardian Realty Investment and Property Management	

Habib restaurant	
Habitat for Humanity Las Vegas	
Hajoca Corporatopn	
Hakkasan Group	
Hall & associates	
Hamilton Exhibits	
Hands 4 Others	
Harris Associates	
Harvest Properties, Inc.	
Havaianas/Alpargatas	
Hawiyati	
Hayward Industries, Inc	
Healthcare Services Group	
HeBS Digital	
Heller Companies	
Henné Organics	
Henriksen Butler Design Group	
Hensel Phelps	
Herman Search	
Hersheys	
Heuser Team	
Hewlett Packard Enterprise	
Hi-Con, Inc.	
Hirschi Masonry, LLC	
Hispanic Scholarship Fund	
HMS	
Hoffman Company	
Holbrook Asphalt	
Hollister Co.	
Hollywood Casino St. Louis	
Hollywood Vitality	
Hooked	
Hopeful Resources Mental Health , LLC	
Hospice Del Sol, LLC	
Hotel Group	
House of Blues Music Forward Foundation	
Hubert's Lemonade (Coca Cola brand)	
Humana Inc.	
Hunt Las vegas	
Hunt Steel	
Hunter Douglas Hospitality	
Huntington Learning Center	
HyDRA Digital Retail Aggregating Corp	
IAPWE International Association of Professional Writers & Editors	
ibuyrite	
Identifix	
IGT Global Solutions Corporation	
Immersa	
Incredible Technologies, Inc.	
Indian Health Service	
Infosys	
INSCRIPTAGRAPHS MEMORABILIA	

Insomniac Events	
InStyle Flooring and Designs	
Intellitext LLC	
Intenze Products	
InterContinental Boston	
Intercontinental Los Angeles Downtown	
Intermountain Healthcare	
International Center for Gaming Regulation (ICGR)	
International Currencies Company	
International Institution of Education (i2)	
Intuit Inc.	
Ionis Pharmaceuticals	
iRecon Marketing	
iStreamPlanet	
Italian Oasis Pizzeria	
JAECI	
James Kwon, LLC	
JCPenney	
Jefferson Dental Clinics	
Jekito Inc., DBA Fish Window Cleaning	
Jimmy John's Franchise, LLC	
JobGallery	
Johns Hopkins University Center for Talented Youth	
Johnson Advisors	
Johnstone Supply	
Jordan School District	
JR Promotions, Inc.	
JT3 LLC	
Just Windows	
juwi Inc.	
JW Marriott & Rampart Casino	
JYJ and Associates	
Kate Spade & Company	
Kaufman & Robinson, Inc.	
Kemp Broadcasting	
Kensington Hotel Saipan	
Kevin Barry Fine Art	
Kids Care Dental & Orthodontics	
King Holster Distributors	
Kingsbarn Realty Capital	
Kirvin Doak Communications	
Knutek Inc.	
Kona Grill Inc.	
Konami Gaming, Inc.	
Korte Company	
KPW Structural Engineers, Inc.	
KS&Co	
Lagomarsino Law	
Lake Club at South Shore, Lake Las Vegas	
Lake Mead National Recreation Area	
Lakeshore Management, Inc.	
LAPD	

Larkin Group - NAI Vegas	
Larry Methvin Installations Inc.	
Las Vegas Clark County Urban League	
Las Vegas Country Club	
Las Vegas Metropolitan Police Department	
Las Vegas Monorail	
Las Vegas Paving Corporation	
Las Vegas Sands Corp.	
Laser Pros Internatinoal	
Law Office of Rodolfo Gonzalez	
Lawrence Creative Group, LLC	
Leadership Excursion Co.	
Learning Center for Families	
LEBODESIGN	
Lee Canyon	
Legacy Lenz Entertainment	
LegalMatch	
Legends	
Leica Store Las Vegas	
Les Olson Company	
LHoist	
Liberty Mutual Insurance	
Life Care Centers of America	
Lifetime Dental Care	
Lincy Institute & Brookings Mountain West	
LinkTop Education Group	
Liquid Vessel	
LIT Group, LLC	
Little Vegas Chapel LLC	
LM Construction	
Local Motors	
Localis	
Logical Position	
Los Angeles County Probation Department	
Lou Ruvo Center for Brain Health, Cleveland Clinic	
Lovaas Center	
LP Insurance Services, Inc.	
LSG Sky Chefs	
Lucky Dragon Hotel & Casino	
Luhdorff and Scalmanini	
Lumos & Associates	
Luxury Estates International	
Luzzatto Company, Inc.	
LV.NET	
LVMPD Forensic Laboratory	
Lyfe Kitchen	
Lyft	
Lynx Protection	
M*Modal	
Madyson Capital Management	
Magic Memories LLC	
Maier Gutierrez Ayon	

Mandarich Law Group LLP (Chatsworth, CA)	
Marco Polo Hotels - Hong Kong	
Margolis Media	
Maritz Consulting Group	
Marketing Mix One, LLC	
Marksman Security Corporations	
MarMaxx Group	
Marmol Radziner	
MARRIAGE & FAMILY THERAPY DEPT	
Marriott International	
Marriott International	
Mars Reel Media Corp	
Master Built Construction LLC	
MasterCraft Floors	
Mastery Charter Schools	
Mater Academy of Nevada	
Mathnasium	
MaxTour LLC	
McCrimmon, Ltd	
McGuire Research Services	
MDF Holdings, INC	
Meadowood Napa Valley	
Medisca Pharmaceuticals	
megabus.com	
Melink Corporation	
Melissa Coppel	
Mercana	
Mercana Furniture and Decor	
Merchants Mortgage & Trust Corp	
Merge	
MGA Business Consulting, Inc	
MGT	
MIDWESTERN DENTAL	
Mixed Media Entertainment	
MMA World Cup	
Mobilitie	
Mobilitie	
Mode	
Mojave Adult, Family and Child Services	
Monarch Beach Resort	
Monotype Ltd.	
Montanaro Lago LLC	
Monument Title Insurance, Inc.	
Morneau Shepell	
Morse Krueger and Associates	
Morton's The Steakhouse - Las Vegas	
Mosaic	
MoveOn.org	
Mt. Cuba Center	
MTIBIO	
MyQVO	
MYS Project & Brand Management	

NARAL Pro-Choice America	
NARAL Pro-Choice Nevada	
National Debt Relief	
National Debt Relief	
Nationwide Security & Building Services	
Natural Grocers	
NBCUniversal	
Near Space Corporation	
Nectar Bath Treats	
Netboyee	
Nevada Department of Education - Nevada Achievement School District	
Nevada Department of Transportation	
Nevada Division of Environmental Protection	
Nevada Governor's Office of Economic Development	
Nevada Headache Institute	
Nevada Health Centers	
Nevada Homeless Alliance	
Nevada Primary Care Association	
Nevada Republican Party	
Nevada Republican Party	
Nevada Teacher Corps	
NEW ERA REALTY	
New Heights Laboratory	
New Horizon Academy	
New Horizons Learning Group	
New Jersey Department of Transportation	
New Oriental Haiwei Career Services Co., Ltd	
New Vegas VIP	
New Vista	
Newmark Grubb Knight Frank	
Newry Corp	
Next Generation Enrollment (NGE)	
NextEra Energy, Inc	
NextGate Solutions, Inc.	
NextGen Climate	
NexTitle	
Nine Elms Development LLC	
NINUSH,LLC	
NINUSH,LLC	
Noble Carpet Cleaners	
Nordstrom	
NorthShore University HealthSystem	
Northwest Passage	
Northwestern Mutual Las Vegas	
NOVA of California	
NSC CERTIFIED PUBLIC ACCOUNTANTS, LLC	
NSTec	
Ntootive Digital, LLC	
Nutrition Rush	
NV Energy	
NV Restaurant Management, LLC./Taco Bell	
NVIZION IT, LLC	

Oasis	
Oasis Biotech LLC	
Oasis Las Vegas RV Resort	
Ocean Spray	
Octapharma Plasma, Inc.	
Office of Information Technology @ UNLV	
Olive Crest	
Omni Air International	
On Target Media, Inc.	
OneHope	
Opulence Spa	
Orchid Retail LLC	
Organized Karma	
OTO Development	
Outsource Inc.	
Ovation Development Corporation	
Overland Entertainment	
Oxford Business Group	
OZZYKDESIGNS LLC	
Pacific Dental Services	
Pacific Stock Transfer	
PAL Humane Society	
Paradise Gentle Dentistry	
Pardee Homes	
Paris Baguette America	
parque	
Party Tours LLC	
Patina Restaurant Group	
Patina Restaurant Group	
Patxi's Pizza	
Peak Technical	
PENINSULA HOTEL, NEW YORK	
PetFlow	
Phantom Fireworks	
Phoenix Charter Academy	
Phoenix Technical Solutions	
Photomadic	
PhysAssist Scribes, Inc.	
Pine Forest Camp	
Pioneer Family Services	
PJ Las Vegas LLC	
Plan Do See America	
Poker Central	
PokerCentral.com	
Polar Shade	
Polar Shades	
Poppe Productions LLC	
Port of Subs #96	
Porter PR & Marketing	
pour coffeehouse	
PPD	
Precision Opinion	

Predictive Science	
Premier Trust	
Prestige Care, Inc.	
Pricefalls	
PrimeCap Lending	
Primetime Sports	
PRINCO MIDDLE EAST FZE	
Priscilla Fowler Art Gallery	
PRO Therapy	
Pro-Tech IT	
PRODUCTPEEL	
Progress Testing	
Progressive Management Systems	
Project F.O.C.U.S.	
Project Sunshine Nevada	
ProScribe, LLC	
ProService Hawaii	
Province, Inc.	
Psychology Department	
Public Allies at Eagle Rock School and Professional Development Center	
Pure Essence Labs	
Pure Plumbing	
Q Advertising and Public Relations	
QED, Inc	
Quail Lodge & Golf Club	
QUALITY ONE POOL MANAGEMENT	
Quan Chiropractic	
Quest Preparatory Academy	
Quiksilver Inc	
Quivx	
R&O Construction Company	
R&R Partners	
R. Cline Arts	
R.W. Garcia, Co., Inc.	
R2H Engineering, Inc.	
RAICH LAW PLLC	
Raising Cane's Chicken Fingers	
Ranch at Rock Creek	
Rands South & Gardner	
Rape Crisis Center	
Rave Life Inc.	
RBSM LLP	
Real Water	
realty one group - the brodtkin realty group	
Rebel Ring Call Center	
Rebel Tickets	
Red Balloon Security, Inc.	
Red Pulse	
Red Rocket Web Specialists	
Redesigning Surfaces, Inc.	
Redfish Technology	
Regal Property management	

Release	
Release	
ReliaQuest	
Remark Media	
Remark Media	
Renewal by Andersen of Las Vegas	
Renton Preparatory Christian School	
ResortCom International	
Resortstay International LLC	
ReSquared Medical	
Revenue Media Group	
Rimrock Corporation	
Rite-Hite	
Rite-Way Management Co LLC	
Robco Electric	
Robert Half	
Robertson Bright Industries	
Roche Constructors, Inc.	
Rock's 76	
Rocketship Education	
Rockwood Group	
Rodda Electric, Inc.	
Rolling Hills Community Church	
ROOSTERGNN Global News Network	
Ross Dressfor Less	
Rotisserie Chicken, LLC	
Roto Sports, Inc.	
Ruby Lake National Wildlife Refuge	
RVLTN Events	
S CAP Consultancy	
S.J. MEYER & CO.	
Sage Restaurant- Aria Resort & Casino	
Sake Rok	
Salt and Pepper Entertainment	
San Jose State University	
Sankaty Head Golf Club	
Sanki Global, LLC	
Santa Clara Police Department	
Scientific Games	
Sears	
Seasons Hospice & Palliative Care	
SeatBoost	
Second Baptist Church	
Securitas Security	
Security Partners, LLC	
Semone Gell Design	
Send It Rising Internet Marketing	
SenterStage Productions	
Sentinel Offender Services	
Seoul Foreign School	
SG2 Recruiting	
SGFusion Management, LLC.	

