

ANNUAL EEO PUBLIC FILE REPORT
MENTOR PARTNERS, INC.
Big Rapids, Michigan
Covering the Period from June 1, 2015 to May 31, 2016
Date Submitted: June 1, 2016

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, 2015 to and including May 31, 2016 (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" when the hire actually began employment. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone, by e-mail, or other electronic means.

Appendix 2

**Annual EEO Public File Report
MENTOR PARTNERS, INC.
Big Rapids, Michigan
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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	0
2	Broadcast Compliance Services 1700 Rockville Pike, Suite 400 Rockville, MD 20852 866-227-4336	0
3	Referral	0
4	On-Air Recruitment	0
5	WYBR-FM, WWBR-FM, WBRN-AM Wybr.com, wbrn.com, bigcountry1009.com	1
6	Internal Employee Promotion	0
7	Big Rapids HelpWanted.com	2
8	Walk-in at Station 18720 16 Mile Road Big Rapids, MI	1
9	Job Shadow/Intern	0
10	Specs Howard Broadcast School	2
11	Michigan Association of Broadcasters	0
12	Radio Television News Director Association	0
13	Central Michigan University Job Fair- March 2016	7
14	AllAccess.com	10

Appendix 3

Annual EEO Public File Report MENTOR PARTNERS, INC. Big Rapids, Michigan Covering the Period from June 1, 2015 to May 31, 2016

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

- July 2015 - Diane Scarpelli, Marketing Director met with Ferris State University Music Industry Management students and faculty assisting them in the student production of the WWBR Country Music Showdown performance.
- October 2015 – 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
- January 2016 – GIRL SCOUTS/MICHIGAN TRAILS: Assisted in development of script and recorded Scouts for promotion of cookie sales.
- April 2016 – (OSCEOLA COUNTY CHAMBER OF COMMERCE) LEADERSHIP OSCEOLA: Marketing Director, Diane Scarpelli presented at Media Day; Use of Radio and Comparative Media in Advertising for local Osceola County businesses.
- April 2016 – Marketing Director, Diane Scarpelli and Air Personality Brian Goodenow manned a booth regarding Big Rapids Radio Network.
- May 2016- Marketing Director, Diane Scarpelli hosted a booth at the Central Michigan University School of Broadcasting Job Fair.

Agency Name	Contact Name	Address1	City	State	Zip	Phone	Fax	How Contacted	Requesting Notification	Responses Interviewed
AccessKent-Sheldon Complex	Daryl Delabbio	121 Franklin SE Suite 130	Grand Rapids	MI	4950	616-336-3914	616-336-4015	E	N	0
American Association of Retired Persons-Senior Community Service	Carolyn Crighton	1805 Chantilly Street #100	Richmond	VA	2323	804-355-3600	804-355-3842	E	N	0
American Association of Retired Persons-Senior Community Service	Carolyn Crighton	1805 Chantilly Street #100	Richmond	VA	2323	804-355-3600	804-355-3842	E	N	0
Anointed Ministries	Leon Trotter	2317 Sylvan Avenue Southeast	Grand Rapids	MI	4950	616-247-8995	616-247-9590	F	N	0
ARC		51 Battle Road	Hampton	VA	2366	757-826-6461	757-825-5331	F	N	0
Association for Persons in Supported Employment	Dale Dileo	1627 Monument Avenue	Richmond	VA	2322	804-278-9187	804-278-9377	F	N	0
Association for the Blind & Visually Impaired	Joy Wahby	456 Cherry Street Se	Grand Rapids	MI	4950	616-458-1187	616-458-7113	E	N	0
Bay Aging-Cheseapeake Bay Agency on Agina	Jean Duggan	5306 Old Virginia Street PO Box 610	Urbanna	VA	2317	757-345-0896	757-345-2367	E	N	0
Belding Community Education-Adult Education	Ann VanDusen	315 West Washington Street	Belding	MI	4880	616-794-1750	616-794-4944	E	N	0
Bridge to New Horizons Achievment Center	Audrey Gadson	6507 Sugar Maple Drive	Richmond	VA	2322	804-276-7950	804-745-9518	E	N	0
Broadcast And Cinematic Arts	Joan McDonald	340 Moore Hall Central Michigan University	Mount Pleasant	MI	4885	989-774-3851	989 774 2426	E	N	0
Capital Area Consortuim (9)	Hope Harris	Capital Area Workforce Investment Board 5410 Williamsburg Road	Sandston	VA	2315		804-236-0503	E	N	0
Career Transitions	Ken Soper	3501 Lake Eastbrook Avenue Suite 135	Grand Rapids	MI	4951		616-954-1494	F	N	0

