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### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multi-Media Journalist</td>
<td>2-5, 8-10, 12-13, 15-16, 18-20, 22-28, 31-34, 37-50, 54-55, 57-61</td>
<td>50</td>
</tr>
<tr>
<td>Multi-Media Journalist</td>
<td>1-5, 8-13, 15-16, 18-20, 22-28, 31-33, 37-43, 45-50, 54-55, 57-61</td>
<td>28</td>
</tr>
<tr>
<td>Multi-Media Account Manager</td>
<td>1-5, 8-13, 15-16, 18-20, 22-28, 32-33, 36-47, 49-50, 54-55, 57-61</td>
<td>61</td>
</tr>
<tr>
<td>Multi-Media Account Manager</td>
<td>1-5, 8-13, 15-16, 18-20, 22-28, 32-33, 36-47, 49-50, 54-55, 57-61</td>
<td>28</td>
</tr>
<tr>
<td>Assignment Editor / Digital Content Producer</td>
<td>1-5, 8-12, 15-16, 18-20, 22-29, 33, 37-47, 49-50, 54-55, 57-61</td>
<td>58</td>
</tr>
<tr>
<td>Anchor / Multi-Media Journalist</td>
<td>1-5, 8-12, 15-16, 18-20, 22-29, 31-33, 37-47, 49-50, 54-55, 57-61</td>
<td>50</td>
</tr>
<tr>
<td>Photojournalist</td>
<td>1-5, 8-13, 15-16, 18-20, 22-27, 29, 31-33, 37-47, 49-50, 54-55, 57-61</td>
<td>13</td>
</tr>
<tr>
<td>Digital Account Executive</td>
<td>1-5, 8-13, 15-16, 18-20, 22-29, 32, 36-37, 39-47, 49-50, 54-55, 57-61</td>
<td>13</td>
</tr>
<tr>
<td>Digital Account Executive</td>
<td>1-5, 8-13, 15-20, 22-29, 32, 36-37, 39-47, 49-50, 54-55, 57-61</td>
<td>13</td>
</tr>
<tr>
<td>Digital Account Executive</td>
<td>1-5, 8-13, 15-20, 22-29, 32, 36-37, 39-47, 49-50, 54-55, 57-61</td>
<td>13</td>
</tr>
<tr>
<td>Promotions Writer/Producer/Editor</td>
<td>1-5, 8-16, 18-29, 32-33, 35, 37-40, 42-47, 49-50, 52, 54-61</td>
<td>35</td>
</tr>
<tr>
<td>Multi-Media Journalist</td>
<td>1-5, 8-12, 15-16, 18-20, 22-29, 31-33, 37-50, 53-55, 57-61</td>
<td>55</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>1-5, 7-12, 15-16, 18-20, 22-29, 32-33, 37-47, 49-50, 54-55, 57-61</td>
<td>59</td>
</tr>
<tr>
<td>Local Programming Photographer/Editor</td>
<td>1-5, 8-12, 15-16, 18-20, 22-29, 32-33, 37-47, 49-50, 54-55, 57-61</td>
<td>28</td>
</tr>
<tr>
<td>Broadcast Maintenance Technician</td>
<td>1-5, 8-12, 15-16, 18-20, 22-30, 32-33, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>30</td>
</tr>
<tr>
<td>Producer</td>
<td>1-5, 8-12, 15-16, 18-20, 22-29, 31-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>50</td>
</tr>
<tr>
<td>Community Affairs Producer Director</td>
<td>1-5, 8-12, 15-16, 18-20, 22-29, 32-33, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>28</td>
</tr>
<tr>
<td>Lifestyle Programming Producer</td>
<td>1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>28</td>
</tr>
</tbody>
</table>
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<td>1-5, 8-12, 15-16, 18-20, 22-29, 31-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>50</td>
</tr>
<tr>
<td>Multi-Media Journalist</td>
<td>1-5, 8-12, 15-16, 18-20, 22-29, 31-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>50</td>
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<tr>
<td>Community Strategy Manager</td>
<td>1-5, 8-13, 15-16, 18-20, 22-27, 29, 31-33, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>50</td>
</tr>
<tr>
<td>Multi-Media Account Manager</td>
<td>1-5, 8-13, 15-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>59</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>59</td>
</tr>
<tr>
<td>Lifestyle Videographer/Editor</td>
<td>1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>13</td>
</tr>
<tr>
<td>Commercial Producer/Shooter/Editor</td>
<td>1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>13</td>
</tr>
<tr>
<td>Commercial Producer/Shooter/Editor</td>
<td>1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>13</td>
</tr>
<tr>
<td>Broadcast Maintenance Technician</td>
<td>1-5, 8-13, 15-16, 18-20, 22-29, 32, 37-44, 46-47, 49-51, 54-55, 57-61</td>
<td>28</td>
</tr>
<tr>
<td>Production Operations Manager</td>
<td>1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61</td>
<td>28</td>
</tr>
<tr>
