

## EEO Public File Report

**Group:** WJQK & WPNW  
**Stations:** WJQK-FM, WPNW-AM

A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summar Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

### A. Job Vacancies Filled Between 2012-06-01 and 2013-05-31

1. Job Title: Account Executive (J019162)	Date Submitted: 2013-02-07	Date Filled: 2013-03-08
2. Job Title: News Director/Talk Show Co-Host (J019591)	Date Submitted: 2013-05-06	Date Filled: 2013-05-21

### B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Account Executive			Date Filled: 2013-03-08		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
AccessKent-Sheldon Complex	Daryl Delabbio	121 Franklin Southeast Suite 130 Grand Rapids, MI 49507	616-336-3914	NO	NO
All Access Radio	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	NO	NO
Allegan County Job Service	Margo Kallin	2891 116th Aenue Allegan, MI 49010	269-673-3121	NO	NO
Allegan County Social Services Department	Susan Bailey-Carman	2233 33rd Street Allegan, MI 49010	279-673-7700	NO	NO
American Women In Radio & Television - Grand Rapids	Suzin Vandercook Claver	Comcast Advertising Sales 3500 Patterson Grand Rapids, MI 49512	616-247-3600	NO	NO
Anointed Ministries	Leon Trotter	2317 Sylvan Avenue Southeast Grand Rapids, MI 49506	616-247-8995	NO	NO
Antioch Christian Center	Lisa James	15051 177th Avenue Grand Haven, MI 49417	616-842-2513	NO	NO
Association for the Blind & Visually Impaired	Joy Wahby	456 Cherry Street Se Grand Rapids, MI 49503	616-458-1187	NO	NO
Association for Women in Communications	Sally Ann Brown	337 Duke Street Alexandria, VA 22314	703-370-7436	NO	NO
Barry County Work First- FBR	Bruce Nelson	1611 South Hanover Hastings, MI 49058	616-945-0229	NO	NO
Barry Department of Social Services	Ronald J. Decker		616-948-3200	NO	NO

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		555 West Woodlawn Hastings, MI 49058			
Barry Intermediate School District	Joyce Snow	575 West Woodlawn Hastings, MI 49058	616-945-9545	NO	NO
Beacon Learning Center-Kent County	D. Frede	1560 Leonard, NE Grand Rapids, MI 49505	616-336-4460	NO	NO
Belding Community Education-Adult Education	Ann VanDusen	315 West Washington Street Belding, MI 48809	616-794-1750	NO	NO
Bethany Christian Services	Steve Eckert	12048 James Street Holland, MI 49424	616-396-0623	NO	NO
Bethel Pentecostal Church	Janathan Austin	834 Lake Drive, Southeast Grand Rapids, MI 49506	616-454-5654	NO	NO
Career Assessment Center/Kandu	Kyle Vohlken	121 Clover Avenue Holland, MI 49423	616-355-3321	NO	NO
Career Transitions	Ken Soper	3501 Lake Eastbrook Avenue Suite 135 Grand Rapids, MI 49516		NO	NO
Careerline Tech Center	K. Bunn	13663 Port Sheldon Road Holland, MI 49424	616-738-8950	NO	NO
Center for Women in Transition	Suzanne	304 Garden Avenue Holland, MI 49424		NO	NO
Center for Women in Transition	Donna Cornwell	411 Butternut Drive Holland, MI 49424		NO	NO
Central Bethany Christian Services	Rich Gritter	11 East 32nd Street Holland, MI 49423	616-392-2635	NO	NO
Christ Temple	Willie Burrel	412 East Sherman Boulevard Muskegon, MI 49444		NO	NO
College-Adrian College-Career Services	Lisa Napierala	Career Planning Office 110 South Madison Street Adrian, MI 49221	517-265-5161	NO	NO
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	NO	NO
College-Baker College of Muskegon Career Services	Margie Broton	1903 Marquette Avenue Muskegon, MI 49422	231-777-5205	NO	NO
College-Calvin College Career Placement	Glenn Triezenberg	1855 Knollcrest Circle Hekman Library 372 Grand Rapids, MI 49546	616-526-6485	NO	NO

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College-Grand Rapids Community College	Nancy J. O'Brien	143 Bostwick Northeast Grand Rapids, MI 49503	616-234-3535	NO	NO
College-Grand Rapids Community College Career Resource & Assessment Center	Paul Phifer	143 Bostwick Avenue, Noirtheast Career Center-3rd Floor-Room 336 Grand Rapids, MI 49503	616-234-3890	NO	NO
College-Grand Rapids Community College WD	Fiona Hert	143 Bostwick NE Grand Rapids, MI 49503	616-234-3744	NO	NO
College-Grand Rapids Community College-Business	Glenn Gelderloos	143 Bostwick Northeast Grand Rapids, MI 49503	616-234-4220	NO	NO
College-Hope College	Sara DeVries	Career Services 100 East 8th Street Holland, MI 49423	616-395-7950	NO	NO
College-Hope College-Department of Communication	Deirdre Johnston	257 Columbia Avenue Holland, MI 49423	616-395-7595	NO	NO
College-Hope College-WTHS-FM Radio Station	Susie Jolink	PO Box 9000 DeWitt Student Center-Student Development Office Holland, MI 49422	616-395-7878	NO	NO
College-Kalamazoo College	Pam Southerland	1200 Academy Street Kalamazoo, MI 49006	269-337-7183	NO	NO
College-Kalamazoo College-WJMD FM	Babli Sinha	1200 Academy Street Hicks Center @2059 Kalamazoo, MI 49006	269-337-7417	NO	NO
College-Kalamazoo Valley Community College	Jenny Buysse	Texas Township Campus-Room 1510 6767 West O Avenue-PO Box 4070 Kalamazoo, MI 49003	269-488-4100	NO	NO
College-Kellogg Community College-Employment Networking Services	Lois Masters	450 North Ave Battle Creek, MI 49017	616.965.3931 x26	NO	NO
College-Kendall College of Art and Design	Eddie McDaniel	17 Fountain Street, NW Grand Rapids, MI 49503	616-451-2787	NO	NO
College-Muskegon Community College	Janie P. Brooks	221 South Quarterline Road Muskegon, MI 49442	231-777-0298	NO	NO
College-Muskegon Community College-Veteran Student ORganization	Nancy Maycroft	221 South Quarterline Road Muskegon, MI 49442	231-777-0342	NO	NO
Community Foundation for Muskegon County	Chris McGuigan	425 West Western Avenue Suite 200 Muskegon, MI 49440	231-722-4538	NO	NO
Community Inclusive Recreation	Elisha Hodge	154 West Street Battle Creek, MI 49017	269-968-8249	NO	NO