Center for Career and Business Development	Dale S. Batten	Department of Rehabilitative Services 2930 West Broad Street, Suite 15	Richmond	VA	2323		804-367-1786	E	N	0
Central Virginia Independent Living, Incorporated	Sandra Wagener	4009 Fitzhugh Avenue	Richmond	VA	2323	804-353-6503	804-358-5606	E	N	0
Chmura Economics & Analytics	Leslie Peterson	9 South 12th Street Suite 100	Richmond	VA	2321		804-649-9195	E	N	0
Christ Temple	Willie Burrel	412 East Sherman Boulevard	Muskegon	MI	4944		231-739-9544	E	N	0
Clare County Michigan Veterans Services	Renee Haley	225 West Main Street	Harrison	MI	4862	989-539-3273	989-539-4925	E	N	0
Clare County Social Services Department	Stephen Smith	725 Richard Drive	Harrison	MI	4862		517-539-5302	F	N	0
College- Calvin College	Kristy Dykhouse	3201 Burton Street, SE Career Development	Grand Rapids	MI	4954		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	4950	616-632-2902	616-732-4435	E	N	0
College-Baker College-Cadillac-Career Services	Jackie Soltman	9600 East 13th Street	Cadillac	MI	4960	(231) 876-3104	(231) 775-850	E	N	0
College-Baker College, Muskegon-Career Services	Margie Broton	1903 Marquette Avenue	Muskegon	MI	4944	231-777-5206	231-777-5201	E	N	0
College-Calvin College-Career Development	Glenn Triezenberg	1855 Knollcrest Circle Hekman Library 372	Grand Rapids	MI	4954	616-526-6485	616-526-6502	E	N	0
College-ECPI College of Technology	Candice Sayre	4305 Cox Road	Glen Allen	VA	2306	804-934-0100		E	N	0
College-ECPI College of Technology-Newport News	Candice Sayre	1001 Omni Boulevard	Newport News	VA	2360	757-838-9191		E	N	0
College-ECPI College of Technology-Richmond-West End	Pam McMillan	Commerce Plaza I 2809 Emerywood Parkway-Suite 400	Richmond	VA	2323	804-521-5999		E	N	0

College-Grace Bible College	M. Steenwyk	1011 Aldon Street	Grand Rapids	MI	4950	616-538-2330		E	N	0
College-Grand Rapids Community College	Nancy J. O'Brien	143 Bostwick Northeast	Grand Rapids	MI	4950	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	4950	616-234-3890	616-234-4107	E	N	0
College-Grand Rapids Community College WD	Fiona Hert	143 Bostwick NE	Grand Rapids	MI	4950	616-234-3744	616-234-3824	E	N	0
College-Grand Rapids Community College-Business	Glenn Gelderloos	143 Bostwick Northeast	Grand Rapids	MI	4950	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	4950	616-451-2787	616-451-9867	E	N	0
College-Mid Michigan Community College, Harrison Campus	Camille Spitzley	1375 S. Clare Avenue	Harrison	MI	4862	989-386-6661	989-386-6613	E	N	0
College-Montcalm Community College	Karen Stevens	2800 College Dr.	Sidney	MI	4888	517.291.5066		E	N	0
College-Muskegon Community College	Janie P. Brooks	221 South Quarterline Road	Muskegon	MI	4944	231-777-0298		E	N	0
College-Muskegon Community College-Veteran Student ORganization	Nancy Maycroft	221 South Quarterline Road	Muskegon	MI	4944	231-777-0342	231-777-0480	E	N	0
College-Rappahannock Community College	Connie Peay	12745 College Drive	Glenns	VA	2314	804-758-6739	804-758-5929	E	N	0
College-Rappahannock Community College	Jackie Nunnery	52 Campus Drive	Warsaw	VA	2257	804-333-6788		E	N	0
College-Richard Bland College-The College of William and Mary	Karen Henley	11301 Johnson Road	Petersburg	VA	2380	804-862-6225		E	N	0
College-West Shore Community College	Wanell Cabot	3000 S. Stiles Rd.	Scottville	MI	4945	616.845.6211		E	N	0

