

2008/ 2009 ANNUAL EEO PUBLIC FILE REPORT

BAS BROADCASTING, INC.

Local Marketing Agreement

TIFFIN Broadcasting, LLC

Stations in Employment Unit

WTTF (AM) TIFFIN, 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 air / operations Manager 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: Tiffin, Ohio

Date of Annual Report: May 31,2009

Number of Full-time Employees: 5- 10 (less than 5) / More Than 10

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

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 In Fremont, Ohio at BAS Broadcasting, Inc. on January 14th 2008 The CEO, President, & 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.