## EEO Public File Report

Comunidad Cristiana Vida Nueva	Reverend John Hutt	167 West 20th Street Holland , MI 49423	616-396-5661	NO	NO
Council for Employment and Training	Mike Gagnon	135 Hamblin Avenue Battle Creek, MI 49015	616-660-1417	NO	NO
Davenport	unknown	unknown	unknown	NO	NO
Disability Connection	Susan Cloutier-Myers	27 East Clay Muskegon, MI 49442	231-722-0088	NO	NO
El Vocero Hispano	Franchesca Fantana	1438 Eastern, South East Grand Rapids, MI 49507	616-246-6023	NO	NO
Employment Group, Inc	Patrick Renkes	4561 West Dickman Rd. P.O. 1457 Battle Creek, MI 49015	269-660-3500	NO	NO
Faith Ministries Center	David Spearman	200 Madison, SE Grand Rapids, MI 49503	(616) 454-0342	NO	NO
Ferris State University	Angie Roman	unknown	unknown	NO	NO
Good Samaritan Ministries	Katie Wood	513 Ewat Eighth Street Suite 25 Holland, MI 49423	616-392-7159	NO	NO
GOODWILL INDUSTRIES	LORI	393 E LAKEWOOD BLVD HOLLAND, MI 49424	231-393-0383x	NO	NO
Goodwill Industries of West Michigan, Incorporated	Richard Carlson	271 East Apple Muskegon, MI 49442	231-722-7871	NO	NO
GOODWILL WORKFORCE CENTER	LORI	2518 HENRY ST MUSKEGON, MI 49441	231-739-9010x	NO	NO
Heights of Hope	Tracy Forbes	995 East 8th Street Holland, MI 49423	616-392-8559	NO	NO
hisair.net	Ted Kelly	16344 Spanish Court Greenwell Springs, CA 70739	225-744-3258	NO	NO
Hispanic American Council	Sharon Rodriguez	1356 Portage Rd Suite A Kalamazoo, MI 49006	269-385-6279	NO	NO
Hispanic Center of Western Michigan	Yamilka Acosta	1204 Grandville Avenue, South West Grand Rapids, MI 49503	616-742-0200	NO	NO
Holland Chamber of Commerce	Jane Clark	272 East 8th Street Holland, MI 49423	616-392-2389	NO	NO
Holland City Hall	Al Serrano		616-355-1328	NO	NO

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		270 South River Avenue Holland, MI 49423			
Hope Network-West Michigan	Nancy Martin	3075 Orchard Vista Drive Grand Rapids, MI 49548	616-301-8000	NO	NO
HURDL - Holland Urban Resource Development League	Willis Weymon	184 East 7th Street Holland, MI 49423	616-392-1667	NO	NO
Institute for Healing Racism	Latricia Trice	571 Apple Avenue Suite 206 Muskegon, MI 49442	231-720-2105	NO	NO
Intercom- Association of Professional Communicators	Curtis Cunningham	P O Box 51316 Kalamazoo, MI 49005	616-454-4380	NO	NO
ITT Technical Institute-Wyoming, MI (Grand Rapids)	Jennifer Hance	1980 Metro Court South West Wyoming, MI 49519	616-406-1200	NO	NO
Job Service		555 West Woodlawn Avenue Hastings, MI 49058	616-962-5411	NO	NO
JQ99 Radio	Brad Lanser	425 Centerstone Court	616-931-9930	NO	NO
Kalamazoo County Human Services	Linda Vail Buzas	3299 Gull Road Kalamazoo, MI 49048	269-373-5200	NO	NO
Kalamazoo Handicappers United Inc	Claudine Liesinger	333 North Burdick Kalamazoo, MI 49007	(616) 349-0058	NO	NO
Kalamazoo Valley Community College	Jacob Arndt	Texas Township Campus, Kalamazoo Valley Communit 6767 West O Ave, PO Box 4070 Kalamazoo, MI 49003	269-488-4250	NO	NO
Kellogg Community College	Laura DePompolo	450 North Avenue Student Employment Services Battle Creek, MI 49017	269-965-3931x263	NO	NO
Kellogg Community College - Student Employment Services	Laura DePompolo	450 North Avenue Student Center Battle Creek, MI 49017	269) 965-3931x2	NO	NO
Kendall College of Art and Design - Career Services	Christine Brown	111 Division Avenue, North Ionia Building-Resource Center-1st Floor Grand Rapids, MI 49503	616.451.2787x27	NO	NO
Kent County Family Independence Agency	Nancy Marshall	415 Franklin Street, SE Grand Rapids, MI 49507	616-247-6000	NO	NO
Kent County Family Independent Agency	Nancy Marshall	415 Franklin Street, SE Grand Rapids, MI 49507	616-247-6000	NO	NO
Kuyper College	Evan Heerema		616-988-3643	NO	NO

