

EEO PUBLIC FILE REPORT

For Radio Stations

WDUC-FM, 93.9, Lynchburg, TN
WFTZ-FM, 101.5, Manchester, TN
WHMT-AM, 740, Tullahoma, TN

Employment Unit Address:

401 Wilson Ave.
Tullahoma, TN 37388

**This EEO Public File Report
Covers the One-Year Period
March 21,2022 – March 31, 2023**

This EEO Public File Report is filed in each Stations public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission’s (“FCC”) rules.

During this one-year period ending March 31, 2023, the stations filled the following full-time vacancies:

PROMOTIONS – 1

GENERAL MANAGER- 1

The station interviewed a total of 5 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each.

| Recruitment Source | Address | Contact | # Referred by Source | Notification request? |
|--|---|------------------|----------------------|-----------------------|
| MOTLOW STATE COMMUNITY COLLEGE - MCMINNVILLE | 225 CADILLAC LN, MCMINNVILLE, TN 37110 | THERESA SHEPPARD | 0 | NO |
| MOTLOW STATE COMMUNITY COLLEGE - TULLAHOMA | 6015 LEDFORD MILL RD, TULLAHOMA, TN 37388 | THERESA SHEPPARD | 0 | NO |
| MIDDLE TENNESSEE STATE UNIVERSITY | 1301 EAST MAIN ST, MURFREESBORO, TN 37132 | GREG PITTS | 0 | NO |
| BOWMAN EMPLOYEE INTERNAL REFERRALS | 401 WILSON AVE, TULLAHOMA, TN 37388 | PETE BOWMAN | 1 | NO |
| ALLACCESS.COM | 24995 P.C.H. C303 MALIBU, CA 90265 | SHAWN ALEXANDER | | NO |
| FACEBOOK.COM (SPONSORED JOB) | | | 0 | NO |
| TENNESSEE TECHNOLOGY CENTER SHELBYVILLE | 1405 MADISON ST, SHELBYVILLE, TN 37160 | | 0 | NO |
| TENNESSEE TECH UNIVERSITY | 1 WILLIAM L. JONES DR, COOKVILLE, TN 38505 | | 0 | NO |
| TENNESSEE ASSOCIATION OF BROADCASTERS | 2 INTERNATIONAL PLZ, STE. 902, NASHVILLE, TN 37217 | BRENDA HEIDT | 0 | NO |
| WWW.BOWMAN.MEDIA | 401 WILSON AVE, TULLAHOMA, TN 37388 | PETE BOWMAN | 0 | NO |
| STATION WEBSITES WWW.939THEDUCK.COM WWW.ROOSTER1015.COM WWW.WHISKEYCOUNTRYRADIO.COM | 401 WILSON AVE, TULLAHOMA, TN 37388 | PETE BOWMAN | 0 | NO |
| WWW.GREENDOORJOBS.COM | 401 WILSON AVE, TULLAHOMA, TN 37388 | PETE BOWMAN | 0 | NO |
| BOWMAN BROADCASTING ON-AIR (WDUC, WFTZ, WHMT, W286BG, W240EF) | 401 WILSON AVE, TULLAHOMA, TN 37388 | PETE BOWMAN | 0 | NO |
| TULLAHOMA AREA CHAMBER OF COMMERCE | 135 W. LINCOLN ST, TULLAHOMA, TN 37388 | HOPE SARTAIN | 0 | NO |
| MANCHESTER CHAMBER OF COMMERCE | 110 E MAIN ST, MANCHESTER, TN 37355 | KATY RIDDLE | 0 | NO |
| INDEED.COM (SPONSORED JOB) | WWW.INDEED.COM | | 4 | NO |

EEO INFORMATION FOR
FULL-TIME VACANCIES

Attachment A contains the following information for each full-time vacancy

1. The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number
2. The recruitment source that referred the hiree for each full-time vacancy
3. The total number of persons interviewed for each full-time vacancy; and
4. The total number of interviewees referred by each recruitment source used in connection with each vacancy

