

2016 ANNUAL EEO PUBLIC FILE REPORT
Bowman Broadcasting, LLC

Stations in Employment Unit: WDUC (AM) and WFTZ (FM)

Date Range of Annual Report: December 1st, 2015 to December 1st, 2016

No. of Full-time Employees: Less than 10

Small Market Exemption: Less than 250,000 Manchester-Tullahoma

During the Reporting Period, a total of 4 full time positions were filled for the Bowman Broadcasting LLC Tullahoma market. The information required by FCC Rule 73.2080(c) (6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c) (2):

Type of Initiative	Description of Activity
Events	On Saturday October 29th Bowman Broadcasting hosted a free trick-or-treat event (Spookyfest) in the North Gate Mall of Tullahoma. The event featured entertainment and free candy for over 2,000 kids in the community.
Events sponsored by local/state agencies and/or businesses	On December 6th, 2016 both the General Manager and Operations Manager spoke at a Manchester Chamber of Commerce Event called “Coffee County 20/20 2.0 - Manchester Rising”
Events sponsored by local/state agencies and/or businesses	The General Manager spoke at the “Nonprofit Assistance Clinic” for the United Way on June 23rd, 2016.

LIST OF POSITIONS FILLED

List all full-time job vacancies filled by employment unit, identified by job title, and indicate source referring person hired.

<i>Date of Hire</i>	<i>Job Title</i>	<i>Reference</i>
9/1/2016	Operations MGR	Employed by WFTZ at time of buyout
10/1/2016	Production MGR	Bowman Broadcasting Employee Referral
	Marketing Specialist	
	Marketing Specialist	

INTERVIEWEE REFERRAL SOURCE SUMMARY

Date of Annual Report: August 1st, 2016 - July 31st, 2017

Total Number of Persons Interviewed in Preceding Year:

Recruitment Sources Used in Preceding Year	Number of Persons Interview from reference
Motlow State Community College - McMinnville	0
Motlow State Community College - Tullahoma	0
Middle Tennessee State University	1
Bowman Broadcasting Referral	3
Tennessee Department of Labor - Tullahoma	0
Tennessee Department of Labor Website	0
Tennessee Technology Center	0
Tennessee Tech University	0
Tennessee Association of Broadcasters	0
WDUC-FM Radio Ad	0
WDUC-FM Website	0
WFTZ-FM Radio Ad	0
WFTZ-FM Website	0

Retain until after the grant of the next renewal application.

Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station's local public inspection file and post the list on the station's website if it has one.