

Mentor Partners, Inc. EEO Report

May 9, 2012

Mentor Partners, Inc. the licensee of WYBR, WWBR and WBRN, Big Rapids, MI is committed to widely disseminating information for all job openings. The job openings will determine the dissemination methods. Information about all fulltime openings have been and will continue to be disseminated. Mentor Partners, Inc. mails or posts job descriptions to a diverse group of organizations to insure all areas of the community are aware of the openings. If there are exigent circumstances, such as confidentiality or an opening which requires unique talents, Mentor Partners, Inc. will endeavor to enact an alternative recruitment plan. However, it is our intention to keep exigent circumstances to a minimum.

Programming, Production and News: Mentor Partners, Inc. disseminates job opening information by using Broadcast Compliance Services, the State of Michigan, Michigan Works Job Bank, the Michigan Association of Broadcasters Job Bank, Spec Howard Broadcast School, and the All Access national help wanted web site, WYBR.com, Big Country 1009.com, WBRN.com, and Bigrapidsdailynews.com.

Sales: Mentor Partners, Inc. disseminates job opening information by using Broadcast Compliance Services, the Michigan Works Job Bank, on air commercials that air on WYBR, WWBR and WBRN, Bigrapidshelpwanted.com, WYBR.com, Big Country 1009.com, WBRN.com, Bigrapidsdailynews.com, and the Big Rapids Pioneer newspaper.

Mentor Partners, Inc. reviews our recruitment methods at least twice a year to ensure the fullest possible community outreach.

A list of community groups is provided in Exhibit A.

Mentor Partners, Inc. welcomes requests from organizations that assist in job-seeker assistance that wish to be notified of any openings. Each request will result in that organization being made aware of job openings.

ANNUAL EEO PUBLIC FILE REPORT
MENTOR PARTNERS, INC.
Big Rapids, Michigan
Covering the Period from June 1, 2010 to May 31, 2011
Date Submitted: June 1, 2011

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, 2010 to and including May 31, 2011 (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.
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
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Big Rapids, Michigan
Covering the Period from June 1, 2011 to May 31, 2012**

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	4
2	Big Rapids Pioneer Newspaper 115 N Michigan Big Rapids	0
3	Broadcast Compliance Services 1700 Rockville Pike, Suite 400 Rockville, MD 20852 866-227-4336	0
4	Referral	1
5	On-Air Recruitment	0
6	WYBR-FM, WWBR-FM, WBRN-AM Wybr.com, wbrn.com, bigcountry1009.com	2
7	Internal Employee Promotion	3
8	Big Rapids HelpWanted.com	0
9	Walk-in at Station 18720 16 Mile Road Big Rapids, MI	0

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 17, 2012, conducted student tours for Big Rapids Girl Scout Troops of the Mentor Partners, Inc. broadcast facilities.

On March 6, 2012 conducted student tours for the St. Mary's 6th grade class of the Mentor Partners, Inc. broadcast facilities.

March 2011: General Sales Manager Diane Scarpelli met with Ferris State University Student Council instructing and conducted a seminar on marketing, creating promotional proposals, and assisted in developing ideas for fundraising.

June 2011: General Sales manager Diane Scarpelli met with Ferris State University Music Industry Management students and faculty assisting and mentoring them in the student production of the Big Country 100.9, Texaco Country Music Showdown performance.

Mecosta Osceola Transition Center: Mentor Partners management and staff met with Mecosta Osceola Transition Center students assisted in producing and creating the Safe Trick or Treat Reflective Bags to area children.

Appendix 3

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Supplemental 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 Program

Mentor Partners, Inc. has in place a Job Sharing Program with Michigan Works and the Mecosta Osceola Intermediate School District. Participants earn compensation and are able to observe and interact with individual employees as they go through their work day. Students observe and learn about station operations including, on-air programming, sales and the business office.

3. Scholarship Program

Mentor Partners, Inc. has in place a scholarship for Radio/Television majors at Southern Illinois University. SIU faculty awards this scholarship annually to one student based on financial need. Mentor Partners, Inc. is in its 14th year of providing this scholarship.

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Station: WBRN-AM
 Job Resources for (job ID): 1016496

Agency Name	Contact Name	Address 1	City	State	Zip	Phone	Fax	HC	RN	RI
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
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 Transitions	Ken Soper	3501 Lake Eastbrook Avenue Suite 135	Grand Rapids	MI	49516		616-954-1494	F	N	0
Central Michigan University-Broadcast & Cinematic Arts Dept	Peter Orlik	340 Moore Hall	Mount Pleasant	MI	48859		989-774-2426	E	N	0
Christ Temple	Willie Burrel	412 East Sherman Boulevard	Muskegon	MI	49444		231-739-9544	E	N	0
Citadel-Muskegon	Carole Vander-Hyde	3375 Merriam Street Suite 201	Muskegon	MI	49444		231-830-0194	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 College-Center for Student Development	Virginia Holmes	Career Services, Alma College 614 West Superior Street	Alma	MI	48801	989-463-7225	989-463-7353	E	N	0
College-Aquinas College			Grand Rapids	MI	49506	616-632-2902	616-732-4435	E	N	0