SGPS/ShowRig Inc.	
Shadow Hills RV Resort	
SHANG ARTISAN NOODLE	
Sharp Hires	
Sheldon J. Freedman, M.D., LTD.	
Sherry Goldstein's Yoga Sanctuary	
Show Media	
Sightline Payments	
signs and services	
Silver Sunset, LLC	
Silverado Resort and Spa	
Silverton Casino	
Silvester & Company	
SimpleTense Education	
Simplus Management Corporation	
Skechers	
Skiwi Rentals	
Skooli Inc.	
Sletten Construction	
Smarter Equipment Finance	
SMIC Private School	
SNOW WHITE USA, LLC.	
Sonitrol Southern Nevada	
Southern Nevada Adult Mental Health Services	
Southern Nevada Health District	
Southern Nevada Pain Specialists	
Southwest Gas Corporation	
Southwest Idaho Advanced Care Hospital	
Southwest Integrated Care Services	
Spring Mountain Treatment Center	
St. Regis Aspen Resort	
St. Viator School	
Stampede Consulting	
Standish Naimi Law Group, LLC	
Stanford Pre-Collegiate Studies	
Star Uno	
Starpoint Resort Group, LLC	
State of Nevada JobConnect	
Statewide Fire Protection, a division of Western States Fire Pro	
Station Casinos	
Station Casinos	
STEMCivics Charter School	
Steve Dimopoulos Law Firm	
Steve Madden	
Steven T. Giorgione CPA, Ltd.	
Stewart Archibald and Barney, LLP	
STITCHED	
Stripview Suites	
Student Engagement & Diversity	
Success City Online	
Summer Classics Contract Sales	
Summer Term	

Sundance Helicopters	
Sunglass Hut	
Sunrise Behavioral Health, LLC	
Super Lucky	
Superior Post Tension	
Survey Sampling International, LLC	
Sutherland Global Services	
SUZANA RUTAR Architect, Ltd., A Professional Corporation	
SWAROVSKI	
Swarts & Swarts CPAs	
SWIFT Travel Services, LLC, DBA Vita Explorer http://VitaExplorer.com	
Systems Planning and Analysis, Inc.	
T Bird Lounge & Restaurant	
Taos Ski Valley	
Target	
Target	
TDF Consulting, Inc	
Teach to Travel	
Teachers in Cambodia	
Team Construction Management, Inc.	
Teespring	
TEKsystems	
Tenfold	
Tesla Inc.	
The Abernathy MacGregor Group, Inc.	
The Black Sheep	
The Broad Center	
The Hotchkiss School	
The Literacy Lab	
The TJX Companies, Inc.	
The Travelers Companies, Inc.	
THG Sports	
Think It Ink It	
Thomason Consulting Engineers	
Thornycroft Dental	
Thrive Global	
Tictabs Inc	
TiLite	
Tiny Hero	
Tire Mart & Co.	
TLC Casinos Ent Inc-Four Queens & Binions	
TNG Models	
TNG Models	
TNTP	
Toast, Inc	
Today's Family Dentistry	
Tom's Metal Specialists, Inc.	
Toni's House Inc	
Topnotch Services	
Torchy's Tacos	
Torchy's Tacos	
Torino Collection	

Town Square Inns	
Towne Park	
Toyota InfoTechnology Center, USA, Inc.	
Transcon Environmental	
Travel Rewards, Inc	
TriTech Software Systems	
Triumphant Life Performance Services	
TruFusion	
truth	
Turn of Events Productions, LLC	
Turnt Up Tours	
Tutor App	
Twill USA	
U.S. Agency for International Development	
U.S. AID	
U.S. Bank	
U.S. Department of State	
U.S. Department of State	
U.S. Department of State, Bureau of Diplomatic Security	
U.S.VETS	
Uber	
UC Davis Department of Food Science and Technology	
UNICRON LOGISTICS SOLUTIONS	
Unique Accounting, LLC	
United Angels Dream®	
United States Postal Service	
United States Postal Service	
United States Postal Service Office of General Counsel (Washington, DC)	
UNIVA CAPITAL Group, Inc.	
Universal American Mortgage Company	
Universities Space Research Association	
University Marketing and Communications	
University Medical Center of Southern Nevada	
University of Nevada Cooperative Extension	
University of Nevada Las Vegas	
University of Nevada Las Vegas School of Medicine	
University of Nevada Reno	
University of Nevada, Las Vegas	
University of Nevada, Las Vegas	
University of Nevada, Las Vegas: Enrollment and Student Services	
UNLV	
UNLV	
UNLV	
UNLV - Hank Greenspun School of Journalism & Media Studies	
UNLV Academic Success Center	
UNLV Academic Success Center, Supplemental Instruction	
UNLV Athletics	
UNLV Athletics-Volleyball	
UNLV Concierge Office	
UNLV Department of Teaching & Learning	
UNLV Division of Philanthropy & Alumni Engagement	
UNLV Division of Research and Economic Development	

UNLV Graduate College	
UNLV Howard R. Hughes College of Engineering	
UNLV Human Resources	
UNLV Marriage and Family Therapy Program	
UNLV Office of Admission	
UNLV School of Architecture	
UNLV School of Medicine	
UNLV School of Nursing Office of Research Support	
UNLV Student Health Center	
UNLV Student Union & Event Services	
UNLV Surplus Center	
UNLV University Communications	
UNLV Wellness Promotion	
UNLV/CSUN Preschool	
UNode50	
Urban Seed Inc.	
US Foods	
US Foods - Stock Yards	
Valencia Group	
Vantage Hotels	
Varian Medical Systems, Inc.	
VeeCee Bookkeeping Services	
Vegas Cannabis Magazine	
Vegas Legal Magazine	
Vegas PBS	
Verizon Wireless	
Veterans Training Fund	
Viawest	
Viceroy Snowmass	
Victoire Ventures LLC	
Virginia Institute for Sports Medicine	
Virtus Commercial	
Vision Sign Inc.	
Vitacost.com	
Vital Protection	
Vital Protection	
Vivint	
VOICECLOUD LLC	
Volcom	
Voltz Commercial Realty Advisors, Inc.	
Walden Technology Group L.L.C.	
Walmart US eCommerce	
Walt Disney Imagineering	
Walt Disney World	
Wave Communications	
WBF MANAGEMENT	
Weatherization Partners, Ltd.	
Welder Up LLC	
Wellcare Services	
Wells Fargo	
Wequassett Resort and Golf Club	
Westar Properties, Inc. dba StorageOne	

Westcare Foundation	
Western Elite	
Western Golf Properties	
Western Veterinary Conference	
Westgate Las Vegas Resort & Casino	
Westin San Jose	
Westmark Sitka	
Westmoreland Volunteer Corps	
WGH Productions	
White Light Music LLC	
Wicked Creative	
Wicked PR & Advertising, LLC	
Wild West Shuttle	
Willamette Dental Group	
William S. Boyd School of Law	
William S. Boyd School of Law	
Williams Gold & Silver	
Williams-Sonoma	
Wilson Electronics	
Window Genie of East Las Vegas	
Wonder Soil	
World Financial Group	
Worlda International Education	
Worldwide Flight Services	
Worshippers' House of Prayer Academy	
Wyndham Vacation Ownership	
Wynn Las Vegas	
Wynn Resorts	
xAd, Inc.	
Yale Robbins Publications/The Cooperator	
Yellowstone Club	
Yellowstone Club	
YESCO	
YouStake, Inc.	
Youth Empowerment Services, Inc.	
Zeal Learning	
Zenreach	
ZEROlevel Fitness & Wellness	
ZipHub	
Zone Engineering	
zuma las vegas	
Total: 1,074	

Appendix C

Internships Approved in Hire A Rebel Careerlink July 1, 2016-June 30, 2017

Internship Title	Employer
Sports Writer	isportsweb.com
Project Engineer Intern or Co-Op	Helix Electric, Inc.
Entertainment/ Hospitality/ Business/ Design and Law Inte	Shoreline Entertainment
Early Childhood & Children Agenda Tanzania	Art in Tanzania
Music & Dance Tanzania	Art in Tanzania
Community Sports Tanzania	Art in Tanzania
Women Initiatives Tanzania	Art in Tanzania
Environmental Sustainability Tanzania	Art in Tanzania
Film Making - TV Series Production – Tanzania	Art in Tanzania
Sustainable Tourism Tanzania	Art in Tanzania
Teacher Interns (Paid) - Preschool, Elementary, Middle Sc	Challenger Schools
White shark and marine research	Oceans Research
African Wildlife Research Internship	Oceans Research
Executive Assistant of CEO	Business Connections of Nevada
Caesars Entertainment: Entertainment, Dining and Hotel F	Caesars Entertainment
Accounts Payable Intern/Clerk	iStreamplanet
Marketing & Management Tanzania	Art in Tanzania
Nonprofit Microfinance Client Services Internship	Accion
Property Internship Program	Hilton Worldwide
Engineering Intern	Lane Construction
China Internship Program 2016 - Get Work Experience Ab	CRCC Asia LLC
Office Assistant	American Regional Center Las Vegas LLC
University Application Consultant (All Majors)	Acadsoc Limited
Graphic/Web Designer	Soffront Software
Intern - IT Application Development	Las Vegas Valley Water District
Social Media and Blogging Intern	888 INVESTMENT GROUP, LLC (DBA VAPEHAPPY)
Intern, Construction Management	Cosmopolitan of Las Vegas
Project Manager	Wedgewood
Internship Abroad	Intern Group
Recruitment Intern	Broadmoor Hotel
Engineering Intern	Lane Construction
Public Relations Intern	Bread & Butter PR
VITA EXPLORER MARKETING & COMMUNICATIONS IN	SWIFT Travel Services, LLC, DBA Vita Explorer http://vitaexplorer.com
Customer Relations Representative - Entry Level	Relentless Events
Social Service Intern	Proteus Therapeutic Solutions, Inc
Intern - Aquarium	MGM Resorts International
Film Crew	United Angels Dream®
Grant Writer	Green Our Planet
International Sales Team and Marketing Internship	Easia Travel
Internship Abroad	Intern Group
Internship - Research Clerk	Comprehensive Cancer Centers of Nevada
Intern- Preserve Gardens Worker	Las Vegas Valley Water District
Human Resources Benefits Intern	Broadmoor Hotel
Integrated Marketing Communications Intern	Broadmoor Hotel
Graduate Intern- Research and Development	Las Vegas Valley Water District
Public Relations Agency Intern - Fall 2016	Preferred Public Relations & Marketing
Intern, Brand Marketing	Cosmopolitan of Las Vegas
Overseas agent	Ningbo Wencheng International Student Internship Inc
Southwest Airlines Internships Spring 2017	Southwest Airlines
Intern	Firm Public Relations & Marketing
Washington DC Internship with U.S. Congresswoman Din	Congresswoman Dina Titus
Medical & Nursing & Public Health Tanzania	Art in Tanzania
Marketing Internship (Summer 2017)	Nestl Purina
Hospitality Internship - Human Resources	LSG Sky Chefs
Campaign Intern	Leukemia & Lymphoma Society
Membership Intern	AGS Laboratories and American Gem Society
Marketing Intern	AGS Laboratories and American Gem Society