<td>Promotion Manager</td>
<td>1, 3-4, 6, 8, 10, 15-16, 18-19, 23, 25, 27-29, 32, 40-41, 43-44, 49-50, 54, 57-60</td>
<td>58</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | Access Kent - Sheldon Complex  
121 Franklin SE Suite 130  
Grand Rapids, Michigan 49507  
Phone: 616.336.3914  
Fax: 1-616-336-4015  
Daryl Delabbio | N | 0 |
| 2         | Aquinas College  
Hruby Hall 1607 Robinson Road SE  
Grand Rapids, Michigan 49506  
Phone: 616.632.2902  
Url: http://www.aquinas.edu  
Fax: 1-616-732-4435  
Sharon Smith | N | 0 |
| 3         | Benchmark Human Services  
8515 Bluffton Road  
Ft. Wayne, Indiana 46809  
Phone: 877.319.9669  
Url: www.benchmarkhs.com  
Email: lrector@awsusa.com  
Fax: 1-260-444-0006  
Lisa Rector | Y | 0 |
| 4         | Broadcast & Cinematic Arts  
340 Moore Hall Central Michigan University  
Mt. Pleasant, Michigan 48859  
Phone: 989.774.7279  
Url: http://www.cmich.edu  
Email: kalis1m@cmich.edu  
Michelle Kalisek | Y | 0 |
| 5         | Calvin College  
3201 Burton Street SE  
Grand Rapids, Michigan 49546  
Phone: 616.526.6485  
Url: http://www.calvin.edu  
Email: career@calvin.edu  
Fax: 1-616-526-6502  
Karen Brewer | N | 0 |
| 6         | CareerBuilder.com | N | 1 |
| 7         | Central Michigan University  
1200 S. Franklin St.  
Mt. Pleasant, Michigan 48849  
Phone: 989-774-3068  
Url: careers.cmich.edu  
Diane Prenkert | N | 0 |
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</tr>
</thead>
</table>
| 8         | City of Pentecost Job Placement Center  
3075 30th Street SW  
Grandville, Michigan 49418  
Phone : 616.730.1775  
Email : cop.workforce@gmail.com  
James McKinney                                                                 | Y                                                 | 0                                                      |
| 9         | Collective Talent  
1721 Richardson Place  
Tampa, Florida 33606  
Phone : 813-254-9695  
Url : http://www.collectivetalent.com  
Email : info@michaelsmedia.com  
Michael Bille                                                                 | N                                                 | 0                                                      |
| 10        | Concerned Citizens Council  
2645 Capilano Dr. SE  
Grand Rapids, Michigan 49546  
Phone : 616.318.5754  
Email : wdon9980@gmail.com  
Don Williams, Sr.                                                               | Y                                                 | 0                                                      |
| 11        | Cornerstone University  
1001 East Beltline NE Corum Student Union, 2nd Floor  
Grand Rapids, Michigan 49525  
Phone : 616.222.1433  
Url : http://www.cornerstone.edu  
Fax : 1-616-222-1434  
Sue Yerke                                                                       | N                                                 | 0                                                      |
| 12        | Davenport University Career Services  
6191 Kraft Ave SE  
Grand Rapids, Michigan 49512  
Phone : 616.554.5394  
Url : http://www.davenport.edu  
Email : gres@davenport.edu  
Fax : 1-616-554-5394  
Gail Beausoleil                                                                | N                                                 | 0                                                      |
| 13        | Employee Referral                                                                                                                                          | N                                                 | 20                                                     |
| 14        | EntertainmentCareers.net  
2118 Wilshire Blvd #401  
Santa Monica, California 90403  
Recruitment Staff  
Manual Posting                                                                 | N                                                 | 0                                                      |
