

**SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY THE STATION**

Stations Claiming Credit: WHBQ, WHBQ-FM, KXHT, WOWW, WGSF, WIVG

WMPS and WMSO (through Arlington Broadcasting)

1. Type of Activity Under New EEO Rule: Job Fairs
Dates of Participation: 2/27/20, 3/12/20, 3/18/20, 4/1/20, 4/9/20, 5/29/20,
6/22/20, 8/5/20, 9/14/20, 9/25/20, 10/1/20, 10/14/20, 12/11/20
Participating Employees: Carla Hicks, Duane Hargrove, Kiran Riar, Keith
Parnell

Host/Sponsor of Activity: Memphis Community and Resource Center,
Southwest Tennessee Community College, University of Memphis, Hire Heroes
USA, CareerEco Events, Coast2Coast Job Fairs, Tennessee Association of
Broadcasters, LeMoyne Owen College, University of Tennessee

Brief Description of Activity:

Flinn Broadcasting participated in the Job and Resource Fair held at the Memphis
Community Resource Center in Memphis from 10am to 1pm on February 27,
2020. Stations provided information regarding job opportunities and received
resumes and applications from jobseekers. Interviews were scheduled for
qualified candidates who were interested in working for Flinn Broadcasting.

Flinn Broadcasting participated in the Hire Heroes USA Veterans Virtual Career
Fair on March 12, 2020. Stations provided information regarding job
opportunities and received resumes and applications from a broad pool of
jobseekers. Interviews were scheduled and conducted with those jobseekers
interested in careers with Flinn Broadcasting.

Flinn Broadcasting participated in the Diversity and Inclusion Career Fair on
March 18, 2020. Stations provided information regarding job opportunities and
received resumes and applications from a broad pool of jobseekers. Interviews
were scheduled and conducted with those jobseekers interested in careers with
Flinn Broadcasting.

Station representatives provided information about career opportunities at Flinn
Broadcasting during Southwest Tennessee Community College's Macon Campus
Career Fair on Wednesday, April 1, 2020, from 11 AM to 1:30 PM. Information
about the various stations were presented to attendees, along with job postings

and applications. Students retrieved promotional material, and attendees filled out applications for employment. Station personnel answered students' questions about broadcasting and employment.

Station representatives provided information about career opportunities at Flinn Broadcasting during University of Memphis' Virtual Spring Career and Internship Expo on April 9, 2020, from 1 PM to 4 PM. Profiles of various stations were presented, along with job and internship opportunities. Students retrieved online promotional material and filled out applications for employment. Station personnel also answered questions about broadcasting and employment.

Flinn Broadcasting participated in the Veteran Talent Career Fair on May 29, 2020. Stations provided information regarding job opportunities and received resumes and applications from a broad pool of jobseekers. Interviews were scheduled and conducted with those jobseekers interested in careers with Flinn Broadcasting.

Station representatives provided information about career opportunities in broadcasting at Coast2Coast's Tennessee Job Fair June 22, 2020, through June 24, 2020. Profiles of various stations were presented to attendees, along with job postings and applications. Students retrieved informational material, and attendees provided resumes and applications for employment. Station personnel answered questions about broadcasting and employment.

Flinn Broadcasting participated in the Disability Virtual Career Fair on August 5, 2020. Stations provided information regarding job opportunities and received resumes and applications from a broad pool of jobseekers. Interviews were scheduled and conducted with those jobseekers interested in careers with Flinn Broadcasting.

Flinn Broadcasting participated in a Tennessee Association of Broadcasters Job Fair September 14, 2020, through September 18, 2020. Information about radio positions were provided online and resumes from applicants were retrieved and saved for future open positions.

Station representatives provided information about career opportunities at Flinn Broadcasting during the University of Memphis Fall Career Fair on September 25, 2020, from 1 PM to 4 PM. Profiles of various stations were presented, along with job and internship postings. Students retrieved promotional material and filled out applications for employment. Station personnel also answered questions about broadcasting and employment.

