

ANNUAL EEO PUBLIC FILE REPORT
MENTOR PARTNERS, INC.
Big Rapids, Michigan
Covering the Period from June 1, 2012 to May 31, 2013
Date Submitted: June 1, 2013

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of Mentor Partners, Inc., Big Rapids, Michigan. This report has been placed in the public inspection file of these stations and posted on their websites.

The information contained in this Report covers the time period beginning June 1, 2012 to and including May 31, 2013 (the "Applicable Period")

The FCC's 2002 EEO Rule requires that this Report contain the following Information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO rule), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1 and 2 that follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hire actually began working. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 2

**Annual EEO Public File Report
MENTOR PARTNERS, INC.
Big Rapids, Michigan
Covering the Period from June 1, 2012 to May 31, 2013**

| RS Number | RS Information | No. of Interviewees Referred by RS over 12 month period |
|------------------|--|--|
| 1 | Michigan Works 826 N State Street., Suite B Big Rapids, MI 49307 231-796-0049 | 3 |
| 2 | Broadcast Compliance Services 1700 Rockville Pike, Suite 400 Rockville, MD 20852 866-227-4336 | 0 |
| 3 | Referral | 1 |
| 4 | On-Air Recruitment | 1 |
| 5 | WYBR-FM, WWBR-FM, WBRN-AM Wybr.com, wbrn.com, bigcountry1009.com | 3 |
| 6 | Internal Employee Promotion | 0 |
| 7 | Big Rapids HelpWanted.com | 9 |
| 8 | Walk-in at Station 18720 16 Mile Road Big Rapids, MI | 2 |
| 9 | Job Shadow/Intern | 1 |

Appendix 3

Annual EEO Public File Report MENTOR PARTNERS, INC. Big Rapids, Michigan Covering the Period from June 1, 2012 to May 31, 2013

Outreach Initiatives

1. Internship Program

Mentor Partners, Inc.'s Internship Program with Ferris State University enables two FSU students to intern at the stations, including meeting with managers, participating in station meetings, events, and promotions.

2. Job Share/Job Shadow Program

Mentor Partners, Inc has in place a Job Sharing Program with Big Rapids High School. Participants are able to observe and interact with an individual employee as they go through their workday.

3. Scholarship Program

Mentor Partners, Inc. has in place and has funded a scholarship for Radio/Television majors at Southern Illinois University. SIU faculty award this scholarship annually to one student based on financial need.

4. Supplemental Recruitment Program

Mentor Partners, Inc. is a partner with BigRapidsHelpWanted.com. Mentor Partners, Inc. uses on-air inventory to bring job seekers and employers to this website. BigRapidsHelpWanted.com helps applicants with an online resume builder, career advice, and local employment ads.

5. Supplemental Outreach Programs

- Mentor Partners, Inc. is a partner with BigRapidsHelpWanted.com. Mentor Partners, Inc. uses on-air inventory to bring job seekers and employers to this website. BigRapidsHelpWanted.com helps applicants with an online resume builder, career advice and local employment ads.
- On January 14, 2013 we conducted student tours for Big Rapids Girl Scout Troops of the Mentor Partners, Inc. broadcast facilities. On April 24, 2013 Cub Scout #174 visited and toured Mentor Partners, Inc. broadcast facilities.
- On January 25, 2013 St. Michael School students visited/toured the Mentor Partners, Inc. broadcast facilities.

- In April of 2013, General Sales Manager, Diane Scarpelli met with Mecosta Osceola intermediate School Students on their Career
- July 2012, General Sales Manager, Diane Scarpelli met with Ferris State University Music Industry Management students and faculty assisting them in the student production of the Texaco Country Music Showdown performance.
- Mecosta Osceola Transition Center Students assisted in producing and creating the Safe Trick or Treat Reflective Bags to area children.
- In April of 2013, General Sales Manager, Diane Scarpelli met with Osceola County Chamber of Commerce leadership members.
- Senior Account Executive, Beth Waldo conducted a seminar in December of 2012 for Morley Stanwood Middle School students.

