

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment for the period
May 27th, 2011- May 27th 2012

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

EEO Contact Information:

Telephone Number:
419-435-1430

Contact Person:
Shannon Miller

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Fostoria, OH 44830**

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List all Full-Time Job Vacancies Filled by Each Station:
1 full-time Announcer/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 PH: 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 PH: 419-434-4442
Dr. Gary Dickerson	Heidelberg University	310 East Market Street Tiffin, OH 45840 PH: 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 Person Hired:

The Ohio Association of Broadcasters referred 22 candidates, but no interviews were conducted.

A former employee learned of the opening through personal referral, applied for the position, was interviewed and hired.

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. During this period the stations hosted 3 interns from Owens Community College, Heidelberg University & The Ohio State University

- Managers meet yearly with the Human Resources Director to review hiring and equal employment opportunities practices. Tri-County Broadcasting utilizes methods of ensuring equal employment opportunity & preventing discrimination via practices 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 positions to learn skills that could lead to higher level positions.