

**SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION**

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

WMPS and WAVN (through Arlington Broadcasting)

1. Type of Activity Under New EEO Rule: Job Fairs  
Dates of Participation: 3/4/15, 4/12/15, 4/15/15, 4/16/15, 7/22/15, 9/30/15,  
10/16/15, 10/21/15, 10/22/15  
Participating Employees: Carla Hicks, Mike Brewer, Duane Hargrove, Brandon  
Sams, Keith Parnell

Host/Sponsor of Activity: University of Memphis, Multicultural Career Expo,  
Southwest Tennessee Community College, Memphis Public Library JobLINC,  
Maximus/Shelby County Child Support Services

Brief Description of Activity:

Flinn Broadcasting representatives provided information about career opportunities during University of Memphis' Career and Internship Expo on Wednesday, March 4, 2015 from 10 AM to 3 PM. Profiles of various stations were presented, along with job and internship postings. Students took flyers and promotional material and filled out applications for employment. Station personnel also answered students' questions about broadcasting and employment.

Representatives from Flinn Broadcasting provided career information to attendees at the 2<sup>nd</sup> Annual Multicultural Expo on Sunday, April 12<sup>th</sup> from noon to 4 pm. Public service announcements informing listeners of the job fair were aired prior to the event, as well as live broadcasts during the job fair. Attendees' questions about broadcasting and employment were answered by station personnel.

Students were provided with information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Union Campus Career Fair on Wednesday, April 15, 2015 from 10 AM to 1 PM. Station representatives spoke with students and provided profiles of various stations, along with job postings and applications. Students took flyers and promotional material, and attendees filled out applications for employment. Students' questions about broadcasting and employment were answered by station personnel.

Station representatives provided information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Macon Campus Career Fair on Thursday, April 16, 2015 from 10 AM to 1 PM. Pamphlets about the various stations were presented to attendees, along with job postings and applications. Students took flyers and promotional material, and attendees filled out applications for employment. Station personnel answered students' questions about broadcasting and employment.

Flinn Broadcasting representatives provided information about career opportunities during the Memphis Public Library's JobLINC Career Fair at the Benjamin Hooks Central Library on Wednesday, July 22, 2015 from 10 AM to 3 PM. Profiles of various stations were presented to attendees, along with job postings and applications. Station personnel answered attendees' questions about broadcasting and employment and accepted their applications for employment.

Station representatives provided information about career opportunities at Flinn Broadcasting during University of Memphis' Career and Internship Expo on Wednesday, September 30, 2015 from 10 AM to 3 PM. Profiles of various stations were presented, along with job and internship postings. Students took flyers and promotional material and filled out applications for employment. Station personnel also answered students' questions about broadcasting and employment.

Representatives from Flinn Broadcasting provided career information to attendees at the Maximus Shelby County Child Support Services Job Fair at the Benjamin L. Hooks Public Library on October 16<sup>th</sup> from 11 AM to 3 PM. Public service announcements informing listeners of the job fair were aired prior to the event, and attendees' questions about broadcasting and employment were answered by station personnel.

Students were provided with information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Union Campus Career Fair on Wednesday, October 21, 2015 from 10 AM to 1 PM. Station representatives spoke with students and provided profiles of various stations, along with job postings and applications. Students took flyers and promotional material, and attendees filled out applications for employment. Students' questions about broadcasting and employment were answered by station personnel.

Station representatives provided information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Macon Campus Career Fair on Thursday, October 22, 2015 from 10 AM to 1 PM. Profiles of various stations were presented to attendees, along with job postings and applications. Students took flyers and promotional material, and attendees filled out applications for employment. Station personnel answered students' questions about broadcasting and employment.

2. Type of Activity Under New EEO Rule: Community Events to Educate  
Dates of Participation: 2/11/15, 2/17/15, 2/25/15, 3/4/15, 3/19/15, 4/2/15, 4/8/15, 4/13/15, 4/16/15, 4/22/15, 9/8/15, 10/8/15, 11/4/15, 11/18/15  
Participating Employees: Rob Fischer, Keith Parnell, Eli Savoie, Dennis Terry, Chris Lusk, Daniel Pesce, Gary Shelton, Terris King, Brandon Sams, Chris McNeil, Michael Boyer, Maurice Rivera

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

Flinn Broadcasting employee Rob Fischer spoke to 4<sup>th</sup> grade students at Bartlett Elementary School on Wednesday, February 11, 2015. Fischer informed students about different career opportunities in broadcasting and encouraged students 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 17, 2015. Employees described their jobs to the students, who represented various area public and private schools. The students toured the different 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 session designed to answer questions regarding careers in the broadcast industry.

Flinn Broadcasting hosted students from University of Memphis on February 25, 2015. The students shadowed various members of the Flinn Broadcasting staff, including on-air personalities, account executives, and production engineers. Representatives from each department allowed the students to observe them in their daily activities and explained the importance of their respective positions to the operation of the stations.