Station: WBRN-AM, WWBR-FM, WYBR-FM
 Job Resources for (job ID): J019088

| Agency Name | Contact Name | Address1 | City | State | Zip | Phone | Fax | How Contacted | Not Req | Resp Int |
|---|-------------------------|--|----------------|-------|-------|--------------|--------------|---------------|---------|----------|
| AccessKent-Sheldon Complex | Daryl Delabbio | 121 Franklin SE Suite 130 | Grand Rapids | MI | 49507 | 616-336-3914 | 616-336-4015 | E | N | 0 |
| American Women In Radio & Television - Grand Rapids | Suzin Vandercook Claver | Comcast Advertising Sales 3500 Patterson | Grand Rapids | MI | 49512 | 616-247-3600 | 616-490-9505 | E | N | 0 |
| Anointed Ministries | Leon Trotter | 2317 Sylvan Avenue Southeast | Grand Rapids | MI | 49506 | 616-247-8995 | 616-247-9590 | F | N | 0 |
| Antioch Christian Center | Lisa James | 15051 177th Avenue | Grand Haven | MI | 49417 | 616-842-2513 | 616-842-8538 | E | N | 0 |
| Association for the Blind & Visually Impaired | Joy Wahby | 456 Cherry Street Se | Grand Rapids | MI | 49503 | 616-458-1187 | 616-458-7113 | E | N | 0 |
| Beacon Learning Center-Kent County | D. Frede | 1560 Leonard, NE | Grand Rapids | MI | 49505 | 616-336-4460 | | E | N | 0 |
| Belding Community Education-Adult Education | Ann VanDusen | 315 West Washington Street | Belding | MI | 48809 | 616-794-1750 | 616-794-4944 | E | N | 0 |
| Bethany Christian Services | Steve Eckert | 12048 James Street | Holland | MI | 49424 | 616-396-0623 | 616-396-2315 | E | N | 0 |
| Bethel Pentecostal Church | Janathan Austin | 834 Lake Drive, Southeast | Grand Rapids | MI | 49506 | 616-454-5654 | 616-454-2789 | E | N | 0 |
| Broadcast And Cinematic Arts | Dr. Peter Orlik | 340 Moore Hall Central Michigan University | Mount Pleasant | MI | 48859 | 989-774-3851 | 989 774 2426 | E | N | 0 |
| Career Assessment Center/Kandu | Kyle Vohlken | 121 Clover Avenue | Holland | MI | 49423 | 616-355-3321 | 616-395-8499 | E | N | 0 |
| Career Transitions | Ken Soper | 3501 Lake Eastbrook Avenue Suite 135 | Grand Rapids | MI | 49516 | | 616-954-1494 | F | N | 0 |
| Careerline Tech Center | K. Bunn | 13663 Port Sheldon Road | Holland | MI | 49424 | 616-738-8950 | 616-738-8956 | E | N | 0 |
| Center for Women in Transition | Suzanne | 304 Garden Avenue | Holland | MI | 49424 | | 616-392-5073 | F | N | 0 |
| Center for Women in Transition | Donna Cornwell | 411 Butternut Drive | Holland | MI | 49424 | | 616-355-9760 | E | N | 0 |
| Central Bethany Christian Services | Rich Gritter | 11 East 32nd Street | Holland | MI | 49423 | 616-392-2635 | 616-392-2383 | E | N | 0 |
| Christ Temple | Willie Burrel | 412 East Sherman Boulevard | Muskegon | MI | 49444 | | 231-739-9544 | E | N | 0 |
| Clare County Michigan Veterans Services | Renee Haley | 225 West Main Street | Harrison | MI | 48625 | 989-539-3273 | 989-539-4925 | E | N | 0 |
| Clare County Social Services Department | Stephen Smith | 725 Richard Drive | Harrison | MI | 48625 | | 517-539-5302 | F | N | 0 |
| College- Calvin College | Kristy Dykhouse | 3201 Burton Street, SE Career Development | Grand Rapids | MI | 49546 | | 616-526-8551 | E | N | 0 |
| College-Alma | Virginia | Career Services, | Alma | MI | 48801 | 989-463-7225 | 989-463-7353 | E | N | 0 |

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|--|--------------------------------|--|-----------------|----|-------|------------------|----------------|---|---|---|
| College-Center for Student Development | Holmes | Alma College 614 West Superior Street | | | | | | | | |
| College-Aquinas College | Sharon E. Smith, M.S.W, C.S.W. | Hruby Hall 1607 Robinson Road S.E. | Grand Rapids | MI | 49506 | 616-632-2902 | 616-732-4435 | E | N | 0 |
| College-Baker College, Muskegon-Career Services | Margie Broton | 1903 Marquette Avenue | Muskegon | MI | 49442 | 231-777-5206 | 231-777-5201 | E | N | 0 |
| College-Baker College-Cadillac-Career Services | Jackie Soltman | 9600 East 13th Street | Cadillac | MI | 49601 | (231) 876-3104x2 | (231) 775-8505 | E | N | 0 |
| College-Baltimore City Community College | Rene Johnson | 2901 Liberty Heights Ave. | Baltimore | MD | 21215 | 410-462-8250 | | E | N | 0 |
| College-Brown College | Amber Luckie | 1440 Northland Drive | Mendota Heights | MN | 55120 | 651-905-3465 | | E | N | 0 |
| College-Calvin College-Career Development | Glenn Triezenberg | 1855 Knollcrest Circle Hekman Library 372 | Grand Rapids | MI | 49546 | 616-526-6485 | 616-526-6502 | E | N | 0 |
| College-Calvin College-Communications and Media Studies | Yvonne Posthuma | DeBoss Communication Center 250A 1810 East Beltline Avenue, Southeast | Grand Rapids | MI | 49546 | 616-526-6322 | 616-526-6601 | E | N | 0 |
| College-City College of Chicago-Truman College | Kate Gillespie | 1145 West Wilson Avenue Room 2915 | Chicago | IL | 60640 | 773-907-4436 | 773-907-4464 | E | N | 0 |
| College-Columbia College-Portfolio Center-Media Production | Tim Long | 623 South Wabash Avenue Room 307 | Chicago | IL | 60605 | 312-369-7282 | 312-344-8439 | E | N | 0 |
| College-Coppin State College-Mass Communication | Peter Brooks | 2500 West North Avenue | Baltimore | MD | 21216 | 410-383-5408 | 410-462-8718 | E | N | 0 |
| College-Elmhurst College-Communications | Marjorie Goodban | 190 Prospect Street | Elmhurst | IL | 60126 | 630-617-3198 | 630-617-6461 | E | N | 0 |
| College-Elmhurst College-WRSE 88.7 FM | John Valenta | 190 Prospect | Elmhurst | IL | 60126 | 630-617-3729 | 630-614-3313 | E | N | 0 |
| College-Ferrum College/ WFFC 89.9 FM | | PO Box 1000 | Ferrum | VA | 24088 | 540-365-4338 | | E | N | 0 |
| College-Grand Rapids Community College | Nancy J. O'Brien | 143 Bostwick Northeast | Grand Rapids | MI | 49503 | 616-234-3535 | 616-234-4173 | E | N | 0 |
| College-Grand Rapids Community College Career Resource & Assessment Center | Paul Phifer | 143 Bostwick Avenue, Northeast Career Center-3rd Floor-Room 336 | Grand Rapids | MI | 49503 | 616-234-3890 | 616-234-4107 | E | N | 0 |
| College-Grand Rapids Community College WD | Fiona Hert | 143 Bostwick NE | Grand Rapids | MI | 49503 | 616-234-3744 | 616-234-3824 | E | N | 0 |