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		3333 East Beltline NE Grand Rapids, MI 49525			
LAKESHORE CIL	JOB PLACEMENT	426 CENTURY LANE HOLLAND, MI 49423	616-396-5326x	NO	NO
Latin Americans United for Progress-LAUP	Tino Reyes Sr.	371 Fairbanks Avenue, Suite 105 P O Box 1384 Holland, MI 49422	616-392-5058	NO	NO
Linked In	unknown	unknown	unknown	NO	NO
Lutheran Social Services of Michigan	Lynda Bar	270 Fulton St. E Grand Rapids, MI 49503	616-356-1934	NO	NO
Michigan Association of Broadcasters	Denise Weston	819 North Washington Avenue Lansing, MI 48906	800-968-7622	NO	NO
Michigan Department of Civil Rights	Linda V. Parker	350 Ottawa Avenue, NW # 2 Grand Rapids, MI 49503	616-356-0380	NO	NO
MICHIGAN REHABILITATION SERVICES	GARY	350 OTTAWA STREET, NW GRAND RAPIDS, MI 49503	616-242-6450x	NO	NO
Michigan Works-Kalamazoo	Cindy Sullivan	1601 South Burdick Kalamazoo, MI 49001	269-383-2536	NO	NO
Michigan Works-Kent County Area Community Service Employment and Training	Beverly Drake	144 East Fulton Street Grand Rapids, MI 49503	616-336-4100	NO	NO
Michigan Works-Kent County-Area Community Service Employment and Trianing	Beverly Drake	836 Fuller Northeast Grand Rapids, MI 49503	616-336-7740	NO	NO
Michigan Works-Kent county-Grand Rapids	Beverly Drake	1550 Leonard, N.E. Grand Rapids, MI 49505	616-336-4460	NO	NO
Michigan Works-Kent County-M-Tech Service Center	George Waite	622 Godfrey SW Grand Rapids, MI 49503	616-234-3398	NO	NO
Michigan Works-Montcalm County Central Area Consortium	Ronald Retzloff	904 Oak Drive, Turk Lake PO Box 368 Greenville, MI 48838	616-754-9315	NO	NO
Michigan Works-Muskegon and Oceana County-Family Services	Paul Roy, Jr.	1516 Peck Street Muskegon, MI 49441	231-726-2626	NO	NO
Michigan Works-Muskegon County Employment and Resource Center	Nancy Griffin	Muskegon Heights WDC 2913 Hoyt Street Muskegon Heights, MI 49444	231-739-2247	NO	NO
Michigan Works-Ottawa County	William Raymond	121 Clover Avenue Holland, MI 49423	616-396-2154	NO	NO

## EEO Public File Report

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	NO	NO
MUSKEGON COUNTY SOCIAL SVC	JANEANE MORRISSEY	2700 BAKER ST P.O. BOX 4290 MUSKEGON HEIGHTS, MI 49444	231-733-3700x	NO	NO
NAACP-Lansing	Jeanne Baugh	LeJohn Building 1801 West Main Street Lansing, MI 48915	517-484-9171	NO	NO
National Association of Broadcasters	Michelle Duke	1771 N Street, NW Suite 708 Washington, DC 20036	202-429-5498	NO	NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117	NO	NO
Pearl Alternative and Adult Education-Fennville	Dana Johnson	5 Memorial Drive Fennville, MI 49408	269-561-2343	NO	NO
Programdirector.net	Bob Thornton	8806 East 109th Place Tulsa, OK 74133	918-492-2660	NO	NO
referral	friend or relative	unknown	unknown	YES	NO
referral	unknown	unknown	unknown	NO	NO
referral	Susie Antkoviak	unknown	unknown	NO	NO
referral	Chad Millard	unknown	unknown	NO	NO
referral	Connie Coffman	unknown	unknown	NO	NO
Relative	relative	relative	relative	NO	NO
Renaissance Church of God in Christ	Dennis McMurray	1001 33rd Street, SE Grand Rapids, MI 49508	616-243-0991	NO	NO
River of Life Ministries	Rosemary Barnes	950 12th Street, NW Grand Rapids, MI 49514	(616) 459-7244	NO	NO
Saint Patrick's Catholic Church-Catholic Charities	Katie Krizan	920 Fulton Street Grand Haven, MI 49417	616-842-0001	NO	NO
SALVATION ARMY	CARL OLEXA	1215 EAST FULTON ST GRAND RAPIDS, MI 49503	616-459-9468	NO	NO
Snelling Personnel - Permanent Division	Eric Egeland	Brookfield Office Plaza, Suite B-100 950 28th Street South East Grand Rapids, MI 49508	616-452-2154	NO	NO

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Social Services-Ottawa County Social Services Department	Loren Snippe	12265 James Street Suite 100 Holland, MI 49424	616-394-7200	NO	NO
Telemon Corporation-Job Connections	C. Flores	119 Clover Avenue Holland, MI 49423	616-396-5160	NO	NO
United Way and Volunteer Center of Barry County	Lani Forbes	450 Meadow Run Suite 300, PO Box 644 Hastings, MI 49058	269-945-4010	NO	NO
University-Central Michigan University-Broadcast And Cinematic Arts	Dr. Peter Orlik	340 Moore Hall Central Michigan University Mount Pleasant, MI 48859	989-774-3851	NO	NO
University-Davenport University	Linda Sievert	643 South Waverly Road Holland, MI 49423	616-395-4621	NO	NO
University-Ferris State University	Laurie Kilbourne	Timme Center for Student Services 805 Campus Dr Big Rapids, MI 49307	231-591-2685	NO	NO
University-Grand Valley State University	Troy Farley	206 Stu Grand Valley State University 1 Campus Drive Allendale, MI 49401	616-331-3311	NO	NO
University-Spring Arbor University	John Beck	106 East Main Street Spring Arbor, MI 49283	517-750-1200	NO	NO
unknown	unknown	unknown	unknown	NO	NO
Urban League of Greater Muskegon	Rodney Brown	425 Catawaba Avenue Muskegon, MI 49442	231-726-6019	NO	NO
Urban League of Southwestern Michigan	Norman Johnson	172 West Van Buren Street Battle Creek, MI 49017	269-962-5553	NO	NO
Urban League-Grand Rapids	Dr. Walter M. Brame	745 Eastern Avenue, SE Grand Rapids, MI 49503	616-245-2207	NO	NO
Urban Youth Ministry	Teddy Davis	514 Lincoln Holland, MI 49423	616-392-2508	NO	NO
Volunteer Center of Allegan County	Debbie Jennings	650 Grand Street Allegan, MI 49010	269-673-6545	NO	NO
W.E. Upjohn Institute for Employment Research	Robert Straits	300 South Westmedge Avenue Kalamazoo, MI 49007	269-343-5541	NO	NO
website	website	website	website	NO	NO
Wedgewood Christian Youth and Family Services	Teri Clark	3300 36th Street, SE Grand Rapids, MI 49512	616-942-2110	NO	NO
WGVU - Channel 35	Amanda Reader		616-331-6666	NO	NO