Colonial Heights Probation Department		401 Temple Avenue	Colonial Heights	VA	2383	804-520-9355	804-520-9308	F	N	0
Community Action Program	Edith Jones	2551 Alameda Avenue	Norfolk	VA	2351	757-858-1365	757-858-1389	F	N	0
Community Action Programs	John McCrimmon	PO Box HK	Williamsburg	VA	2318	757-229-9332	757-229-9336	F	N	0
Community College, West Shore	Gerald Svendor	Technologies Divison 3000 North Stiles Road	Scottville	MI	4945	231-845-6211		E	N	0
Community Foundation for Muskegon County	Chris McGuigan	425 West Western Avenue Suite 200	Muskegon	MI	4944	231-722-4538	231-722-4616	E	N	0
Connect Richmond	Mark Hickman	7501 Boulders View Drive Suite 101	Richmond	VA	2322	804-330-7027	804-330-5992	E	N	0
Cornerstone University-Career Services	John Warren	1001 East Beltline Avenue, Northeast Corum Student Union, 2nd Floor	Grand Rapids	MI	4952	616-222-1433	616-222-1529	E	N	0
Department of Rehabilitation Services		475 Main Street	Warsaw	VA	2257	804-333-4386	804-333-0252	F	N	0
Department of Rehabilitation Services		2225 South Henry Street Suite U-2	Williamsburg	VA	2318	757-253-4817	757-253-4845	E	N	0
Department of Rehabilitation Services		303 Butler Farm Road Suite 105	Hampton	VA	2366	757-865-4863	757-865-4856	E	N	0
Department of Rehabilitation Services		2795 South Crater Road Suite 1	Petersburg	VA	2380	804-524-3950	804-524-6177	E	N	0
Department of Rehabilitation Services		1510 Willow Lawn Drive Suite 10	Richmond	VA	2323	804-662-7123	804-662-7094	E	N	0
Department of Rehabilitation Services		2930 West Broad Street Suite 15	Richmond	VA	2323	804-367-0175	804-396-0217	E	N	0
Department of Social Services	Dave VanHouten	10641 West Watergate Road	Cadillac	MI	4960	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	4930	231-796-4300	231-796-0799	F	N	0
Department of Social Services	Larry Boitnott	915 Diana Street PO Box 370	Ludington	MI	4943	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	4967	616-832-4100	616-832-4117	F	N	0
Disability Connection	Susan Cloutier-Myers	27 East Clay	Muskegon	MI	4944	231-722-0088	231-722-0066	E	N	0
El Vocero Hispano	Franchesca Fantana	1438 Eastern, South East	Grand Rapids	MI	4950	616-246-6023	616 246-1228	E	N	0
Ewart Public Schools-Michigan	Carol Bogner	901 North Main Street	Ewart	MI	4963	231-734-3051	231-734-3367	E	N	0
Faith Ministries Center	David Spearman	200 Madison, SE	Grand Rapids	MI	4950	(616) 454-0342	(616) 454-159	E	N	0
Ferris State University-Bulldog Radio-FM	Zack East	1201 South State Street Masselink Hall	Big Rapids	MI	4930	231-591-2912	231-591-2688	E	N	0
Goodwill Association of Michigan	Randy Slikkers	3111 Grand River Avenue PO Box 426	Penwater	MI	4944	231-869-5847	231-869-5847	E	N	0
Goodwill In Greenville, Michigan	Pat Ensing	6772 Southwest Greenville Road	Greenville	MI	4883	616-754-0277		E	N	0
Goodwill Industries in Ashland, Virginia	Sheryl Lange	10485 Dow Gil Road	Ashland	VA	2300	804-798-3871		E	N	0
Goodwill Industries in Blg Rapids Michigan	Ryan Eilizabeth	1254 Perry Avenue	Big Rapids	MI	4930	616-796-5400		E	N	0
Goodwill Industries in Grand Rapids	Dora Sanchez	200 South Division Avenue	Grand Rapids	MI	4950	616-451-2606		E	N	0
Goodwill Industries in Grand Rapids	Barb Leonard	1655 Four Mile Road, Northeast	Grand Rapids	MI	4950	616-364-6983		E	N	0
Goodwill Industries in Newport News	Ellen Thornhill	120 Newmarket Square	Newport News	VA	2360	757-380-8504	757-380-8512	E	N	0
Goodwill Industries in Richmond	Bernadine Doggett	5270 Chamberlayne Road	Richmond	VA	2322	804-261-0091	804-264-3251	E	N	0
Goodwill Industries in Richmond	Taylor Greene	6301 Midlothian Turnpike	Richmond	VA	2322	804-745-6300	804-276-6519	E	N	0
Goodwill Industries in Wyoming, Michigan	Carmen Perez	740 28th Street	Wyoming	MI	4950	616-538-7070		E	N	0
Goodwill Industries of Northern Michigan in Cadillac	Ruth Crowley	2025 North Mitchell Street	Cadillac	MI	4960	231-779-1311		E	N	0
Goodwill Industries of Richmond, Virginia	Tina Mines	4646 North Southside Plaza Street	Richmond	VA	2322	804-230-4935	804-232-8342	E	N	0