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| College-Grand Rapids Community College-Business | Glenn Gelderloos | 143 Bostwick Northeast | Grand Rapids | MI | 49503 | 616-234-4220 | 616-234-4229 | E | N | 0 |
| College-Henry Ford Community College | Jay Korinek | 5101 Evergreen Road Telecommunications Department | Dearborn | MI | 48128 | 313-845-6477 | 313-845-9600 | E | N | 0 |
| College-Hope College-Career Services | Sara DeVries | 100 East 8th Street | Holland | MI | 49423 | 616-395-7950 | 616-395-7103 | E | N | 0 |
| College-Hope College-Department of Communication | Deirdre Johnston | 257 Columbia Avenue | Holland | MI | 49423 | 616-395-7595 | 616-395-7937 | E | N | 0 |
| College-Hope College-WTHS-FM Radio Station | Susie Jolink | PO Box 9000 DeWitt Student Center-Student Development Office | Holland | MI | 49422 | 616-395-7878 | 616-395-7922 | E | N | 0 |
| College-International College of Broadcasting | Gary Doster | 6 South Smithville Road | Dayton | OH | 45431 | 937-258-8251 | 937-258-8714 | E | N | 0 |
| College-Kendall College of Art and Design | Eddie McDaniel | 17 Fountain Street, NW | Grand Rapids | MI | 49503 | 616-451-2787 | 616-451-9867 | E | N | 0 |
| College-Mid Michigan Community College, Harrison Campus | Camille Spitzley | 1375 S. Clare Avenue | Harrison | MI | 48625 | 989-386-6661 | 989-386-6613 | E | N | 0 |
| College-Missouri Valley College-Communications | Harry Carrell | 500 East College | Marshall | MO | 65340 | 660-831-4216 | 660-831-4039 | E | N | 0 |
| College-Montcalm Community College | Karen Stevens | 2800 College Dr. | Sidney | MI | 48885 | 517.291.5066 | | E | N | 0 |
| College-Muskegon Community College | Janie P. Brooks | 221 South Quarterline Road | Muskegon | MI | 49442 | 231-777-0298 | | E | N | 0 |
| College-Muskegon Community College-Veteran Student Organization | Nancy Maycroft | 221 South Quarterline Road | Muskegon | MI | 49442 | 231-777-0342 | 231-777-0480 | E | N | 0 |
| College-Walsh College of Accountancy and Business Administration | Jill English | 3838 Livernois Road | Troy | MI | 48007 | 248-823-1237 | 248-689-3306 | E | N | 0 |
| College-West Shore Community College | Wanell Cabot | 3000 S. Stiles Rd. | Scottville | MI | 49454 | 616.845.6211 | | E | N | 0 |
| College-West Virginia State College-Communications Department | Dr. David Wohl | P.O. Box 1000 | Institute | WV | 25112 | 304-766-3195 | 304-766-5100 | E | N | 0 |
| Community College, West Shore | Gerald Svendor | Technologies Division 3000 North Stiles Road | Scottville | MI | 49454 | 231-845-6211 | | E | N | 0 |
| Community | Chris | 425 West Western | Muskegon | MI | 49440 | 231-722-4538 | 231-722-4616 | E | N | 0 |