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: PROMOTIONS – POSITION #1

Recruitment source that referred the Hire: INDEED

Date Vacancy Opened: 7/1/2022

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 07/31/2022

Total Number Hired: 1

Recruitment Sources Used to Fill the Vacancy

| NAME OF RECRUITMENT SOURCE | ADDRESS | CONTACT PERSON | PHONE NUMBER | TOTAL # OF INTERVIEWED | REQUEST NOTIFICATION |
|--|---|------------------|----------------|------------------------|----------------------|
| MOTLOW STATE COMMUNITY COLLEGE - MCMINNVILLE | 225 CADILLAC LN, MCMINNVILLE, TN 37110 | THERESA SHEPPARD | 814-472-3000 | 0 | NO |
| MOTLOW STATE COMMUNITY COLLEGE - TULLAHOMA | 6015 LEDFORD MILL RD, TULLAHOMA, TN 37388 | THERESA SHEPPARD | 814-255-8200 | 0 | NO |
| MIDDLE TENNESSEE STATE UNIVERSITY | 1301 EAST MAIN ST, MURFREESBORO, TN 37132 | GREG PITTS | 301-784-5000 | 0 | NO |
| BOWMAN EMPLOYEE INTERNAL REFERRALS | 401 WILSON AVE, TULLAHOMA, TN 37388 | JOE ABRAHAM | 814-536-3536 | 0 | NO |
| ALLACCESS.COM | 24995 P.C.H. C303 MALIBU, CA 90265 | SHAWN ALEXANDER | 814-533-2493 | 0 | NO |
| FACEBOOK.COM (SPONSORED JOB) | | | 814-536-5169 | 0 | NO |
| TENNESSEE TECHNOLOGY CENTER, SHELBYVILLE | 1405 MADISON ST, SHELBYVILLE, TN 37160 | | 814-262-9665 | 0 | NO |
| TENNESSEE TECH UNIVERSITY | 1 WILLIAM L. JONES DR, COOKVILLE, TN 38505 | | 814-886-6512 | 0 | NO |
| TENNESSEE ASSOCIATION OF BROADCASTERS | 2 INTERNATIONAL PLZ, STE. 902, NASHVILLE, TN 37217 | BRENDA HEIDT | 724-847-6636 | 0 | NO |
| WWW.BOWMAN.MEDIA | 401 WILSON AVE, TULLAHOMA, TN 37388 | JOE ABRAHAM | 814-255-6105 | 0 | NO |
| STATION WEBSITES WWW.939THEDUCK.COM WWW.ROOSTER1015.COM WWW.WHISKEYCOUNTRYRADIO.COM | 401 WILSON AVE, TULLAHOMA, TN 37388 | JOE ABRAHAM | 814-255-9593 | 0 | NO |
| WWW.GREENDOORJOBS.COM | 401 WILSON AVE, TULLAHOMA, TN 37388 | JOE ABRAHAM | 814-254-1468 | 0 | NO |
| BOWMAN BROADCASTING ON-AIR (WDUC, WFTZ, WHMT, W286BG, W240EF) | 401 WILSON AVE, TULLAHOMA, TN 37388 | JOE ABRAHAM | 814-255-4186 | 0 | NO |
| TULLAHOMA AREA CHAMBER OF COMMERCE | 135 W. LINCOLN ST, TULLAHOMA, TN 37388 | HOPE SARTAIN | 814-255-4186 | 0 | NO |
| MANCHESTER CHAMBER OF COMMERCE | 110 E MAIN ST, MANCHESTER, TN 37355 | KATY RIDDLE | (931) 728-7635 | 0 | NO |
| INDEED.COM (SPONSORED JOB) | | | | 3 | NO |

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: GENERAL MANAGER – POSITION #2

