

ANNUAL EEO PUBLIC FILE REPORT
MENTOR PARTNERS, INC.
Big Rapids, Michigan
Covering the Period from June 1, 2016 to May 31, 2017
Date Submitted: June 1, 2017

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, 2016 to and including May 31, 2017 (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.

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Appendix 2

**Annual EEO Public File Report
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RS Number	RS Information	No. of Sales Interviewees Referred by RS over 12 month period	No. of Operation's Manager Interviewees Referred by RS over 12 month period
1	Michigan Works 826 N State Street., Suite B Big Rapids, MI 49307 231-796-0049	0	0
2	Broadcast Compliance Services 1700 Rockville Pike, Suite 400 Rockville, MD 20852 866-227-4336	0	0
3	Referral	0	1
4	On-Air Recruitment	2	0
5	WYBR.COM WBRN.COM WWBR.COM BIGRAPIDSDAIL YNEWS.COM	6	0
6	Internal Employee Promotion	0	0
7	BigRapids HelpWanted.com	0	0
8	Walk-in at Station 18720 16 Mile Road Big Rapids, MI	0	0
9	Job Shadow/Intern	0	0
10	Specs Howard	0	1

	Broadcast School		
11	Michigan Association of Broadcasters	0	0
12	Radio Television News Director Association	0	0
13	AllAccess.com	0	5
14	Michigan Buzzboard	0	0
15	Country Aircheck	0	0
16	Radio Peeps	0	0

Appendix 3

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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

- October 2016 – MECOSTA-OSCEOLA TRANSITION CENTER STUDENTS: Assisted in producing and creating the 'Safe Trick-or-Treat' reflective "Boo-Bags" for distribution to area children through local schools and businesses
- April 2017 – Marketing Manager, Diane Scarpelli and Operation's Director, Erik Etchison, manned a booth regarding Big Rapids Radio Network at the Mecosta County Community & Family Expo.
- Marketing Manager, Diane Scarpelli, and Business Manager, Nichole Jenks, held three training seminars with Ferris State University's Music Takes Action student group in January, February, and March 2017.
- Chief Revenue Officer, J.T. Scarpelli, holds training seminars with the Big Rapids High School Sports boosters.

- Marketing Manager, Diane Scarpelli, conducts training and etcs in a continuing advisory capacity for job training and employment programs with the Salvation Army that serves the four country area around Big Rapids.

Station: WBRN-AM, WWBR-FM, WYBR-FM
Job Resources for (job ID): J025220

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
Anointed Ministries	Leon Trotter	2317 Sylvan Avenue Southeast	Grand Rapids	MI	49506	616-247-8995	616-247-9590	F	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
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
Broadcast And Cinematic Arts	Joan McDonald	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
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
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 Dykhous	3201 Burton Street, SE Career Development	Grand Rapids	MI	49546		616-526-8551	E	N	0
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-Brown College	Amber Luckie	1440 Northland Drive	Mendota Heights	MN	55120	651-905-3465		E	N	0
College-Calvin College-Career Development	Glenn Triesenberg	1855 Knollcrest Circle Hekman Library 372	Grand Rapids	MI	49546	616-526-6485	616-526-6502	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/WFCF 89.9 FM		PO Box 1000	Ferrum	VA	24088	540-365-4338		E	N	0
College-Grace Bible College	M. Steenwyk	1011 Aldon Street	Grand Rapids	MI	49509	616-538-2330		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
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-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-Illinois Institute of Technology-WIIT 88.9 FM Student Run Radio	Jon Kavanaugh	3201 South State Street A. Sidney Katz Studio	Chicago	IL	60616	312-567-3088	312-567-8930	E	N	0
College-International College of Broadcasting	Kenny Pyles	6 South Smithville Road	Dayton	OH	45431	937-258-8251	937-258-8714	E	N	0
College-Ithaca College Television-Radio-WICB Student Run Radio	Peter Johanns	953 Danby Road	Ithaca	NY	14850	607-274-3331	607-274-7041	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 Svendorf	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
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
Cornerstone University-Career Services	John Warren	1001 East Beltline Avenue, Northeast Corum Student Union, 2nd Floor	Grand Rapids	MI	49525	616-222-1433	616-222-1529	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 Boltrott	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
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-Michigan	Carol Bogner	901 North Main Street	Evart	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
Geoffrey R Conway School of Broadcasting and Communication	J. Mattka	PO Box 486	Niagra Falls	NY	14302	905-332-0444	905-332-0444	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 In Greenville, Michigan	Pat Ensing	6772 Southwest Greenville Road	Greenville	MI	48838	616-754-0277		E	N	0
Goodwill Industries in Big Rapids Michigan	Ryan Eilizabeth	1254 Perry Avenue	Big Rapids	MI	49307	616-796-5400		E	N	0
Goodwill Industries in Grand Rapids	Dora Sanchez	200 South Division Avenue	Grand Rapids	MI	49503	616-451-2606		E	N	0
Goodwill Industries in Grand Rapids	Barb Leonard	1655 Four Mile Road, Northeast	Grand Rapids	MI	49505	616-364-6983		E	N	0
Goodwill Industries in Holland, Michigan	Karen Reimersma	393 East Lakewood Boulevard	Holland	MI	49424	616-393-0383		E	N	0
Goodwill Industries in Wyoming, Michigan	Carmen Perez	740 28th Street	Wyoming	MI	49509	616-538-7070		E	N	0
Goodwill Industries of Greater	Eileen McCormick	3035 Prairie Street	Grandville	MI	49418	616-532-4200	616-32-3044	E	N	0

