

Annual EEO Public File Report
For the period April 1, 2017 through March 31, 2018

Thunderbolt Broadcasting Company
WCMT (AM) Martin, TN
WCDZ (FM) Dresden, TN
KYTN (FM) Union City, TN
WQAK (FM) Union City, TN
WCMT (FM) South Fulton, TN

The purpose of this Equal Employment Opportunity Public File Report is to comply with the Federal Communications Commission's 2002 EEO Rule-47 C.F.R. Section 73.2080©(6). This report has been prepared for Thunderbolt Broadcasting, which is comprised of the above captioned stations, which are all licensed to Thunderbolt Broadcasting Company. This report has been placed in the Public Inspection Files of these stations and posted on the radio stations website.

The information contained in this report covers the time period beginning on April 1, 2017 and ending on March 31, 2018 (the "applicable period.")

The FCC's 2002 EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the stations;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080© (1)(iii) of the new EEO Rule, which should be separately identified,) identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the applicable period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with each vacancy.

VACANCY INFORMATION

3 (three) full time vacancies were filled for Thunderbolt Broadcasting during the applicable period of this report.

1. Sales Position

Source: Thunderbolt Broadcasting Website

2. News Director 1

Source: Thunderbolt Broadcasting Website

3. News Director 2

Source: Referral

Recruitment Source Information

Notice of full-time vacancies included a variety of sources and included but were not limited to newspaper, websites, and word of mouth. Thunderbolt Broadcasting posted openings on company bulletin boards and posted on the company website, etc.

Notice announcing each full-time vacancy also noted that Thunderbolt Broadcasting is an equal opportunity employer. Below is a listing of recruitment sources used during the reporting period:

Thunderbolt Broadcasting Website, Brian Qualls
1410 North Lindell Street , Martin, Tennessee 38237 731-587-9526

Tennessee Association of Broadcasters, Brenda Heidt
2 International Plaza Drive Suite 902
Nashville, TN. 37217
615-365-1840

Arkansas Broadcasters Association, Angie Robinson
2024 Arkansas Valley Dr. #403
Little Rock, AR. 72212
501-590-1540

Kentucky Broadcasters Association, Karen Mucci
101 Enterprise Dr,
Frankfort, KY. 40601
502-848-0426

The University of Tennessee at Martin, Richard Robinson
Communications Department
304 Administration Building
Martin, TN. 38238
731-881-7000

Kentennareahelpwanted.com, Dale Mulder
11 Abrams Rd.
Central Valley, NY. 10917
845-827-1382

No outside agency or community interest group requested information about openings.

Analysis of effective EEO Recruitment Program

The vacancies filled were for the positions of Sales Representative and News Directors at Thunderbolt Broadcasting. The company websites, WCMT.com, thunderboltradio.com, on-air radio announcements and state broadcaster association's websites along with the kentennareahelpwanted.com website were used to encourage prospective job seekers to email their resumes to jobs@wcmt.com or to bring resumes to our studios or to mail them to the company's offices in Union City, Tennessee and Martin, Tennessee where the studios are located. Newspaper "help wanted" and "display ads" have proven in-effective in providing candidates for these types of openings due to a decline in readership. The Thunderbolt Broadcasting Company radio station websites have proven beneficial in generating applications. No organization or special group requested notice of any job openings.

During the past reporting period Thunderbolt Broadcasting has participated in local "career fairs" which have provided incredible visibility for Thunderbolt stations along with our consistent outreach efforts and been in local schools sharing the opportunities of careers in radio. Thunderbolt Broadcasting maintains a relationship with the local university and local school educators, keeping open dialogue concerning part-time job opportunities for students who may have an interest in broadcasting. Also local educators are in our studios regularly and are well acquainted with Thunderbolt Broadcasting staff to inform us of students who may have an interest in broadcasting.

