

Pathway Goal: Community Partnerships

Action Item #
1-2

Report:

Mid-Year: December 2016

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

Action Item Description:

Work with businesses/organizations to expand internships.

Submitted By:

Name

Sue DiBella

Department

Office of Community Engagement

Working Group Members:

Name

Raelynn Frazier

Department

Career Services

John Osborn on behalf of Deans

Lee Business School

Caleen Johnson

UNLV Foundation

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

The group addressing this action item is working to better define internships and develop a process to track them on an institutional level. They are examining ways to obtain such metrics/milestones as number of courses and list of courses providing internships, tracked by Career Services, reported by 1-1-17; define parameters of internships and explore processes to track number of existing internships, by college, reported annually; report on identification of process to track internships and make recommendations to expand them, produced by 7-1-17; recommendations for a pilot program for internships for under-represented students coordinated with Chambers of Commerce, produced by the Lee Business School, by 7-1-17.

2016-17 Accomplishments

The group identified some of the challenges associated with tracking internships: there are different departments on campus that manage internships independently, and definitions vary. Internships are managed through Career Services, academic departments, and through various other connections on campus. There does not appear to be one centralized location where employers interact with the campus to identify or create internship opportunities for UNLV students. Though the group recognizes that both employers and students seek a streamlined process for awarding internships, it recognizes that the university must also ensure an appropriate vetting of the employer and review the actual duties that are to

be accomplished to safeguard student interests and to ensure that they meet requirements of the Fair Labor Standards Act (FLSA). They must also be in alignment with the academic goals and needs of the student and the department. Career Services has compiled a list of internship courses offered at the undergraduate level based on the Undergraduate Catalog; this list is still being vetted for accuracy and updated with current information. Career Services has also assigned staff to assist with tracking and management of internships. Career Services can also provide the number of internship postings offered through Hire A Rebel based on a specific time frame. Additional accomplishments will be provided in the July 2017 report.

Recommendations

In order to fully understand how many of our students engage in internships, how many employers offer internships, and how many majors require or offer internships, there appears to be a need for a central repository where this information can be submitted, compiled, and distributed back out to campus. Developing metrics for measuring internships other than “yes/no” or “engage in internships/do not engage in internships” may prove to be more challenging than realized, but will be critical for campus reporting.

2017-18 Next steps

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

Moving forward, the subcommittee will hold focus groups with the constituents who offer internships on campus to further identify common areas that can be aligned and measured more centrally.

The current subcommittee would be responsible for this initiative (Raelynn Frazier, John Osborn, and Caleen Johnson.)

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.

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

- “Internships at UNLV” White Paper
- “Appendix A: Internship Courses Listed by College”
- “Appendix B: Employers Approved in HireAREbel Careerlink” Spreadsheet
- “Appendix C: Internships Approved in HireAREbel Careerlink” Spreadsheet

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 | | |

| 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 | Architecture Interior Architecture Design Landscape Architecture | 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 | Art Art History Graphic Design and Media | 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 | Dance | 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 | Dramatic Media Film | 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 | Jazz Studies Music Music Composition Music Education Music Performance | 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 | Theatre | Brackley Frayer - Chair | HH left message on 2/7 & 2/14 | | Brackley Frayer? - Department Chair |
| Entertainment Engineering and Design Program | | Entertainment Engineering and Design | 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. | | 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 |
| <hr/> | | | |
| <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. Kreamer? - 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 | |

Greenspun College of Urban Affa

| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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. | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 | |

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| 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 |
| Oversea 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 |

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| 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 |

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|---|---|
| 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 |

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|--|---|
| 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 |

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|---|---|
| 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 |

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| 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 |

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| 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 |

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| 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 Abroad | 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 Intern | iD Tech |
| Project Assistant | |
| Global Internship for Non-Profit | Hands 4 Others |
| Food Safety Quality Assurance Internship | US Foods - Stock Yards |

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| 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 Intern | CalPortland |
| 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. |

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| 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 |

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| 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 Knights | 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 Golden Knights | UNLV Athletics |
| Graphic Design Intern | Edvisors Network Inc |
| Paid Summer Internship, Clinical Recruiter, Human Resources | 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 Trainee | 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 Abroad | 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 Engineering | 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 Corporate | 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 Majors | UC Berkeley, Haas School of Business Undergraduate Program |
| Personal assistant for young traveling CEO | cuco.co inc. |
| FLASH Strategic Marketing Coordinator-Summer/Fall Internship | 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 |

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| 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

