

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 21,2020 – March 31, 2021**

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, 2021, the stations filled the following full-time vacancies:

- ACCOUNT EXECUTIVE – 1
- DIGITAL SALES MANAGER -1
- GENERAL MANAGER- 1

The station interviewed a total of 23 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	JOE ABRAHAM	1	NO
ALLACCESS.COM	24995 P.C.H. C303 MALIBU, CA 90265	SHAWN ALEXANDER	5	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	JOE ABRAHAM	0	NO
STATION WEBSITES WWW.939THEDUCK.COM WWW.ROOSTER1015.COM WWW.WHISKEYCOUNTRYRADIO.COM	401 WILSON AVE, TULLAHOMA, TN 37388	JOE ABRAHAM	0	NO
WWW.GREENDOORJOBS.COM	401 WILSON AVE, TULLAHOMA, TN 37388	JOE ABRAHAM	0	NO
BOWMAN BROADCASTING ON-AIR (WDUC, WFTZ, WHMT, W286BG, W240EF)	401 WILSON AVE, TULLAHOMA, TN 37388	JOE ABRAHAM	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		17	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: DIGITAL SALES MANAGER – POSITION #1

Recruitment source that referred the Hire: JOE ABRAHAM

Date Vacancy Opened: 7/1/2020

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 08/1/2020

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	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)				4	NO

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: GENERAL MANAGER – POSITION #2

Recruitment source that referred the Hire: ALL ACCESS

Date Vacancy Opened: 1/14/2021

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 2/1/2021

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	5	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

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: SALES ACCOUNT EXECUTIVE – POSITION #3

Recruitment source that referred the Hire: INDEED

Date Vacancy Opened: N/A

Total Number of Persons Interviewed for the Vacancy: 13

Date Vacancy Filled: 03/01/2021

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)				13	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	Hosted two Motlow College Students between April 2020 & April 2021
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:

Roxanne Charles, General Manager
Bowman Broadcasting
401 Wilson Ave,
Tullahoma, TN 37388
P: 931-393-3500
roxanne@ontargetmktg.com