

**2008/ 2009 ANNUAL EEO PUBLIC FILE REPORT**

**BAS BROADCASTING, INC.**

**Stations in Employment Unit**

**WCPZ (FM) WLEC (AM) Sandusky, Ohio**

**And**

**WMJK (FM), Clyde, Ohio**

This report is for the employment unit of BAS Broadcasting, Inc. and covers the period between June 1, 2008 and May 31, 2009

During the reporting period 1 new full-time sales position was and filled. The information required by FCC Rule 73.2080(c) is provided in the charts that follow.

## BROAD OUTREACH AND INITIATIVES

Station: WCPZ FM / WLEC AM & WMJK FM

Communities of License: Sandusky, & Clyde, Ohio

Date of Annual Report: May 31,2009

Number of Full-time Employees: 5- 10 \_\_\_\_\_ / More Than 10 \_\_X\_\_

Small Market Exemption: Yes

### INITIATIVE

BAS Purchased these stations in 6/08.  
We have an internship program in place  
Designed to assist members of the community  
To acquire skills needed for Broadcast  
Employment

### DESCRIPTION

Letters are sent to BGSU, Tiffin U.,  
Heidelberg U.. The employment unit  
requests students contact us for  
internship openings. Both The CEO &  
President of the Company visit the  
Schools for recruiting. Lectures are done  
On an as needed basis.

### INITIATIVE

Established training programs designed to  
Enable station personnel to acquire skills  
That can qualify them for higher level  
Positions in the company.

### DESCRIPTION

The employment unit has ongoing  
training for 2 employees, one  
full-time and one part-time for  
Traffic and Billing.  
Both owners also conduct ongoing  
Sales training utilizing weekly sales

Meetings, and also using sales training Programs such as RAB, Michael Corbett, Chris Lytle and others. The Employment unit also has a sales Tracking program in place to assist Salespersons in ongoing success.

Hosted A Job Fair

The job fair was hosted at the radio Stations on January 14<sup>th</sup> 2008. The CEO, President, Operations Manager & Sales Manager all ran the Job Fair. There will be another job fair in all BAS markets in January of 2010.

Established a mentoring program for station personnel.

We have a quarterly review of all Employees. This is designed to help All employees improve in job Performance.

Recruit Graduating Students from area Colleges And Universities when we have openings.

Both BAS Broadcasting Partners speak at BGSU And UT and The University Of Heidelberg and The University of Tiffin at least Twice Per year looking for Seniors looking for a career In Radio. This is usually done In late fall and early spring. Students are Encouraged to consider BAS Broadcasting For possible employment.