## EEO Public File Report

		301 West Fulton Street Grand Rapids, MI 49504			
Women's Resource Center	Sharon Caldwell-Newton	678 Front Avenue, NW Suite 180 Grand Rapids, MI 49504	616-458-5443	NO	NO
Work First- Battle Creek	Norm Harder	223 East Michigan Avenue Battle Creek, MI 49017	616-966-0608	NO	NO
Workforce Development Center	Linda Molder	2518 Henry Muskegon, MI 49441	616-739-9010	NO	NO
Zeeland Adult Education	Celeste Henry	3333 96th Avenue PO Box 110 Zeeland, MI 49464	616-748-3220	NO	NO
Total Resources: 133					
2. Job Title: News Director/Talk Show Co-Host			Date Filled: 2013-05-21		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
AccessKent-Sheldon Complex	Daryl Delabbio	121 Franklin Southeast Suite 130 Grand Rapids, MI 49507	616-336-3914	NO	NO
All Access Radio	Joel Denver	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	NO	NO
Allegan County Job Service	Margo Kallin	2891 116th Aenue Allegan, MI 49010	269-673-3121	NO	NO
Allegan County Social Services Department	Susan Bailey-Carman	2233 33rd Street Allegan, MI 49010	279-673-7700	NO	NO
American Women In Radio & Television - Grand Rapids	Suzin Vandercook Claver	Comcast Advertising Sales 3500 Patterson Grand Rapids, MI 49512	616-247-3600	NO	NO
Anointed Ministries	Leon Trotter	2317 Sylvan Avenue Southeast Grand Rapids, MI 49506	616-247-8995	NO	NO
Antioch Christian Center	Lisa James	15051 177th Avenue Grand Haven, MI 49417	616-842-2513	NO	NO
Association for the Blind & Visually Impaired	Joy Wahby	456 Cherry Street Se Grand Rapids, MI 49503	616-458-1187	NO	NO
Association for Women in Communications	Sally Ann Brown	337 Duke Street Alexandria, VA 22314	703-370-7436	NO	NO
Barry County Work First- FBR	Bruce Nelson		616-945-0229	NO	NO

## EEO Public File Report

		1611 South Hanover Hastings, MI 49058			
Barry Department of Social Services	Ronald J. Decker	555 West Woodlawn Hastings, MI 49058	616-948-3200	NO	NO
Barry Intermediate School District	Joyce Snow	575 West Woodlawn Hastings, MI 49058	616-945-9545	NO	NO
Beacon Learning Center-Kent County	D. Frede	1560 Leonard, NE Grand Rapids, MI 49505	616-336-4460	NO	NO
Belding Community Education-Adult Education	Ann VanDusen	315 West Washington Street Belding, MI 48809	616-794-1750	NO	NO
Bethany Christian Services	Steve Eckert	12048 James Street Holland, MI 49424	616-396-0623	NO	NO
Bethel Pentecostal Church	Janathan Austin	834 Lake Drive, Southeast Grand Rapids, MI 49506	616-454-5654	NO	NO
Career Assessment Center/Kandu	Kyle Vohlken	121 Clover Avenue Holland, MI 49423	616-355-3321	NO	NO
Career Transitions	Ken Soper	3501 Lake Eastbrook Avenue Suite 135 Grand Rapids, MI 49516		NO	NO
Careerline Tech Center	K. Bunn	13663 Port Sheldon Road Holland, MI 49424	616-738-8950	NO	NO
Center for Women in Transition	Donna Cornwell	411 Butternut Drive Holland, MI 49424		NO	NO
Center for Women in Transition	Suzanne	304 Garden Avenue Holland, MI 49424		NO	NO
Central Bethany Christian Services	Rich Gritter	11 East 32nd Street Holland, MI 49423	616-392-2635	NO	NO
Christ Temple	Willie Burrel	412 East Sherman Boulevard Muskegon, MI 49444		NO	NO
College-Adrian College-Career Services	Lisa Napierala	Career Planning Office 110 South Madison Street Adrian, MI 49221	517-265-5161	NO	NO
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	NO	NO
College-Baker College of Muskegon Career Services	Margie Broton	1903 Marquette Avenue Muskegon, MI 49422	231-777-5205	NO	NO

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College-Baltimore City Community College	Rene Johnson	2901 Liberty Heights Ave. Baltimore, MD 21215	410-462-8250	NO	NO
College-Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	651-905-3465	NO	NO
College-Calvin College Career Placement	Glenn Triezenberg	1855 Knollcrest Circle Hekman Library 372 Grand Rapids, MI 49546	616-526-6485	NO	NO
College-Calvin College-Communications and Media Studies	Yvonne Posthuma	DeBoss Communication Center 250A 1810 East Beltline Avenue, Southeast Grand Rapids, MI 49546	616-526-6322	NO	NO
College-City College of Chicago-Truman College	Kate Gillespie	1145 West Wilson Avenue Room 2915 Chicago, IL 60640	773-907-4436	NO	NO
College-Columbia College-Portfolio Center-Media Production	Tim Long	623 South Wabash Avenue Room 307 Chicago, IL 60605	312-369-7282	NO	NO
College-Coppin State College-Mass Communication	Peter Brooks	2500 West North Avenue Baltimore, MD 21216	410-383-5408	NO	NO
College-Elmhurst College-Communications	Marjorie Goodban	190 Prospect Street Elmhurst, IL 60126	630-617-3198	NO	NO
College-Elmhurst College-WRSE 88.7 FM	John Valenta	190 Prospect Elmhurst, IL 60126	630-617-3729	NO	NO
College-Ferrum College/ WFFC 89.9 FM		PO Box 1000 Ferrum, VA 24088	540-365-4338	NO	NO
College-Grace Bible College	M. Steenwyk	1011 Aldon Street Grand Rapids, MI 49509	616-538-2330	NO	NO
College-Grand Rapids Community College	Nancy J. O'Brien	143 Bostwick Northeast Grand Rapids, MI 49503	616-234-3535	NO	NO
College-Grand Rapids Community College Career Resource & Assessment Center	Paul Phifer	143 Bostwick Avenue, Noirtheast Career Center-3rd Floor-Room 336 Grand Rapids, MI 49503	616-234-3890	NO	NO
College-Grand Rapids Community College WD	Fiona Hert	143 Bostwick NE Grand Rapids, MI 49503	616-234-3744	NO	NO
College-Grand Rapids Community College-Business	Glenn Gelderloos	143 Bostwick Northeast Grand Rapids, MI 49503	616-234-4220	NO	NO
College-Henry Ford Community College	Jay Korinek	5101 Evergreen Road Telecommunications Department Dearborn, MI 48128	313-845-6477	NO	NO