Recruitment source that referred the Hire: IN HOUSE

Date Vacancy Opened: 7/1/2022

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 10/1/2022

Total Number Hired: 1

Recruitment Sources Used to Fill the Vacancy

| NAME OF RECRUITMENT SOURCE | ADDRESS | CONTACT PERSON | PHONE NUMBER | TOTAL # OF INTERVIEWED | REQUEST NOTIFICATION |
|--|--|------------------|----------------|------------------------|----------------------|
| MOTLOW STATE COMMUNITY COLLEGE - MCMINNVILLE | 225 CADILLAC LN, MCMINNVILLE, TN 37110 | THERESA SHEPPARD | 814-472-3000 | 0 | NO |
| MOTLOW STATE COMMUNITY COLLEGE - TULLAHOMA | 6015 LEDFORD MILL RD, TULLAHOMA, TN 37388 | THERESA SHEPPARD | 814-255-8200 | 0 | NO |
| MIDDLE TENNESSEE STATE UNIVERSITY | 1301 EAST MAIN ST, MURFREESBORO, TN 37132 | GREG PITTS | 301-784-5000 | 0 | NO |
| BOWMAN EMPLOYEE INTERNAL REFERRALS | 401 WILSON AVE, TULLAHOMA, TN 37388 | PETE BOWMAN | 814-536-3536 | 1 | NO |
| ALLACCESS.COM | 24995 P.C.H. C303 MALIBU, CA 90265 | SHAWN ALEXANDER | 814-533-2493 | 0 | NO |
| FACEBOOK.COM (SPONSORED JOB) | | | 814-536-5169 | 0 | NO |
| TENNESSEE TECHNOLOGY CENTER, SHELBYVILLE | 1405 MADISON ST, SHELBYVILLE, TN 37160 | | 814-262-9665 | 0 | NO |
| TENNESSEE TECH UNIVERSITY | 1 WILLIAM L. JONES DR, COOKVILLE, TN 38505 | | 814-886-6512 | 0 | NO |
| TENNESSEE ASSOCIATION OF BROADCASTERS | 2 INTERNATIONAL PLZ, STE. 902, NASHVILLE, TN 37217 | BRENDA HEIDT | 724-847-6636 | 0 | NO |
| WWW.BOWMAN.MEDIA | 401 WILSON AVE, TULLAHOMA, TN 37388 | JOE ABRAHAM | 814-255-6105 | 0 | NO |
| STATION WEBSITES WWW.939THEDUCK.COM WWW.ROOSTER1015.COM WWW.WHISKEYCOUNTRYRADIO.COM | 401 WILSON AVE, TULLAHOMA, TN 37388 | JOE ABRAHAM | 814-255-9593 | 0 | NO |
| WWW.GREENDOORJOBS.COM | 401 WILSON AVE, TULLAHOMA, TN 37388 | JOE ABRAHAM | 814-254-1468 | 0 | NO |
| BOWMAN BROADCASTING ON-AIR (WDUC, WFTZ, WHMT, W286BG, W240EF) | 401 WILSON AVE, TULLAHOMA, TN 37388 | JOE ABRAHAM | 814-255-4186 | 0 | NO |
| TULLAHOMA AREA CHAMBER OF COMMERCE | 135 W. LINCOLN ST, TULLAHOMA, TN 37388 | HOPE SARTAIN | 814-255-4186 | 0 | NO |
| MANCHESTER CHAMBER OF COMMERCE | 110 E MAIN ST, MANCHESTER, TN 37355 | KATY RIDDLE | (931) 728-7635 | 0 | NO |
| INDEED.COM (SPONSORED JOB) | | | | 0 | NO |

Attachment B

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report. The stations have engaged in the following outreach activities:

| | | |
|-------------------------|---|--|
| INTERNSHIP PROGRAM | Ongoing internship program with Motlow Community College | |
| INTERNSHIP PROGRAM | Internship opportunities with Coffee County High School and Tullahoma High School | Hosted paid student interns to assist in filming Tullahoma High School Football. |
| INTERNSHIP PROGRAM | | |
| INTERNSHIP PROGRAM | | |
| INTERNSHIP PROGRAM | | |
| STUDENT OUTREACH EVENTS | | |
| CO-SPONSOR JOB FAIR | | |
| MANAGEMENT TRAINING | Department Head Meeting | Weekly Department Head meetings with discussions of equal employment opportunities |
| STATION TOURS | Radio station tours given to education groups. | Multiple Schools, Special Education, and Home School organizations have visited on numerous occasions. Education Committee HOSC – Jodi McGregor STEM Program |

If your organization would like to be contacted regarding future vacancies, please contact:

Nela Gordon, General
Manager Bowman Broadcasting
401 Wilson Ave,
Tullahoma, TN 37388
P: 931-393-3500
nela@ontargetmktg.com