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| Foundation for Muskegon County | McGuigan | Avenue Suite 200 | | | | | | | | |
| Comunidad Cristiana Vida Nueva | Reverend John Hutt | 167 West 20th Street | Holland | MI | 49423 | 616-396-5661 | 616-396-5880 | E | N | 0 |
| Connecticut School of Broadcasting, Arlington | R. J. Narsavage | 2170 Crystal Plaza Arcade, #38 | Arlington | VA | 22202 | 703-415-7600 | 703-415-0238 | E | N | 0 |
| Cristo Rey Community Center | Bob Vogel | 1717 North High Street | Lansing | MI | 48906 | 517-372-4700 | 517-372-8499 | E | N | 0 |
| Department of Social Services | Dave VanHouten | 10641 West Watergate Road | Cadillac | MI | 49601 | 231-779-4500 | 231-779-4507 | F | N | 0 |
| Department of Social Services | Dennis Major | 800 Water Tower Road PO Box 913 | Big Rapids | MI | 49307 | 231-796-4300 | 231-796-0799 | F | N | 0 |
| Department of Social Services | Larry Boitnott | 915 Diana Street PO Box 370 | Ludington | MI | 49431 | 231-845-7391 | 231-843-1430 | F | N | 0 |
| Department of Social Services | Stephen Smith | 220 East Church Street PO Box 63 | Reed City | MI | 49677 | 616-832-4100 | 616-832-4117 | F | N | 0 |
| Detroit Area Film & Television | Janice King | PO Box 1443 | Royal Oak | MI | 48068 | 248-547-0847 | 248-547-1223 | E | N | 0 |
| Disability Connection | Susan Cloutier-Myers | 27 East Clay | Muskegon | MI | 49442 | 231-722-0088 | 231-722-0066 | E | N | 0 |
| DMG-Maximus | | 935 North Washington Avenue M.A.C. Building | Lansing | MI | 48906 | 517-484-4240 | 517-484-3011 | F | N | 0 |
| El Vocero Hispano | Francesca Fantana | 1438 Eastern, South East | Grand Rapids | MI | 49507 | 616-246-6023 | 616 246-1228 | E | N | 0 |
| Ewart Public Schools-Michigan | Carol Bogner | 901 North Main Street | Ewart | MI | 49631 | 231-734-3051 | 231-734-3367 | E | N | 0 |
| Faith Ministries Center | David Spearman | 200 Madison, SE | Grand Rapids | MI | 49503 | (616) 454-0342 | (616) 454-1593 | E | N | 0 |
| Ferris State University-Bulldog Radio-FM | Zack East | 1201 South State Street Masselink Hall | Big Rapids | MI | 49307 | 231-591-2912 | 231-591-2688 | E | N | 0 |
| Geoffrey R Conway School of Broadcating and Communication | J. Mattka | PO Box 486 | Niagra Falls | NY | 14302 | 905-332-0444 | 905-332-0444 | E | N | 0 |
| Gier Community Center | Milton Alston | 2400 Hall Street | Lansing | MI | 48906 | 517-483-4313 | 517-377-0075 | E | N | 0 |
| Good Samaritan Ministries | Katie Wood | 513 Ewat Eighth Street Suite 25 | Holland | MI | 49423 | 616-392-7159 | 616-392-5889 | E | N | 0 |
| Goodwill Association of Michigan | Randy Slikkers | 3111 Grand River Avenue PO Box 426 | Penwater | MI | 49449 | 231-869-5847 | 231-869-5847 | E | N | 0 |
| GOODWILL INDUSTRIES | LORI | 393 E LAKEWOOD BLVD | HOLLAND | MI | 49424 | 231-393-0383x | (231) 830-0005 | F | N | 0 |
| Goodwill Industries of West Michigan, Incorporated | Richard Carlson | 271 East Apple | Muskegon | MI | 49442 | 231-722-7871 | 231-728-6408 | E | N | 0 |

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|---|-------------------|---|----------------|----|-------|------------------|---------------|---|---|---|
| GOODWILL WORKFORCE CENTER | LORI | 2518 HENRY ST | MUSKEGON | MI | 49441 | 231-739-9010x | 231-830-0005 | F | N | 0 |
| Heights of Hope | Tracy Forbes | 995 East 8th Street | Holland | MI | 49423 | 616-392-8559 | 616-392-7601 | E | N | 0 |
| Hispanic Center of Western Michigan | Yamilka Acosta | 1204 Grandville Avenue, SE | Grand Rapids | MI | 49503 | 616-742-0200 | 616-742-0205 | E | N | 0 |
| Holland Chamber of Commerce | Jane Clark | 272 East 8th Street | Holland | MI | 49423 | 616-392-2389 | 616-392-7379 | E | N | 0 |
| Holland City Hall | Al Serrano | 270 South River Avenue | Holland | MI | 49423 | 616-355-1328 | 616-355-1490 | E | N | 0 |
| Holland Urban Resource Development League (HURDL) | Willis Weymon | 184 East 7th Street | Holland | MI | 49423 | 616-392-1667 | 616-392-7440 | E | N | 0 |
| Hope Network-West Michigan | Nancy Martin | 3075 Orchard Vista Drive | Grand Rapids | MI | 49548 | 616-301-8000 | 616-301-8010 | E | N | 0 |
| Institute for Healing Racism | Laticia Trice | 571 Apple Avenue Suite 206 | Muskegon | MI | 49442 | 231-720-2105 | 616-771-0318 | E | N | 0 |
| ITHACA COLLEGE/DEPT OF TELEVISION/RADIO | WENMOUTH WILLIAMS | 953 DANBY RD 376 PARK HALL | ITHACA | NY | 14850 | 607-274-3331 | 607-274-7041 | E | N | 0 |
| ITT Technical Institute-Wyoming, MI (Grand Rapids) | Jennifer Hance | 1980 Metro Court South West | Wyoming | MI | 49519 | 616-406-1200 | 616-406-1294 | E | N | 0 |
| Kendall College of Art and Design - Career Services | Christine Brown | 111 Division Avenue, North Ionia Building-Resource Center-1st Floor | Grand Rapids | MI | 49503 | 616.451.2787 x27 | 616 451-9867 | E | N | 0 |
| Kent County Family Independence Agency | Nancy Marshall | 415 Franklin Street, SE | Grand Rapids | MI | 49507 | 616-247-6000 | 616-247-6293 | E | N | 0 |
| Kuyper College | Evan Heerema | 3333 East Beltline NE | Grand Rapids | MI | 49525 | 616-988-3643 | 616-988-3608 | E | N | 0 |
| LAKESHORE CIL | JOB PLACEMENT | 426 CENTURY LANE | HOLLAND | MI | 49423 | 616-396-5326x | 616-396-3220 | F | N | 0 |
| Latin Americans United for Progress-LAUP | Tino Reyes Sr. | 371 Fairbanks Avenue, Suite 105 PO Box 1384 | Holland | MI | 49422 | 616-392-5058 | 616-392-5058 | E | N | 0 |
| LINCOLN UNIV/JOURNALIS M-COMMUNICATIONS | DON GOVANG | 820 CHESTNUT ST | JEFFERSON CITY | MO | 65102 | 573-681-5280x | 573-681-5438 | E | N | 0 |
| Lutheran Social Services of Michigan | Lynda Bar | 270 Fulton St. E | Grand Rapids | MI | 49503 | 616-356-1934 | 616- 356-5779 | E | N | 0 |
| Michigan Association of Broadcasters | Denise Weston | 819 North Washington Avenue | Lansing | MI | 48906 | 800-968-7622 | 517-484-5810 | E | N | 0 |
| Michigan Department of Civil Rights | Linda V. Parker | 350 Ottawa Avenue, NW # 2 | Grand Rapids | MI | 49503 | 616-356-0380 | 616-356-0399 | F | N | 0 |