Goodwill Industries of West Michigan, Incorporated	Meredith Champagne	271 East Apple	Muskegon	MI	4944	231-722-7871	231-728-6408	E	N	0
Goodwill Industries-Goodwill Staffing Service-Richmond Virginia	Kate Fasinski	6301 Midlothian Pike	Richmond	VA	2322	804-745-0220	804-745-4953	E	N	0
Goodwill Industries-Muskegon-Goodwill Workforce Development Service	J.D. Wallace	950 West Norton Avenue Suite C	Muskegon	MI	4944	231-739-9010	231-830-0005	E	N	0
Grand Rapids Job Corps Center	Jeffrey Jablonski	110 Hall Street Southeast	Grand Rapids	MI	4950	616-243-6877	616-243-1701	E	N	0
Greater Peninsula Workforce Investment Board (14)	William H. Mann	Greater Peninsula Workforce Development Consorti 11834 Canon Blvd., Suite M	Newport News	VA	2360	757-224-2600	757-240-4010	E	N	0
Hampton Roads Black Media Professionals	Kafi B. Rouse	P.O. Box 2622	Norfolk	VA	2350	(757) 446-2579	(888) 841-156	E	N	0
HAMPTON ROADS SCHOOL OF HAIR TECH	DEBRA CHERRY	3535 F-TIDEWATER DR	NORFOLK	VA	2350	757-622-9400x	(757) 640-755	F	N	0
Hampton Roads Workforce Development Board (16)	Judy Begland	Opportunity Inc. of Hampton Roads 500 East Plume Street, Suite 700	Norfolk	VA	2350	757-314-2370	757-622-0944	E	N	0
Hispanic Center of Western Michigan	Yamilka Acosta	1204 Grandville Avenue, SE	Grand Rapids	MI	4950	616-742-0200	616-742-0205	E	N	0
Hope Network-West Michigan	Nancy Martin	3075 Orchard Vista Drive	Grand Rapids	MI	4954	616-301-8000	616-301-8010	E	N	0
ITT Technical Institute-Wyoming, MI (Grand Rapids)	Jennifer Hance	1980 Metro Court South West	Wyoming	MI	4951	616-406-1200	616-406-1294	E	N	0
KEE BUSINESS COLLEGE	DON DUBOSE	803 DILIGENCE DR	NEWPORT NEWS	VA	2360	757-873-1111x	(757) 873-484	F	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	4950	616.451.2787x	616 451-9867	E	N	0

