

ANNUAL EEO PUBLIC FILE REPORT
MENTOR PARTNERS, INC.
Big Rapids, Michigan
Covering the Period from June 1, 2013 to May 31, 2014
Date Submitted: June 1, 2014

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, 2013 to and including May 31, 2014 (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 1

**Annual EEO Public File Report
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Job Title	Recruitment Source (RS) Used to fill Vacancy	RS Referring Hire	No. of Hires
Account Executive (6/28/13, 11/13/13 and 3/28/14)	1, 2, 3, 4, 5, 7, 8	1, 3, 7	3

Appendix 2

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

- July 2013 - Diane Scarpelli, Marketing Director met with Ferris State University Music Industry Management students and faculty assisting them in the student production of the Texaco Country Music Showdown performance.
- August 2013 – MEIJER NIGHT: WYBR personnel set up and supervised a 'business expo' outside Meijer-Big Rapids for the purpose of introducing incoming college students to area businesses and the radio stations of the Big Rapids Radio Network.
- October 2013 – MECOSTA-OSCEOLA TRANSITION CENTER STUDENTS: Assisted in producing

- January 2014 – GIRL SCOUTS/MICHIGAN TRAILS: Assisted in development of script and recorded Scouts for promotion of cookie sales.
- April 2014 – (MECOSTA COUNTY CHAMBER OF COMMERCE) LEADERSHIP MECOSTA: Marketing Director , Diane Scarpelli and Account Executive, Elizabeth Palazzolo presented at Media Day; Use of Radio and Comparative Media in Advertising for local Mecosta County businesses.
- April 2014 – Marketing Director, Diane Scarpelli and Air Personality Brian Goodenow manned a booth regarding Big Rapids Radio Network at the Mecosta County Business Expo.

Agency		Contact		City		St		Zip		Phone		Fax		How		Requesting		Responses	
Name	Name	Add1												Contacted	Notification			Interview	
Access-Kent- 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 Wanby	456 Cherry Street Se		Grand Rapids	MI			49503		616-458- 1187		616-458- 7113		E	N			0	
Beacon Learning Center-Kent	D. Frede	1560 Leonard, NE		Grand Rapids	MI			49505		616-336- 4460				E	N			0	
Belding Community Education- Adult	Ann VanDusen	315 West Washington Street		Belding	MI			48809		616-794- 1750		616-794- 4944		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	
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	

Agency Contact		How			Requesting			Responses		
Name	Name	Add1	City	St	Zip	Phone	Fax	Contacted	Notification	Interview
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	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	E	N	0
College- Baker College, Muskegon- Career	Margie Braton	1903 Marquette Avenue	Muskegon	MI		49442	231-777- 5206	E	N	0
College- Baker College Cadillac- Career Services	Jackie Soltman	9600 East 13th Street	Cadillac	MI		49601	(231) 876- 3104x2	E	N	0
College- Calvin College- Career Development	Glenn Triezenberg	1855 Knollcrest Circle Hekman Library 372	Grand Rapids	MI		49546	616-526- 6485	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	E	N	0
College- Grand Rapids Community College Career Resource & Assessment	Paul Phifer	143 Bostwick Avenue, Northeast Center-3rd Floor-Room 226	Grand Rapids	MI		49503	616-234- 3890	E	N	0
College- Grand Rapids Community College	Fiona Hirt	143 Bostwick NE	Grand Rapids	MI		49503	616-234- 3744	E	N	0

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College-Grand Rapids Community College	Glenn Gelderloos	143 Bostwick Northeast	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	Camille 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 517 291.506 6		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	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 616.845.621 1		E	N	0
College-College, West Shore	Gerald Svondor	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
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

Agency Contact

Name	Name	Add1	City	St	Zip	Phone	Fax	How Contacted	Requesting Notification	Responses Interview
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 PO Box 63	Reed City	MI		49677 616-832-4100	616-832-4117	F	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	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-Building Radio-FM	Zack East	1201 South State Street Masselink Hall	Big Rapids	MI		49307 231-591-2912	231-591-2688	E	N	0
Goodwill Association of Michigan	Randy Silkkers	3111 Grand River Avenue PO Box 426	Penwater	MI		49449 231-869-5847	231-869-5847	E	N	0
Goodwill Industries in Big Rapids	Ryan Elizabeth	1254 Perry Avenue	Big Rapids	MI		49307 616-796-5400		E	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
Goodwill Industries-Muskegon-Goodwill Workforce Development	J.D. Wallace	950 West Norton Avenue	Muskegon	MI		49441 231-739-9010	231-830-0005	E	N	0
Grand Rapids Job Corps Center	Jeffrey Jablonski	Suite C 110 Hall Street Southeast	Grand Rapids	MI		49507 616-243-6877	616-243-1701	E	N	0

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Name	Name												Notification	Interview
Hispanic Center of Western Michigan	Yamilka Acosta	1204 Grandville Avenue, SE	MI	Grand Rapids	MI	49503	616-742- 0200	616-742- 0205	E	N				0
Hope Network- West Michigan	Nancy Martin	3075 Orchard Vista Drive	MI	Grand Rapids	MI	49548	616-301- 8000	616-301- 8010	E	N				0
JTT Technical Institute- Wyoming, MI (Grand Rapids)	Jennifer Hance	1980 Metro Court South West	MI	Wyoming	MI	49519	616-406- 1200	616-406- 1294	E	N				0