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</table>
| 15        | Ferris State University  
1201 S. State St.  
Big Rapids, Michigan 49307  
Phone: 231.591.2000  
Url: http://www.ferris.edu  
Email: clacs@ferris.edu  
Barbara Renne | Y | 0 |
| 16        | Gerald R. Ford Job Corps Center  
110 Hall Street SE  
Grand Rapids, Michigan 49507  
Phone: 6169653862  
Url: www.jobcorpsnews.org/author/geraldrford  
Email: hampton.monique@jobcorps.org  
Monique Hampton | Y | 0 |
| 17        | GlassDoor | N | 2 |
| 18        | Goodwill Industries  
750 First St NW  
Grand Rapids, Michigan 49504  
Phone: 616.532.4200  
Email: rpranger@goodwillgr.org  
Rich Pranger | Y | 0 |
| 19        | Goodwill Industries of Greater Grand Rapids  
455 Grand Avenue NE  
Grand Rapids, Michigan 49503  
Phone: 616.532.4200  
Url: www.goodwillgr.org  
Email: tcalcagno@goodwillgr.org  
Tony Calcagno | Y | 0 |
| 20        | GR Urban League  
745 Eastern Ave SE  
Grand Rapids, Michigan 49503  
Phone: 616-245-2207  
Url: http://grurbanleague.org  
Fax: 1-616-245-7026  
Job Listing | N | 0 |
| 21        | Graeme Newell Marketing Ideanet  
602 Communications 4349 E Colter Street  
Phoenix, Arizona 85018  
Phone: 6029548373  
Url: http://602communications.com/site/2011/04/graeme-n  
Sandy Lizik  
Manual Posting | N | 0 |
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</thead>
</table>
| 22        | Grand Rapids Community College  
143 Bostwick Ave NE Career Center, 3rd Floor, Room 336  
Grand Rapids, Michigan 49503  
Phone: 616.234.3891  
Url: http://www.grcc.edu  
Fax: 1-616-234-3546  
Paul Phifer | N | 0 |
| 23        | Grand Rapids First Church  
2100 44th St. SW  
Wyoming, Michigan 49509  
Phone: 616.531.2100  
Email: judyp@grandrapidsfirst.org  
Judy Pepple | Y | 0 |
| 24        | Grand Rapids Press  
155 Michigan NW  
Grand Rapids, Michigan 49503  
Phone: 616.222.5529  
Mary DeRade  
Manual Posting | N | 0 |
| 25        | Hispanic Center  
1204 Grandville Ave SW  
Grand Rapids, Michigan 49503  
Phone: 616-742-0200  
Url: http://www.hispanic-center.org  
Email: eesperza@hispanic-center.org  
Fax: 1-616-742-0205  
Evelyn Esparza-Gonzalez | N | 0 |
| 26        | Holland Sentinel  
54 West 8th  
Holland, Michigan 49423  
Phone: 616.392.4222  
Url: www.hollandsentinel.com  
Debra Long  
Manual Posting | N | 0 |
| 27        | Hope College  
141 E. 12th Street  
Holland, Michigan 49423  
Phone: 616.395.7950  
Url: http://www.hope.edu  
Email: wagner@hope.edu  
Katie Wagner | Y | 0 |
| 28        | Indeed.com | N | 44 |
# II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 29        | Inner City Christian Federation  
920 Cherry Street SE  
Grand Rapids, Michigan 49506  
Phone: 616.336.9333  
Url: www.iccf.org  
Email: t.douglas@iccf.org  
Traci Douglas | N | 0 |
| 30        | Job Fair | N | 1 |
| 31        | Journalism Jobs  
TBD  
Berkley, California  
Phone: 510.653.1521  
Url: www.journalismjobs.com  
Dan Rohn  
Manual Posting | N | 0 |
| 32        | Jubilee Jobs  
935 Baxter Street SE  
Grand Rapids, Michigan 49506  
Phone: 616.774.9944  
Url: http://www.jubileejobs.org  
Fax: 1-616-774-5929  
James Williamson | N | 0 |
| 33        | Kendall College of Art and Design  
111 Division Ave North Ionia Building, Resource Center,  
1st Floor  
Grand Rapids, Michigan 49503  
Phone: 616.451.2787 x27  
Url: http://www.kendall.edu  
Fax: 1-616-451-9867  
Christine Brown | N | 0 |
| 34        | Kent County Veterans Services  
836 Fuller Ave. NE  
Grand Rapids, Michigan 49503  
Phone: 616.632.5722  
Url: www.kentveterans.org  
Email: carrie.roy@kentcountymi.gov  
Carrie Roy | N | 0 |
| 35        | LinkedIn | N | 15 |
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 36        | Linked In Corporation  
