

2007/2008 ANNUAL EEO PUBLIC FILE REPORT

BAS BROADCASTING, INC.

Stations in Employment Unit

WFRO-FM, Fremont, OH

WOHF(FM), Bellevue, OH

as well as

WCPZ, Sandusky, OH*

WMJK(FM), Clyde, OH*

WLEC(AM), Sandusky, OH*

*Pursuant to a Time Brokerage Agreement commenced 2/1/2008

Number of Full-time Employees: More Than 10

Small Market Exemption: Yes

This report is for the employment unit of BAS Broadcasting, Inc., and covers the period between June 1, 2007 and May 31, 2008

During the reporting period 2 new full-time sales positions were filled. The information required by FCC Rule 73.2080(c) is provided in the charts that follow.

BROAD OUTREACH AND INITIATIVES

INITIATIVE

DESCRIPTION

*Hosted at least one **job fair**.*

On January 14, 2008, the employment unit hosted a job fair at the radio stations. The Job Fair was organized by the CEO, President, Operations Manager and Sales Manager. There were 21 attendees interviewed and given tours of the facilities. The Job Fair was advertised in On Air , and in The Fremont News Messenger, The Port Clinton Beacon, Heidelberg University, Tiffen University, and The North Coast Business Journal.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Area High Schools send our Company senior students for job shadowing. During the reporting period, a Senior from Fremont Saint Joseph High School shadowed employees in the News Department, Production, Sales, and Traffic. The job shadowing occurred between May 12 and May 16, 2008 from 10AM - 2PM.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

The employment unit has ongoing training for two employees, one full-time and one-part-time, for Traffic and Billing. **[how does this training qualify them for higher level positions?]** to qualify for higher level positions. In addition to weekly sales meetings conducted by the station owners, the company provides employees with training from RAB, Michael Corbett, Chris Lytle and others. **[Dates provided? Where was training held? Who from station participated?]** The Employment unit also has a sales tracking program in place to assist Salespersons in monitoring ongoing success.

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

The company president had scheduled to lecture at Bowling Green State University, but both dates in January and February were cancelled for snow storms. The lectures are to be rescheduled for the Fall of 2008.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
1/21/2008	Account Manager	[List source who referred person hired]
5/1/2008	Account Manager	[List source who referred person hired]

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 30

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Radio Advertising	15
Bellevue Gazette	1
Sandusky Register	3
News Messenger	11

RECRUITING SOURCES USED

The following sources were contacted for all full-time openings:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Radio Advertising	N	905 West State Street Fremont, Oh 43420	James A. Lorenzen	419-332-8218 Jimlorenzen@basbroadcasting.com
News Messenger	N	1700 Cedar Street Fremont, OH 43420	Julie Aldridge	419-334-1033
Sandusky Register	N	314 W Market Street Sandusky Oh	Classified Dept. Ext 2	419-625-5500 FX. 419-625-1137
Norwalk Reflector	N	61 E. Monroe St Clyde OH	Anna Breitigan	419-668-3771 Fx.419-668-2424
The Clyde Enterprise	N	107 S Main Street Clyde OH	Jack Trainor	419-547-9194
The News Herald	N	1700 Cedar Street Fremont Oh, 43420	Julie Aldridge	419-334-1033
Bellevue Gazette	N	107 N Sandusky St Bellevue Oh 44811	Tiffany Andrews	419-483-4190 class@Gazettepublishingco.com
BGSU	Y	245 Troup St Bowling Green Oh 43403 "Y"	Dr. Ewart Skinner	419-372-8646
University of Toledo	Y	UT Dept of Communications "Y" 2801 W Bancroft, Toledo	Dr. Norbert Mills	419-530-4793 FX 419-530-4771

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.