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College-Hope College	Sara DeVries	Career Services 100 East 8th Street Holland, MI 49423	616-395-7950	NO	NO
College-Hope College-Department of Communication	Deirdre Johnston	257 Columbia Avenue Holland, MI 49423	616-395-7595	NO	NO
College-Hope College-WTHS-FM Radio Station	Susie Jolink	PO Box 9000 DeWitt Student Center-Student Development Office Holland, MI 49422	616-395-7878	NO	NO
College-International College of Broadcasting	Gary Doster	6 South Smithville Road Dayton, OH 45431	937-258-8251	NO	NO
College-Kendall College of Art and Design	Eddie McDaniel	17 Fountain Street, NW Grand Rapids, MI 49503	616-451-2787	NO	NO
College-Missouri Valley College-Communications	Harry Carrell	500 East College Marshall, MO 65340	660-831-4216	NO	NO
College-Muskegon Community College	Janie P. Brooks	221 South Quarterline Road Muskegon, MI 49442	231-777-0298	NO	NO
College-Muskegon Community College-Veteran Student ORganization	Nancy Maycroft	221 South Quarterline Road Muskegon, MI 49442	231-777-0342	NO	NO
College-Walsh College of Accountancy and Business Administration	Jill English	3838 Livernois Road Troy, MI 48007	248-823-1237	NO	NO
College-West Virginia State College- Communications Department	Dr. David Wohl	P.O. Box 1000 Institute, WV 25112	304-766-3195	NO	NO
Community Foundation for Muskegon County	Chris McGuigan	425 West Western Avenue Suite 200 Muskegon, MI 49440	231-722-4538	NO	NO
Comunidad Cristiana Vida Nueva	Reverend John Hutt	167 West 20th Street Holland , MI 49423	616-396-5661	NO	NO
Connecticut School of Broadcasting, Arlington	R. J. Narsavage	2170 Crystal Plaza Arcade, #38 Arlington, VA 22202	703-415-7600	NO	NO
Detroit Area Film & Television	Janice King	PO Box 1443 Royal Oak, MI 48068	248-547-0847	NO	NO
Disability Connection	Susan Cloutier-Myers	27 East Clay Muskegon, MI 49442	231-722-0088	NO	NO
El Vocero Hispano	Franchesca Fantana	1438 Eastern, South East Grand Rapids, MI 49507	616-246-6023	NO	NO
Faith Ministries Center	David Spearman		(616) 454-0342	NO	NO

## EEO Public File Report

		200 Madison, SE Grand Rapids, MI 49503			
Geoffrey R Conway School of Broadcating and Communication	J. Mattka	PO Box 486 Niagra Falls, NY 14302	905-332-0444	NO	NO
Good Samaritan Ministries	Katie Wood	513 Ewat Eighth Street Suite 25 Holland, MI 49423	616-392-7159	NO	NO
GOODWILL INDUSTRIES	LORI	393 E LAKEWOOD BLVD HOLLAND, MI 49424	231-393-0383x	NO	NO
Goodwill Industries of West Michigan, Incorporated	Richard Carlson	271 East Apple Muskegon, MI 49442	231-722-7871	NO	NO
Goodwill Industries-Muskegon-Goodwill Workforce Development Service	J.D. Wallace	950 West Norton Avenue Suite C Muskegon, MI 49441	231-739-9010	NO	NO
Grand Rapids Job Corps Center	Jeffrey Jablonski	110 Hall Street Southeast Grand Rapids, MI 49507	616-243-6877	NO	NO
Heights of Hope	Tracy Forbes	995 East 8th Street Holland, MI 49423	616-392-8559	NO	NO
hisair.net	Ted Kelly	16344 Spanish Court Greenwell Springs, CA 70739	225-744-3258	NO	NO
Hispanic Center of Western Michigan	Yamilka Acosta	1204 Grandville Avenue, South West Grand Rapids, MI 49503	616-742-0200	NO	NO
Holland Chamber of Commerce	Jane Clark	272 East 8th Street Holland, MI 49423	616-392-2389	NO	NO
Holland City Hall	Al Serrano	270 South River Avenue Holland, MI 49423	616-355-1328	NO	NO
Hope Network-West Michigan	Nancy Martin	3075 Orchard Vista Drive Grand Rapids, MI 49548	616-301-8000	NO	NO
HURDL - Holland Urban Resource Development League	Willis Weymon	184 East 7th Street Holland, MI 49423	616-392-1667	NO	NO
Institute for Healing Racism	Latricia Trice	571 Apple Avenue Suite 206 Muskegon, MI 49442	231-720-2105	NO	NO
ITHACA COLLEGE/DEPT OF TELEVISION/RADIO	WENMOUTH WILLIAMS	953 DANBY RD 376 PARK HALL ITHACA, NY 14850	607-274-3331	NO	NO
ITT Technical Institute-Wyoming, MI (Grand Rapids)	Jennifer Hance	1980 Metro Court South West Wyoming, MI 49519	616-406-1200	NO	NO

