

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

**BAS BROADCASTING, INC.**

**Stations in Employment Unit**

**WFRO FM, Fremont, Ohio**

**And**

**WOHF FM, Bellevue, 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 2 new full-time sales positions were and filled. The information required by FCC Rule 73.2080(c) is provided in the charts that follow.

## BROAD OUTREACH AND INITIATIVES

Station: WPRO FM / WOHF FM

Communities of License: Fremont, Ohio & Bellevue Ohio

Date of Annual Report: May 31,2009

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

Small Market Exemption: Yes

### INITIATIVE

Established an internship program in 1/2003  
Designed to assist members of the  
community in acquiring skills needed  
for Broadcast employment.

### DESCRIPTION

with University of Toledo, Bowling  
State University, Tiffin University &  
Heidelberg University. All receive letters  
From the employment unit requesting  
students contact our company to perform  
an internship. The owners of the  
Company visit the above schools in an  
effort to recruit interns. Speaking to  
communication students on a as needed  
basis. Currently, we have interns as of the  
date of this report.  
Area High schools also send our  
Company senior students for job  
Shadowing for either DJ's or Sales.

## INITIATIVE

## DESCRIPTION

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

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 were 21 attendees. All were given tours of the facilities and all were interviewed. The Job Fair was advertised on air, and in The Fremont News Messenger, The Port Clinton Beacon, Heidelberg University, Tiffin University, BGSU, University of Toledo, and The North Coast Business Journal.

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.

( Continued )

Students are Encouraged to  
consider BAS Broadcasting  
For possible employment.