

**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: 3/1/17, 3/22/17, 3/23/17, 7/27/17, 9/13/17, 9/22/17,
10/3/17, 10/25/17, 10/26/17
Participating Employees: Carla Hicks, Mike Brewer, Duane Hargrove, Brandon
Sams, Keith Parnell

Host/Sponsor of Activity: Southwest Tennessee Community College,
University of Memphis, Memphis Public Library's JobLINC, LeMoyne Owen
College

Brief Description of Activity:

Flinn Broadcasting representatives provided information about career opportunities during University of Memphis' Career and Internship Expo on Wednesday, March 1, 2017 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.

Students were provided with information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Union Campus Career Fair on Wednesday, March 22, 2017, 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, March 23, 2017, from 10 AM to 12 N. 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 Thursday, July 27, 2017 from 9:30 AM to 2:30 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 13, 2017 from 10 AM to 2 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.

Flinn Broadcasting representatives provided information about career opportunities during the Work 'N Progress Career Fair at the Ed Rice Community Center, 2970 North Watkins in Memphis, on Friday, September 22, 2017, from 10 AM to 2 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.

Students were provided with information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Union Campus Career Fair on Wednesday, October 25, 2017 from 11 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 26, 2017 from 11 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.

Flinn Broadcasting managers provided information about career opportunities at LeMoyne Owen College's Fall Career Expo on Wednesday, October 3, 2017, from 2 PM to 6 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 minority representation in employment.

2. Type of Activity Under New EEO Rule: Community Events to Educate
Dates of Participation: 2/6/17, 2/10/17, 2/22/17, 3/9/17, 3/10/17, 3/22/17, 3/29/17, 4/6/17, 4/13/17, 4/19/17, 4/20/17, 9/20/17, 9/22/17, 10/5/17, 10/17/17, 11/8/17
Participating Employees: Eli Savoie, Dennis Terry, Keith Parnell, Chris McNeil, Daniel Pesce, Maurice Rivera, Terris King, Gary Shelton, Brandon Sams

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

Flinn Broadcasting employee Eli Savoie spoke to 8th grade students at A. Maceo Walker Middle School on Monday, February 6, 2017. Savoie 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 a Career Forum for area elementary school students on February 10, 2017. 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 Austin Peay State University on February 22, 2017. 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 Elizabeth Luedeman spoke to students at Germantown High School during their Spring Career Day on March 9, 2017. Liz spoke about a day in the life of a radio personality and how students might prepare for a career in the radio industry. She encouraged all students without regard to race or gender to seek careers in broadcasting.

Flinn Broadcasting employee Keith Parnell spoke to students at Ridgeway Middle School during their Career Day on March 10, 2017. Keith 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 hosted a Career Observation Day for Cub Scout Pack 458 on Wednesday, March 22, 2017. 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 Chris McNeil spoke to students at Kirby High School during their Career Fair on March 29, 2017. 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 Maurice Rivera spoke to students at Knight Road Elementary School during their Career Day on April 6, 2017. Maurice 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 7th graders at Grandview Heights Middle School's Career Day on April 13, 2017. 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 Brandon Sams spoke to 8th graders at Kingsbury Elementary on April 19, 2017. Brandon 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 "Your Future – Your Choice" Career Program at Douglass High School on April 20, 2017. Station employee Chris McNeil 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 Chris McNeil spoke to 3rd grade students at Evans Elementary School on September 20, 2017. Chris 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 Overton High School students on September 22, 2017. 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 Terris King spoke to students at Hickory Ridge Middle School on Thursday, October 5, 2017, 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 Gary Shelton spoke to students at Hamilton Elementary School during their Career Day on October 17, 2017. Gary spoke about his experiences in the radio industry and the types of jobs available in broadcasting. He 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 Oakhaven High School students on Wednesday, November 8, 2017. 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: 3/8/17, 5/11/17, 8/9/17, 11/8/17, 1/18/18
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 8, 2017, 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 11, 2017, 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 9, 2017, 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 8, 2017. 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 2018. All managers reviewed equal opportunity and discrimination rules.

A manager's training meeting was held January 18, 2018, 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: Eli Savoie, Liz Leudeman

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.