Further Thunderbolt President Paul Tinkle is the play-by-play announcer of high school sports in Weakley County athletics and stays in contact with local high school principals and other administrators maintaining a "unique" contact for the radio stations for potential employees and prospective interns while at the same time introducing students in the schools about careers in broadcasting. Color announcer Vic DuRall is a middle school teacher who also reminds students about opportunities in broadcasting. News Director, Charles Choate is a volunteer baseball coach and has contact with students in this manner providing additional connectivity with students for potential part-time positions with Thunderbolt Broadcasting. Meanwhile, local educators remind students whom to contact at Thunderbolt radio stations for potential careers in broadcasting.

Thunderbolt Broadcasting is a member of the National Association of Broadcasters, the Tennessee Association of Broadcasters, the Kentucky Broadcasters Association, Arkansas Broadcasters Association and the International Broadcaster's Idea Bank. Thunderbolt Broadcasting is a participant in career fairs as evidenced by documentation elsewhere. Paul Tinkle is a former NAB Radio Board member.

It is apparent Thunderbolt stations are meeting the EEO requirements as set forth in guidelines and continue to open its doors for tours of our radio stations that include but are not limited to church groups, youth, leadership groups, school groups, Cub Scouts, Boy Scouts, Girl Scouts, public and private schools and others as well as community leaders who are able to see first-hand our continuing efforts to share opportunities with those who might have an interest in becoming a part of Thunderbolt Broadcasting. Prize winners are also given tours of the radio station when possible. Company employees maintain healthy relationships with our listeners by attending functions and events as evidenced elsewhere where they are able to network with prospective job seekers or those who may wish to know more about a career in broadcasting.

EEO OUTREACH

APRIL 3, 2017

Thunderbolt Broadcasting partnered with Don Sol restaurant in Union City and donated \$100 towards a sponsorship which provides scholarships to area high school seniors.

APRIL 6, 2017

Thunderbolt President, Paul Tinkle attended the University of Tennessee at Martin Communications Awards Banquet. Mr. Tinkle presented two scholarships of \$250 each and were awarded to Jordan Taylor and Johnathon Thorton.

APRIL 8, 2017

Thunderbolt President Paul Tinkle attended the 2017 Tennessee AP Journalism Career Day and College Awards at the John Seigenthaler Center in Nashville, TN. Mr. Tinkle met with a number of students who were in attendance and shared his advice on pursuing a job in broadcast journalism while interviewing college students and answering questions..

April 21, 2017

Thunderbolt President Paul Tinkle attended the Union City High School Top Ten Banquet where he presented a check for \$200.00 to the school system and met with Union City High School seniors, juniors, sophomores and freshmen students reminding them of career opportunities in radio at Thunderbolt Studios in Martin and Union City, TN.

May 9th, 2017

Thunderbolt President Paul Tinkle attended the Gleason High School Athletic Banquet and spoke to the students about radio and potential careers in the broadcasting industry.

May 10th, 2017,

Thunderbolt President Paul Tinkle spoke to the Martin Middle School students requested by Principal Nathaniel Holmes regarding character and opportunities to learn about broadcasting. Mr. Tinkle spoke to the entire school on the school P.A. system.

August 28, 2017

The University of Tennessee at Martin held their Welcome Freshmen Festival from 5:00-7:00pm. Thunderbolt Radio staff members Hilerie Rickman, Paul Tinkle, Gary Capers, Audrey Gilliam, Lane Archie and Barbie Hardy met with incoming freshmen students on the UT Martin campus. They were introduced to Thunderbolt Radio stations and specifically telling students who Thunderbolt Radio is and opportunities for those interested in broadcasting to come see us in person at our studios at 1410 North Lindell in Martin and 223 Westgate Drive in Union City, TN. During this time, students were also given a student and faculty guide which also included telephone numbers for Thunderbolt radio stations. Thunderbolt staff members interacted with approximately 400 students and two university faculty members who are involved in broadcasting classes in the Communications Department at U T Martin. Thunderbolt Radio shared with faculty members that internships and potential board op positions, sales and news positions were opportunities in broadcasting for prospective students.

