

**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: 4/21/2021, 8/2/2021 – 8/6/2021, 10/21/2021,
Participating Employees: Lonnie Treadaway, Kiran Riar

Host/Sponsor of Activity: Southwest Tennessee Community College, Tennessee Association of Broadcasters

Brief Description of Activity:

Flinn Broadcasting personnel provided information about career opportunities during Southwest Tennessee Community College's Virtual Job Fair on April 21, 2021, Information about Flinn Broadcasting and the positions that are open were discussed.

Flinn Broadcasting participated in a Tennessee Association of Broadcasters Virtual JobFair August 2, 2021, through August 6, 2021. Information about radio positions were provided online and resumes from applicants were retrieved and saved for open positions in the future.

WMPS and WMSO (through Arlington Broadcasting)

1. Flinn Broadcasting personnel provided information about career opportunities during Southwest Tennessee Community College's Virtual Job Fair on Thursday, October 21, 2021- Information about Flinn Broadcasting and the positions that are open were discussed.

Flinn Broadcasting participated in a Tennessee Association of Broadcasters Virtual JobFair August 2, 2021, through August 6, 2021. Information about radio positions were provided online and resumes from applicants were retrieved and saved for open positions in the future.

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2. **Type of Activity Under New EEO Rule: Community Events to Educate Dates of Participation: 2/11/21, 3/13/20, 4/8/21, 5/12/20, 8/4/20, 12/21/20**

Participating Employees: Kiran Riar, Lonnie Treadaway, DJ Q, Chris Taylor and Eli Savoie

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

Flinn Broadcasting employee Chris Taylor spoke to students at White Station High School on Thursday, February 11, 2021. 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 its annual Career Forum for area elementary school students on March 13, 2021. 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.

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

Flinn Broadcasting employee DJ Q spoke to students at Central High School on April 8, 2021. DJ Q 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 Lonnie Treadaway spoke to students at Collierville High School on May 12, 2021. Lonnie 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 DJQ spoke to attendees at the Back to School and Job Fair sponsored by the Hickory Hill Community Center on August 14, 2021 DJ Q provided job and broadcasting career information and encouraged the youth to stay in school at the event.

Career Information Day for Cub Scout Pack 34 on December 14, 2021. 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 Eli Savoie, who answered questions regarding careers in the broadcast industry.

3. **Type of Activity Under New EEO Rule: Management Training**

Dates of Participation: 2/9/21, 5/11/21, 8/1/21, 10/5/21, 1/10/22

Participating Employees: Lonnie Treadaway, Lanea Norman, Mike Brewer, Duane Hargrove, Chris Taylor

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

A manager's training meeting was held February 9, 2021, 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 reviewed the past years EEO Program and discussed ideas for improving it.

A manager's training meeting was held May 11, 2021, to discuss our policy of discrimination rules, 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.

A manager's training meeting was held August 1, 2021, 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 October 5, 2021. 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 2022. All managers reviewed equal opportunity and discrimination rules.

A manager's training meeting was held January 10, 2022, to discuss recruiting activities 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, DJ Q,

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.