Kent County Family Independence Agency	Nancy Marshall	415 Franklin Street, SE	Grand Rapids	MI	4950	616-247-6000	616-247-6293	E	N	0
KING & QUEEN SOCIAL SVC DEPT		PO BOX 7	KING & QUEEN C H	VA	2308	804-785-7023x	(804) 785-260	F	N	0
Kuyper College	Evan Heerema	3333 East Beltline NE	Grand Rapids	MI	4952	616-988-3643	616-988-3608	E	N	0
Lakeshore Coordinating Council	Karen Youngs Hartley	324 Washington Street Suite 201	Grand Haven	MI	4941	616-846-6720	616-846-5081	E	N	0
LDS SOCIAL SVC		8110 VIRGINIA PINE CT	RICHMOND	VA	2323	804-743-0727x	(804) 743-872	F	N	0
Lutheran Social Services of Michigan	Lynda Bar	270 Fulton St. E	Grand Rapids	MI	4950	616-356-1934	616- 356-577	E	N	0
MENTAL HEALTH & SOCIAL SVC		900 E MAIN ST	RICHMOND	VA	2321	804-786-1021x	(804) 371-871	F	N	0
Michigan Department of Civil Rights	Linda V. Parker	350 Ottawa Avenue, NW # 2	Grand Rapids	MI	4950	616-356-0380	616-356-0399	F	N	0
MICHIGAN REHABILITATION SERVICES	GARY	350 OTTAWA STREET, NW	GRAND RAPIDS	MI	4950	616-242-6450x	(616) 242-646	F	N	0
Michigan Works-Gratiot County	Carolyn Newell	327 East Center Street	Alma	MI	4880	989-466-4832	989-466-9734	E	N	0
Michigan Works-Ionia County Service Center	R. Dean Morehead	307 West Adams Street	Ionia	MI	4884	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	4885	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	4950	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	4950	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	4950	616-336-4180	616-336-4193	E	N	0
Michigan Works-Kent County-M-Tech Service Center	George Waite	622 Godfrey SW	Grand Rapids	MI	4950	616-234-3398	616-234-3829	E	N	0
Michigan Works-Lake County-Baldwin Service Center	Paul Griffith	5252 South M-37	Baldwin	MI	4930	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	4883	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	4883	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	4944	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	4944	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	4944	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	4944	231-739-2247	231-739-1835	E	N	0
Michigan Works-Muskegon County-White Lake WDC	Judith Kell	541 Slocum Street	Whitehall	MI	4946	231-893-1091	231-893-3621	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	4941	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	4930	231-796-0049	231-796-2894	E	N	0
Michigan Works-West Central-Mecosta County	Michael Wyman	14330 Northland Drive	Big Rapids	MI	4930	231-796-0049	231-796-2894	E	N	0
Michigan Works-West Central-Newaygo County-Fremont	Char Holloway	4747 West 48th Street	Fremont	MI	4941	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	4960	231-775-3408	231-775-1584	E	N	0
MONTCALM COMMUNITY COLLEGE	KAREN STEVENS	2800 COLLEGE DRIVE	SIDNEY	MI	4888	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	4944	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	4944	231-733-3700x	(231) 733-387	F	N	0
NORTHUMBERLAND SOCIAL SVC DEPT		PO BOX 399	HEATHSVILLE	VA	2247	804-580-3477x	(804) 580-581	F	N	0
Office of the Governor	Barbara Bolin	P O Box 1475	Richmond	VA	2321	804-786-0511	804-786-0518	E	N	0
PENINSULA CIL	JOB PLACEMENT	2021-B CUNNINGHAM DR STE 2	HAMPTON	VA	2366	757-827-0275x	757-827-0655	F	N	0
PROBATION & PAROLE		100 ARBOR OAK DR	ASHLAND	VA	2300	804-752-5507x	(804) 752-550	F	N	0
PROBATION & PAROLE		838 MERRIMAC TRL	WILLIAMSBURG	VA	2318	757-253-4860x	(757) 253-721	F	N	0
RAVE (Relief After Violent Encounter)	Jody Smith	109 Spring Street PO Box 472	St Johns	MI	4887	989-224-4662	989-224-6947	E	N	0
REFUGEE & IMMIGRATION SERVICES	CONNIE	811 CATHEDRAL PLACE	RICHMOND	VA	2322	804-355-4559x	(804) 355-469	F	N	0
REFUGEE & IMMIGRATION SVC	MOLINA HUMPHREY	1802 ASHLAND AVE	NORFOLK	VA	2350	757-247-3600x	(757) 247-107	F	N	0

Renaissance Church of God in Christ	Dennis McMurray	1001 33rd Street, SE	Grand Rapids	MI	4950	616-243-0991	616-246-1477	E	N	0
RES-CARE, INC. VIRGINIA PLACEMENT	PLACEMENT SPECIALIST	3122 W. MARSHALL ST SUITE 220	RICHMOND	VA	2323	804-359-2832x	(804) 359-401	F	N	0
Richmond Black Media Professionals	Michael Williams	300 E. Franklin St. Richmond Times Dispatch	Richmond	VA	2322	(804) 649-6815	(804) 649-683	E	N	0
Richmond City Workforce Investment Board (10)	Gary Fletcher	201 West Broad Street Suite 200	Richmond	VA	2322	804-780-4146	804-780-4177	E	N	0
River of Life Ministries	Rosemary Barnes	950 12th Street, NW	Grand Rapids	MI	4951	(616) 459-7244	(616) 454-652	E	N	0
Saint Patrick's Catholic Church-Catholic Charities	Katie Krizan	920 Fulton Street	Grand Haven	MI	4941	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	Cadollac	MI	4960	231-775-7131		E	N	0
Salvation Army-Michigan in Alma	Majors Robert and Kathleen Edmonds	425 Republic Avenue	Alma	MI	4880	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	4950	616-452-3133	616-452-2464	E	N	0
Salvation Army-Michigan-Big Rapids Corp	Roman Hank	701 Maple Street	Big Rapids	MI	4930	231-796-5597		E	N	0
Salvation Army-Michigan-Booth Family Services	Cathy Newton	1235 East Fulton Street	Grand Rapids	MI	4950	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	4950	616-241-3723		E	N	0
Salvation Army-Michigan-Grand Haven Corps	Captains Jay and Sally Davis	310 North Despelder Street	Grand Haven	MI	4941	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	4932	616-784-1404		E	N	0
Salvation Army-Michigan-Ludington Corps	Captains Timothy and Carnie McPherson	114-116 East Melendy Street	Ludington	MI	4943	616-843-9831x		E	N	0
Salvation Army-Michigan-Mount Pleasant Corps	Captains Brian and Heidi Reed	1308 Burch Stret	Mount Pleasant	MI	4885	989-773-4663		E	N	0
Salvation Army-Michigan-Muskegon Corps	Captains Daniel and Stephanie Sawka	1221 Shonat Street	Muskegon	MI	4944	231-773-3284		E	N	0
Salvation Army-Virgiiia-Central Area Command	Captain David Worthy	2 West Grace Street	Richmond	VA	2322	804-225-7470	804-225-0018	E	N	0
Salvation Army-Virginia in Hampton	Major Kim Feinauer	1033 Big Bethel Road	Hampton	VA	2366	757-838-4875	757-247-5450	E	N	0
Salvation Army-Virginia in Hayes	Darlene Lee	7059 Linda Circle	Hayes	VA	2307	804-642-3960	804-642-4643	E	N	0
Salvation Army-Virginia in Peterburg	Captain David Worthy	1228 South West Street	Petersburg	VA	2380	804-225-7470	804-733-2977	E	N	0
Salvation Army-Virginia in Williamsburg	Captain Roger Hasty	151 Kristiansand Drive Suite 109	Williamsburg	VA	2318	757-229-6651	757-221-0915	E	N	0
Salvation Army-Virginia-Richmond Adult Rehabilitaion Center	Guy Nickum	2601 Hermitage Road	Richmond	VA	2322	804-359-0269	804-355-4591	E	N	0
Salvation Army-Virginia-Richmond Churh Hill Outpost	Captain George Hackbarth	3701 R Street	Richmond	VA	2322	804-225-7470		E	N	0
Salvation Army-Virginia-Richmond Citadel	Major Curtis Sayre	5327 Orcutt Lane	Richmond	VA	2322	804-745-5524		E	N	0
Snelling Personnel - Permanent Division	Eric Egeland	Brookfield Office Plaza, Suite B-100 950 28th Street South East	Grand Rapids	MI	4950	616-452-2154	616-452-1685	E	N	0
SOCIAL SERVICE DEPT	PHIL LARSON	920 E. LINCOLN P.O. BOX 506	IONIA	MI	4884	616-527-5200x	(616) 527-184	F	N	0