Aces Dental Front Desk Officer	Aces Dental
China Internship Program 2016	CRCC Asia LLC
Recruitment Intern (November Start)	Broadmoor Hotel
Human Resources Benefits Intern (November Start)	Broadmoor Hotel
Human Resources Intern (November Start)	Broadmoor Hotel
UForward Facilitator at House of Blues Music Forward Fo	House of Blues Music Forward Foundation
Education Department Intern	AGS Laboratories and American Gem Society
Customer Success Intern	YouStake, Inc.
Financial Management Intern	YouStake, Inc.
Marketing Intern	YouStake, Inc.
Field Represenative	Engage Nevada
Front Desk Receptionist	Phase 1 Sports
Internship Abroad	Intern Group
Marketing Coordinator	TWI Group, Inc.
Executive Intern	Target
Staff Accountant	Las Vegas Chamber of Commerce
Development Assistant Intern	St. Jude's Ranch for Children
Communications/Social Media/Network Intern	Clearstone Coating, Inc.
Retail Sales (copy) (copy)	Uniform Sports
Intern, Event and Communications	World Renew
Indoor Sales/Agnet	NVWM Realty,LLC
Management/sales Internship Training Program	Consolidated Electrical Distributors, Inc.
Corporate Talent Acquisition Intern - Caesars Entertainme	Caesars Entertainment
RESEARCH INTERNSHIP FALL 2016	Teleios, Inc.
PHARMA RESEARCH INTERNSHIP 2016	Teleios, Inc.
Climate Organizing Fellows	NextGen Climate
Intern- Infrastructre Management	Las Vegas Valley Water District
Clinical Social Work Intern	Nueva Vida Mental Health
Office Assistant (Intern)	Western Office Interiors
Social Media/Marketing Intern	Anthem Digital Media, Inc.
Graduate Intern- Research and Development	Las Vegas Valley Water District
Internship Abroad	Intern Group
Hospitality Intern - Kohler, WI	Kohler Co.
Business Development Internship	
Marketing and Web Coordinator	Dominant Approach Digital Marketing
Communications Student Intern	UNLV Interdisciplinary Research
AT&T Technology Internships - Labs Intern, Big Data Inter	AT&T
Market Associate Intern	Expedia, Inc.
Market Associate Intern	Expedia, Inc.
AT&T Future Leaders Internship Experience (FLITE)	AT&T
Customer Service -Event Reps Needed- FULL TIME/PAID	Relentless Events
Event Planning - Retail / Marketing - Entry Level/Full Train	Relentless Events
Global Career Partners Seeking Japanese Bilingual candi	Global Career Partners Inc
Android Application Development College Intern	Zappos.com, Inc.
Brand Marketing College Intern	Zappos.com, Inc.
Business Operations and Analytics College Intern	Zappos.com, Inc.
Data Science College Intern	Zappos.com, Inc.
Direct Marketing College Intern	Zappos.com, Inc.
IT Intern Position	McCarran Airport
Marketing Associate	New Heights Laboratory
Financial Planning and Analysis College Intern	Zappos.com, Inc.
Administrative Intern	Toni's House Inc
Front End Development College Intern	Zappos.com, Inc.
Software Engineering College Intern	Zappos.com, Inc.
Graphic Design College Intern	Zappos.com, Inc.
Education & Career Counseling Intern	Toni's House Inc
User Experience Design College Intern	Zappos.com, Inc.
Information Security College Intern	Zappos.com, Inc.
iOS Application Development College Intern	Zappos.com, Inc.
Merchandise Planning College Intern	Zappos.com, Inc.
Merchandising Assistant College Intern	Zappos.com, Inc.
Non-Trade Purchasing College Intern	Zappos.com, Inc.
Counseling Intern	Toni's House Inc
Marketing Internship	Wynn Network Inc
Online Social Media/Advocacy Internship	Together We Rise
Architectural Intern/Project Manager	SUZANA RUTAR Architect, Ltd., A Professional Corporation

Internship Abroad	Intern Group
Architectural Intern/Project Manager	SUZANA RUTAR Architect, Ltd., A Professional Corporation
Marketing and Membership Student Intern	UNLV KUNV Radio
KUNV Music Director Student Internship	UNLV KUNV Radio
KUNV Recording Studio Engineer Student Internship	UNLV KUNV Radio
KUNV Morning Show Associate Producer Student Internship	UNLV KUNV Radio
Marketing Assistant	Dorit Schwartz Sculptor
Interior Design Assistant	Semone Gell Design
Honors Internship Program (HIP) Intern Summer 2017	Federal Bureau of Investigation
Documentation Wizard Intern	60East Technologies
ABERCROMBIE & FITCH LEADERSHIP DEVELOPMENT	Abercrombie & Fitch
Intern- Analytical Research and Development	Las Vegas Valley Water District
Marketing Intern	
Intern, Talent (Recruitment)	Allegiant Travel Company
Intern, Culture & Engagement (ADMIN and INTRAWEB)	Allegiant Travel Company
Intern, Culture & Engagement (EMPLOYEE PROGRAMS)	Allegiant Travel Company
Writer & Curator	DashBurst
Web Developer	DashBurst
Community Manager & Curator	DashBurst
Traveling Operations Internship	American Junior Golf Association (AJGA)
Traveling Communications Internship	American Junior Golf Association (AJGA)
Educational Program Assistant	National 4-H Council
Research Specialist	Global Intelligence Trust
Research Coordinator	Nevada Department of Education - Nevada Achievement School District
Corporate Hospitality Intern	Caesars Entertainment
China Internship Program 2016 - Get Work Experience Abroad	CRCC Asia LLC
Internship - Production Engineering	TIMET
Designer	T-Shirt Diner
Public Relations Internship	Q Advertising and Public Relations
Graphic Design Internship	Q Advertising and Public Relations
Marketing Intern	Whiting-Turner Contracting Company
Behavior Therapist	Center For Autism and Related Disorders
Nevada Republican Party Intern	Nevada Republican Party
Consumer Lending Internship Program	Wells Fargo - Consumer Lending Group
Animal Keeper - Intern	Turpentine Creek Wildlife Refuge
Teach in China! Full-time Job with Competitive Salary, Paid Travel	Best Learning English
Audit Internship	Eide Bailly LLP
Tax Internship	Eide Bailly LLP
Graduate Intern- Water Quality and Treatment	Las Vegas Valley Water District
Global Career Partners seeking for candidates with Engineering Background	Global Career Partners Inc
Amazon Operations Internships- Student Veteran Program	Amazon.com
Intern- Infrastructure Management- Engineering Services	Las Vegas Valley Water District
Intern	
Staff Accountant Intern	Ovist & Howard, CPA's
Sales and Marketing Manager	
Internship Abroad	Intern Group
Program Operations Internship (6102-14-i)	MDRC
USDOT Summer Transportation Internship Program for Design Engineers	Federal Highway Administration
Office Manager / Assistant	GiftMe Inc
Summer Sales Intern	Reynolds & Reynolds
Summer Sales Intern	Reynolds & Reynolds
Political Internship	AFL-CIO on behalf of the Assembly Democratic candidates
Yelp Sales Development Program - Sales Intern Summer	Yelp
Yelp Sales Development Program - Sales Intern Summer	Yelp
Laboratory Internship	Clark County Water Reclamation District
Intern- Resources and Facilities	Las Vegas Valley Water District
Process/Maintenance Engineer Intern	LHoist
Chemical Engineer Intern	LHoist
Mining Engineer Intern	LHoist
Automation Engineer Intern	LHoist
Production Intern	LHoist
Mining Engineer Intern	LHoist
Mining Engineer Intern	LHoist
Process Engineer Intern	LHoist
Process Engineer Intern	LHoist
Plant Intern	LHoist

Mining Engineer Intern	LHoist
Process Engineer Intern	LHoist
Engineer Intern	LHoist
EHS Intern	LHoist
Training and Learning Intern	LHoist
Materials/Process Tech Intern	LHoist
DDS, RDEF	
Graduate Intern- Resources and Facilities	Las Vegas Valley Water District
Law Clerk	Rands South & Gardner
Social Media Intern	
Social Media Intern	Rally Point Solutions
Maintenance Intern	LHoist
Production Intern	LHoist
Maintenance Intern	LHoist
Associate in Business	National Security Technologies
Fall 2017 Burns Entertainment & Sports Marketing Interns	Burns Entertainment & Sports Marketing, Inc.
Marketing and Public Relations Internship in China	InTouch Quality Control Services, Ltd
Fund Development/Community Involvement Intern	Olive Crest
Junior Engineer	
Mortgage Banking Internship - Summer 2017	Quicken Loans
Mortgage Operations Internship - Summer 2017	Quicken Loans
Technology Internship - Summer 2017	Quicken Loans
Human Resources Internship - Summer 2017	Quicken Loans
Client Relations Internship - Summer 2017	Quicken Loans
Temporary Film Intern	Redesigning Surfaces, Inc.
Statistical Research Intern	
Customer Service -Event Reps Needed- FULL TIME/PAID	Relentless Events
Event Planning - Retail / Marketing - Entry Level/Full Train	Relentless Events
Internship Abroad	Intern Group
Digital Media Intern	Greenspun Media Group
Sales and Marketing Coordinator	Contenders Clothing
Ameriprise Advisor Center Intern	Ameriprise Financial
Data Science Apprentice	Predictive Science
Civil / Structural Engineer Intern	R2H Engineering, Inc.
Tax Intern - Tax Department	Stewart Archibald and Barney, LLP
Store Management Internship	Kohl's
Business Systems Support Internship	Southwest Gas Corporation
Winter Internship - Paid - West Region	Marriott Vacations Worldwide
Winter Management Trainee	Marriott Vacations Worldwide
Client Services Intern	Pacific Stock Transfer
Program Operations Internship (6102-14-i)	MDRC
Construction Management Intern/Co-Op	Anning-Johnson Co
Transportation Engineer/Planner Internship	Fehr & Peers Associates, Inc.
Walt Disney Imagineering Internships - Imaginations Desig	Walt Disney Imagineering
Front of the House Rotational Internship	Entertainment Cruises
Interactive Marketing Intern	
China Internship Program 2016 - Get Work Experience Ab	CRCC Asia LLC
Intern-Tax Preparation Operations	Universal Tax Services
VoteCastr Election Day Team Member	
Internship, Emerging Leaders Internship	Matrix Service Company
Accounting Assistant	Centrair Electric of Nevada
Summer 2017 National Parks Business Plan Internship	National Parks Service in partnership with Net Impact
Media Marketing Specialist	Forte Family Practice
Summer Sales Intern	Reynolds & Reynolds
Manhattan Sports Business Academy - Summer 2017	Manhattan Sports Business Academy (MSBA)
NON-PROFIT LOOKING FOR OUTSTANDING FALL INTE	Nevada Homes for Youth
Marketing Intern	
Get Paid Conducting Online Research/Opinion Polling.	
ABERCROMBIE & FITCH LEADERSHIP DEVELOPMENT	Abercrombie & Fitch
Sales & Marketing Manager	
Graduate Intern- Water Quality and Treatment	Las Vegas Valley Water District
Intern- Public Services	Las Vegas Valley Water District
Entertainment & Special Events Intern	Silverton Casino
Paid Internships - Federal and Corporate Sector - DC and	Hispanic Association of Colleges and Universities National Internship Program
Internship Abroad	Intern Group
US Forest Service – Intermountain Region – Seasonal Em	US Forest Service