Raelynn Frazier, Director UNLV Career Services

John Osborn, Assistant Dean for External Relations, Lee Business School

Caleen Johnson, Director of Foundation Relations, UNLV Foundation

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

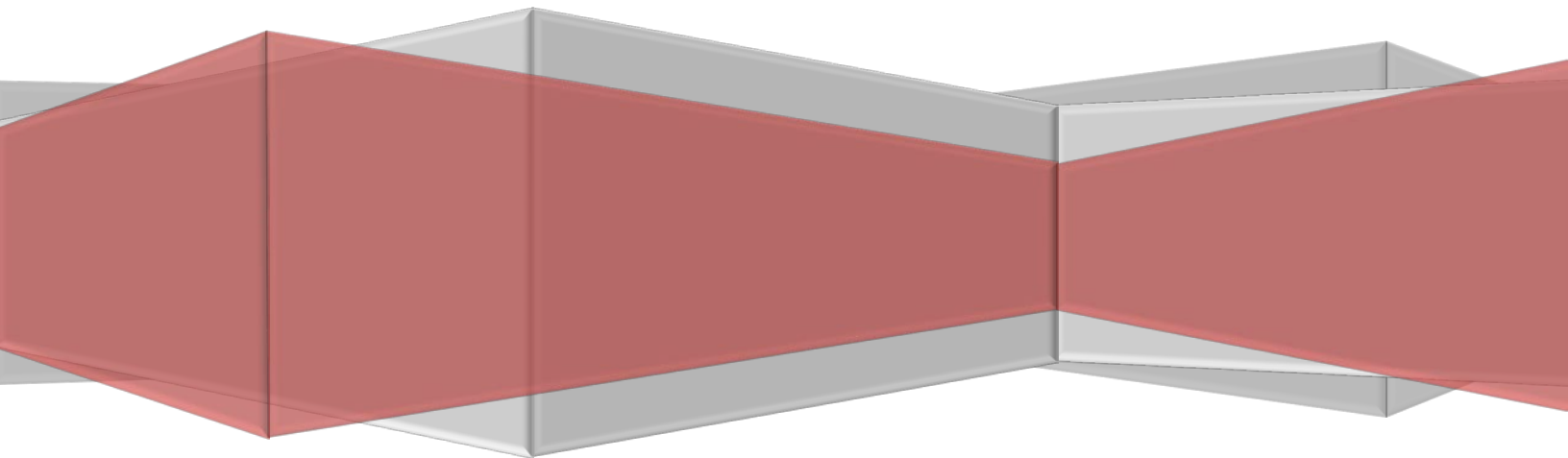


Table of Contents

| | |
|--|---------|
| Executive Summary..... | Page 3 |
| Introduction..... | Page 4 |
| Governance and Internship Definitions..... | Page 4 |
| Exemplars..... | Page 7 |
| UNLV..... | Page 9 |
| Survey Findings..... | Page 10 |
| Proposed Solution..... | Page 15 |
| Conclusion..... | Page 15 |
| Appendices..... | Page 17 |
| References..... | Page 20 |

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.

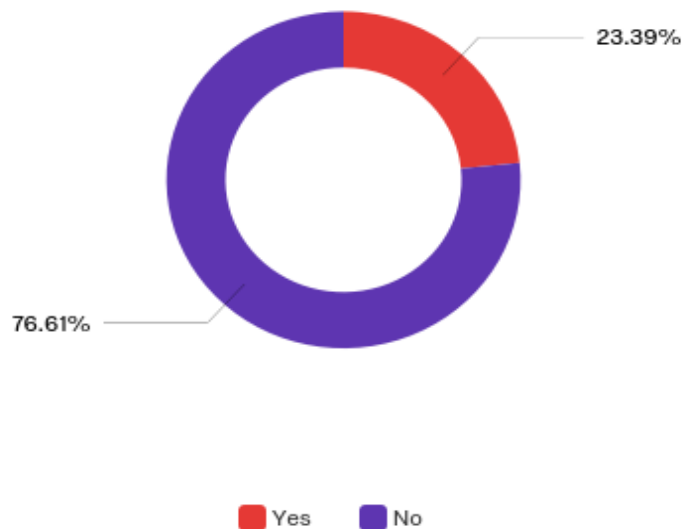
Below are the results of the survey questions:

Student Survey Responses – 250

Employer Survey Responses – 80

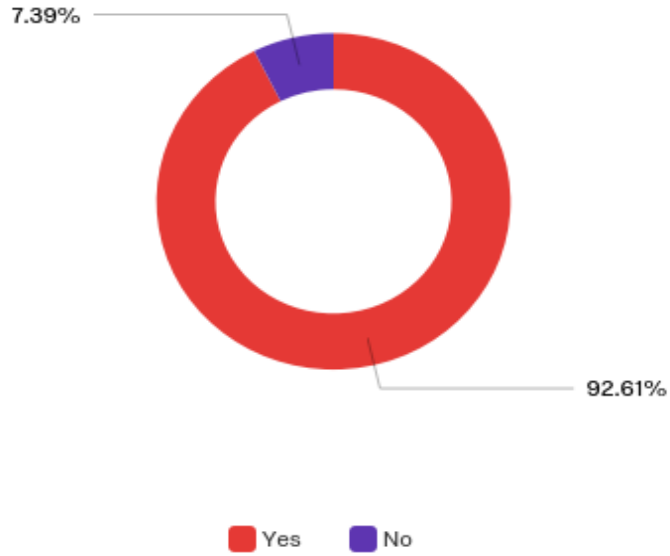
Parent Survey Responses – 95 (information is being collected throughout the entire summer)

Student Question - Have you ever participated in an internship?