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| MICHIGAN REHABILITATION SERVICES | GARY | 350 OTTAWA STREET, NW | GRAND RAPIDS | MI | 49503 | 616-242-6450x | (616) 242-6460 | F | N | 0 |
| Michigan Works-Gratiot County | Carolyn Newell | 327 East Center Street | Alma | MI | 48801 | 989-466-4832 | 989-466-9734 | E | N | 0 |
| Michigan Works-Ionia County Service Center | R. Dean Morehead | 307 West Adams Street | Ionia | MI | 48846 | 616-527-1360 | 616-527-1421 | E | N | 0 |
| Michigan Works-Isabella County-Mt. Pleasant Service Center | Heidi Rich | 1803 South Mission Street | Mt Pleasant | MI | 48858 | 989-772-5304 | 989-772-4830 | E | N | 0 |
| Michigan Works-Kent County Area Community Service Employment and Training | Beverly Drake | 144 East Fulton Street | Grand Rapids | MI | 49503 | 616-336-4100 | 616-336-4118 | E | N | 0 |
| Michigan Works-Kent County-Area Community Service Employment and Trianing | Beverly Drake | 836 Fuller Northeast | Grand Rapids | MI | 49503 | 616-336-7740 | 616-336-4192 | E | N | 0 |
| Michigan Works-Kent County-Area Community Service Employment and Trianing-M | Beverly A. Drake | 215 Straight Avenue Northwest | Grand Rapids | MI | 49505 | 616-336-4180 | 616-336-4193 | E | N | 0 |
| Michigan Works-Kent county-Grand Rapids | Beverly Drake | 1550 Leonard, N.E. | Grand Rapids | MI | 49505 | 616-336-4460 | 616-336-7774 | E | N | 0 |
| Michigan Works-Kent County-M-Tech Service Center | George Waite | 622 Godfrey SW | Grand Rapids | MI | 49503 | 616-234-3398 | 616-234-3829 | E | N | 0 |
| Michigan Works-Lake County-Baldwin Service Center | Paul Griffith | 5252 South M-37 | Baldwin | MI | 49304 | 231-745-2703 | 231-745-2704 | E | N | 0 |
| Michigan Works-Montcalm County Central Area Consortium | Ronald Retzloff | 904 Oak Drive, Turk Lake PO Box 368 | Greenville | MI | 48838 | 616-754-9315 | 616-754-9310 | E | N | 0 |
| Michigan Works-Montcalm County-Greenville Service Center | John Van Nieuwenhuyzen | 114 South Greenville West Drive | Greenville | MI | 48838 | 616-754-3611 | 616-754-2898 | E | N | 0 |
| Michigan Works-Muskegon and Oceana Counties-Goodwill -Satellite | Lori Blamer | 765 West Norton Avenue Suite C | Muskegon | MI | 49441 | 231-739-9010 | 231-830-0005 | E | N | 0 |
| Michigan Works-Muskegon and Oceana County-Family Services | Paul Roy, Jr. | 1516 Peck Street | Muskegon | MI | 49441 | 231-726-2626 | 231-728-7201 | E | N | 0 |
| Michigan Works-Muskegon and Ocena Counties-Department of Employment and Tra | Wendy J. Ohst | 1611 Oak Avenue | Muskegon | MI | 49442 | 231-724-6381 | 231-724-6687 | E | N | 0 |

