

**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 EEO Rule: Job Fairs  
Dates of Participation: 3/14/18, 3/22/18, 4/4/18, 4/5/18, 9/12/18, 10/11/18,  
10/24/18  
Participating Employees: Carla Hicks, Kiran Riar, Duane Duane Hargrove, Mike  
Brewer, Brandon Sams, Keith Parnell

**Host/Sponsor of Activity:** University of Memphis, Southwest Tennessee  
Community College, LeMoyne Owen College

Brief Description of Activity:

Station representatives provided information about career opportunities at Flinn Broadcasting during University of Memphis' Career and Internship Expo on Wednesday, March 14<sup>th</sup> 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 questions about broadcasting and employment.

Flinn Broadcasting managers provided information about career opportunities during LeMoyne Owen College's Fall Career Expo on Thursday, March 22, 2018, from 9 AM to 2 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.

Station representatives provided information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Macon Campus Career Fair on Wednesday, April 4, 2018 from 11 AM to 1:30 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.

Students were provided with information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Union Campus Career Fair on Thursday, April 5, 2018 from 11 AM to 1:30 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 University of Memphis' Career and Internship Expo on Wednesday, September 12, 2018 from 12N to 4 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 questions about broadcasting and employment.

Flinn Broadcasting managers provided information about career opportunities during LeMoyne Owen College's Fall Career Expo on Thursday, October 11, 2018, 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 minority representation in employment.

Station representatives provided information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Macon Campus Career Fair on Wednesday, October 24, 2018, 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.

2. Type of Activity Under EEO Rule: Community Events to Educate  
Dates of Participation: 2/7/18, 2/13/18, 2/20/18, 3/8/18, 4/6/18, 4/12/18, 4/25/18, 4/26/18, 5/2/18, 5/8/18, 5/16/18, 8/8/18, 8/30/18, 9/18/18, 10/18/18, 11/8/18, 11/28/18, 1/17/19  
**Participating Employees:** Chris McNeil, Keith Parnell, James Blake, Sam Dababneh, Maurice Rivera, Dennis Terry, Elizabeth Leudeman, Gary Shelton, Eli Savoie

**Host/Sponsor of Activity:** Flinn Broadcasting

**Brief Description of Activity:**

Flinn Broadcasting employee Gary Shelton spoke to students at Treadwell Middle School during their Career Day program on Wednesday, February 7, 2018. Gary 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 employee Chris McNeil spoke to students at Holmes Road Elementary School during their Career Day on Tuesday, February 13, 2018. Chris answered questions about job opportunities and encouraged students to pursue careers regardless of race or gender.

Flinn Broadcasting hosted its annual Career Forum for area elementary school students on February 20, 2018. 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 employee Eli Savoie spoke to students at Kingsbury Middle School on Thursday, March 8, 2018 at 1:00 PM. 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. Savoie spoke about a day in the life of a broadcaster and answered questions about the industry.

Flinn Broadcasting participated in the Overton High School Community Summit April 6, 2018, from 3PM to 5PM. Station employee Keith Parnell provided information about the broadcast industry and answered students' questions about jobs in the business, emphasizing the availability of careers regardless of race or gender.

Flinn Broadcasting participated in Career Education Day at E.E. Jeter Elementary School on April 12, 2018. Station employee Rob Fischer spoke about the broadcast industry and his experiences as a broadcaster. He also answered questions about job opportunities and encouraged students to pursue careers regardless of race or gender.

Flinn Broadcasting hosted students from Hamilton High School on Wednesday, April 25, 2018. Students watched 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 Sam Dababneh spoke to students at Collierville Middle School during their Spring Career Day on Thursday, April 26, 2018. Sam answered questions about job opportunities and encouraged students to pursue careers in the industry without regard to race or gender.

Flinn Broadcasting employee Chris McNeil spoke to students at Manor Lake Elementary during their Career Day program on Wednesday, May 2, 2018. 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 employee Liz Luedeman spoke to students at Kate Bond Middle School during their Career Day on Tuesday, May 8, 2018. Liz answered questions about job opportunities and encouraged students to pursue careers regardless of race or gender.

Flinn Broadcasting promoted and participated in the Benjamin L. Hooks Job Corps Center's Open House on Wednesday, May 16, 2018. Station representatives informed attendees about careers in broadcasting, and participants were encouraged to pursue careers in the industry.

Flinn Broadcasting employee James Blake spoke to attendees at a Back to School Fair at Davis Community Center on Wednesday, August 8, 2018, from 11 am to 3 pm. KXHT-FM promoted the event on the air, and Blake provided job and broadcasting career information as part of the event.

Flinn Broadcasting employee Chris McNeil welcomed students from Colonial Middle School for a station tour and shadow day on Thursday, August 30, 2018. Chris answered questions about job opportunities and encouraged students to pursue careers in the industry without regard to race or gender.

Flinn Broadcasting hosted a Career Information Day for Scout Pack 13 on September 18, 2018. Representatives spoke to the scouts and explained the importance of their respective positions to the operation of the stations. The scouts toured the Flinn Broadcasting stations, including the on-air studios, sales department, production facilities, and engineering/business offices. After the tour, students recorded their voices in a production session and were invited to participate in a discussion session to answer questions regarding careers in the broadcast industry.

Flinn Broadcasting employee Gary Shelton spoke to students at Oakhaven Middle School during their Career Day program on Thursday, October 18, 2018. Gary 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 an “I can be a DJ” event for 4<sup>th</sup> Graders from Newberry Elementary School on Thursday, November 8th at 10 AM. Students were shown on-air personalities at work and were given the opportunity to make recorded on-air messages. The event was designed to inspire children to enter the world of broadcasting. Questions about the broadcast industry were answered and students were encouraged to pursue their education and career goals.

Flinn Broadcasting employee Eli Savoie spoke to 7<sup>th</sup> grade students at Havenview Middle School during their Career Day on Wednesday, November 28, 2018. Eli spoke to students who were interested in exploring the possibility of a career in the broadcast industry. He also answered students’ questions and stressed the importance of pursuing higher education.

Students from Cordova High School toured the Flinn Broadcasting studios on Thursday, January 17, 2019. Liz Luedeman showed students the on air studios and answered their questions about the broadcast industry. Students were shown the operations of a radio station and told of various career opportunities available in the field of broadcasting.

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

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

A manager’s training meeting was held March 8, 2018, 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 and participation was encouraged for all managers and their employees. Managers also discussed ideas for improving the EEO Program.

A manager’s training meeting was held May 10, 2018, 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 11, 2018, 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 15, 2018. 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 2019. All managers reviewed equal opportunity and discrimination rules.

A manager's training meeting was held January 10, 2019, 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, Gary Shelton

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.