

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment for the period
May 27th, 2010- May 27th 2011
(Amended on May 10, 2012)

**Name/Location: WFOB-AM & WBVI-FM,
Fostoria, OH**

EEO Contact Information:

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419-435-1430

Contact Person:
Shannon Miller

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List all Full-Time Job Vacancies Filled by Each Station:

1 full-time Traffic/Billing/Programming position
3 full-time Announcers/Talk Host position

Recruitment Sources for All Vacancies:

CONTACT PERSON	NAME OF INSTITUTION	CITY, STATE
OAB.org	Ohio Association of Broadcasters	via Internet
Ms. Joan Gamble	Terra Community College	2830 Napoleon Road Fremont, OH 43420 419-559-2252
Ms. Carol Owen	Seneca One Stop	3362 S. Township Rd. 151 Tiffin, OH 44883 PH: (419) 447-5011 x 322
Mr. Chris Underation	University of Findlay	300 Frazer Street #C Findlay, OH 45840 419-434-4442
Dr. Gary Dickerson	Heidelberg University	310 East Market Street Tiffin, OH 45840 419-448-2003

Public Advertising Source Utilization:

The Focus- Newspaper	112 N Main Street Fostoria, Ohio 44830 PH: 419-435-6397
Advertiser-Tribune- Newspaper	320 Nelson Street Tiffin, Ohio 44883 PH: 419-448-3200
WFOB-AM	101 North Main Street Fostoria, Ohio 44830 419-435-1430
WBVI-FM	101 North Main Street Fostoria, Ohio 44830 419-435-1430
Bowling Green Sentinel Tribune	300 E Poe Road Bowling Green, Ohio PH: 419-352-4611
Ohio Association of Broadcasters	www.oab.org
Ohio Job & Family Services	http://jfs.ohio.gov/

Interviews Conducted and Referral Source for the Persons Hired:

A total of 11 persons were interviewed for the 4 full-time positions.

Personal Referrals led to 2 interviews and 2 hires: 1 Announcer & 1 Billing/Traffic

The TCB Internship Program led to 2 interviews and 2 hires: 2 Announcers

The Ohio Association of Broadcasters referred 45 candidates which led to 7 interviews.

Supplemental Efforts:

-Tri-County Broadcasting utilizes an internship program for both WFOB and WBVI to encourage and train recruits that have an interest in broadcasting. Students from Heidelberg University & the University of Findlay participated during this period, the stations hosted 2 interns.

- Managers meet yearly with the Human Resource Director to review hiring and equal employment opportunity practices. Tri-County Broadcasting utilizes methods of ensuring equal employment opportunity and preventing discrimination as outlined in its employee handbook.

- Tri-County Broadcasting works with community DECA programs to help give experience to area students wishing to learn skills in the broadcasting industry.

- Tri-County Broadcasting offers employees the opportunity to train at other station positions to learn skills that could lead to higher level positions.