Flinn Broadcasting employee Christopher McNeil spoke to students at Whitehaven High School during their Spring Career Day on March 4, 2015. Chris spoke about a day in the life of a radio personality and how students might prepare for a career in the radio industry. He encouraged all students without regard to race or gender to seek careers in broadcasting.

Flinn Broadcasting hosted a Career Observation Day for Cub Scout Pack 455 on Thursday, March 19, 2015. The children toured the Flinn Broadcasting stations' on-air studios, sales department, production facilities, and engineering/business offices. Representatives spoke to the children and explained the importance of their respective positions to the operation of the stations. After the tour, students

recorded their voices in a production session and were invited to participate in a discussion session about careers in the broadcast industry.

Flinn Broadcasting employee Christopher Lusk spoke to students at Overton High School during their Career Fair on April 2, 2015. Chris spoke about his job duties at the station and provided his perspective on the broadcast industry. He also answered questions of students considering going into the broadcasting field and encouraged them to continue their education in preparation for a career in broadcasting.

Flinn Broadcasting employee Gary Shelton spoke to students at Craigmont Middle School during their Career Day on April 8, 2015. Gary spoke about the radio industry and how students might prepare for a career in broadcasting. He encouraged all students to seek careers in broadcasting without regard to race or gender.

Flinn Broadcasting employee Daniel Pesce spoke to 4th graders at Hickory Ridge Elementary School's Career Day on April 13, 2015. 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 or gender. Daniel spoke about a day in the life of a broadcaster and answered questions about the industry.

Flinn Broadcasting employee Keith Parnell spoke to the 4th grade class at Coleman Elementary on April 16, 2015. Keith spoke about his job duties at the station and provided his perspective on the broadcast industry. He also answered questions of students considering going into the broadcasting field and encouraged them to enter the industry without regard to race or gender.

Flinn Broadcasting participated in "The Future is Yours" Career Program at Kingsbury High School on April 22, 2015. Station employee Terry King spoke about the broadcast industry and her experiences in the field. She also answered questions about job opportunities and encouraged students to pursue careers regardless of race or gender.

Flinn Broadcasting employee Eli Savoie spoke to students at Cypress Middle School during their Career Day on September 8, 2015. Eli spoke about his life as a radio personality and about how students can prepare for a career in the radio industry. Students were encouraged to pursue their career dreams regardless of their race or gender.

Flinn Broadcasting hosted Kirby High School students on September 29, 2015. The students toured the different stations, including the on-air studios, sales department, production facilities, and engineering/business offices. Students were then invited to participate in a discussion session designed to answer questions regarding careers in broadcasting.

Flinn Broadcasting employee Maurice Rivera spoke to students at Balmoral Ridgeway Elementary School on Thursday, October 8, 2015, during their Career Fair program. Maurice spoke to students about careers in broadcasting and shared his experiences. He also answered students' questions and encouraged them to pursue careers in the industry.

Flinn Broadcasting employee Terris King spoke to students at Vance Middle School during their Career Day on November 4, 2015. Terris spoke about her experiences in the radio industry and the types of jobs available in broadcasting. She stressed the availability of positions without regard to race or gender and inspired students to follow their dreams for their future career development.

Flinn Broadcasting hosted a Career Observation Day for Carver School students on Tuesday, November 18, 2015. The students toured the Flinn Broadcasting stations' on-air studios and learned about the operation of the stations. They then participated in a discussion session about careers in the broadcast industry.

3. Type of Activity Under New EEO Rule: Management Training  
Dates of Participation: 3/11/15, 5/19/15, 8/18/15, 11/10/15, 1/19/16  
Participating Employees: Keith Parnell, Duane Hargrove, Eli Savoie, Chris Taylor, Mike Brewer

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

A manager's training meeting was held March 11, 2015, to discuss EEO policies, outreach, and discrimination. Managers were trained in the appropriate ways in which to recruit for applicants for open positions with the company. Outreach opportunities including job fair participation and community programs were discussed and made available for participation by all managers and their employees. Managers also discussed ideas for improving the EEO Program.

A manager's training meeting was held May 19, 2015, 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 and other recruitment sources, as well our policy and discrimination rules.

A manager's training meeting was held August 18, 2015, 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 10, 2015. Managers discussed involvement in school-related outreach programs and the success of fall job fairs and other recruitment sources. EEO-related activities were also planned for 2016. All managers reviewed equal opportunity and discrimination rules.

A manager's training meeting was held January 19, 2016, to discuss recruiting activities for the year and to review equal opportunity rules and recruiting policies. Job fair participation, mentorship speaking activities, and other equal opportunity outreach activities were also discussed.

4. Type of Activity Under New EEO Rule: Internship Program  
Dates of Participation: Continuous  
Participating Employees: Maurice Rivera, Eli Savoie

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.