

**SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY THE STATION**

Stations Claiming Credit: WHBQ, WHBQ-FM, KXHT, WOWW, WGSF, WPXX, WYYL

WMPS and WAVN (through Arlington Broadcasting)

1. Type of Activity Under New EEO Rule: Job Fairs
Dates of Participation: 3/23/04, 4/13/04, 4/21/04, 9/22/04, 10/18/04
Participating Employees: Carla Hicks, Haley Campbell, Angela Welch, Donald Biggs, Duane Hargrove, Keith Parnell

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

Brief Description of Activity:

Students were provided with information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Macon Campus Career Information Day on Tuesday, March 23, 2004 from 9 AM to 12 N. 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 Union Campus Career Fair on Tuesday, April 13, 2004 from 9 AM to 2 PM. KXHT promoted the event on the air, and on-air personalities broadcasted live from the event. 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 employees participated in the Mid-South Community College Job Fair on Wednesday, April 21, 2004, from 10:00 AM to 2:00 PM. Information regarding employment at Flinn Broadcasting was distributed to attendees at the fair, and job seekers were informed of the equal opportunity policies of the stations. Attendees filed applications for employment, took informational flyers and materials, and asked questions about the stations.

Station representatives provided information about career opportunities at Flinn Broadcasting during University of Memphis' Career and Internship Expo on Wednesday, September 22, 2004 from 10 AM 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 students' questions about broadcasting and employment.

Flinn Broadcasting personnel provided information about career opportunities during LeMoyne Owen College's Fall Career Expo on Monday, October 18, 2004, from 9:30 AM to 12 N. 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: 1/24/04, 2/23/04, 2/24/04, 4/24/04, 8/7/04
Participating Employees: Marlon Wilson, Lonnie Treadaway, Maurice Rivera, Jewel Bills, Suella Pernell, Larry Armstrong

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

Employees of Flinn Broadcasting spoke about career opportunities in broadcasting at various school and college events. Employee Marlon Wilson spoke to students at Caldwell Elementary School during their Career Day January 24, 2004 from 1 PM – 4 PM. Marlon spoke about the types of jobs available in broadcasting and stressed the availability of positions without regard to race or gender.

Flinn Broadcasting employees Larry Armstrong, Suella Pernell, and Marlon Wilson spoke to students at Melrose High School on February 23, 2004. Each employee spoke about their respective jobs at the station and encouraged students to pursue careers in the broadcasting. They also answered questions about the radio industry and equal opportunity in job selection.

Flinn Broadcasting hosted a Career Forum for area elementary school students on February 24, 2004. Students from various area elementary schools were invited to tour the Flinn Broadcasting stations, including the on-air studios, sales department, production facilities, and engineering/business offices. Representatives from each department spoke to the children and explained the

importance of their respective positions to the operation of the stations. After the tour, students were invited to participate in a discussion session hosted by employee Lonnie Treadaway to answer questions regarding careers in the broadcast industry.

Flinn Broadcasting sponsored a “Stay in School” program at Sheffield High School February 24, 2004. The program included inspirational messages from Flinn Broadcasting employees, who encouraged students to continue their education and pursue careers. Students were told of career opportunities available in broadcasting and that broadcast jobs are available regardless of race or gender.

Flinn Broadcasting employees Jewel Bills and Marlon Wilson spoke to children at Alcy Elementary School’s Career Day on April 28, 2004 from 12:00 PM – 1:30 PM. Mr. Wilson told children about career opportunities in the broadcast industry, highlighting various job roles and stressing that equal opportunity is available to all applicants. Students learned about a day in the life of a broadcast employee and received answers to their questions about broadcasting.

Employees of Flinn Broadcasting participated in a scholarship fundraising activity for George Washington Carver High School on August 7, 2004. The station promoted and attended a rally designed to raise funds for the school’s Alumni Association’s scholarship fund and provided promotional materials, including cd’s, whistles and towels. Station employees spoke at the rally about the importance of education and the availability of career opportunities in the broadcast industry.

3. Type of Activity Under New EEO Rule: Management Training
Dates of Participation: 4/12/04, 5/10/04, 9/13/04, 11/22/04, 1/10/05
Participating Employees: Keith Parnell, Duane Hargrove, Donald Biggs, Dave Greene, Steve Richards

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

A manager’s training meeting was held April 12, 2004, to discuss equal opportunity outreach and recruitment compliance. The EEO policy was reviewed and discussed, and managers were trained in the appropriate ways in which to recruit for applicants for open positions with the company. Outreach opportunities were also presented for participation by all managers and their employees.

A manager’s training meeting was held May 10, 2004, to discuss recruitment of students for our internship program for the upcoming summer and to discuss the

success of spring career fairs. We also talked about the use of the state job bank and other recruitment sources, as well our policy and discrimination rules.

A manager's training meeting was held September 13, 2004, to discuss participation of students in our internship program over the past summer and to prepare for upcoming fall career fairs at area colleges. We also discussed the use of the state job bank and other recruitment sources, as well our policy and discrimination rules.

A manager's training meeting was held November 22, 2004. Managers discussed the success of fall job fairs and other recruitment sources. Recruitment for upcoming open positions was discussed, as well as recruitment activities planned for 2005. All managers reviewed equal opportunity and discrimination rules.

A manager's training meeting was held January 10, 2005. Managers discussed recruiting activities for the year and reviewed equal opportunity rules and recruiting policies. Job fair participation, mentorship speaking activities, and other EEO 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, and Lemoyne Owen. Students are given the opportunity to learn skills required for employment in the broadcast industry. 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.