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| Michigan Works-Muskegon County Employment and Resource Center | Nancy Griffin | Muskegon Heights WDC 2913 Hoyt Street | Muskegon Heights | MI | 49444 | 231-739-2247 | 231-739-1835 | E | N | 0 |
| Michigan Works-Muskegon County-White Lake WDC | Judith Kell | 541 Slocum Street | Whitehall | MI | 49461 | 231-893-1091 | 231-893-3621 | E | N | 0 |
| Michigan Works-Ottawa County | William Raymond | 121 Clover Avenue | Holland | MI | 49423 | 616-396-2154 | 616-396-1620 | E | N | 0 |
| Michigan Works-Ottawa County-Grand Haven Satellite | Cathy Simons | Grand Haven Service Center 1830 172nd St, Suite G, D&W Plaza | Grand Haven | MI | 49417 | 616-296-0776 | 616-296-0818 | E | N | 0 |
| Michigan Works-Sparta Satellite One Stop | Beverly Drake | 36 Applewood Drive | Sparta | MI | 49345 | 616-887-2860 | 616-887-2791 | E | N | 0 |
| Michigan Works-West Central-Big Rapids | Maria Williamson | 826 North State Street Suite 3 | Big Rapids | MI | 49307 | 231-796-0049 | 231-796-2894 | E | N | 0 |
| Michigan Works-West Central-Mecosta County | Michael Wyman | 14330 Northland Drive | Big Rapids | MI | 49307 | 231-796-0049 | 231-796-2894 | E | N | 0 |
| Michigan Works-West Central-Newaygo County-Fremont | Char Holloway | 4747 West 48th Street | Fremont | MI | 49412 | 231-924-3230 | 231-924-4860 | E | N | 0 |
| Michigan Works-Wexford County Service Center | Robert Best | 401 North Lake Street Suite 700 | Cadillac | MI | 49601 | 231-775-3408 | 231-775-1584 | E | N | 0 |
| MONTCALM COMMUNITY COLLEGE | KAREN STEVENS | 2800 COLLEGE DRIVE | SIDNEY | MI | 48885 | 989-328-1231 | 989-328-2950 | E | N | 0 |
| Muskegon County Department of Employment and Training | Paul Roy Jr. | Muskegon/Ocean a Consortium 1611 Oak Avenue | Muskegon | MI | 49442 | 231-724-6687 | 231-724-6687 | E | N | 0 |
| MUSKEGON COUNTY SOCIAL SVC | JANEANE MORRISSEY | 2700 BAKER ST P.O. BOX 4290 | MUSKEGON HEIGHTS | MI | 49444 | 231-733-3700x | (231) 733-3872 | F | N | 0 |
| NAACP | | 505 South 8th Street | Paducah | KY | 42003 | 270-443-5430 | 270-443-5430 | F | N | 0 |
| NAACP | Charles Misheaux | 625 North Euclid Avenue | Saint Louis | IL | 63108 | 314-361-8600 | 314-361-4334 | F | N | 0 |
| NAACP Indianapolis Branch | Natalie Bryant | 300 East Fall Creek Parkway North Drive PO Box 88676 | Indianapolis | IN | 46208 | 317-925-5127 | | E | N | 0 |
| NAACP of Fort Wayne, Indiana | Reverend Bill McGill | 1307 East Lewis Street | Fort Wayne | IN | 46806 | 260-426-1255 | 260-580-5735 | E | N | 0 |
| NAACP- Terra Haute Chapter | Theresa Bynum | P.O. Box 441 | Terra Haute | IN | 47808 | 812-234-4209x235 | | E | N | 0 |
| NAACP-Albion Michigan | Lenn Reid | PO Box 751 | Albion | MI | 49224 | 517-629-2283 | | E | N | 0 |
| NAACP-Altoona, Pennsylvania | Donald Witherspoon | 2100 6th Avenue | Altoona | PA | 16602 | 814-942-1126 | 814-946-5451 | F | N | 0 |

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|--|--------------------------|--|---------------|----|-------|----------------|----------------|---|---|---|
| NAACP-Celveland, Ohio | Neisha | 2131 Stokes Boulevard | Cleveland | OH | 44106 | 216-231-6260 | 216-231-5659 | E | N | 0 |
| NAACP-Cincinnati, Ohio | Deborah | 2500 Kemper Lane #1 | Cincinnati | OH | 45206 | 513-281-1900 | 513-281-4454 | F | N | 0 |
| NAACP-Flint | A. C. Dumas | PO Box 1336 | Flint | MI | 48501 | 810-785-3733 | 810-785-3301 | F | N | 0 |
| NAACP-Lenawee County | Jeanette Henagan | 1544 Ramblewood Court | Adrian | MI | 49221 | 517-263-1714 | | E | N | 0 |
| NAACP-Macomb County | Ruthie Stevenson | PO Box 1063 | Mount Clemens | MI | 48046 | 586-783-7530 | 586-783-5541 | F | N | 0 |
| NAACP-Monroe County Branch | William Vance | PO Box 243 | Bloomington | IN | 47402 | 812-332-1513 | | E | N | 0 |
| NAACP-National Branch-Baltimore, Maryland | Yolanda Hunter | 4805 Mount Hope Drive | Baltimore | MD | 21215 | 877-622-2798 | 410-580-5735 | E | N | 0 |
| NAACP-Niles | Reverend Saundria Wilson | 924 Cherry Street | Niles | MI | 49120 | 616-683-0249 | 419-624-8825 | F | N | 0 |
| NAACP-Three Rivers | Elizabeth O'Dell | PO Box 1006 | Three Rivers | MI | 49093 | 269-273-3170 | 269-273-5050 | F | N | 0 |
| NAACP-Van Buren County | Flozene King | 72238 East 34th Avenue | Covert | MI | 49043 | 269-764-3718 | 269-764-8598 | F | N | 0 |
| NAACP-Washington Bureau | Hilary Shelton | 1156 15th Street, NW Suite 915 | Washington | DC | 20005 | 202-463-2940 | 202-463-2953 | E | N | 0 |
| NAACP-Ypsilanti-Willow Run | Sharon Newton-Glen | PO Box 107 | Whittaker | MI | 48190 | 734-480-9654 | 734-480-9853 | F | N | 0 |
| NORTHWEST MICHIGAN JOBNET | | 1450 U.S. 31 #2 | BENZONIA | MI | 49616 | 231-348-6622x | 231-348-6672 | F | N | 0 |
| Ohio and Illinois Centers for Broadcasting | Gary James | 9000 Sweet Valley Drive | Valley View | OH | 44125 | 216-447-9117 | 216-642-9232 | E | N | 0 |
| Radio 1 Broadcast School | Joe Deschler | 700 3rd Street North Suite LL7 | La Crosse | WI | 54601 | 507-450-4604 | | E | N | 0 |
| RAVE (Relief After Violent Encounter) | Jody Smith | 109 Spring Street PO Box 472 | St Johns | MI | 48879 | 989-224-4662 | 989-224-6947 | E | N | 0 |
| Renaissance Church of God in Christ | Dennis McMurray | 1001 33rd Street, SE | Grand Rapids | MI | 49508 | 616-243-0991 | 616-246-1477 | E | N | 0 |
| River of Life Ministries | Rosemary Barnes | 950 12th Street, NW | Grand Rapids | MI | 49514 | (616) 459-7244 | (616) 454-6525 | E | N | 0 |
| Saginaw Chippewa Indian Tribe of Michigan | Dennis V. Kequom | Tribal Office 7070 East Broadway | Mt. pleasant | MI | 48858 | 989-775-5600 | 989-775-5601 | E | N | 0 |
| Saint Patrick's Catholic Church-Catholic Charities | Katie Krizan | 920 Fulton Street | Grand Haven | MI | 49417 | 616-842-0001 | 616-842-1174 | E | N | 0 |
| SALVATION ARMY | CARL OLEXA | 1215 EAST FULTON ST | GRAND RAPIDS | MI | 49503 | 616-459-9468 | 616-459-5372 | F | N | 0 |
| Snelling Personnel - Permanent Division | Eric Egeland | Brookfield Office Plaza, Suite B-100 950 28th Street | Grand Rapids | MI | 49508 | 616-452-2154 | 616-452-1685 | E | N | 0 |

