

WBRN, WWBR, WYBR, Mentor Partners, Inc., Big Rapids, MI
EEO Public File Report
Period Covered June 1, 2021 – May 31, 2022

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. and has been placed in the FCC's online public file, is accessible at the websites of WBRN, WWBR and WYBR, and the public file located at the Mentor Partners, Inc. business offices and studios at 18720 16 Mile Rd, Big Rapids, MI.

This report covers the period of June 1, 2021– May 31, 2022.

The FCC's EEO Rule requires that this report contains 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, the organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO rules, 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 descriptions 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 only when the hire began work and not when an offer was extended. A person was deemed interviewed in person, via web conferencing, over the telephone or by email.

Annual EEO Public File Report
Mentor Partners, inc.
WBRN, WYBR, WWBR
Covering the period from June 1, 2021-May 31, 2022

No full-time hires were made during this period.

Outreach Initiatives

1. Internship program
Mentor Partners, Inc. internship program is with Ferris State University. Students intern at the business offices and studios and are exposed to and participate in all facets of the broadcasting business including meetings with managers, department heads, business and community leaders. Interns 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 stations employees as they work during the 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. This scholarship has been given out each year since 1988.
4. Supplemental Outreach
General Manager Diane Scarpelli and Business Manager Julie Dodson, from 8/17-8/20/21 conducted training sessions with Big Rapids High School and Reed City High School students demonstrating station promotional planning, techniques and implementation.

General Manager Diane Scarpelli, from 9/28-9/30/21 conducts training sessions with Big Rapids ISD students teaching the fundamentals of radio station promotion and marketing.

Appendix 2
Annual EEO Public File Report
Mentor Partners, Inc.
WBRN WWBR WYBR
For the period June 1, 2020-May 31, 2021

| Referral Source (RS) Number | RS Information | No. of Interviews Referred by RS over 12 Month Period |
|-----------------------------|--|---|
| 1. | Referral | 0 |
| 2. | On-Air Recruitment | 0 |
| 3. | WBRN.com WWBR.com WYBR.com Bigrapidsdailynew.co | 0 |
| 4. | Internal Employee Promotion | 0 |
| 5. | Walk-in at offices | 0 |
| 6. | Internship/job shadow | 0 |
| 7. | Facebook | 1 |
| 8. | Indeed | 9 |