October 6, 2017

Thunderbolt President Paul Tinkle met with Natalie King at WUTM FM University of Tennessee at Martin college radio station on the UT Martin campus, Martin, TN. Mr. Tinkle was interviewed on WUTM by Ms. King about National College Radio Day and also the opportunities for UT Martin students at Thunderbolt Broadcasting stations. In attendance were UTM's Dr. Richard Robinson and Mr. Rodney Freed

March 11th, 2018

Thunderbolt President Paul Tinkle served as MC for the Greenfield High School State Basketball Championship return home event. During this time Mr. Tinkle met with basketball players on the team about career opportunities in radio after high school and play by play.

March 23, 2018

Thunderbolt Broadcasting President Paul Tinkle and Thunderbolt Broadcasting News Director Joseph Anderson attended the Martin Middle School Character Counts Day. Mr. Tinkle provided a Facebook "Live" post which lasted an hour, from the school gym and the entire school population and faculty attended. Mr. Tinkle met with school Principal Nate Holmes and Mr. Anderson reported a news story on this event to capture the importance of no bullying, no drugs, no alcohol and no cigarettes. Valentino Willis, a former Harlem Globetrotter, was the guest speaker for this event.

CAREER FAIRS

Saturday, April 8, 2017

Thunderbolt Broadcasting President, Paul Tinkle attended the Tennessee AP Broadcasters and Media Editors Awards Banquet. Following the banquet an information meet and greet took place where Mr. Tinkle met with students and "interviewed" them informally for future openings. Students asked a number of questions pertaining to kinds of jobs and pay in broadcasting.

May 3, 2017

Thunderbolt Broadcasting News Director, Charles Choate was invited to Carr Elementary in Fulton, Kentucky to speak to the students about what his job responsibilities as news director and the role it plays in keeping our listeners safe during storms.

April 24, 2017

The National Association of Broadcasters held their NABEF/BEA Career Day. Thunderbolt President, Paul Tinkle attended this event and met with students about our opening in the news department and other careers in broadcasting.



**2017 NAB SHOW
CAREER FAIR
APRIL 25
LAS VEGAS**

**CONNECT WITH
RECRUITERS
FROM THE NATION'S
TOP MEDIA
COMPANIES**

JOB SEEKERS REGISTER NOW AT
NABEF.ORG/CAREERFAIRS

NAB **BEA**
EDUCATION FOUNDATION Advancing the Broadcast Media

May 15-24, 2017

Tennessee Association of Broadcasters held their Radio Talent Institute in Knoxville, TN. Thunderbolt Broadcasting President, Paul Tinkle drove from Martin to Knoxville to be a presenter. This event is to educate, teach and provide networking opportunities to students participating in a classroom learning environment for future opportunities in broadcasting. Mr. Tinkle taught a sales course, answered questions and handed out his business cards to interested communications students who expressed an interest in broadcasting. Following that, Mr. Tinkle met with the general manager of the campus radio station.

Friday March 23, 2018

Brian Thomas Qualls and Skylar McCroskey attended the Dresden Middle School Career Fair. During this time Brian Thomas and Skylar McCroskey engaged with middle school students about careers in broadcasting, showing them the radio truck and letting them learn how radio broadcasting works. Approximately 150 students met with the radio station personalities and asked questions. President Paul Tinkle was also in attendance. The Career Fair was conducted by Jamie Rickman.

COMMUNITY OUTREACH

April 8, 2017

Thunderbolt Broadcasting hosted the annual Easter Egg Hunt, partnered with Martin Parks & Recreation at the Martin Recreation Complex in Martin, TN. Thunderbolt employees attending were Barbie Hardy, Kevin Bartholomew, Robert Leyhue, Hilerie Rickman, Audrey Gilliam, Lane Archie and Cindy Prince. During this time radio station staff met with children and many were able to see the company van and learn how a radio broadcast works.