GEICO Summer Internship - Tucson, AZ	GEICO
Web and Mobile Developer	
Web Design Intern	Greenspun Media Group
Broadcast Ops. Summer 2017 Internship - East Coast (Ne	NBCUniversal
Broadcast Ops. Summer 2017 Internship - West Coast (Ld	NBCUniversal
NBC News and MSNBC Summer 2017 Internship - West C	NBCUniversal
NBC Entertainment – East Coast Summer 2017 Internship	NBCUniversal
NBC Entertainment – West Coast Summer 2017 Internshi	NBCUniversal
Film Summer 2017 Internship - West Coast (Los Angeles,	NBCUniversal
MediaTech Summer 2017 Internship - All Locations	NBCUniversal
Bard MAT Los Angeles Teaching Residency	Bard College
Ad Sales Internship Summer 2017 - East Coast (New York	NBCUniversal
Ad Sales Summer 2017 Internship - West Coast (Los Ang	NBCUniversal
Tournament Coordinator Internship	
Parks & Resorts Summer 2017 Internship - West Coast (L	NBCUniversal
Public Relations Agency Intern - Spring 2017	Preferred Public Relations & Marketing
2017 Intern	
Accounts Receivable, billing, office assistant	Desert Wind Comics
Production Intern	
Marketing/Promotions Company Seeking Intern	Mixed Media Entertainment
Marketing / Sales / Social Media Intern	Victoire Ventures LLC
Internship Abroad	Intern Group
FINANCIAL ADVISORY SERVICES/RISK ADVISORY SE	McGladrey
Public Relations Intern	Imagine Communications
2017 Goldman Sachs: Operations Summer Analyst	Goldman Sachs
Internship - Graphic Design Internship with BIKINI.COM	Remark Media
Internship - Marketing Internship with BIKINI.COM	Remark Media
Student Intern – Business Administration, Finance or Acco	NV Energy
Internship - Retail Internship with BIKINI.COM	Remark Media
Internship - Social Media Internship with BIKINI.COM	Remark Media
Advisor Center Summer Internship	Ameriprise Financial
AFRL Scholars Program Intern	Universities Space Research Association
Human Rights Africa	Art in Tanzania
Physically Disabled Student Internships in Tanzania	Art in Tanzania
Claims Service Adjuster - 2017 Summer Intern	CSAA Insurance Group, a AAA Insurer
Summer Sales Intern	Reynolds & Reynolds
FirstMark Elite Internship Program [Summer 2017]	FirstMark Elite
Intern - Finance Shared Service Center	MGM Resorts International
Change the World @ The U.S. Dept of Energy - Pacific Nd	Pacific Northwest National Laboratory
Transportation Engineer/Planner Internship	Fehr & Peers Associates, Inc.
Business Systems Support Internship	Southwest Gas Corporation
Civil Engineering Intern	Kimley-Horn & Associates
Accounting Intern	UNLV Controller's Office
Web Designer / SEO / Marketing / Social Media	
Hospitality Internship Program (HIP)	MGM Resorts International
Corporate Development Internship - Summer 2017	Quicken Loans
Mortgage Banking Internship - Summer 2017	Quicken Loans
Technology Internship - Summer 2017	Quicken Loans
Mortgage Operations Internship - Summer 2017	Quicken Loans
Human Resources Internship - Summer 2017	Quicken Loans
Client Relations Internship - Summer 2017	Quicken Loans
Operations Internship	Domino's Pizza
Marketplace Marketing Coordinator	Trend Nation LLC
Internship Abroad	Intern Group
China Internship Program 2016 - Get Work Experience Ab	CRCC Asia LLC
Intern - Tax Accounting	Allegiant Travel Company
2017 Goldman Sachs SLC Summer Analyst - Finance	Goldman Sachs
2017 Goldman Sachs SLC Summer Analyst - Internal Aud	Goldman Sachs
2017 Goldman Sachs SLC Summer Analyst - HCM	Goldman Sachs
Online Social Media/Advocacy Internship	Together We Rise
2017 Goldman Sachs - Salt Lake City - Summer Analyst -	Goldman Sachs
Management Intern	City of Phoenix
Campus Organizer Internship	
Destination Management Intern	Hello Las Vegas
Summer Internship	Venetian/The Palazzo Resort, Hotel & Casino
R&D Electrical Systems Engineer-Component Developme	Sandia National Laboratories

Accounting / Operations Intern	Las Vegas Global Economic Alliance
Engineering Intern	Collins Engineers, Inc.
Cook	Sheraton Carlsbad Resort & Spa
Marketing/Public Relations Intern	PAL Humane Society
Office Assistant	International Currencies Company
Talent Agency Intern	FSE Talent
Summer 2017 Paid Internship at Reproductive Rights & Science	Civil Liberties & Public Policy
Intern	Firm Public Relations & Marketing
Internship Trainee - F&B Administration & Operation/ Sports	
Plant Community Ecology Internship	Cedar Creek Ecosystem Science Reserve
Accountant	S.J. MEYER & CO.
Internship Abroad	Intern Group
Customer Success Intern	YouStake, Inc.
Marketing Intern	YouStake, Inc.
Marketing Intern	Housing Helpers
Summer Sales Intern	Reynolds & Reynolds
Booking Agent	Release
Intern, Innovations Team	Cantel
Student Intern – Business Administration, Marketing, Public	NV Energy
Paid Summer Internship	Foundation for Individual Rights in Education (FIRE)
Booking Agent	Release
Internship Abroad	Intern Group
Tax Administrative Assistant	
Intern, Culture & Engagement (DATA ANALYSIS & WEB DEVELOPMENT)	Allegiant Travel Company
Internships	Systems Planning and Analysis, Inc.
Human Resource Admin	Menu Man
Public Policy Intern	United Way of Southern Nevada
Marketing Events Intern	United Way of Southern Nevada
Volunteer Engagement Intern	United Way of Southern Nevada
Intern, Employee & Labor Relations	Allegiant Travel Company
Social Innovation & Research Intern	United Way of Southern Nevada
Finance Internship with Remark Media	Remark Media
Customer Relations Representative - Entry Level	Relentless Events
Event Planning - Retail / Marketing - Entry Level/Full Trainee	Relentless Events
Operations Intern at Silicon Valley Startup (LV-Based)	DoorDash
Public Relations Intern	Wicked Creative
Sales & Marketing Manager	Hooked
CCMSI-U Claim Intern	CCMSI
Marketing/Social Media Intern	Mayweather Promotions
Journalism/Communications Intern	Mayweather Promotions
Business Development Intern	Chefach Holdings, LLC
IT Intern Position	McCarran Airport
Intern, Employment Services	Allegiant Travel Company
Media Company Seeks Interns	Salt and Pepper Entertainment
Summer 2017 Teaching Fellow	Breakthrough Collaborative
Studio Photographer	AllisonAvery
Studio Coordinator	AllisonAvery
Marketing Intern	Bravo Pawn Systems
Accounting Intern	Allegiant Travel Company
Human Resources Intern 2017	BNSF Railway
On Line Newsletter Editor	JR Promotions, Inc.
Social Media Marketing Manager	JR Promotions, Inc.
Digital Marketing Coordinator	BIG & Digital, LLC
Internship Abroad	Intern Group
Programming Instructors Needed at Tech Camp	iD Tech
China Internship Program 2016 - Get Work Experience Abroad	CRCC Asia LLC
Food and Beverage Management Internship	Sankaty Head Golf Club
THERAPIST INTERN-MFT,CPC,LPC	
Network Technicians (Tier 1)	Mobilite
2017 Summer Internship Program	National Football League
CI Student Ambassador Program	City Internships
CI Student Ambassador Program	City Internships
Step Up to Leadership	ARAMARK
Cyber Student	Department of Homeland Security, CyberSkills Management Support Initiative
Spring/Summer Semester Internship	ACE ENT INC
Customer Service Representative	Release

Social Media Intern	Alterra Group, LLC
Donald M. Payne International Development Fellowship	U.S. Agency for International Development
One Year Interns: Horticulture, Plant Science, Conservatio	Mt. Cuba Center
Summer Interns: Horticulture, Plant Science, Ecology, Arb	Mt. Cuba Center
Integrated Marketing Communications Intern (Summer Sta	Broadmoor Hotel
Human Resources Intern	Broadmoor Hotel
Recruitment Intern	Broadmoor Hotel
HR Benefits Intern	Broadmoor Hotel
Food and Beverage Office, Conferences and Public Relati	Broadmoor Hotel
HR Training Intern	Broadmoor Hotel
Marketing Communications Intern	Broadmoor Hotel
2017 Summer Intern - Software Development Engineer	Amazon
CIA Directorate of Operations Undergraduate Internship S	Central Intelligence Agency
2017 Goldman Sachs SLC Summer Analyst - Finance	Goldman Sachs
Engineering Internship	Southwest Gas Corporation
Website Journalist	Conquer Athletics
Junior Giants Ambassador	San Francisco Giants
Summer Intern	Ionis Pharmaceuticals
MARKETING/SOCIAL MEDIA INTERN	Plaza Hotel & Casino
Social Media / Marketing Assistant	
Internship, Emerging Leaders Internship	Matrix Service Company
Assistant Buying Intern for Fashion Start-Up	AllisonAvery
IT Intern Position	McCarran Airport
Accounting Intern Position	McCarran Airport
Internship Abroad	Intern Group
Record Label Internship	Recover Records
Digital Marketing Intern	Cerebro Marketing LLC
Destination Internship, Miami	Oasis
Destination Internship, Austin	Oasis
Destination Internship, Santiago	Oasis
Destination Internship, Rio de Janeiro	Oasis
Strategic Regional Internship, Colombia & Central America	Oasis
Assistant GM Internship	Oasis
Marketing Internship	Oasis
Videographer / Website Developer / Social Media Marketin	MMA World Cup
Business Analyst 2017 Interns	
Sales representative	
Public Relations Internship	Q Advertising and Public Relations
Graphic Design Internship	Q Advertising and Public Relations
Senior or Graduate Student Intern -Economics, Statistics c	NV Energy
Instructors for Technology Summer Camp	iD Tech
Financial Advising Intern	Ameriprise Financial Services, Inc.
Videographer / Website Developer / Social Media Marketin	MMA World Cup
Intern, Leave & Workers Compensation	Allegiant Travel Company
Business Development Intern	Madrivo
Np	
Event Intern - Vegas Cosmetic Surgery Symposium	Vegas Cosmetic Surgery Symposium
Internship Abroad	Intern Group
Accounting Intern	Madrivo
Management Trainee	Marriott Vacations Worldwide
Summer Internship - Paid - West Region	Marriott Vacations Worldwide
Ameriprise Advisor Center Intern - Las Vegas	Ameriprise Financial
Construction Management Intern/Co-Op	Anning-Johnson Co
Business Leadership Summer Internship - Tucson, AZ	GEICO
Event Planning - Retail / Marketing - Entry Level/Full Train	Relentless Events
Customer Service Representatives -Paid Training Provide	Relentless Events
Activity Specialist	Camp Canadensis
BNSF 2017 Internship (Various Departments)	BNSF Railway
Head of Growth & Community	PRODUCTPEEL
Project Manager Intern	Marco Polo Explorers
Marketing/PR & Social Media Internship	Stated Home
Retail Sales (copy) (copy)	Uniform Sports
Digital Marketing/Public Relations/Social Media Intern	Alderus Funding & Investments
IT Analyst Intern	Tao Group
Video Editing Internship	Intenze Products
Office Administrator - Part-time	YWCA Nevada