Flinn Broadcasting personnel provided information about career opportunities during LeMoyne Owen College's 2020 Virtual Career Fair on Thursday, October 1, 2020, at 11:30am. Information about Flinn Broadcasting and the positions

available were presented to students through online presentations. Station personnel answered students' questions about broadcasting and minority representation in employment. Students were encouraged to contact station representatives and email resumes for any positions in which they had interest.

Flinn Broadcasting participated in the University of Tennessee Communications Practicum, Job and Internship Fair on October 14, 2020. Stations provided information regarding job opportunities and received resumes and applications from a broad pool of jobseekers.

Flinn Broadcasting participated in a Tennessee Association of Broadcasters Job Fair December 7, 2020 through December 11, 2020. Information about radio positions were provided online and resumes from applicants were retrieved and saved for future open positions.

2. Type of Activity Under New EEO Rule: Community Events to Educate
Dates of Participation: 2/24/20, 2/26/20, 3/6/20, 3/24/20, 4/2/20, 4/13/20, 5/6/20, 8/12/20, 9/15/20, 10/6/20, 10/13/20, 12/21/20

Participating Employees: Kiran Riar, Keith Parnell, Chris McNeil, Zeke Terry, Eli Savoie

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

Flinn Broadcasting employee Kiran Riar spoke to 5th grade students at Belle Forest Community School on Wednesday, February 24, 2020. Kiran informed students about different career opportunities in broadcasting and encouraged them to pursue careers in the broadcast industry regardless of their race, gender or background.

Flinn Broadcasting hosted its annual Career Forum for area elementary school students on February 26, 2020. Students from various area public and private schools attended and listened to employees describe their roles at the stations. The students toured the different radio stations, including the on-air studios, sales department, production facilities, and engineering/business offices. After the tour, students were invited to participate in a discussion designed to answer questions regarding careers in the broadcast industry.

Flinn Broadcasting air personality Christopher McNeil spoke to 4th grade students at Peabody Elementary School on March 6, 2020. Students learned about career opportunities in the broadcast industry and were told about various job roles.

They were informed that everyone has equal opportunity for jobs regardless of race, creed or gender. Chris spoke about a day in the life of a broadcaster and answered questions about the industry.

Flinn Broadcasting participated in a virtual Career Day at Evans Elementary School on Tuesday, March 24, 2020. Station employee Keith Parnell spoke about the broadcast industry and his experiences in the field. He also answered questions about job opportunities and encouraged students to pursue careers regardless of race or gender.

Flinn Broadcasting employee Kiran Riar spoke to students at the Riverdale Elementary Career Day via webcast on Thursday, April 2, 2020. Students were informed about career opportunities in the broadcast industry and were told about various job roles. They were informed that everyone has equal opportunity for jobs regardless of race, creed or gender. Kiran spoke about her personal experience as a broadcaster and answered questions about the industry.

Flinn Broadcasting employee Christopher McNeil spoke to students at Southwind High School on April 13, 2020. McNeil spoke about his job as an on-air personality and answered questions about opportunities in broadcasting, encouraging students to pursue careers regardless of race or gender.

Flinn Broadcasting employee Keith Parnell spoke to students at Treadwell Middle School during their Virtual Career Day Program on May 6, 2020. Keith spoke about both on-air and behind-the-scenes careers available in broadcasting and answered questions from students, encouraging them to pursue careers regardless of race or gender.

Flinn Broadcasting employee Eli Savoie spoke to attendees at a virtual Back to School and Job Fair sponsored by the Hickory Hill Community Center on August 12, 2020, at 3 pm. Eli encouraged attendees to stay in school and provided job and broadcasting career information as part of the event.

Flinn Broadcasting gave a station virtual tour for students from Southwind High on September 15, 2020. Students were able to view air personalities during their shift to learn about the industry. Flinn Broadcasting employees answered the students' questions about broadcasting and encouraged them to seek careers in the field without regard to their race or gender.

Flinn Broadcasting employee Zeke Terry spoke to the 7th grade class at American Way Elementary on Tuesday, October 6, 2020, during their Career Day. Zeke spoke about his job duties at the station and shared his experience in the broadcast industry. He also answered questions from students considering going into the broadcasting field and encouraged them to enter the industry without regard to race or gender.