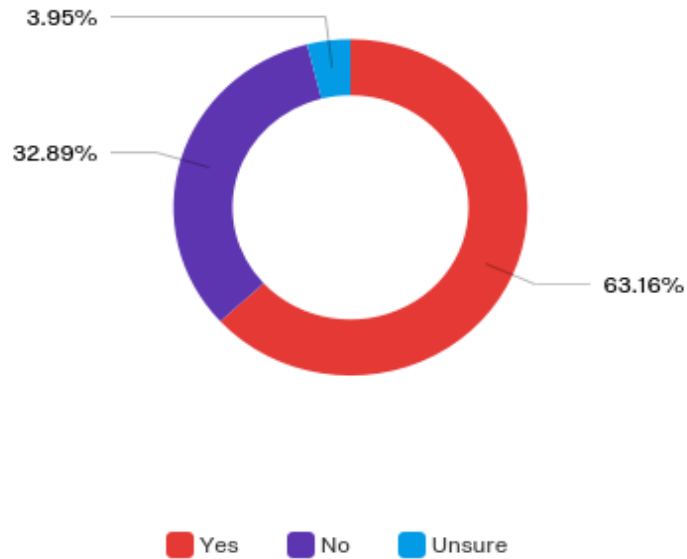
The response is overwhelmingly positive when students were asked if they would consider participating in an internship, 92.61% of the students responded affirmatively, and 7.39% responded negatively.

Student Question - Would you consider participating in an internship?

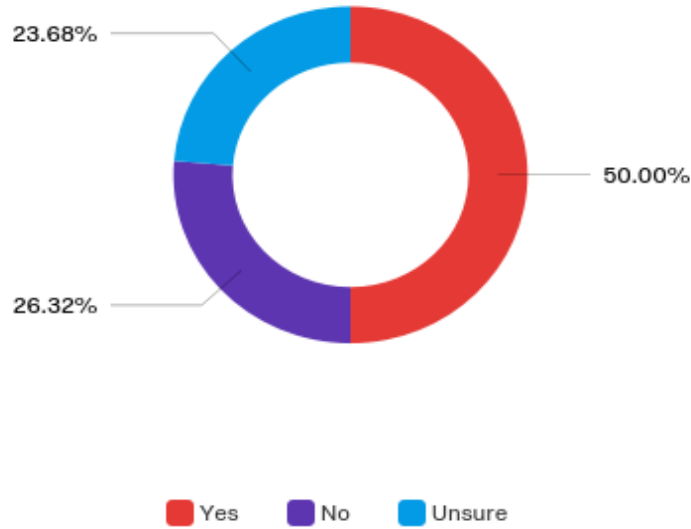


Again, this response was overwhelmingly affirmative that students would consider participating in an internship.

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

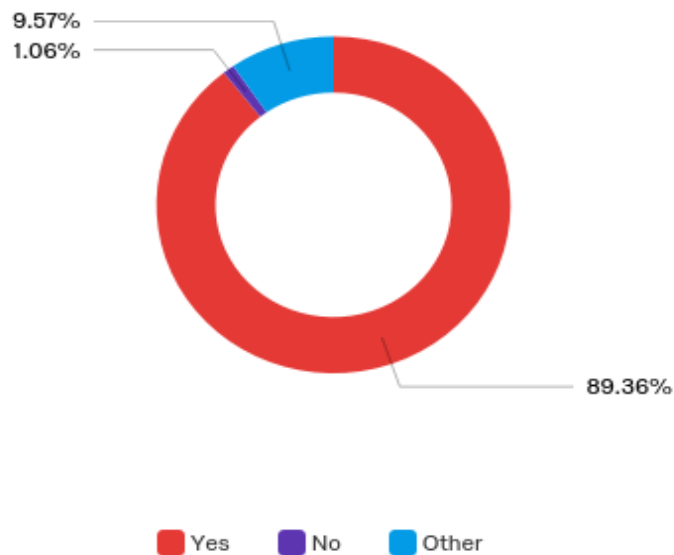


Employer Question - Would you like to develop an Internship Program and offer internships to students?