Judicial Extern	United States District Court
Construction Management Intern/Co-Op	Anning Johnson Co
Relationship Manager Program - Financial Center Sales	Bank of America
Summer Intern	Management & Training Corporation
Real Estate Intern	Chefach Holdings, LLC
Global Explorer Program: Intern & Travel Summer 2017	City Internships
SUZA Marketing Intern	Remark Media
Social Media Internship	CWNeveda, LLC
Graduate Intern- Water Quality and Treatment	Las Vegas Valley Water District
Student Intern – Accounting	NV Energy
Student Intern – Engineering	NV Energy
Management Internship - Food & Beverage, Fall 2017	Walt Disney World
Lifestyle Show Internship	KLAS-Channel 8
China Internship Program 2017 - Get Work Experience Ab	CRCC Asia LLC
Project Engineer Intern or Co-Op	Helix Electric, Inc.
Construction Management Intern/Co-Op	Anning Johnson Co
Social Media Manager	Send It Rising Internet Marketing
Law Clerk/ File Clerk	Cutter Law Firm
Accounts Receivable Specialist	Cutter Law Firm
Social Media Content Writer	Dance Vision
Sponsorship Activation Internship - Summer 2017	Zuffa, LLC
Internship Abroad	Intern Group
Management Internship - Lodging, Fall 2017	Walt Disney World
Civil/ Environmental Engineer Intern (Water)	Black & veatch
Public Relations Internship - Summer 2017	Zuffa, LLC
Graphic Designer	Dance Vision
Junior Giants Ambassador	San Francisco Giants
Instructors for Technology Summer Camp	iD Tech
SUZA Brand Ambassador	Remark Media
Engineering Intern	Carbon Block Technology
Public Relations Intern	Revenue Media Group
Online Social Media/Advocacy Internship	Together We Rise
Become An Interactive Marketing Specialist!	
2017 Summer Externship Program	McGladrey
Summer Business Program at UC Berkeley	UC Berkeley, Haas School of Business Undergraduate Program
Operations Project Coordinator - Undergraduate Internship	Kaiser Permanente
Global Internship for Non-Profit	Hands 4 Others
Digital Media Production Intern	STITCHED
Hotel Operations Internship	Breakers, Palm Beach
Sales Representative (Insurance Agent)	Liberty Mutual Insurance
Camp Counselor Internship	Camp Towanda
Engineering Internship	Engineering System Solutions
Cause Marketing Coordinator	Send It Rising Internet Marketing
Camp Counselor Internship	Camp Towanda
Data Center Operations Undergrad Intern	Kaiser Permanente
Junior Giants Ambassador	San Francisco Giants
Engineering intern	Spectronix
Marketing Intern	Habitat for Humanity Las Vegas
Engineering Internship	Southwest Gas Corporation
Summer Sales Intern	Reynolds & Reynolds
Sales Representative	
Graphic Designer	American Kiosk Management
Internship Abroad	Intern Group
Animal Keeper - Intern	Turpentine Creek Wildlife Refuge
Travel Journalism & Photography Internship Seminar in M	
BUSINESS MARKETING MAJOR	Poppe Productions LLC
Health Educator	Safe Kids Clark County
Internship- Asset Management	Las Vegas Valley Water District
Distribution Sales Internship	POOLCORP
Accounting/Finance Intern - Summer 2017 - Ultimate Fight	Zuffa, LLC
Store Management Internship	Kohl's
Instructors for Technology Summer Camp	iD Tech
Intern	
Project Assistant	
Global Internship for Non-Profit	Hands 4 Others
Food Safety Quality Assurance Internship	US Foods - Stock Yards

Summer Internship Program	Princess Cruises
Sales and Marketing - Sports Minded Individuals	Apollo Concepts, Inc.
Department of Research & Evaluation Master's Internship	Kaiser Permanente
Department of Research & Evaluation Master's Internship	Kaiser Permanente
Department of Research & Evaluation Master's Internship	Kaiser Permanente
Department of Research & Evaluation Master's Internship	Kaiser Permanente
Department of Research & Evaluation Master's Internship	Kaiser Permanente
Rooms Intern	Viceroy Snowmass
Customer Service Representatives -Paid Training Provide	Relentless Events
Event Planning - Retail / Marketing - Entry Level/Full Train	Relentless Events
Public Accounting Intern/Staff_ 2017	Chen Accounting Group, Ltd.
Accounting Intern	Yellowstone Club
Internship Abroad	Intern Group
Sales and Management Internship	Buckle
Graduate Intern- Resources and Facilities	Las Vegas Valley Water District
Information System Analyst	Caesars Entertainment
UNLV Rebel Soccer ASC Intern	UNLV Academic Success Center
Engineering/Construction Intern	Hayward Baker, Inc.
Marketing Agent	SimpleTense Education
BUSINESS ANALYST	
F&B Intern	Viceroy Snowmass
Inventory Control Intern	Jensen Precast
Public Service Intern I	Nevada Division of Environmental Protection
COE Marketing Support Intern - Summer 2017	Cox Communications
Financial Advising Intern	Ameriprise Financial Services, Inc.
Public Relations Intern - Cox Communications (Las Vegas)	Cox Communications
PR intern	Hawiyati
GLOBAL EXPLORER PROGRAM : Internship & Travel Su	City Internships
Sustainable Construction Africa	Art in Tanzania
China Internship Program 2017 - Get Work Experience Ab	CRCC Asia LLC
Software Development Intern	Netboyee
Marketing and Media Development Intern (Unpaid)	
Business Systems Analyst Intern	Caesars Entertainment
Direct Hire Internships Opportunities This Summer!	
Quality Control Technologist	CalPortland
Intern	
Graphic Design Intern	Edvisors Network Inc
Information Services, Internship	Southwest Gas Corporation
Internship Abroad	Intern Group
Brand Marketing Intern	Caesars Entertainment
Art Director Intern - Chicago, IL	Kohler Co.
Copywriter Intern - Chicago, IL	Kohler Co.
Summer Internship -Paid (Recreation/Activities)	Marriott Vacations Worldwide - Hawaii
Summer Internship -Paid (Housekeeping)	Marriott Vacations Worldwide - Hawaii
Summer Internship -Paid (Transportation/Bell)	Marriott Vacations Worldwide - Hawaii
Au Pair Programme in China	Aupairia
Hospitality Internship	Paws Up Resort
Training and Wellness Management Internship	McCarran Airport
Sales Representative	Vivint Smart Home
Store Executive Intern	Kohl's
Intern- Group Sales	Las Vegas Valley Water District
Graphic Design	Knutek Inc.
Entry Level - Management Training Program	Apollo Concepts, Inc.
Promotion From Within Available - Marketing and Sales	Apollo Concepts, Inc.
Construction Project Engineer	Roche Constructors, Inc.
Production Manager	Vital Protection
Kravet Showroom Intern	Kravet Inc
Social media development and marketing	Vital Protection
Hawaiian Humpback Whale Field Research Internship	
Internship	Dr. Bronner's
Peace Corps Campus Ambassador	Peace Corps
Summer Business Program at UC Berkeley	UC Berkeley, Haas School of Business Undergraduate Program
Talent Intern	Allegiant Travel Company
Social Media Engineer	Vital Protection
Restaurant Management Intern	Buffalo Wild Wings
Management of Corporate Documents of Public Company	Freedom Leaf Inc.

Basic Accounting Work	Freedom Leaf Inc.
Marketing Content Internship	Engaged Nation
Graphic Design Intern	
RETAIL SALES ASSOCIATE	INSCRIPTAGRAPHS MEMORABILIA
Elementary/Middle School/ High School Teacher	Renton Preparatory Christian School
Administrative Interns	TWI Group, Inc.
LMFT/ Counselor	Triumphant Life Performance Services
Internship Abroad	Intern Group
CI Global Explorer Program: Intern & Travel Summer 2017	
Digital Media Intern	Greenspun Media Group
Junior IT Support Specialist	Helix Electric, Inc.
The Heritage Foundation Fall 2017 Internship	
Molds Cataloguer - Intern	Jensen Precast
Marketing Content Creator	Sheldon J. Freedman, M.D., LTD.
Public Relations Internship	Porter PR & Marketing
Food and Beverage Intern	Druid Hills Golf Club
Online Social Media/Advocacy Internship	Together We Rise
GBI/Lake Mead Aquatic Invasive Species (AIS) Outreach	Great Basin Institute Nevada Conservation Corps
GBI/Lake Mead Aquatic Invasive Species (AIS) Outreach	Great Basin Institute Nevada Conservation Corps
Customer Relations Representative - Entry Level	Relentless Events
Event Planning - Retail / Marketing - Entry Level/Full Train	Relentless Events
Doctoral Fellowship (7102-24F)	MDRC
GLOBAL EXPLORER PROGRAM : Internship & Travel Su	City Internships
GLOBAL EXPLORER PROGRAM : Internship & Travel Su	City Internships
Marketing Intern	Polar Shade
Technical Writing and Support Intern - Undergrad	Kaiser Permanente
Intern	
Architecture, Construction, and Workplace Intern - Tesla C	
Internship - Diamond Resorts International Intern Program	Diamond Resorts
GLOBAL EXPLORER PROGRAM : Internship & Travel Su	City Internships
Internship Abroad	Intern Group
Operations Internship	Clark County Water Reclamation District
Internship	Guardian Realty Investment and Property Management
Field Investigator	Elite Investigations
Marketing & Merchandising Intern - Brilliant Earth, San Fra	Brilliant Earth
Benefits Intern	Allegiant Airlines
Graphic Design Intern	Kevin Barry Fine Art
Hubert's Lemonade Intern	Hubert's Lemonade (Coca Cola brand)
Assistant to Property Manager	
CI Global Explorer Program: Intern & Travel Summer 2017	City Internships
Internship	Harvest Prep Academy
Internship Abroad	Intern Group
China Internship Program 2017 - Get Work Experience Ab	CRCC Asia LLC
Performance Improvement Engineering Intern	
Architectural Project Coordinator	Steelman Partners
City of North Las Vegas Communications Department inte	
Summer Internship for Non-Profit	Hands 4 Others
Unilever China Leadership Internship Programme	Unilever
Social Media Intern	
Supply Chain Analyst	Aristocrat Technologies
Account Manager Intern	3D Exhibits
Social Media Intern	Freedom Leaf Inc.
Outreach Internship	S CAP Consultancy
3RNet Communication Internship	3RNet
Intern - Nevada Public Radio - Desert Companion Magazi	Nevada Public Radio
Intern - Nevada Public Radio - State of Nevada	Nevada Public Radio
Project Engineer	Ovation Development Corporation
Resort Operations Intern - Summer 2017 (Marriott's Newp	Marriott's Grand Chateau - Marriott Vacations Worldwide
Graphic Design	
Girls on the Run Las Vegas Intern	Girls on the Run - Las Vegas
Girls on the Run Coach	Girls on the Run - Las Vegas
Intern, Digital Twins (Modeling and Analysis) of Connecte	Toyota InfoTechnology Center, USA, Inc.
Professional Intern	Johnson Advisors
Customer Care Intern	Sutherland Global services
Student Intern	UNLV Interdisciplinary Research
Engineering Intern	Carbon Block Technology