Flinn Broadcasting employee Christopher McNeil spoke to 10th grade students at Oakhaven High School during their virtual Career Day on Tuesday, October 13, 2020. Chris informed students about different career opportunities in broadcasting and encouraged them to pursue careers in the broadcast industry regardless of their race, gender or background.

Flinn Broadcasting hosted a virtual Virtual Career Information Day for Cub Scout Pack 332 on December 21, 2020. Representatives from each department spoke to the scouts and explained the importance of their respective positions to the operation of the stations. The scouts received a virtual tour of Flinn Broadcasting stations, including the on-air studios, production facilities, and engineering offices. Students were invited to participate in a webcast discussion session hosted by employee Keith Parnell to answer questions regarding careers in the broadcast industry.

3. Type of Activity Under New EEO Rule: Management Training
Dates of Participation: 3/12/20, 5/14/20, 8/12/20, 11/18/20, 1/13/21
Participating Employees: Keith Parnell, Duane Hargrove, Mike Brewer, Chris Taylor

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

A manager's training meeting was held March 12, 2020, to discuss EEO policies, outreach, and discrimination. Managers were trained on how to recruit for applicants for open positions with the company. Outreach opportunities including job fair participation and community programs were discussed. Managers also discussed ideas for improving the EEO Program.

A manager's training meeting was held May 14, 2020, to discuss recruitment of students for our internship program for the upcoming summer and to discuss our spring career fairs. We also talked about the use of the Tennessee Association of Broadcasters job bank, station website, and other recruitment sources, as well our policy and discrimination rules.

A manager's training meeting was held August 12, 2020, to prepare for fall career fairs and recruiting activities, as well as to review equal opportunity and discrimination rules. We also discussed participation in our internship program. Managers were recruited to participate in the career fairs and other recruiting activities.

A manager's training meeting was held November 18, 2020. Managers discussed involvement in outreach programs at area schools and the success of fall job fairs and other recruitment sources. Plans for EEO-related activities were also discussed for 2021. All managers reviewed equal opportunity and discrimination rules.

A manager's training meeting was held January 13, 2021, to discuss recruiting activities for the new year and to review equal opportunity rules and recruiting policies. Job fair participation, mentorship speaking activities, and other equal opportunity outreach activities were discussed.

4. Type of Activity Under New EEO Rule: Internship Program
Dates of Participation: Continuous
Participating Employees: Eli Savoie, Chris Taylor, Duane Hargrove

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

Flinn Broadcasting maintains an active internship program in conjunction with area colleges including Southwest Tennessee Community College, University of Memphis, University of Tennessee at Chattanooga, Tennessee State University, Lemoyne Owen, and Rhodes College. Students are given the opportunity to learn skills required for employment in the broadcast industry. Furthermore, students are given the opportunity to gain school credit for performing such activities as contacting clients and listeners, putting together supplies for events, attending meetings, and assisting with the planning and execution of sales promotions.

5. Type of Activity Under New EEO Rule: Job Bank
Dates of Participation: Continuous
Participating Employees: All Managers Seeking Upper Level Employees

Host/Sponsor of Activity: Tennessee Association of Broadcasters

Brief Description of Activity:

Flinn Broadcasting Corporation is an active member of the Tennessee Association of Broadcasters and participates in the media trade organization's Job Bank. The TAB's Job Bank is open to everyone seeking employment in broadcasting, and its membership includes substantial participation of women and minorities. The goals of the TAB Job Bank and Careers Program are to "promote non-discrimination in all employment actions as well as diversity in the workplace, (to) maximize the pools of qualified applicants, including those from culturally and racially diverse backgrounds, for all job openings at participating stations, (to) promote broadcasting as an exciting and rewarding career, (to) expand the availability and education courses and experience opportunities helpful for a

career in broadcasting, (to) provide user friendly, up-to-date information on all job openings at participating stations, (to) insure that all interested applicants have a convenient, rapid and inexpensive way to alert participating stations of their interest in a particular job opening, and education throughout the state on subjects of non-discrimination in employment and recruitment outreach.” Flinn Broadcasting uses the Job Bank to post upper level job openings and to find job seekers who have placed their resumes on the board.