2029 Stierlin Court  
Mountain View, California 94043  
Phone: 650-687-3600  
Url: www.linkedin.com  
Jeff Weiner  
Manual Posting | N | 3 |
| 37        | Medialine  
P.O. Box 51909  
Pacific Grove, California 93950  
Phone: 800-237-8073  
Url: http://www.medialine.com  
Email: medialine@medialine.com  
Fax: 1-831-648-5204  
Mark Shilstone | N | 0 |
| 38        | Michigan Association of Broadcasters  
819 North Washington Ave  
Lansing, Michigan 48906  
Phone: 800.968.7622  
Url: http://www.michmab.com  
Fax: 1-517-484-5810  
Denise Westin | N | 0 |
| 39        | Michigan Association of Broadcasters  
819 N. Washington Ave.  
Lansing, Michigan 48906  
Phone: 800.968.7622  
Url: www.michmab.com  
Anne Cochrane  
Manual Posting | N | 0 |
| 40        | Michigan State University  
290 Spartan Stadium Office Tower  
East Lansing, Michigan 48824  
Phone: 517.355.6500  
Url: http://www.msu.edu  
Email: hanson39@msu.edu  
Karin Hanson | Y | 0 |
| 41        | Michigan Works  
144 East Fulton Street  
Grand Rapids, Michigan 49503  
Phone: 616.336.4100  
Fax: 1-616-336-4118  
Beverly Drake | N | 0 |
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</tr>
</thead>
</table>
| 42        | Mlive.com  
339 E. Liberty Street Suite 210  
Ann Arbor, Michigan 48104  
Phone: 734.997.7090  
Url: www.mlive.com  
Dawn Fisher  
Manual Posting | N | 0 |
| 43        | NAACP Grand Rapids  
1167 Madison Ave SE  
Grand Rapids, Michigan 49507  
Phone: 616.719.3478  
Email: info@naacpgr.com  
Cle Jackson | N | 0 |
| 44        | National Academy of TV Arts and Science  
24903 Lois Lane  
Southfield, Michigan 48075  
Phone: 248.827.0931  
Url: http://www.natasmichigan.org  
Email: michigannatas@gmail.com  
Stacia Mottley | Y | 0 |
| 45        | National Academy of TV Arts and Science/MI  
24903 Lois Lane  
Southfield, Michigan 48075  
Phone: 248.827.0931  
Url: http://www.natasmichigan.org  
Email: Michigannatas@gmail.com  
Michelle DeSouza | Y | 0 |
| 46        | National Alliance of State Broadcasters Associations  
600 Peter Jefferson Parkway Suite 300  
Charlottesville, Virginia 22911  
Phone: 4343977.3716  
Url: www.careerpage.org  
Doug Easter  
Manual Posting | N | 0 |
| 47        | National Association of Black College Broadcasters  
P O Box 3191  
Atlanta, Georgia 30326  
Email: bcrmail@aol.com  
Fax: 1-404-523-5467  
Lo Jelks | N | 0 |
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 48        | National Association of Black Journalists  
1100 Knight Hall Suite 3100  
College Park, Maryland 20742  
Phone : 626.792.3846  
Url : www.nabjcareers.org  
April Kamaldinova  
Manual Posting | N | 0 |
| 49        | New Life Christian Center of Muskegon  
1624 Hoyt Street  
Muskegon, Michigan 49442  
Phone : 231.726.3019  
Email : lanejoel@yahoo.com  
Pastor Joe Lane | Y | 0 |
| 50        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone : 972-764-6715  
Terri Bush  
Manual Posting | N | 26 |
| 51        | Professional/Industry Trade Organization | N | 1 |
| 52        | PromaxBDA  
1522e Cloverfield Blvd  
Santa Monica, California 90404  
Phone : 310.788.7600  
Url : www.promax.org  
Fax : 1-310-788-7616  
Anush Payaslyan  
Manual Posting | N | 1 |
| 53        | RTNDA  
The National Press Building 529 14th Street NW, Suite 1240  
Washington, District of Columbia 20045  
Phone : 2025368356  
Url : www.rtnda.org  
Karen Hansen  
Manual Posting | N | 0 |
| 54        | Specs Howard School of Broadcast Arts  
19900 West Nine Mile Rd  
Southfield, Michigan 48075  
Phone : 248.358.9000  
Url : http://www.specshoward.edu  
Email : jpoxson@specshoward.edu  
Jessica Poxson | Y | 0 |
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</tr>