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Employment and Training-M	George Waite	622 Godfrey SW	Grand Rapids	MI	49503	616-234-3398	616-234-3829	E	N	0
Michigan Works-Kent County-M-Tech Service Center										
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 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 Oceana Counties-Department of Employment and Training	Wendy J. Ohst	1611 Oak Avenue	Muskegon	MI	49442	231-724-6381	231-724-6687	E	N	0
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	12251 James Street Suite 300	Holland	MI	49424	616-396-2154	616-393-5612	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-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/Oceana 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 in Michigan City, Indiana	Michael Rivera	209 Pearl Street PO Box 755	Michigan City	IN	46360	219-879-2182		E	N	0
NAACP Indianapolis Branch	Chrystal Ratcliffe	300 East Fall Creek Parkway North Drive PO Box 88676	Indianapolis	IN	46208	317-925-5127		E	N	0

NAACP- Terra Haute Chapter	Theresa Bynum	P.O. Box 441	Terra Haute	IN	47808	812-234-4209x235		E	N	0
NAACP-Altoona, Pennsylvania	Donald Witherspoon	2100 6th Avenue	Altoona	PA	16602	814-942-1126	814-946-5451	F	N	0
NAACP-Ann Arbor	Dr. Harry Williams	PO Box 3399	Ann Arbor	MI	48106	734-663-6226		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-Grand Rapids	Hazel Lewis	640 Eastern Avenue, SE #1	Grand Rapids	MI	49503	616-243-1300	616-243-9792	E	N	0
NAACP-Kalamazoo	Charles Warfield	PO Box 51473	Kalamazoo	MI	49005	269-343-4105	269-385-9775	E	N	0
NAACP-Lansing	Jeanne Baugh	1801 West Main Street LeJohn Building	Lansing	MI	48915	517-484-9171	517-484-5051	E	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	E	N	0
NAACP-Paducah McCracken County Chapter	Rosa Scott	505 South 8th Street	Paducah	KY	42003	270-443-5430	270-443-5430	F	N	0
NAACP-South Bend	Trina Robinson	914 Lincoln Way West # 108	South Bend	IN	46616	574-289-2123	574-289-3225	E	N	0
NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006	Three Rivers	MI	49093	269-651-5978	269-273-5050	E	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
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
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-Michigan - Cadillac Corps	Captains Mark and Valerie Nance	725 Wright Street PO Box 447	Cadillac	MI	49601	231-775-7131		E	N	0
Salvation Army-Michigan in Alma	Majors Robert and Kathleen Edmonds	425 Republic Avenue	Alma	MI	48801	989-463-2864		E	N	0
Salvation Army-Michigan-Adult Rehabilitation Center in Grand Rapids	Captains John and Julie Aren	1491 South Division Avenue	Grand Rapids	MI	49507	616-452-3133	616-452-2464	E	N	0
Salvation Army-Michigan-Big Rapids Corp	Roman Hank	701 Maple Street	Big Rapids	MI	49307	231-796-5597		E	N	0