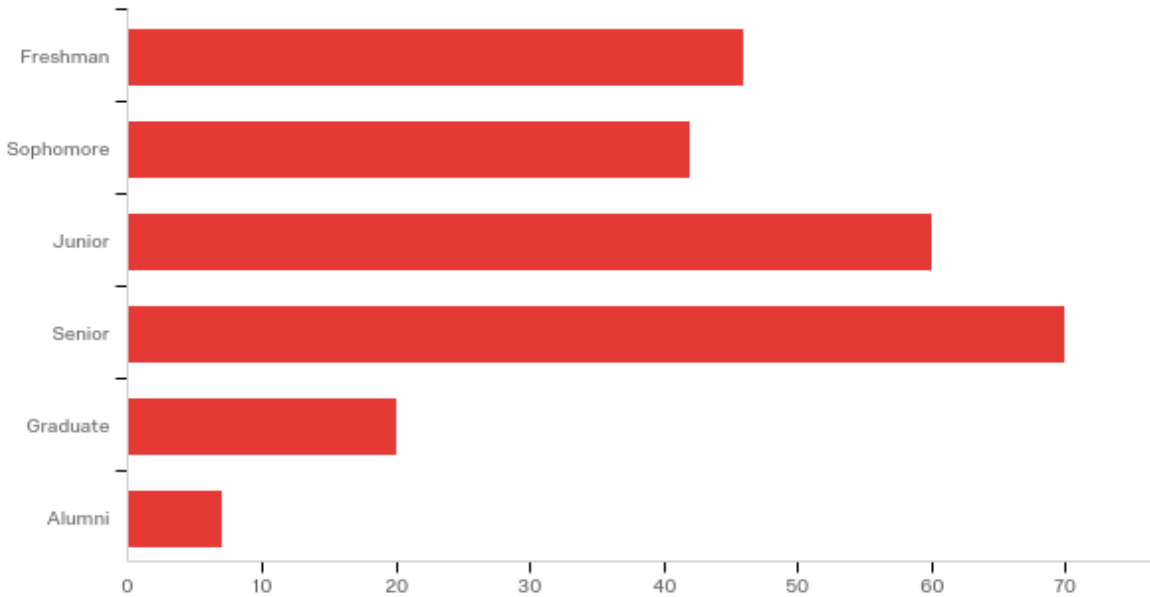
The No and Unsure responses may relate to the infrastructure and relevance of specific industries and employers' ability to offer internships and may not reflect specifically a desire to **not** engage with UNLV.

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

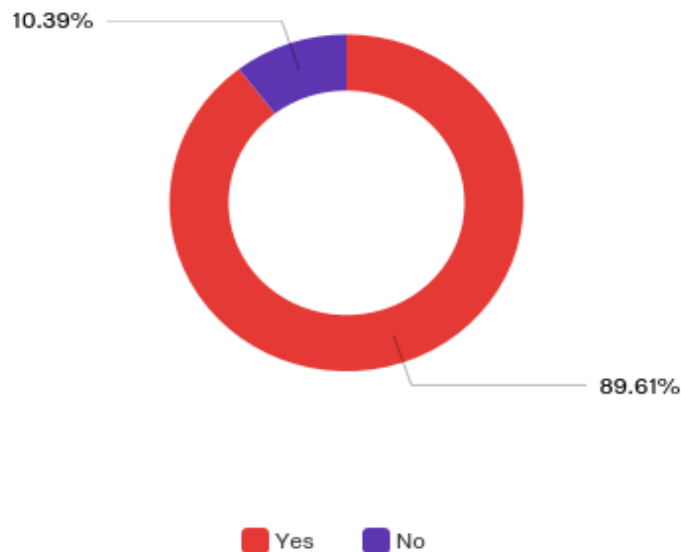


General Internship Survey Information

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

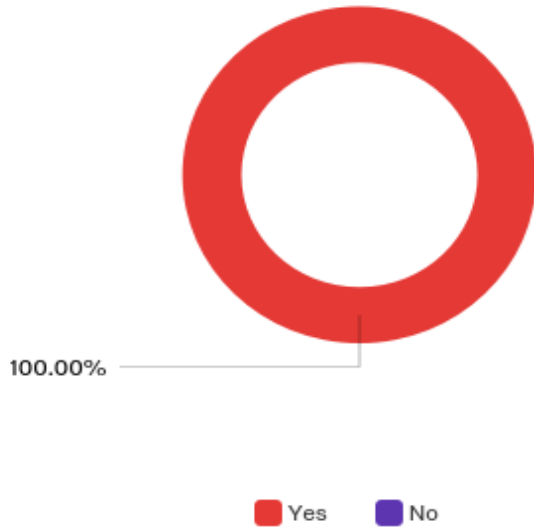


Employer Question - Overall, do our students possess the skills you demand?



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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