

Annual EEO Public File Report
Mentor Partners, Inc.
WBRN WYBR WWBR
Covering the period from June 1, 2018 to May 31, 2019
Date Submitted: June 1, 2019

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rules. This report has been prepared by Mentor Partners, Inc. and has been placed in the FCC's online public file, the web sites of WBRN, WYBR and WWBR as well as the public file located at the Mentor Partners, Inc. business office and studios at 18720 16 Mile Rd, Big Rapids, MI.

This report covers the time period of June 1, 2018 until and including May 31, 2019.

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 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.

For purposes of this report, a vacancy was deemed filled not when the offer was extended but when the hire actually began work. A person was deemed interviewed in person, over the telephone or by email.

Appendix 1
Annual EEO Public File Report
Mentor Partners, Inc.
WBRN WYBR WWBR
Covering the period from June 1, 2018 to May 31, 2019

No full-time hires were made during this period.

Outreach Initiatives

1. Internship Program

Mentor Partners, Inc.'s Internship Program is with Ferris State University. Students intern at the stations. Interns are exposed to all facets of the broadcasting business including meetings with managers, department heads business and community leaders. Students learn procedures, promotions and business planning.

2. Job Share/Job Shadow Program

Mentor Partners, Inc. has in place a Job Share Program with Big Rapids High School, Morley Stanwood High School, Reed City High School and Chippewa Hills High School. Students are able to observe and interact with a Mentor Partners' employee as they go through their day.

3. Scholarship Award

Mentor Partners, Inc. has funded a scholarship for Radio Television students at Southern Illinois University in Carbondale, IL. SIU faculty choose the recipients based on financial need.

4. Supplemental Recruitment Program

Mentor Partners, Inc. is a partner with Bigrapidshelpwanted.com. Mentor Partners, Inc. uses on-air announcements to bring job seekers and employers to this website where applicants get help building their resume, career advice and can view free employment listings.

5. Supplemental Outreach Programs

General Manager Diane Scarpelli counseled students at Career Day, at Cross Roads Charter High School in March of 2019.