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| | | South East | | | | | | | | |
| SOCIAL SERVICE DEPT | PHIL LARSON | 920 E. LINCOLN P.O. BOX 506 | IONIA | MI | 48846 | 616-527-5200x | (616) 527-1849 | F | N | 0 |
| Social Services-Ottawa County Social Services Department | Loren Snippe | 12265 James Street Suite 100 | Holland | MI | 49424 | 616-394-7200 | 616-394-0029 | F | N | 0 |
| Society of Professional Journalists | Joe Skeel | 3909 North Meridian Street | Indianapolis | IN | 46208 | 317-927-8000 | 317-920-4789 | E | N | 0 |
| Southern Illinois University-Carbondale-College of Mass Communication | Krissi Geary-Boehm | 1100 Lincoln Drive Room 1012, Mail Code 6606 | Carbondale | IL | 62901 | 618-453-4308 | 618-453-7714 | E | N | 0 |
| Specs Howard School of Broadcast Arts | Angenetta Hicks | 19900 West Nine Mile Road | Southfield | MI | 48075 | 248-358-9000 | 248-746-9770 | E | N | 0 |
| Telemon Corporation-Job Connections | C. Flores | 119 Clover Avenue | Holland | MI | 49423 | 616-396-5160 | 616-396-6992 | E | N | 0 |
| University of Kansas-Communications Department | Dr. Kunkel | 1440 Jayhawk Blvd Bailey Hall # 102 | Lawrence | KS | 66045 | 785-864-3633 | 785-864-5203 | E | N | 0 |
| University of Kansas-KJHK | Tom Johnson | 1301 Jayhawk Boulevard | Lawrence | KS | 66045 | 785-864-2422 | 785-864-4339 | E | N | 0 |
| University of Maryland-Communications | Elizabeth Toth | 2130 Skinner Building | College Park | MD | 20742 | 301-405-8979 | 301-314-9471 | E | N | 0 |
| University of Michigan-WCBN-FM 88.3 Ann Arbor | Jason Voss | 530 Student Activities Building | Ann Arbor | MI | 48109 | 734-647-4122 | | E | N | 0 |
| University of The District of Columbia-Mass Media | Isadora Posey | 4200 Connecticut Avenue NW Building 44, Room 200-18 | Washington | DC | 20008 | 202-274-5548 | | E | N | 0 |
| University of Wisconsin-LaCrosse-Communication Studies | Dr. Linda Dickmeyer | 1725 State Street 346 Center for the Arts | La Crosse | WI | 54601 | 608-785-8519 | 608-785-6719 | E | N | 0 |
| University-Ashland University Radio and TV | Daniel O'Rourke | 401 College Avenue | Ashland | OH | 44805 | 419-289-4142 | | E | N | 0 |
| University-Central Michigan University-WCMU-89.5 FM | John Sheffler | 1999 East Campus Drive WCMU Radio | Mount Pleasant | MI | 48859 | 989-774-3851 | 989-774-2426 | E | N | 0 |
| University-Central Michigan University-WCMU-TV | Rick Schudiske | WCMU Public Broadcasting 1999 East Campus Drive | Mt. Pleasant | MI | 48859 | 989-774-3105 | 989-774-4427 | E | N | 0 |
| University-Chicago State University-Communications-Media Arts | Arthur M. Reese | 9501 South King Drive Douglas Library, #116 | Chicago | IL | 60628 | 773-995-2280 | 773-995-2490 | E | N | 0 |