April 8th 2017

Thunderbolt News Directors Charles Choate, Derek Kelley and Paul Tinkle were in attendance at the Associated Press Awards Banquet in Nashville, TN. During this time, Thunderbolt Radio received several state wide awards and were able to interact with several college students who were there in addition to those who were interested in job opportunities.

April 18, 2017

The Twin Cities Chamber of Commerce for Fulton, KY and South Fulton, TN held their annual banquet and awards ceremony. Thunderbolt Radio staff members were in attendance including Barbie Hardy, Audrey Gilliam, Paul Tinkle and Lane Archie. During this event Barbie Hardy was named Citizens of the Year and was later named the Grand Marshall of the Banana Festival Parade. Thunderbolt staff members engaged with other chamber members to insure we communicate with community leaders on issues on going in our community that pertain to jobs, economy and other local issues.

April 18, 2017

Weakley County Chamber of Commerce held their annual banquet at the UT Martin ball room. In attendance were Paul Tinkle, Gary Capers, and Hilerie Rickman. (Mr. Tinkle was able to attend this banquet and the one listed above, for a short period of time.) Thunderbolt staff members engaged with other chamber members to insure we communicate with community leaders on issues on going in our community that pertain to jobs, economy and other local issues.

April 28, 2017

Prior to the KYTN Country Music Festival, A Thunderbolt sponsored event, country music stars Brandon Holland, Charee White and Shelby Lee Lowe went with Thunderbolt Broadcasting's Marketing Director, Barbie Hardy as well as representatives of the Four Rivers Foundation, a non profit educational foundation, to share encouraging words of character and discipline to students at Fulton City High School in Fulton KY, Fulton County High School in Hickman, KY. and Hickman County High School in Clinton KY. These country artists spoke to students about focusing on their studies, staying off drugs and following their dreams to succeed in life.

April 29, 2017

The KYTN Country Music Festival 5k Race was held. Several runners came out to support this year's cause. Funds raised were donated to the Twin Cities Men's Organization. The WCMT "Good Times in the Morning" show was broadcasting live on location for this event from 7:30 until 9 a.m.

May 6, 2017

Thunderbolt Radio is visible to our communities with a number of appearances in parades. One of the larger parades in our area is the Iris Festival in Dresden, TN. The Rollin' Radio broadcast van is present and staff members were a part of the event and maintain a high profile during the festival including attending events and donating time helping with publicity and manpower.

June 2, 2017

Fulton County Health Department held their Summer Feeding Program at the Methodist Church Center, held in Fulton, Kentucky. Thunderbolt Broadcasting was there live with Paul Tinkle and Maggie Olmstead. This program brings children together for opportunities to have fun, win prizes and meet our staff and others.

June 3,2017

Obion County Cancer Agency holds their annual Walk of Hope event each year at the Union City, TN. Football Field. Thunderbolt Broadcasting sets up a tent with the prize wheel and charges \$2 per spin. A total of \$ 517 was donated to the Walk of Hope treasury where all money raised locally stays in the community for cancer patients. Thunderbolt was live on location and staff attending this year were Hilerie Rickman, Audrey Gilliam, Dennis Wallace, Maggie Olmstead, Lane Archie, Gary Capers, Davita and Breanna Stephenson.

July, 2017

Thunderbolt Broadcasting studios in both Union City and Martin held a fan drive during the month of July to help cool those not fortunate enough to have air conditioning. Fans were collected at the studios of both Union City and Martin radio stations and were donated to We Care Ministries in Martin and Helping Hand Ministries in Union City.

August 21-25, 2017

The Obion County Fair in Union City, TN. was held on the above dates and Thunderbolt Broadcasting rented booth space in the exhibit building. Thunderbolt gave away t-shirts and hosted drawings for nightly gift packs and one large "prize pack" for the end of the week. Visibility here gave us opportunity to show fairgoers the community work we do and other facets of broadcasting with community members and listeners. Staff members present included most all staff who took time throughout the 6 day event.