Salvation Army-Michigan-Booth Family Services	Cathy Newton	1235 East Fulton Street	Grand Rapids	MI	49503	616-454-1459	616-459-5372	E	N	0
Salvation Army-Michigan-Dickinson Park Corps	Major Roger Ross	1632 Linden Avenue, Southeast	Grand Rapids	MI	49507	616-241-3723		E	N	0
Salvation Army-Michigan-Grand Haven Corps	Captains Jay and Sally Davis	310 North Despelder Street	Grand Haven	MI	49417	616-842-3380		E	N	0
Salvation Army-Michigan-Little Pine Island Camp in Comstock Park	Curtis Britcher	6889 Pine Island Road	Comstock Park	MI	49321	616-784-1404		E	N	0
Salvation Army-Michigan-Ludington Corps	Captains Timothy and Carnie McPherson	114-116 East Melendy Street	Ludington	MI	49431	616-843-9831x		E	N	0
Salvation Army-Michigan-Mount Pleasant Corps	Captains Brian and Heidi Reed	1308 Burch Stret	Mount Pleasant	MI	48858	989-773-4663		E	N	0
Salvation Army-Michigan-Muskegon Corps	Captains Daniel and Stephanie Sawka	1221 Shonat Street	Muskegon	MI	49442	231-773-3284		E	N	0
Snelling Personnel - Permanent Division	Eric Egeland	Brookfield Office Plaza, Suite B-100 950 28th Street South East	Grand Rapids	MI	49508	616-452-2154	616-452-1685	E	N	0
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
Specs Howard School of Broadcast Arts	Nancy Shiner	19900 West Nine Mile Road	Southfield	MI	48075	248-358-9000	248-746-9770	E	N	0
University of Chicago-WHPK	Josh Oberman	5706 South University Avenue	Chicago	IL	60637	773-702-8289	773-834-1488	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 Southern Indiana-Department of Communications	Dr. David Black	8600 University Boulevard	Evansville	IN	47712	812-465-7152	812-464-1960	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	Robert Brown	401 College Avenue	Ashland	OH	44805	800-882-1548	419-289-5329	E	N	0
University-Ashland University	Robert Brown	401 College Avenue	Ashland	OH	44805	800-882-1548	419-289-5329	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-Career Services	Julia Sherlock	Bovee University Center-Room 215 Ronan 240	Mount Pleasant	MI	48859	989-774-3068	989-774-6608	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
University-Cornerstone University		1001 East Beltline Avenue, Northeast	Grand Rapids	MI	49525	616-949-5300	616-222-1540	F	N	0
University-Cornerstone University	Scott Courey	1001 East Beltline Avenue, Northeast	Grand Rapids	MI	49505	616-949-5300		E	N	0
University-Davenport University-Grand Rapids	Helen Pike-Shafer	415 East Fulton	Grand Rapids	MI	49503	616-732-1210	616-732-1142	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 Communication	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	One Campus Drive 206 Student Services Building	Allendale	MI	49401	616-331-3266	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 Illinois University-Carbondale-College	Jean Rendleman Miner	1100 Lincoln Drive Room 1012, Mail Code	Carbondale	IL	62901	618-453-4308	618-453-7714	E	N	0

of Mass Communic	6606	Edwardsville	IL		62026	618-650-2228			E	N	0
University-Southern Illinois University-WSIE 88.7 FM	Frank Akers	Dunham Hall Box 1058-SIUUE									
University-Western Kentucky University-School of Journalism	Dick Taylor	1906 College Heights Boulevard School of Journalism and Broadcasting-# 11070	Ky		42101	270-745-4144			E	N	0
Urban League-Grand Rapids	Dr. Walter M. Brame, Ed.D	745 Eastern Avenue, SE	MI		49503	616-245-2207	616-245-6510		E	N	0
Volunteer Center of Greater Holland United Way	Liz DeLaLuz Vanderby	115 Clover Street Suite 300	MI		49422	616-396-7811	616-396-5140		E	N	0
Wedgewood Christian Youth and Family Services	Teri Clark	3300 36th Street, SE	MI		49512	616-942-2110	616-942-0589		E	N	0
West Central Michigan Employment and Training	Paul Griffith	110 Elm Street	MI		49307	231-796-4891	231-796-8316		E	N	0
WGVU - Channel 35	Amanda Reader	301 West Fulton Street	MI		49504	616-331-6666	616-331-6625		E	N	0
Women in the NAACP	Mary Smith Forest	1306 Basswood Circle	IN		47403	812-330-0707			E	N	0
Women's Resource Center	Sharon Caldwell- Newton	678 Front Avenue, NW Suite 180	MI		49504	616-458-5443	616-458-9933		E	N	0
Workforce Development	Ralph Loeschner	904 Oak Drive, Turk Lake P.O. Box 386	MI		48838	616-754-9315	616-754-9310		F	N	0
Workforce Development Center	Linda Molder	2518 Henry	MI		49441	616-739-9010	616-830-0005		F	N	0
WVVC/Knox College		2 East South Street Box K-254	IL		61401	309-341-7266	309-341-7571		E	N	0
WXAV/Saint Xavier University		3700 West 103rd Street	IL		60655	773-298-3375	773-298-3381		E	N	0
Total Resources: 191											