Stage assistant RH international H/F	
Administrative Assistant/Trainee	Monument Title Insurance, Inc.
Accounting Fall Internship	Tire Mart & Co.
Sports Marketing Intern - UNLV Athletics & Vegas Golden	UNLV Athletics
Internship	Kingsbarn Realty Capital
Accounting Intern	Alterra Home Loans
Data Analytics and Reporting Intern	Alterra Home Loans
Capital Markets Intern	Alterra Home Loans
Investor Relations Intern	Alterra Home Loans
Scenario Desk Analyst Intern	Alterra Home Loans
Closing Intern	Alterra Home Loans
Compliance Intern	Alterra Home Loans
Quality Control Intern	Alterra Home Loans
Human Resources Intern	Alterra Home Loans
Information Technology Intern	Alterra Home Loans
Digital Marketing Intern	Alterra Home Loans
Graphic Design and Marketing Intern	Alterra Home Loans
Multimedia Intern	Alterra Home Loans
Production Management Intern	Alterra Home Loans
Sales Support Intern	Alterra Home Loans
Tiny Hero 2017 Internship	Tiny Hero
Development Assistant Intern	St. Jude's Ranch for Children
Public Relations Agency Intern - Spring 2017	Preferred Public Relations & Marketing
Business Analytics - Master's Internship	Kaiser Permanente
Marketing Intern	Pardee Homes
Sports Communications Intern - UNLV Athletics & Vegas C	UNLV Athletics
Graphic Design Intern	Edvisors Network Inc
Paid Summer Internship, Clinical Recruiter, Human Resou	Pacific Search Partners
Au Pair Program in China	Aupairia
Marketing Research Summer Internship	
Digital Marketing Analyst	Agency Within
Police Officer	Dallas Police Department
Growth Marketing Intern	Good&Co
Hunt Tour Host	Hunt Las Vegas
Customer Relations Representative - Entry Level	Relentless Events
Event Planning - Retail / Marketing - Entry Level/Full Train	Relentless Events
Public Relations Intern ** Unpaid**	Station Casinos
Hotel Operations Intern **Unpaid**	Station Casinos
Catering & Conference Services Intern ** Unpaid**	Station Casinos
Resort Operations Intern ** Unpaid**	Station Casinos
Casino Marketing Intern **Unpaid**	Station Casinos
Interactive Marketing Intern **Unpaid**	Station Casinos
Morning Show Screener	Lotus Broadcasting Corp.
Casino Marketing Intern **Unpaid**	Station Casinos
"Social Work Practicum Placement"	Progressive Leadership Alliance of Nevada
Do accounting? Our Silicon Valley startup wants YOU	cuco.co inc.
Southern Nevada Stewardship & Outreach Assistant	Friends of Nevada Wilderness
IT Intern Position	McCarran Airport
Sports Ticket Intern - Vegas Golden Knights	UNLV Athletics
China Internship Program 2017 - Get Work Experience Ab	CRCC Asia LLC
Medical or Dental Intern	
CI Global Vanguard Program: Fall 2017 Internship	City Internships
IT Intern at a small Trade Show & Event Company	ConvExx
2017 Fall Co-op/Internship - Software Development Engin	Amazon
Journalism Internship	
Intern - Project Controller Business Undergrad Year Round	Sandia National Laboratories
Intern - Project Controller Business Grad Year Round	Sandia National Laboratories
Architectural Drafter / Designer	LEBODESIGN
Paid Internships for the Fall Semester - Federal and Corp	Hispanic Association of Colleges and Universities National Internship Program
Assistant to Factory Manager	Wonder Soil
Research Assistant - Intern	Altea Research Institute
UC Berkeley Summer Business Program for Non-business	UC Berkeley, Haas School of Business Undergraduate Program
Personal assistant for young traveling CEO	cuco.co inc.
FLASH Strategic Marketing Coordinator-Summer/Fall Inte	FLASH
Project F.O.C.U.S. Interns Needed 2017-2018	Project F.O.C.U.S.
CI Global Vanguard Program: Fall 2017 Internship	City Internships

Restoration Crew Member (Summer Start)	Great Basin Institute Nevada Conservation Corps
Administrative Assistant/Trainee	Monument Title Insurance, Inc.
Vegas Food Expo, 2nd Annual	Artisanal Foods
Intern - Engineering Projects R&D Undergrad Year Round	Sandia National Laboratories
Internship for Political Science students with OurNV.org	Artisanal Foods
Nevada Conservation Corps Crew Leader Trainee (Summer)	Great Basin Institute Nevada Conservation Corps
GIS Intern Position	McCarran Airport
Graphic Designer	702 Laser
Civil Engineer Intern - Telecom	Black & veatch
Digital marketing, web design internship	Red Rocket Web Specialists
Social Media/Marketing Intern	Anthem Digital Media, Inc.
Strength & Conditioning Internship - Fall 2017 - UFC Performance	Zuffa, LLC
Art History/ Marketing/ Fine Art/ German Studies Internship	Shoreline Entertainment
Political Science/ Journalism/ English - Political Book Prep	Shoreline Entertainment
Investment Associate	
Strategic Marketing Intern	Huntington Learning Center
Sports Nutrition Internship - UFC	Zuffa, LLC
Public Relations Internship	Zuffa, LLC
Marketing and Branding Intern	
IT Desktop Support	Get Fresh Companies
Residential Technician	
Social Media Sales Intern	FreezeCrowd, Inc.
Social Media Marketing Specialist	Cote Hair
Leadership Development Program & Internship	Burger King Corporate
Nevada Conservation Corps Crew Member (Fall Start)	Great Basin Institute Nevada Conservation Corps
Public Relations Intern - Cox Communications (Las Vegas)	Cox Communications
Festival University Intern	Gingerbread Shed Corporation LLC
Videographer/Editor Intern Needed for Touring Musician	
Graphic Designer / Marketing	
IT Help Desk Support	
China Internship Program 2017 - Get Work Experience Abroad	CRCC Asia LLC
Nevada Conservation Corps Crew Leader	Great Basin Institute Nevada Conservation Corps
Nevada Conservation Corps Field Supervisor	Great Basin Institute Nevada Conservation Corps
Total: 750	

University of Nevada, Las Vegas

Top Tier Subcommittee

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Caleen Johnson, Director of Foundation Relations, UNLV Foundation

**Into the Looking Glass -- Internships at UNLV: Identifying
and Increasing the Reporting, Tracking, and Course
Offerings**

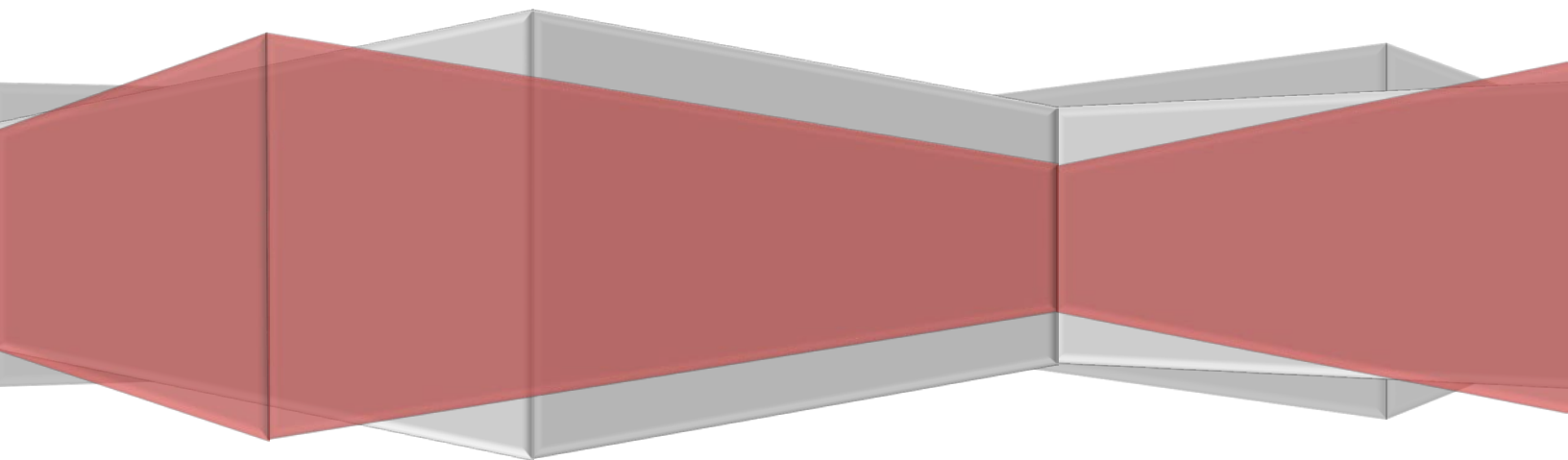


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Executive Summary

Offering internships to university students is a valuable way to introduce the world of work to students while attending school and can act as a constructive extension of the classroom. In that, information learned from course work can often times be immediately and directly applied to the internship experience. It is not an easy task to identify, coordinate, and streamline internship experiences at the university level; however, UNLV is in a prime position to advance internship experiences for its students with minimal effort, coordination, and collaboration.

Introduction

Our subcommittee was asked to research the concept of internships as they exist on campus at UNLV. The concept of internship is a term that most people in academia are familiar with, and generally understand that the transactions in an internship occur between an employer, a student, and a college or university. We found that when fully vetted and set up correctly, internships are a beneficial way for students to gain valuable work experience and exposure to the workforce while attending college, however, defining, tracking, and reporting internships across campus was an elusive task.

Throughout the past year during our subcommittee meetings, when discussing the specific nature of internship transactions, it can be reported that the general understanding of internships is intact; however the concept began to erode when we addressed the minutia of the topic and found that we were left with more questions than answers. For example:

- Do internships need to offer academic credit? If so, where does this credit come from?
- What constitutes an internship?
- Do employers need to pay students during an internship?
- Can a student participate in non-paid and non-credit bearing internships?
- Who provides the oversight during the internship process?
- How does an institution vet viable employers to provide internship opportunities?
- How does a university record the number of internships offered?
- Should/can internships be standardized across disciplines?

Governance and Internship Definitions

In order to begin to understand the current policies and procedures of internships and answer some of these questions, it is important to know the governing bodies that provide rules and regulations for career service centers and employers throughout the United States. Two of these governing bodies are the National Association of Colleges and Employers (NACE) and the Department of Labor (DOL) - Fair Labor Standards Act (FLSA).

Note: Academic departments may have their own set of rules and accreditation bodies with specific internship requirements.

NACE

NACE is a professional organization for colleges and employers that helps to establish guidelines for the two professions. NACE's mission is to shed light on the synergistic relationship between campus and career. NACE defines internships as "a form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting. Internships give students the opportunity to gain valuable applied experience and make connections in professional fields they are considering for career paths; and give employers the opportunity to guide and evaluate talent" (NACE Organization History).

This definition can be implemented on college campuses and can be utilized by career centers and employment recruiters with an additional framework for what is considered a legitimate internship opportunity. The legal considerations of an internship are addressed by the Department of Labor, Fair Labor Standards Act.

FLSA

United States Department of Labor, Fair Labor Standards Act. : Administers laws that protect the rights of job seekers and wage earners (U.S. Department of Labor-wage and Hour Division).