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Job Service		555 West Woodlawn Avenue Hastings, MI 49058	616-962-5411	NO	NO
JQ Website	x	x	x	NO	NO
Kendall College of Art and Design - Career Services	Christine Brown	111 Division Avenue, North Ionia Building-Resource Center-1st Floor Grand Rapids, MI 49503	616.451.2787x27	NO	NO
Kent County Family Independence Agency	Nancy Marshall	415 Franklin Street, SE Grand Rapids, MI 49507	616-247-6000	NO	NO
Kent County Family Independent Agency	Nancy Marshall	415 Franklin Street, SE Grand Rapids, MI 49507	616-247-6000	NO	NO
Kuyper College	Evan Heerema	3333 East Beltline NE Grand Rapids, MI 49525	616-988-3643	NO	NO
LAKESHORE CIL	JOB PLACEMENT	426 CENTURY LANE HOLLAND, MI 49423	616-396-5326x	NO	NO
Latin Americans United for Progress-LAUP	Tino Reyes Sr.	371 Fairbanks Avenue, Suite 105 P O Box 1384 Holland, MI 49422	616-392-5058	NO	NO
Linked In	x	x	x	NO	NO
Lutheran Social Services of Michigan	Lynda Bar	270 Fulton St. E Grand Rapids, MI 49503	616-356-1934	NO	NO
Michigan Association of Broadcasters	Denise Weston	819 North Washington Avenue Lansing, MI 48906	800-968-7622	NO	NO
Michigan Department of Civil Rights	Linda V. Parker	350 Ottawa Avenue, NW # 2 Grand Rapids, MI 49503	616-356-0380	NO	NO
MICHIGAN REHABILITATION SERVICES	GARY	350 OTTAWA STREET, NW GRAND RAPIDS, MI 49503	616-242-6450x	NO	NO
Michigan Works-Kalamazoo	Cindy Sullivan	1601 South Burdick Kalamazoo, MI 49001	269-383-2536	NO	NO
Michigan Works-Kent County Area Community Service Employment and Training	Beverly Drake	144 East Fulton Street Grand Rapids, MI 49503	616-336-4100	NO	NO
Michigan Works-Kent County-Area Community Service Employment and Trianing	Beverly Drake	836 Fuller Northeast Grand Rapids, MI 49503	616-336-7740	NO	NO
Michigan Works-Kent county-Grand Rapids	Beverly Drake	1550 Leonard, N.E. Grand Rapids, MI 49505	616-336-4460	NO	NO

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Michigan Works-Kent County-M-Tech Service Center	George Waite	622 Godfrey SW Grand Rapids, MI 49503	616-234-3398	NO	NO
Michigan Works-Montcalm County Central Area Consortium	Ronald Retzloff	904 Oak Drive, Turk Lake PO Box 368 Greenville, MI 48838	616-754-9315	NO	NO
Michigan Works-Muskegon and Oceana County-Family Services	Paul Roy, Jr.	1516 Peck Street Muskegon, MI 49441	231-726-2626	NO	NO
Michigan Works-Muskegon County Employment and Resource Center	Nancy Griffin	Muskegon Heights WDC 2913 Hoyt Street Muskegon Heights, MI 49444	231-739-2247	NO	NO
Michigan Works-Ottawa County	William Raymond	121 Clover Avenue Holland, MI 49423	616-396-2154	NO	NO
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	NO	NO
MUSKEGON COUNTY SOCIAL SVC	JANEANE MORRISSEY	2700 BAKER ST P.O. BOX 4290 MUSKEGON HEIGHTS, MI 49444	231-733-3700x	NO	NO
NAACP	Amina Turner	114 West Parish St. 2nd Floor Durham, NC 27701	919-682-4700	NO	NO
NAACP	Robin Scott King	1200 E. Market St. Greensboro, NC 27401	336-273-1222	NO	NO
NAACP	Charles Misheaux	625 North Euclid Avenue Saint Louis, IL 63108	314-361-8600	NO	NO
NAACP Indianapolis Branch	Natalie Bryant	300 East Fall Creek Parkway North Drive PO Box 88676 Indianapolis, IN 46208	317-925-5127	NO	NO
NAACP of Fort Wayne, Indiana	Reverend Bill McGill	1307 East Lewis Street Fort Wayne, IN 46806	260-426-1255	NO	NO
NAACP- Terra Haute Chapter	Theresa Bynum	P.O. Box 441 Terra Haute, IN 47808	812-234-4209x235	NO	NO
NAACP-Albion Michigan	Lenn Reid	PO Box 751 Albion, MI 49224	517-629-2283	NO	NO
NAACP-Altoona, Pennsylvania	Donald Witherspoon	2100 6th Avenue Altoona, PA 16602	814-942-1126	NO	NO
NAACP-Celveland, Ohio	Neisha	2131 Stokes Boulevard Cleveland, OH 44106	216-231-6260	NO	NO
NAACP-Cincinnati, Ohio	Deborah		513-281-1900	NO	NO

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		2500 Kemper Lane #1 Cincinnati, OH 45206			
NAACP-Flint	A. C. Dumas	PO Box 1336 Flint , MI 48501	810-785-3733	NO	NO
NAACP-Lansing	Jeanne Baugh	LeJohn Building 1801 West Main Street Lansing, MI 48915	517-484-9171	NO	NO
NAACP-Lenawee County	Jeanette Henagan	1544 Ramblewood Court Adrian, MI 49221	517-263-1714	NO	NO
NAACP-Macomb County	Ruthie Stevenson	PO Box 1063 Mount Clemens, MI 48046	586-783-7530	NO	NO
NAACP-Monroe County Branch	William Vance	PO Box 243 Bloomington, IN 47402	812-332-1513	NO	NO
NAACP-National Branch-Baltimore, Maryland	Yolanda Hunter	4805 Mount Hope Drive Baltimore, MD 21215	877-622-2798	NO	NO
NAACP-Niles	Reverend Saundria Wilson	924 Cherry Street Niles, MI 49120	616-683-0249	NO	NO
NAACP-Paducah McCracken County Chapter	Rosa Scott	505 South 8th Street Paducah, KY 42003	270-443-5430	NO	NO
NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006 Three Rivers, MI 49093	269-273-3170	NO	NO
NAACP-Van Buren County	Flozene King	72238 East 34th Avenue Covert, MI 49043	269-764-3718	NO	NO
NAACP-Washington Bureau	Hilary Shelton	1156 15th Street, NW Suite 915 Washington, DC 20005	202-463-2940	NO	NO
NAACP-Ypsilanti-Willow Run	Sharon Newton-Glen	PO Box 107 Whittaker, MI 48190	734-480-9654	NO	NO
National Association of Broadcasters	Michelle Duke	1771 N Street, NW Suite 708 Washington, DC 20036	202-429-5498	NO	NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117	NO	NO
Pearl Alternative and Adult Education-Fennville	Dana Johnson	5 Memorial Drive Fennville, MI 49408	269-561-2343	NO	NO
Programdirector.net	Bob Thornton	8806 East 109th Place Tulsa, OK 74133	918-492-2660	NO	NO