SOCIAL SERVICES DEPT		303 BUTLER FARM RD	HAMPTON	VA	2366	757-865-8080x	(757) 766-371	F	N	0
SOCIAL SERVICES DEPT		700 E FRANKLIN ST	RICHMOND	VA	2321	804-692-2461x	(804) 371-617	F	N	0
SOCIAL SERVICES DEPT		730 E BROAD ST	RICHMOND	VA	2321	804-692-1900x	(804) 692-194	F	N	0
STEP-UP, INC.	DALE LASSITER	7510 GRANBY ST STE 203	NORFOLK	VA	2350	757-588-3151x	(757) 587-450	F	N	0
STOP ORGANIZATION	JOB PLACEMENT	1312 E. LITTLE CREEK RD	NORFOLK	VA	2351		(757) 583-851	F	N	0
TIDEWATER TECH AVIATION	E. T. MORRIS	1429 MILLER STORE RD	VIRGINIA BEACH	VA	2345	757-363-2121x	(757) 363-204	F	N	0
United Negro College Fund	Emma Hoffer	1500 North Lombardy Street	Richmond	VA	2322	804-359-1581	804-359-1582	E	N	0
University of Richmond-Career Development Center	Megan Wallace	28 Westhampton Way Tyler Haynes Commins-Third Floor	Richmond	VA	2317	804-289-8547	804-287-6465	E	N	0
University-Central Michigan University-WCMU-89.5 FM	John Sheffler	1999 East Campus Drive WCMU Radio	Mount Pleasant	MI	4885	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	4885	989-774-3105	989-774-4427	E	N	0
University-Cornerstone University		1001 East Beltline Avenue, Northeast	Grand Rapids	MI	4952	616-949-5300	616-222-1540	F	N	0
University-Cornerstone University	Scott Courey	1001 East Beltline Avenue, Northeast	Grand Rapids	MI	4950	616-949-5300		E	N	0
University-Ferris State University	Laurie Kilbourne	Timme Center for Student Services 1201 South State Street	Big Rapids	MI	4930	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	4930	231-591-2530		E	N	0
University-Ferris State University-Educational & Career Counseling	Debra Cox, LPC	Starr 313	Big Rapids	MI	4930	231-591-3057x	800-591-3060	E	N	0