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	Sharon E. Smith, M.S.W., C.S.W.	Hruby Hall 1607 Robinson Road S.E.								
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 Soliman	9600 East 13th Street	Cadillac	MI	49601	(231) 876-3104x2	(231) 775-8505	E	N	0
College-Calvin College-Career Development	Glenn Triesenberg	1855 Knollcrest Circle Heckman Library 372	Grand Rapids	MI	49546	616-526-6485	616-526-6502	E	N	0
College-Grand Rapids Community College	Nancy J. O'Brien	143 Bostwick NE	Grand Rapids	MI	49503	616-234-3535	616-234-4173	E	N	0
College-Grand Rapids Community College	Paul Phifer	143 Bostwick Ave NE Career Center-3rd Floor-Room 336	Grand Rapids	MI	49503	616-234-3891	616-234-3546	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
College-Grand Rapids Community College-Business	Glenn Gelderloos	143 Bostwick NE	Grand Rapids	MI	49503	616-234-4220	616-234-4229	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	Carnille Spitzley	1375 S. Clare Avenue	Harrison	MI	48625	989-386-6661	989-386-6613	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-West Shore Community College	Wanell Cabot	3000 S. Stiles Rd.	Scottville	MI	49454	616-845-6211		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 Foundation for Muskegon County	Chris McGuigan	425 West Western Avenue Suite 200	Muskegon	MI	49440	231-722-4538	231-722-4616	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

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Department of Social Services	Larry Boimott	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
El Vocero Hispano	Franchesca Fantana	1438 Eastern, South East	Grand Rapids	MI	49507	616-246-6023	616 246-1228	E	N	0
Evart Public Schools-Mchigan	Carol Bognner	901 North Main Street	Evart	MI	49631	231-734-3051	231-734-3367	E	N	0
Every Woman's Place	Heather Weigand	1221 West Laketon Avenue	Muskegon	MI	49441	231-759-7909	231-759-8618	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
GOODWILL WORKFORCE CENTER	LORI	2518 HENRY ST	MUSKEGON	MI	49441	231-739-9010x	231-830-0005	F	N	0
GRACE BIBLE COLLEGE	CAREER SERVICES	1011 ALDON ST SW	GRAND RAPIDS	MI	45905	616-538-2330x	616-538-0599	F	N	0
GRAND RAPIDS CIL	JOB PLACEMENT	3600 CAMELOT DR SE	GRAND RAPIDS	MI	49546	616-949-1100x	616-949-7865	F	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
Hope Network-West Michigan	Nancy Martin	795 36th Street, SE	Grand Rapids	MI	49548	616-248-5900		E	N	0
Institute for Healing Racism	Latricia Trice	571 Apple Avenue Suite 206	Muskegon	MI	49442	231-720-2105	616-771-0318	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
Jubilee Jobs	James Williamson	935 Baxter Street, South East	Grand Rapids	MI	49506	616-774-9944	616-774-5929	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	616.451.2787x27	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
Kayper College	Evan Heerema	3333 East Beltline NE	Grand Rapids	MI	49525	616-988-3643	616-988-3608	E	N	0
Lutheran Social Services of Michigan	Lynnda Bar	270 Fulton St. E	Grand Rapids	MI	49503	616-356-1934	616- 356-5779	E	N	0

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Media Communications Association - Mid Michigan	Steve Martin	420 South Street	Grand Rapids	MI	49501	616-717-7956	616-717-7600	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
MICHIGAN REHABILITATION SERVICES	GARY	350 OTTAWA STREET, NW	GRAND RAPIDS	MI	49503	616-242-6450x	(616) 242-6460	F	N	0
Michigan Works-Grandt 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 Training	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 Training-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 Retzlaff	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 Nieuwenhuzen	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 Oceana Counties-Department of Employment and Tra	Wendy J. Ohst	1611 Oak Avenue	Muskegon	MI	49442	231-724-6381	231-724-6687	E	N	0
	Nancy Griffin			MI	49444	231-739-2247	231-739-1835	E	N	0

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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
WOES-FM (Ovid Elsie High School)		8989 Colony Rd	Elsie	MI	48831	517.862.4237		E	N	0
Women's Information Center	Pamela Forbes	PO Box 1249	Big Rapids	MI	49307	231-796-6692	231-796-0358	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
WPN-FM and WJQK Radio Stations	Jeremy Henry	425 Cornerstone Court Suite 1	Zeeland	MI	49464	616-931-1276	616-931-1280	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