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Radio 1 Broadcast School	Joe Deschler	700 3rd Street North Suite LL7 La Crosse, WI 54601	507-450-4604	NO	NO
referral	friend	xxx	xxxx	YES	NO
referral	x	x	x	NO	NO
Renaissance Church of God in Christ	Dennis McMurray	1001 33rd Street, SE Grand Rapids, MI 49508	616-243-0991	NO	NO
River of Life Ministries	Rosemary Barnes	950 12th Street, NW Grand Rapids, MI 49514	(616) 459-7244	NO	NO
Saint Patrick's Catholic Church-Catholic Charities	Katie Krizan	920 Fulton Street Grand Haven, MI 49417	616-842-0001	NO	NO
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	NO	NO
Salvation Army-Michigan-Booth Family Services	Cathy Newton	1235 East Fulton Street Grand Rapids, MI 49503	616-454-1459	NO	NO
Salvation Army-Michigan-Dickinson Park Corps	Major Roger Ross	1632 Linden Avenue, Southeast Grand Rapids, MI 49507	616-241-3723	NO	NO
Salvation Army-Michigan-Grand Haven Corps	Captains Jay and Sally Davis	310 North Despelder Street Grand Haven, MI 49417	616-842-3380	NO	NO
Salvation Army-Michigan-Holland Corps	Majors Paul and Mary Duskin	104 Clover Avenue Holland, MI 49423	616-392-4461	NO	NO
Salvation Army-Michigan-Little Pine Island Camp in Comstock Park	Curtis Britcher	6889 Pine Island Road Comstock Park, MI 49321	616-784-1404	NO	NO
Salvation Army-Michigan-Muskegon Corps	Captains Daniel and Stephanie Sawka	1221 Shonat Street Muskegon, MI 49442	231-773-3284	NO	NO
Snelling Personnel - Permanent Division	Eric Egeland	Brookfield Office Plaza, Suite B-100 950 28th Street South East Grand Rapids, MI 49508	616-452-2154	NO	NO
Social Services-Ottawa County Social Services Department	Loren Snippe	12265 James Street Suite 100 Holland, MI 49424	616-394-7200	NO	NO
Society of Professional Journalists	Joe Skeel	3909 North Meridian Street Indianapolis, IN 46208	317-927-8000	NO	NO
Southern Illinois University-Carbondale-College of Mass Communication	Krissi Geary-Boehm	1100 Lincoln Drive Room 1012, Mail Code 6606 Carbondale, IL 62901	618-453-4308	NO	NO

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Specs Howard School of Broadcast Arts	Angenetta Hicks	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000	NO	NO
Telemon Corporation-Job Connections	C. Flores	119 Clover Avenue Holland, MI 49423	616-396-5160	NO	NO
United Way and Volunteer Center of Barry County	Lani Forbes	450 Meadow Run Suite 300, PO Box 644 Hastings, MI 49058	269-945-4010	NO	NO
University of Kansas-Communications Department	Dr. Kunkel	1440 Jayhawk Blvd Bailey Hall # 102 Lawrence, KS 66045	785-864-3633	NO	NO
University of Kansas-KJHK	Tom Johnson	1301 Jayhawk Boulevard Lawrence, KS 66045	785-864-2422	NO	NO
University of Maryland-Communications	Elizabeth Toth	2130 Skinner Building College Park, MD 20742	301-405-8979	NO	NO
University of Michigan-WCBN-FM 88.3 Ann Arbor	Jason Voss	530 Student Activities Building Ann Arbor, MI 48109	734-647-4122	NO	NO
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	NO	NO
University of Wisconsin-LaCrosse-Communication Studies	Dr. Linda Dickmeyer	1725 State Street 346 Center for the Arts La Crosse, WI 54601	608-785-8519	NO	NO
University-Appalachian State University-Communications	Michelle D. Brown	123 Walker Hall Boone, NC 28608	828-262-2180	NO	NO
University-Ashland University Radio and TV	Daniel O'Rourke	401 College Avenue Ashland, OH 44805	419-289-4142	NO	NO
University-Central Michigan University-Broadcast And Cinematic Arts	Dr. Peter Orlik	340 Moore Hall Central Michigan University Mount Pleasant, MI 48859	989-774-3851	NO	NO
University-Chicago State University-Communications-Media Arts	Arthur M. Reese	9501 South King Drive Douglas Library, #116 Chicago, IL 60628	773-995-2280	NO	NO
University-Cornerstone University	Scott Courey	1001 East Beltline Avenue, Northeast Grand Rapids, MI 49505	616-949-5300	NO	NO
University-Davenport University	Linda Sievert	643 South Waverly Road Holland, MI 49423	616-395-4621	NO	NO
University-DePauw University-Communication Arts		101 East Seminary Street Greencastle, IN 46135	765-658-4800	NO	NO
University-Duquesne University-Communications	Ronald C. Arnett, Ph.D.	600 Forbes Avenue Pittsburgh, PA 15282	412-396-5076	NO	NO