University-Grand Valley State University	Troy Farley	206 Student Services Building 1 Campus Drive	Allendale	MI	4940	616-331-3266	616-331-2070	E	N	0
University-Virginia State University-Business School	David Bejou	1 Hayden Dr.	Petersburg	VA	2380	804-524-5376	804-524-5110	F	N	0
Urban League-Grand Rapids	Dr. Walter M. Brame, Ed.D	745 Eastern Avenue, SE	Grand Rapids	MI	4950	616-245-2207	616-245-6510	E	N	0
Virginia Department For the Aging	Thelma Bland Watson	24 East Cary Street	Richmond	VA	2321	804-343-3000	804-649-2258	E	N	0
Virginia Department of Social Services-Charles City	Byron M. Adkins	10600 Courthouse Road PO Box 98	Charles City	VA	2303	804-652-1708	804-829-2430	E	N	0
Virginia Department of Social Services-Essex County	Paul Oswell	772 Richmond Beach Road PO Box 1004	Tappanhannock	VA	2256	804-443-3561	804-443-8254	E	N	0
Virginia Department of Social Services-Gloucester	Beth S. Barry	6641 Short Lane PO Box 1390	Gloucester	VA	2306	804-693-2671	804-693-5511	E	N	0
Virginia Department of Social Services-Hampton	Wanda Rogers	1320 LaSalle Avenue	Hampton	VA	2366	757-727-1800	757-727-1835	E	N	0
Virginia Department of Social Services-Hanover County	Sheila Crossen-Powell	12304 South Washington Highway	Ashland	VA	2300	804-365-4100	804-365-4006	E	N	0
Virginia Department of Social Services-Henrico County	Jane D. Crawley	8600 Dixon Powers Drive	Richmond	VA	2322	804-501-5844	804-501-4006	E	N	0
Virginia Department of Social Services-Hopewell	Nancy Treanor	316 Est Cawson Street	Hopewell	VA	2386	804-541-2330	804-541-2347	E	N	0
Virginia Department of Social Services-James City County	Diana Hutchens	5249 Old Towne Road	Williamsburg	VA	2318	757-259-3100	757-259-3188	E	N	0
Virginia Department of Social Services-King William	Anne M. Mitchell	172 Courthouse Lane PO Box 187	King William	VA	2308	804-769-4905	804-769-4979	E	N	0
Virginia Department of Social Services-Lancaster County	Edna Davenport	9049 Mary Ball Road PO Box 1858	Lancaster	VA	2250	804-462-5141	804-462-0330	E	N	0

Virginia Department of Social Services-Mathews	Jo Ann Wilson-Harfst	Route 611 536 Church Street	Mathews	VA	2310	804-725-7192	804-725-7086	E	N	0
Virginia Department of Social Services-Middlesex County	Rebecca Morgan	2893 General Puller Highway PO Box 216	Urbanna	VA	2317	804-758-2348	804-758-2357	E	N	0
Virginia Department of Social Services-New Kent	Michelle Lauter Cowling	12025 Courthouse Circlt PO box 229	New Kent	VA	2312	804-966-1853	804-966-9170	E	N	0
Virginia Department of Social Services-Newport News	Glenn Butler	Rouse Tower 6060 Jefferson Avenue	Newport News	VA	2360	757-926-6300	757-926-6118	E	N	0
Virginia Department of Social Services-Northumberland County	Sharon C. Fisher	6373 Northumberland Highway Suite A	Heathsville	VA	2247	804-580-3477	804-580-5815	E	N	0
Virginia Department of Social Services-Petersburgiles	Kimberley Miles	400 Farmer Street PO Box 25127	Petersburg	VA	2380	804-861-4720	804-861-0137	E	N	0
Virginia Department of Social Services-Prince George	Shel Bolyard-Douglas	6450 Administration Drive-Building 12 PO Box 68	Prince George	VA	2387	804-733-2650	804-733-2652	E	N	0
Virginia Department of Social Services-Richmond City	Doris D. Moseley	Marshall Plaza Buiding-900 East Marshall Street PO Box 10129	Richmond	VA	2324	804-646-7212	804-646-8609	E	N	0
Virginia Department of Social Services-Richmond County	Claudette C. Henderson	5579 Richmond Road PO Box 35	Warsaw	VA	2257	804-333-4088	804-3336-015	E	N	0
Virginia Department of Social Services-Surry	Valerie E. Pierce	Route 626 45 School Street	Surry	VA	2388	757-294-5240	757-294-5248	E	N	0
Virginia Department of Social Services-Sussex	Chequila H. Fields	20103 Princeton Road PO Box 1336	Sussex	VA	2388	434-246-7020	434-246-2504	E	N	0
Virginia Department of Social Services-Williamsburg Human Services	Peter P Walentisch	401 Lafayette Street	Williamsburg	VA	2318	757-220-6161	757-220-6113	E	N	0
Virginia Department of Social Services-York-Poquoson	Kimberly Irvine	301 Goodwin Neck Road	Yorktown	VA	2369	757-890-3787	757-890-3934	E	N	0