</thead>
</table>
| 55        | TV Jobs  
PO Box 4116 
Oceanside, California 92052  
Phone: 800-374-0119  
Url: www.tvjobs.com  
Mark Holloway  
Manual Posting | N | 2 |
| 56        | TV News Check  
24 West Lancaster Ave Suite 205  
Ardmore, Pennsylvania 19003  
Phone: 817.578.6324  
Url: http://tvnewscheck.com  
Paul Greeley  
Manual Posting | N | 0 |
| 57        | Urban League  
745 Eastern Ave SE  
Grand Rapids, Michigan 49503  
Phone: 616.245.2207  
Url: www.grurbanleague.org  
Email: mmartin@grurbanleague.org  
Fax: 1-616-245-7026  
Marvin Martin | Y | 0 |
| 58        | WOOD TV - Internal Posting  
120 College Ave SE  
Grand Rapids, Michigan 49503  
Phone: 616.771.9067  
Url: http://www.woodtv.com  
Julie Pierce  
Manual Posting | N | 16 |
| 59        | WOOD TV - web site  
120 College Ave SE  
Grand Rapids, Michigan 49503  
Phone: 616.771.9607  
Url: http://www.woodtv.com  
Elizabeth Klynstra  
Manual Posting | N | 16 |
| 60        | www.mediagignow.com  
300 South Riverside Plaza Suite 800  
Chicago, Illinois 60606  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N | 0 |
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</thead>
</table>
| 61        | ZipRecruiter.com  
1453 Third Street Promenade Suite 335  
Santa Monica, California 90401  
Url: www.ziprecruiter.com  
Recruitment Website  
Manual Posting | N | 4 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 152
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/16/2019</td>
<td>Participation in Job Fairs</td>
<td>The SEU participated Grand Valley State University Fall 2019 Career &amp; Internship Fair at DeVos Place in Grand Rapids, MI. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.</td>
<td>2</td>
<td>Community Affairs Director Unger</td>
</tr>
<tr>
<td>10/23/2019</td>
<td>Participation in Job Fairs</td>
<td>The SEU participated in the 2019 Michigan Association of Broadcasters Foundation Broadcast Media Career &amp; Networking Fair at Grand Valley State University in Grand Rapids. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>2/26/2020</td>
<td>Participation in Job Fairs</td>
<td>The SEU participated in the Grand Valley State University Winter 2020 Career &amp; Internship Fair at DeVos Place Convention Center in Grand Rapids, MI. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.</td>
<td>2</td>
<td>Community Strategy Manager News Director</td>
</tr>
<tr>
<td>3/4/2020</td>
<td>Participation in Job Fairs</td>
<td>SEU participated in the 2020 Michigan Association of Broadcasters Foundation Broadcast Media Career &amp; Networking Fair at the Great Lakes Media Show in Lansing. SEU personnel was able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.</td>
<td>1</td>
<td>Community Strategy Manager</td>
</tr>
</tbody>
</table>
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
</table>
| 5/7/2020 | Establishment of an intern program designed to assist members of the community | The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, lifestyle, promotions, production, sports and weather. The SEU had twenty-two (22) interns, from Bradley University, Central Michigan University, Ferris State University, Grand Valley State University, Hope College, Michigan State University, University of Alabama, Valparaiso and Western Michigan University, during the 2019 Summer Semester; five (5) interns, from Aquinas College, Central Michigan University, Grand Rapids Community College, Grand Valley State University and Western Michigan University, during the 2019 Fall Semester; and one (1) intern, from Hope College, during the 2020 Winter Semester. | 5 | Community Affairs Director
News Director
Operations Manager
Promotions Manager |