For unpaid internships, The Department of Labor, Wage and Hour Division (WHD) clearly defines six criteria that need to be met to ensure that there is not an employment relationship between a student and an employer. They are as follows:

1. The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an educational environment;
2. The internship experience is for the benefit of the intern;
3. The intern does not displace regular employees, but works under close supervision of existing staff;
4. The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;
5. The intern is not necessarily entitled to a job at the conclusion of the internship; and
6. The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.

In 2010, a NACE survey of colleges and employers responded to the six criteria and found that both parties agreed with five of the six areas. They disagreed with the criterion that an employer does not receive any advantage from the activities of the intern. They indicated that “Students pursue internships because they want to gain professional experience that links their academic coursework to the disciplines they want to pursue for their careers. To gain this experience, students want to engage in projects and tasks that contribute to the professional work of the organization. This means that the employer *does* benefit from the work of the intern while, at the same time, it provides a meaningful experience that allows for the application of academic knowledge” (NACE, Position Statement: U.S. Internships).

Furthermore, NACE provided additional clarification on internships to ensure that an internship is educational, whether it is a traditional internship in a brick and mortar setting or conducted remotely or virtually and therefore qualifies as a legitimate internship experience. (NACE, Position Statement: U.S. Internships) states that all of the following criteria should be met for the internship experience to be considered a true internship;

1. The experience must be an extension of the classroom: a learning experience that provides for applying the knowledge gained in the classroom. It must not be simply to advance the operations of the employer or be the work that a regular employee would routinely perform.
2. The skills or knowledge learned must be transferable to other employment settings.
3. The experience has a defined beginning and end, and a job description with desired qualifications.
4. There are clearly defined learning objectives/goals related to the professional goals of the students’ academic coursework.
5. There is supervision by a professional with expertise and educational and/or Professional background in the field of the experience.
6. There is routine feedback by the experienced supervisor.
7. There are resources, equipment, and facilities provided by the host employer that support learning objectives/goals.

Overall, when provided with NACE and DOL criteria for internships universities and career centers situated on a college campus should be mindful of the standards that are in place when evaluating and providing internship opportunities for its students.

Exemplars

Leading Internship programs in the United States

In 2016, U.S. News and World Report asked approximately 1,500 Higher Education Institutions from across the United States to nominate 10 institutions that model the best internship/co-op program for students. The following schools were taken from that list as exemplars for this report as they serve close to or above the same student population as UNLV. They are: Cornell University, Drexel University, Purdue University, and Virginia Tech.

Note: The term cooperative education or “co-op” and internship are often times used interchangeably by universities and employers. While both an internship and a co-op offer work experience to the student, a student stays enrolled in college courses while engaging in an internship, where a student engaged in a co-op stops course work to work full-time and then re-enters the classroom upon completion of the co-op.

Cornell

Cornell has a career service office in all of the undergraduate colleges, which provide tailored support for internship guidance. The main career service office consists of 16 employees with a student enrollment at 21,904 (Student Population | Cornell University). Cornell’s career service office provides services very similar to UNLV’s main career center, however, Cornell provides their students with multiple process guides to assist students in joining their career services management system, applying for internships and study abroad, as well as a career handbook.

Cornell offers a program similar to a co-op which is called Gap or Bridge year, which assists students in furthering the exploration of their passions within the work place. Cornell offers internships that are funded specifically by their alumni to work in the non-profit sector and in leading environmental advocacy groups. Cornell also has a list of formal internship programs that are provided by the state and private sector that are exclusively for Cornell students. Cornell uses Handshake as their career management system and OptiminalResume, to assist students with resumes, cover letters, and interviewing.

Drexel

Drexel has one career service office with 11 employees and 43 faculty and staff supporting a co-op program for a population of 25,595 (Student Population | Drexel University). Drexel offers

an extensive co-op program and also shuttles students to New York that are interested in finance and marketing. Drexel not only offers programs to its university students but also partners with the City of Philadelphia to provide internship experiences throughout the university for local high school students.

Drexel devotes a number of online resources for internships/co-ops to navigate policies and procedures. Drexel provides students with at least 28 electronic guides for navigating various subjects for career success. Drexel operates Symplicity as their career management system.

Purdue

Purdue has a staff of 25 employees in its career service office and services a student population of 40,472 on their main campus (Student Population | Purdue University). Purdue highlights 40 of the top employers on its career services website that intern or hire Purdue students. This illumination functions to provide visibility to the companies interacting with its students and enhances recruitment to those companies. Given the complexity of its diverse campus population, Purdue's career service office devotes numerous career-related website pages for students with disabilities, veterans, international students and the LGBTQ community. The career service office also has a program that provides professional clothing for its students as they participate in job and internship interviews.

Purdue operates a home grown career management system. They also offer the Pathmaker Internship program that focuses on technical internships with specific corporate partners.

Virginia Tech

Virginia Tech has a staff of 28 employees for a student population of 32,663 (Student Population | Virginia Tech University). At Virginia Tech, its career service office provides career-related policies and procedures in a very visible and easy-to-access website and also offers a site devoted solely to internships. They have an internship program referred to as the Cooperative Education and Internship program (CEIP). CEIP provides academic credit for students that want to engage in internships or co-ops. They also have a plethora of programs to assist interns and co-ops, such as On-Campus Interviewing Program (OCI), which facilitates close to 400 employers coming on campus specifically for interviewing, in addition to their standard career fairs which only brings employers to campus that might not turn into interviews. Virginia Tech also provides a clothing bank for students in need of professional dress.

Virginia Tech uses GradLeaders as their career management system. They also use Career Spots, which provides videos for basic career and internship advice.

UNLV

UNLV has a main career center with 4 full-time employees that services a student population of 29,000. These 4 full-time employees are comprised of a Director, Employer Relations Specialist, Internship Coordinator, and an Administrative Assistant III. UNLV also has career staff within academic departments (e.g. Business, Engineering, and Hotel).

UNLV Career Services offers its own credit-bearing internship course IDS 299, governed by the Interdisciplinary Studies Department where students can participate in an internship for credit if their program of study does not offer an internship option.

Overall, UNLV currently offers students a wide array of internship opportunities; however, internships are not standard across disciplines. (See Appendix A) Some colleges and departments may offer and track their internship participation for their own reporting needs; however, there appears to be a void in the reporting and tracking of internships up to the institutional level.

UNLV currently utilizes Symplicity as its career management system and also has a program that offers professional clothing at no cost to its students.

Hire A Rebel

UNLV's career management system, branded on our campus as 'Hire A Rebel' provides a conduit for employers and students to engage in employment-related activities, (e.g. employment opportunities, including internships) among other career-related functions.

A main job function within UNLV Career Services is to vet all employers that seek to create an account in Hire A Rebel to ensure that the company is suitable for our student population and to reduce if not eliminate any untoward companies.

Looking specifically at the flow of internship opportunities that have been processed through Hire A Rebel, we found that over 750 individual postings were approved using the label of **internship – unpaid**, or **internship – paid**. The data also indicate that there were almost 1,100 employers that were vetted and approved through Hire A Rebel from July 1, 2016 – June 30, 2017. (See Appendix B)

Within the data, it is important to note that the internship and employer data reflects a flow into the university that is organic, in that, the employers sought out the university and were not actively recruited to participate. This is significant information for the university as there

appears to be significant room to expand and increase not only our employer relations but our internship opportunities as well.

Additionally, some of the employers listed could be new contacts within a company and not a new company. For example, Boyd Gaming is a major supporter of the university and on the list only new contacts were approved, not the employer.

Survey Findings - Internships at UNLV

In an attempt to provide a starting point in collecting internship data and to create a baseline understanding of the need/demand of internships at UNLV, UNLV Career Services recently surveyed students and employers that attended the Internship & Summer Job Fair 2017 along with the parents of new students at New Student Orientation sessions.

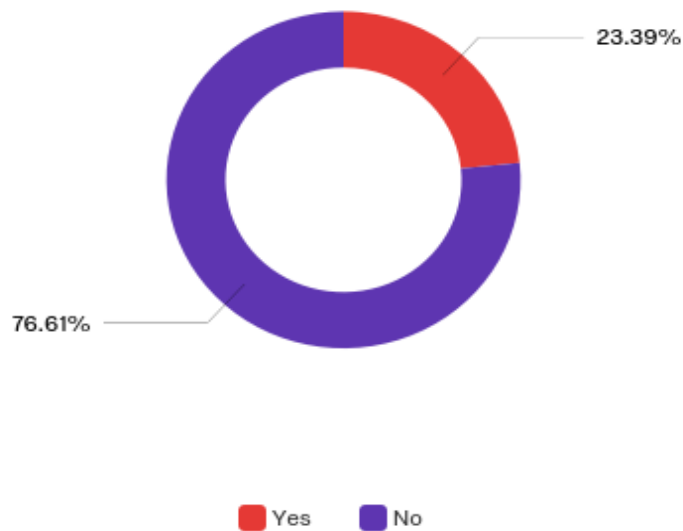
Below are the results of the survey questions:

Student Survey Responses – 250

Employer Survey Responses – 80

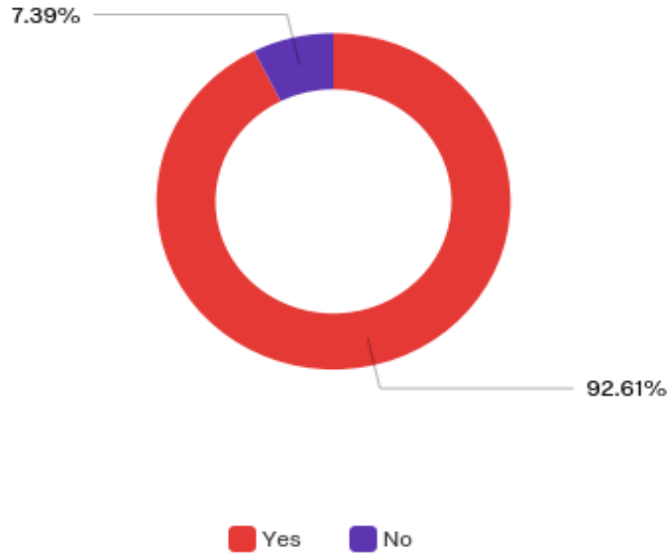
Parent Survey Responses – 95 (information is being collected throughout the entire summer)

Student Question - Have you ever participated in an internship?



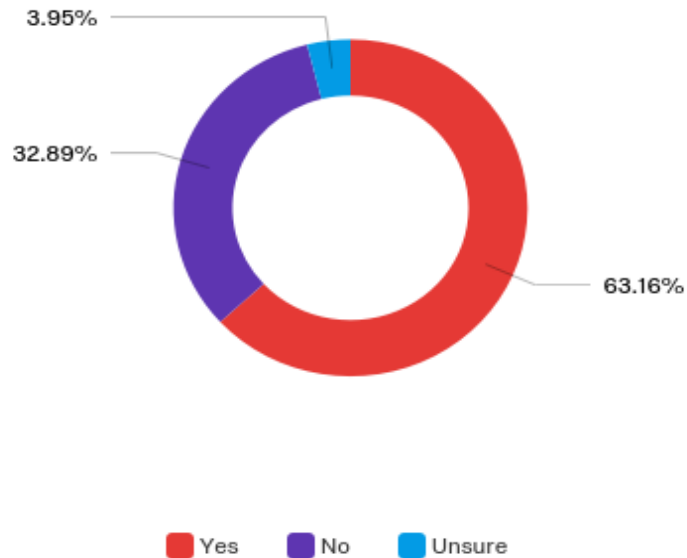
The response is overwhelmingly positive when students were asked if they would consider participating in an internship, 92.61% of the students responded affirmatively, and 7.39% responded negatively.