Virginia Department of Social Services King and Queen	Betty Ackley Dougherty	241 Allen Circle PO Box 7	King and Queen Courthous	VA	2308	804-769-5003	804-785-5885	E	N	0
Virginia Department of Veterans Services-Hampton Field Office	Debbie Blackmore	2019 Cunningham Drive Suite 206	Hampton	VA	2366	757-825-7893	757-825-7894	E	N	0
VIRGINIA JOB CORP-PLACEMENT SVC	WND	7525 TIDEWATER DR SUITE 210	NORFOLK	VA	2350	757-582-7809x	(757) 583-788	F	N	0
VIRGINIA STATE UNIV	CAREER PLANNING & PLCMT	1 HAYDEN DR	PETERSBURG	VA	2380	804-524-5211x	804-524-5212	F	N	0
Virginia Workforce Network-Cedar Fork Resource Workforce	Calvin Headley	121 Cedar Fork	Henrico	VA	2322	804-952-6116	804-226-2113	E	N	0
Virginia Workforce Network-Job Assistance Center	Sherry Pearson	1399 Centerville Road PO Box 327	Shacklefords	VA	2315	804-785-2470	804-785-2473	E	N	0
Virginia Workforce Network-Northern Neck One-Stop Career Center	David Mann	14243 Historyland Highway	Warsaw	VA	2257	804-333-3675	804-333-5388	E	N	0
Virginia Workforce Network-Peninsula Worklink	Jesse Williamson	600 Butler Farm Road Suite C	Hampton	VA	2366	757-766-4900	757-766-4939	E	N	0
Virginia Workforce Network-Petersburg Workforce Center	Najmah Thomas	114 North Union Street	Petersburg	VA	2380	804-862-6155	804-732-6668	E	N	0
Virginia Workforce Network-Petersburg Virginia Employment Committion	Norman Rankins	5240 Oaklawn Boulevard PO Box 1111	Petersburg	VA	2380	804-862-6548	804-541-6517	E	N	0
Virginia Workforce Network-Richmond Virginia Employment Commission	Emma Mallory	3751 Nine Mile Road	Richmond	VA	2322	804-236-3500	804-236-3540	E	N	0
Virginia Workforce Network-Richmond Virginia Employment Commission	Charlene Watkins	6705 Warwick Road	Richmond	VA	2322	804-674-2368	804-674-3655	E	N	0
Virginia Workforce Network-Whitepine Resource Workforce	John Korusek	7333 Whitepine Road	Chesterfield	VA	2323	804-271-8510	804-835-6516	E	N	0

Virginia Workforce Network-Williamsburg	JWilliam Schoenfeld	5235 John Tyler Highway Williamsburg Crossing Shoppig Center	Williamsburg	VA	2318	757-253-4738	757-253-7245	E	N	0
Virgrinia Workforce Network-Capitol Area Training Consortium	Lydia Maddox	5410 Williamsburg Road	Sandston	VA	2315		804-236-0503	E	N	0
Wedgewood Christian Youth and Family Services	Teri Clark	3300 36th Street, SE	Grand Rapids	MI	4951	616-942-2110	616-942-0589	E	N	0
West Central Michigan Employment and Training	Paul Griffith	110 Elm Street	Big Rapids	MI	4930	231-796-4891	231-796-8316	E	N	0
WGVU - Channel 35	Amanda Reader	301 West Fulton Street	Grand Rapids	MI	4950	616-331-6666	616-331-6625	E	N	0
Williamsburg Redevelopment and Housing	Benjamin Timmons	P.O. Box 411	Williamsburg	VA	2318	757-220-3477	757-221-0528	F	N	0
Women's Resource Center	Sharon Caldwell-Newton	678 Front Avenue, NW Suite 180	Grand Rapids	MI	4950	616-458-5443	616-458-9933	E	N	0
Workforce Development		305 West Main Street	Waverly	VA	2389	804-834-8227	804-834-3029	F	N	0
Workforce Development	Ralph Loeschner	904 Oak Drive, Turk Lake P.O. Box 386	Greenville	MI	4883	616-754-9315	616-754-9310	F	N	0
Workforce Development Center	Linda Molder	2518 Henry	Muskegon	MI	4944	616-739-9010	616-830-0005	F	N	0
Workforce Development Services		1630 East Parham Road PO Box 85622	Richmond	VA	2328	804-371-3258	804-371-3054	F	N	0
Workforce Development Services		13101 Jefferson Davis Highway Bird Hall, Room 123	Chester	VA	2383	804-706-5175	804-796-4266	E	N	0