August 28, 2017

The University of Tennessee at Martin held their Welcome Back Festival. Thunderbolt Broadcasting had a tent set up and employees attending were Barbie Hardy, Hilerie Rickman, Audrey Gilliam, Lane Archie and Gary Capers. Employees all spoke with students and handed out "Student Guide" flyers.

September 5, 2017

As part of the Tennessee Soybean Festival, the parade was held. Gary Capers and Audrey Gilliam drove the Union City and Martin station van and tossed out candy. The radio station also broadcast live during the week.

September 8, 2017

As part of the Tennessee Soybean Festival, Thunderbolt Broadcasting sponsored and hosted the Thunderbolt "Singing Bee." Emcee'd by Thunderbolt's Kevin Bartholomew, contestants had to finish the line of a song once the music stopped. Winners received goody bags with the runner-up receiving \$50.00 and the winner receiving \$100.00. Other employees in attendance were Barbie Hardy, Lane Archie, Jessica Davis, Robert Leyhue and Cindy Prince. Visibility here gave us the opportunity to demonstrate the community service we provide and participate in.

September 16, 2017

The town of Fulton, KY. along with Fulton Tourism Commission held their annual Banana Festival. Car shows, concerts and a one ton banana pudding were just a few of the exciting events. The parade was held and Audrey Gilliam drove the Union City station van while Robert Leyhue and his wife Beth drove the Martin station van and threw out candy to all of the excited on-lookers. Thunderbolt Broadcasting Sales Manager, Barbie Hardy who was named "Citizen of the Year", was the Grand Marshall.

October 23-November 17, 2017

The We Care Coat Drive was held at Thunderbolt Broadcasting studios in Martin, TN. and also in Union City, TN. Promotional announcements were broadcast asking listeners to bring in new or gently used coats in all sizes for all ages. Approximately 212 coats were brought in by listeners who came to our studios.

October 31, 2017

Main Street Union City, the Union City Police Department and Thunderbolt Broadcasting jointly sponsored trick-or-treating in downtown Union City for children of all ages. The downtown was closed to traffic. Hotdogs, bottled water and lots and lots of candy were given away. Thunderbolt Broadcasting held a "live" broadcast from the event.

November 2nd 2017

Obion County Chamber of Commerce banquet was held at the Discovery Park of America held in Union City TN. The following members of the Thunderbolt Radio staff were in attendance: Hilerie Rickman, Lane Archie, Barbie Hardy, Gary Capers, Khala Ghamrawy and Audrey Gilliam. Thunderbolt staff members engaged with other chamber members to insure we communicate with community leaders on issues on going in our community that pertain to jobs, economy and other local issues.

November 14, 2017

Thunderbolt Broadcasting held our annual St. John's Community Development Services Radio-Thon from 6:00am until 9:00am at the studios of Thunderbolt Radio in Martin, TN. Listeners were asked to come by and drop off donations or call in with a pledge. A total of \$12,674.24 was raised. In doing so, many of our listeners met with staff directly and some received a tour of the radio station.

November 30, 2017

The Union City Christmas parade and tree lighting was held. The Union City van was driven by Audrey Gilliam and Hilerie Rickman and Lane Archie drove the Martin station van and tossed out candy.

December 1, 2017

Union City Police Department, local banks and Thunderbolt Broadcasting co-sponsored Blue Lights and Banks. This is an event where people would drive by the courthouse in Union City, TN. with their can food donations, cash donations or even toys as a fundraiser for Chimes for Charity. Thunderbolt Broadcasting was on-site with a "live" broadcast encouraging listeners to go by and donate.

December 5, 2017

The Martin Kiwanis Christmas parade was held. Khala Ghamrawy drove the Union City station van and Robert Leyhue drove the Martin station van. Community residents interacted with staff.