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|--|-------------------------|--|--------------|----|-------|----------------|--------------|---|---|---|
| University-Davenport University, Holland | Linda Sievert | 643 South Waverly Road | Holland | MI | 49423 | 616-395-4621 | 616-395-4698 | E | N | 0 |
| University-DePauw University-Communication Arts | | 101 East Seminary Street | Greencastle | IN | 46135 | 765-658-4800 | | E | N | 0 |
| University-Duquesne University-Communications | Ronald C. Arnett, Ph.D. | 600 Forbes Avenue | Pittsburgh | PA | 15282 | 412-396-5076 | 412-396-4792 | E | N | 0 |
| University-Eastern Illinois University-Communication Studies | Mark Borzi | 600 Lincoln Avenue | Charleston | IL | 61920 | 217-581-2016 | 217-581-5718 | E | N | 0 |
| University-Eastern Michigan University-Department of Communicati | Keith Damron | 129 Quirk Building | Ypsilanti | MI | 48197 | 734-487-0064 | 734-487-3443 | E | N | 0 |
| University-Ferris State University | Laurie Kilbourne | Timme Center for Student Services 1201 South State Street | Big Rapids | MI | 49307 | 231-591-2685 | 231-591-2688 | E | N | 0 |
| University-Ferris State University-Department of Communications | Dr. Elizabeth Wilson | 820 Campus Drive JOH 120 | Big Rapids | MI | 49307 | 231-591-2530 | | E | N | 0 |
| University-Ferris State University-Educational & Career Counseling | Debra Cox, LPC | Starr 313 | Big Rapids | MI | 49307 | 231-591-3057x2 | 800-591-3060 | E | N | 0 |
| University-Franciscan University | Nancy Ronevich | 1235 University Blvd. | Steubenville | OH | 43952 | 740-283-3771 | 740-283-6452 | E | N | 0 |
| University-Grand Valley State University | Troy Farley | 206 Student Services Building 1 Campus Drive | Allendale | MI | 49401 | 616-331-3266 | 616-331-2070 | E | N | 0 |
| University-Grand Valley State University-Meijer Campus | Charleen Hayes-Joseph | 5156 South Wavery Road | Holland | MI | 49423 | 616-331-3311 | 616-331-2070 | E | N | 0 |
| University-Howard University-School of Communications | Carole Dudley | 2400 6th Street NW | Washington | DC | 20059 | 202-806-7690 | 202-232-8305 | E | N | 0 |
| University-James Madison University-Media Arts | Steven Anderson | | Harrisonburg | VA | 22807 | 540-568-3032 | 540-568-3814 | E | N | 0 |
| University-Missouri State University of Science & Technology-KMN | Jeff Schramm | 1870 Miner Circle 113E University Center W | Rolla | MO | 65409 | 573-341-4808 | 573-341-6021 | E | N | 0 |
| University-Missouri State University-KSMU Radio | Tammy Wiley | 901 South National Avenue | Springfield | MO | 65897 | 417-836-5878 | 417-836-5889 | E | N | 0 |
| University-Saint Xavier University-Communications | Ronald Mark | 3700 W 103rd Street | Chicago | IL | 60655 | 773-298-3000 | 773-779-9061 | E | N | 0 |
| University-Southern | Frank Akers | Dunham Hall | Edwardsville | IL | 62026 | 618-650-2228 | | E | N | 0 |

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| Illinois University- WSIE 88.7 FM | | Box 1058-SIUE | | | | | | | | |
| University-Western Kentucky University-School of Journalism | James Letourneau | 1906 College Heights Boulevard School of Journalism and Broadcasting- #11070 | Bowling Green | Ky | 42101 | 270-745-4144 | | E | N | 0 |
| Urban League of Greater Muskegon | Rodney Brown | 425 Catawaba Avenue | Muskegon | MI | 49442 | 231-726-6019 | 231-722-2728 | E | N | 0 |
| Urban League- Grand Rapids | Dr. Walter M. Brame, Ed.D | 745 Eastern Avenue, SE | Grand Rapids | MI | 49503 | 616-245-2207 | 616-245-6510 | E | N | 0 |
| Urban Youth Ministry | Teddy Davis | 514 Lincoln | Holland | MI | 49423 | 616-392-2508 | 616-395-4174 | F | N | 0 |
| Wedgewood Christian Youth and Family Services | Teri Clark | 3300 36th Street, SE | Grand Rapids | MI | 49512 | 616-942-2110 | 616-942-0589 | E | N | 0 |
| West Central Michigan Employment and Training | Paul Griffith | 110 Elm Street | Big Rapids | MI | 49307 | 231-796-4891 | 231-796-8316 | E | N | 0 |
| WGVU - Channel 35 | Amanda Reader | 301 West Fulton Street | Grand Rapids | MI | 49504 | 616-331-6666 | 616-331-6625 | E | N | 0 |
| WHPK/ University of Chicago | | 5706 South University Avenue | Chicago | IL | 60637 | 773-702-8289 | 773-834-1488 | E | N | 0 |
| WICB/ Ithaca College Radio Station | | 953 Danby Road | Ithaca | NY | 14850 | | | E | N | 0 |
| WIIT/ Illinois Institute of Technology | | 3300 South Federal | Chicago | IL | 60616 | 312-567-6087 | 312-567-8930 | E | N | 0 |
| Will/ University of Illinois- Urbana | | 300 North Goodwin Avenue | Urbana | IL | 61801 | 217-333-0850 | 217-244-9586 | F | N | 0 |
| Women in the NAACP | Mary Smith Forest | 1306 Basswood Circle | Bloomington | IN | 47403 | 812-330-0707 | | E | N | 0 |
| Women's Resource Center | Sharon Caldwell- Newton | 678 Front Avenue, NW Suite 180 | Grand Rapids | MI | 49504 | 616-458-5443 | 616-458-9933 | E | N | 0 |
| Workforce Development | Ralph Loeschner | 904 Oak Drive, Turk Lake P.O. Box 386 | Greenville | MI | 48838 | 616-754-9315 | 616-754-9310 | F | N | 0 |
| Workforce Development Center | Linda Molder | 2518 Henry | Muskegon | MI | 49441 | 616-739-9010 | 616-830-0005 | F | N | 0 |
| WVKC/Knox College | | 2 East South Street Box K-254 | Galesburg | IL | 61401 | 309-341-7266 | 309-341-7571 | E | N | 0 |
| WXAV/Saint Xavier University | | 3700 West 103rd Street | Chicago | IL | 60655 | 773-298-3375 | 773-298-3381 | E | N | 0 |
| Youth Development Corporation | Kimberly Herlick | 806 North Capital Avenue | Lansing | MI | 48906 | 517-482-2081 | 517-482-2022 | E | N | 0 |
| Zeeland Adult Education | Celeste Henry | 3333 96th Avenue PO Box 110 | Zeeland | MI | 49464 | 616-748-3220 | 616-748-3225 | F | N | 0 |
| Total Resources: 201 | | | | | | | | | | |