Student Question - Would you consider participating in an internship?

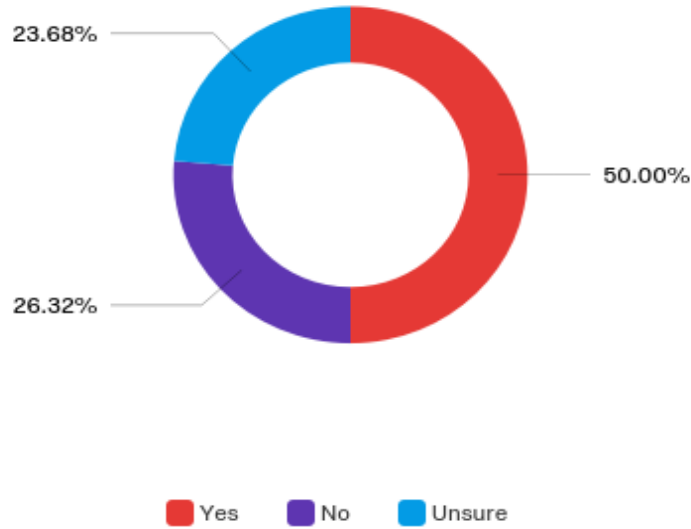


Again, this response was overwhelmingly affirmative that students would consider participating in an internship.

Employer Question - Does your company currently have an Internship Program?

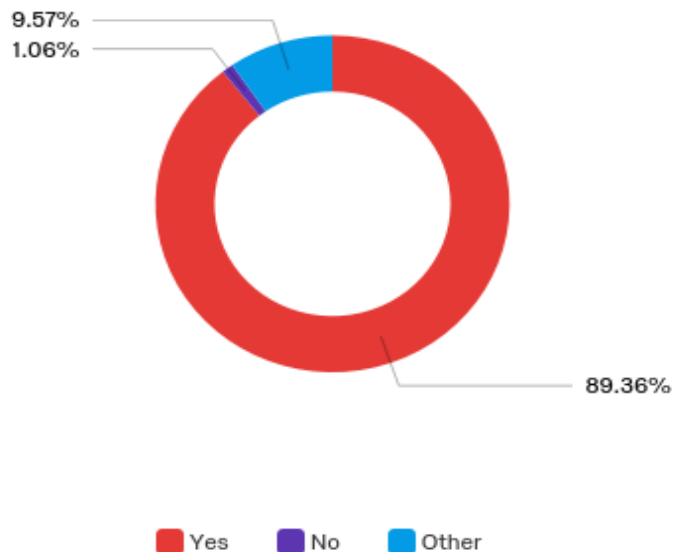


Employer Question - Would you like to develop an Internship Program and offer internships to students?



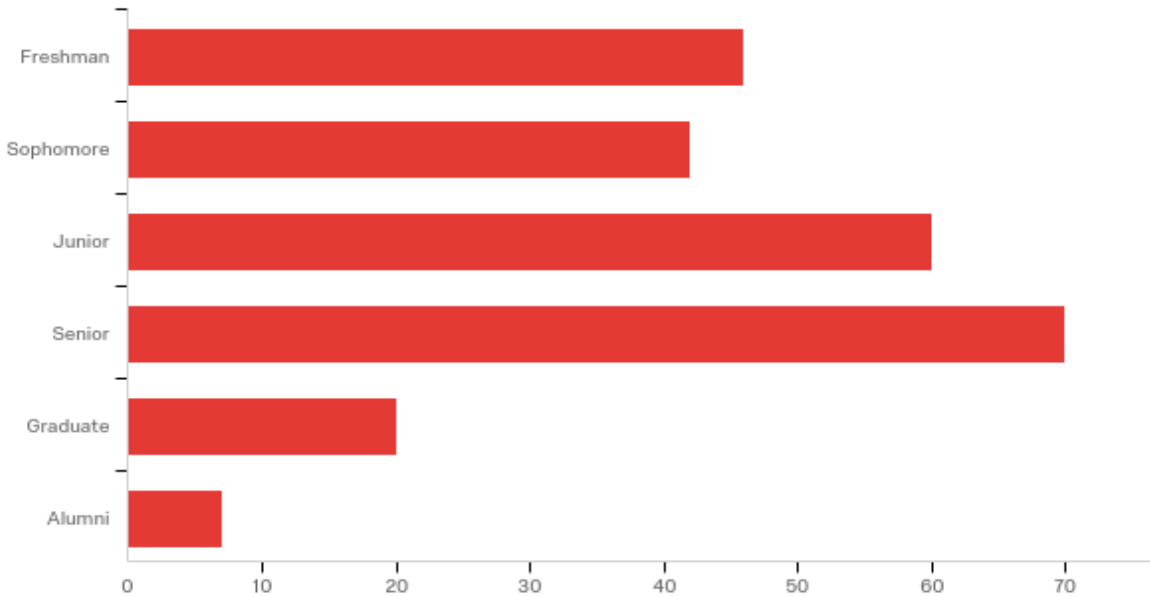
The No and Unsure responses may relate to the infrastructure and relevance of specific industries and employers' ability to offer internships and may not reflect specifically a desire to **not** engage with UNLV.

Parent Question at New Student Orientation Sessions – While at college, would you like your student to participate in an Internship?

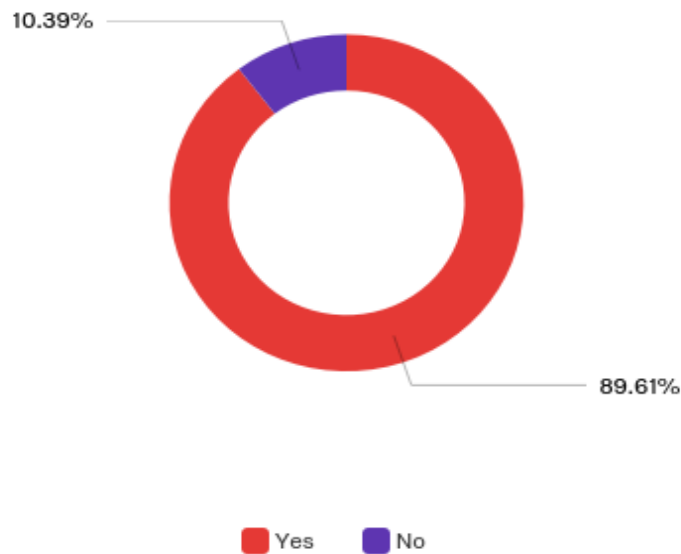


General Internship Survey Information

Class standing of those students surveyed at the Internship & Summer Job Fair 2017

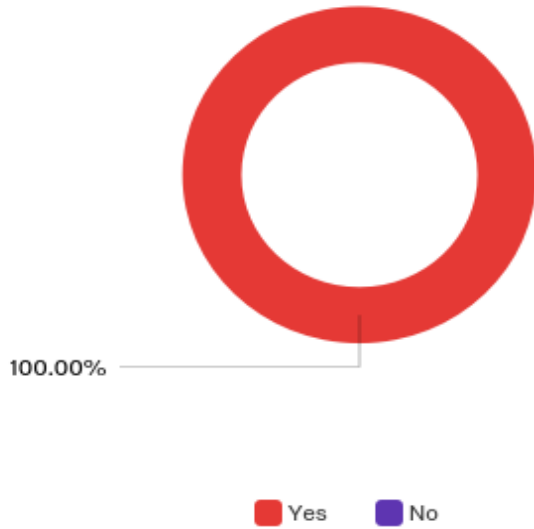


Employer Question - Overall, do our students possess the skills you demand?



Overall, this is a very positive result as it indicates that we are providing relevant course work and programming for those employers in attendance at the Internship & Summer Job Fair. This result may look different for different industries or when more specific criterion and curricular-based questions are being asked.

Employer Question - Will you be following up with anyone as a result of this event (Internship Fair)?



This question reflects the positive interaction and opportunities that job fairs provide to students. All employers surveyed indicated that they would be following up with students for interview or employment opportunities.

Proposed Solution

The investigation into the nature and concept of internships at UNLV shed light on the fact that UNLV Career Services along with career staff within academic departments (e.g. Business, Engineering, and Hotel), and academic departments currently provide quality internship opportunities for UNLV students.

Additional work can be done at all department levels, both academic and non-academic, to improve the visibility and availability of internship opportunities through websites, email communications, within course syllabi, and through advising centers, etc.

The results of the surveys, while basic, greatly illuminate the desire for internship opportunities to be provided for our students. Consequently, UNLV Career Services recently redesigned an existing job position to dedicate a full-time resource to internships. This was done with the sole purpose to begin to address the campus wide internship needs and to grow its internship program.

UNLV is poised to elevate its internship opportunities available to its students with a few minor adjustments to how internships are advertised, offered, and tracked. Some of the subcommittees questions were answered within this report, however, in order for an institution to begin to track the number and nature of internships its students engage in, the questions previously posed need to be further vetted through the committee with the involvement of upper administration and answered to achieve some form of internship engagement continuity for the campus and the community. UNLV Career Services is in a position to assist with the tracking and streamlining of internships offered at UNLV through its personnel, Hire A Rebel, and collaboration with academic departments if so desired.

Conclusion

According to the National Association of Colleges and Employers, (NACE) Job Outlook 2017 survey, almost 91 percent of employers preferred for their candidates to possess general work experience and 65 percent of that group indicated that they preferred their candidates to have relevant work experience prior to the recruitment to employment process. (See Appendix C)

Furthermore, feedback from employers that interact with UNLV directly indicate that they prefer our students to have work experience, with a general preference for related or relevant work experience. (Not including those fields where direct experience is imperative, e.g. nursing, architecture, etc.) Moreover, employers specifically conveyed that they are looking for students to

possess and demonstrate critical thinking skills, a strong ability to communicate both orally and in writing, a strong work ethic, openness to feedback, and the ability to evaluate the work that is being done and provide feedback for improvements, e.g. be a change agent. The employers further specify that they are willing to teach students the specifics of their industry if they possess the aforementioned attributes and have work experience that may or may not be directly related to their industry. Bottom line, work experience whether it is in the form of employment or an internship is vital to a new graduate's success after college.

Appendix A (attached)

Internship Courses Listed by College, 2016-17

Appendix B (attached)

Employers Approved in Hire-A-Rebel Careerlink, 2016-17

Appendix C (attached)

Internships Approved in Hire-A-Rebel Careerlink, 2016-17

Appendix D

Figure 1: Employers' hiring preferences relative to experience

HIRING PREFERENCE	2017	2016	2015	2014	2013
I prefer to hire candidates with relevant work experience	64.5%	64.2%	72.5%	74.1%	71.0%
I prefer to hire candidates with any type of work experience (doesn't matter if it's relevant or not, just some type of experience)	26.1%	27.0%	20.1%	20.7%	19.9%
Work experience doesn't typically factor into my decision when hiring a new college graduate	5.1%	6.3%	3.9%	1.1%	4.8%
Other	4.3%	2.5%	3.4%	4.0%	4.3%

Source: *Job Outlook 2017*, National Association of Colleges and Employers

Figure 2: Employers' preference as to how work experience was gained

METHOD OF GAINING EXPERIENCE	PERCENTAGE OF EMPLOYERS THAT PREFER METHOD
Internship/co-op	56%
No preference	44%

Source: *Job Outlook 2017*, National Association of Colleges and Employers

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