December 6, 2017

The "Blue Light Hunger Fight" was held in conjunction with the Martin Police Department in downtown Martin, TN. from 7:00AM until 6:00pm. Thunderbolt listeners were asked to bring donations of canned food items or monetary donations. All donations were for the Helping Hand We Care Ministries. Employees attending were Kevin Bartholomew, Brian Thomas Qualls, Joseph Anderson and Robert Leyhue. Visibility here gave us the opportunity to demonstrate the community service we provide and participate in while meeting with listeners and discussing all facets of broadcasting including but not limited to careers in broadcasting. Approximately \$2000 in donations and 10,000 canned items were collected. Thunderbolt Broadcasting broadcast "live" for the entire event.

December 6, 2017

Thunderbolt Radio's "Can Caravan" set up donation locations at Weakley County schools including Martin, Dresden, Sharon, Greenfield and Gleason, TN., for students to bring non-perishable food items to school to be donated to We Care Ministries. We Care donates the food collected to Weakley County families in need. UTM students of the Athletic Department helped Robert Leyhue, air talent for Thunderbolt Radio to collect the donated items.

February 16 2018

Thunderbolt staff members Cindy Prince and Paul Tinkle participated in the Weakley County Prevention Coalition's Lock Box give away. Thunderbolt was "live" on the air in at approximately 1pm with Coalition Director Suzanne Harper who told the importance of the lock boxes to those who may have children in their homes and how the public should lock up all drugs in a lock box.

March 24th, 2018

Thunderbolt Broadcasting hosted our annual Easter Egg Hunt, partnering with Martin Parks & Recreation at the Martin Recreation Complex in Martin, TN. Thunderbolt employees attending were Kevin Bartholomew, Audrey Gilliam, Brian Affolter, Joseph Anderson, Gary Capers and Leatha McCroskey. During this time radio station staff met with children of all ages and many were able to see the Rollin Radio remote broadcast truck and hear about local radio. Martin Parks and Recreation staff and the Martin Kiwanis Club also participated with us creating another outreach partnership between Thunder bolt Broadcasting and civic clubs.

Employment Vacancy Information
Covering Period April 1, 2017 - March 31, 2018

Full Time Position: Sales Position

Source Used: Thunderbolt Broadcasting website

Number of Interviews: 1

Hired from this source:1

Source Used: kentennareahelpwanted.com website

Number of Interviews: 0

Hired from this source: 0

Source Used: Tennessee Association of Broadcasters' website

Number of Interviews: 0

Hired from this source: 0

Source Used: Referral

Number of Interviews: 1

Hired from this source: 0

Source Used: Inquiry
Number of Interviews: 1
Hired from this source: 0

Full Time Position: News Director One

Source Used: Thunderbolt Broadcasting website
Number of Interviews: 2
Hired from this source: 1

Source Used: on-air announcements
Number of Interviews: 2
Hired from this source: 0

Source Used: walk-ins
Number of Interviews: 1
Hired from this source: 0

Source Used: kentennareahelpwanted.com website
Number of Interviews: 0
Hired from this source: 0

Source Used: Arkansas Broadcasters website
Number of Interviews: 1
Hired from this source: 0

Source Used: Tennessee Association of Broadcasters website
Number of Interviews: 3
Hired from this source: 0

Source Used: Kentucky Broadcaster's Association website
Number of Interviews: 1
Hired from this source: 0

Full Time Position: News Director Two

Source Used: Referral
Number of Interviews: 2
Hired from this source: 1

Source Used: Tennessee Association of Broadcasters' website
Number of Interviews: 0
Hired from this source: 0

Source Used: Thunderbolt Broadcasting website
Number of Interviews: 0

Hired from this source: 0

Source Used: Kentucky Broadcasters Association's website

Number of Interviews: 1

Hired from this source: 0

Source Used: on-air announcements

Number of Interviews: 0

Hired from this source: 0