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University-East Tennessee State University-Department of Communication	Amber Kinser	P.O. Box 70667 Johnson City, TN 37614	423-439-4491	NO	NO
University-Eastern Illinois University-Communication Studies	Mark Borzi	600 Lincoln Avenue Charleston, IL 61920	217-581-2016	NO	NO
University-Eastern Michigan University-Department of Communicati	Keith Damron	129 Quirk Building Ypsilanti, MI 48197	734-487-0064	NO	NO
University-Elizabeth City State University	Melba Smith	1704 Weeksville Road Elizabeth City, NC 27909	252-335-3985	NO	NO
University-Ferris State University	Laurie Kilbourne	Timme Center for Student Services 805 Campus Dr Big Rapids, MI 49307	231-591-2685	NO	NO
University-Fisk University WFSK 88.1 FM Radio	Sharon Kay	1000 17th Avenue, North Nashville, TN 37208	615-329-8754	NO	NO
University-Franciscan University	Nancy Ronevich	1235 University Blvd. Steubenville, OH 43952	740-283-3771	NO	NO
University-Grand Valley State University	Troy Farley	206 Stu Grand Valley State University 1 Campus Drive Allendale, MI 49401	616-331-3311	NO	NO
University-Howard University-School of Communications	Carole Dudley	2400 6th Street NW Washington, DC 20059	202-806-7690	NO	NO
University-James Madison University-Media Arts	Steven Anderson	Harrisonburg, VA 22807	540-568-3032	NO	NO
University-Missouri State University of Science & Technology-KMN	Jeff Schramm	1870 Miner Circle 113E University Center W Rolla, MO 65409	573-341-4808	NO	NO
University-Missouri State University-KSMU Radio	Tammy Wiley	901 South National Avenue Springfield, MO 65897	417-836-5878	NO	NO
University-North Carolina Central University-Radio & Television	Dr. Thomas Evans	1801 Fayetteville Street Durham, NC 27707	919-530-7113	NO	NO
University-Saint Xavier University-Communications	Ronald Mark	3700 W 103rd Street Chicago, IL 60655	773-298-3000	NO	NO
University-Southern Illinois University-WSIE 88.7 FM	Frank Akers	Dunham Hall Box 1058-SIUE Edwardsville, IL 62026	618-650-2228	NO	NO
University-Spring Arbor University	John Beck	106 East Main Street Spring Arbor, MI 49283	517-750-1200	NO	NO
University-Tennesse State University-Communications Dept.	Dr. Page	3500 John Merritt Blvd Nashville, TN 37209	615-963-5812	NO	NO

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University-Western Kentucky University-School of Journalism	James Letourneau	1906 College Heights Boulevard School of Journalism and Broadcasting-#11070 Bowling Green, Ky 42101	270-745-4144	NO	NO
Urban League of Greater Muskegon	Rodney Brown	425 Catawaba Avenue Muskegon, MI 49442	231-726-6019	NO	NO
Urban League-Grand Rapids	Dr. Walter M. Brame	745 Eastern Avenue, SE Grand Rapids, MI 49503	616-245-2207	NO	NO
Urban Youth Ministry	Teddy Davis	514 Lincoln Holland, MI 49423	616-392-2508	NO	NO
Volunteer Center of Allegan County	Debbie Jennings	650 Grand Street Allegan, MI 49010	269-673-6545	NO	NO
Wedgewood Christian Youth and Family Services	Teri Clark	3300 36th Street, SE Grand Rapids, MI 49512	616-942-2110	NO	NO
WGVU - Channel 35	Amanda Reader	301 West Fulton Street Grand Rapids, MI 49504	616-331-6666	NO	NO
WHPK/ University of Chicago		5706 South University Avenue Chicago, IL 60637	773-702-8289	NO	NO
WICB/ Ithaca College Radio Station		953 Danby Road Ithaca, NY 14850		NO	NO
WIIT/ Illinois Institute of Technology		3300 South Federal Chicago, IL 60616	312-567-6087	NO	NO
Will/ University of Illinois- Urbana		300 North Goodwin Avenue Urbana, IL 61801	217-333-0850	NO	NO
Women in the NAACP	Mary Smith Forest	1306 Basswood Circle Bloomington, IN 47403	812-330-0707	NO	NO
Women's Resource Center	Sharon Caldwell-Newton	678 Front Avenue, NW Suite 180 Grand Rapids, MI 49504	616-458-5443	NO	NO
Workforce Development Center	Linda Molder	2518 Henry Muskegon, MI 49441	616-739-9010	NO	NO
WSNC/Winston-Salem State University	Dr. Brian Blount	601 Martin Luther King Junior Avenue Winston Salem, NC 27110	336-750-2320	NO	NO
WVKC/Knox College		2 East South Street Box K-254 Galesburg, IL 61401	309-341-7266	NO	NO
WXAV/Saint Xavier University			773-298-3375	NO	NO

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		3700 West 103rd Street Chicago, IL 60655			
Zeeland Adult Education	Celeste Henry	3333 96th Avenue PO Box 110 Zeeland, MI 49464	616-748-3220	NO	NO
Total Resources: 194					
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2012-06-01 and 2013-05-31 (this will be a raw number):			33		
D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2012-06-01 and 2013-05-31 Per Recruitment/Referral Sources:					
Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
AccessKent-Sheldon Complex	Daryl Delabbio	121 Franklin Southeast Suite 130 Grand Rapids, MI 49507	616-336-3914	1	
JQ99 Radio	Brad Lanser	425 Centerstone Court	616-931-9930	13	
JQ Website	x	x	x	1	
Linked In	x	x	x	7	
Linked In	unknown	unknown	unknown	1	
referral	x	x	x	3	
referral	friend	xxx	xxxx	2	
referral	Chad Millard	unknown	unknown	1	
referral	friend or relative	unknown	unknown	1	
referral	unknown	unknown	unknown	1	
referral	Connie Coffman	unknown	unknown	1	
unknown	unknown	unknown	unknown	2	
E. Outreach Activities:					
Date	Other Outreach Activity	Description of Activity			
06/06/2012	Station Tour	Kristin gave a group of seven from Kandu through on a station tour.			
06/13/2012	Station Tour	Kristin led a group of 12 students from Compassionate Heart Ministries through on a tour.			
05/01/2013	Job Shadow	Today, Jillian, an 8th grader at Zeeland Christian School chose JQ99 for a job shadow opportunity. She attended our programming meeting and asked many good questions. She went with Ceci LeBarge to a speaking engagement to a			

## EEO Public File Report

		<p>group of 6th graders at Holland Christian Middle School. Ceci spoke for 30 minutes to the students about how to gain confidence when interviewing. She met with the engineer, the sales manager and spent the rest of her time in the FM Studio learning the ins and outs of broadcasting.</p>
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