

**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: 3/12/08, 3/13/08, 9/16/08, 9/17/08,
9/24/08, 10/20/08
Participating Employees: Carla Hicks, Donald Biggs, Chris Coats, Duane
Hargrove, Keith Parnell, Brandon Sams

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

Brief Description of Activity:

Station representatives provided information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Union Campus Career Fair on Tuesday, March 12, 2008 from 9 AM to 1 PM. Pamphlets about the various stations were presented to attendees, along with job postings and applications. KXHT promoted the event on the air, and on-air personalities broadcasted live from the event. 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 Wednesday, March 13, 2008 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.

Students were provided with information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Union Campus Career Fair on Tuesday, September 16, 2008 from 9 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 Wednesday, September 17, 2008 from 9 AM to 12 PM. 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 at during University of Memphis' Career and Internship Expo on Wednesday, September 24, 2008 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.

Flinn Broadcasting personnel provided information about career opportunities during LeMoyne Owen College's Fall Career Expo on Monday, October 20, 2008 from 10:30 AM to 1 PM. Information about Flinn Broadcasting's 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: 2/8/08, 2/21/08, 2/26/08, 3/11/08, 3/21/08, 3/22/08, 4/8/08, 4/25/08, 6/2/08, 9/15/08, 10/13/08, 10/28/08, 12/2/08
Participating Employees: Fred Williams, Damien Green, Terry King, Keith Parnell, Karson Tager, Kennedy Elsey, Lonnie Treadaway , Quentin Fitch, Phillip Rines, Michael Boyer, Damien Green, Chris McNeil

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

Flinn Broadcasting employee Fred Williams spoke to students during Career Information Day at Airways Middle School on Friday, February 8, 2008 from 9AM to 10:00 AM. Fred encouraged students to pursue careers in the broadcast industry regardless of their race, gender or background. Students were informed about the different types of career opportunities in broadcasting and about the activities of various broadcasting jobs.

Flinn Broadcasting employee Terry King spoke to students at Whitehaven High School's Career Fair on February 21, 2008 at 11:00 AM. 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. Terry spoke about a day in the life of a broadcaster and answered questions about the industry.

Students from Westhaven Elementary toured the Flinn Broadcasting studios on Thursday, February 21, 2008. Lonnie Treadaway showed students the on air studios and allowed them to record a message in the production facilities. Students were shown how the operation of a radio station works and told of various career opportunities available in the field of broadcasting.

Flinn Broadcasting hosted a Career Forum for area elementary school students on February 26, 2008. Students from various area public and private 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 Keith Parnell to answer questions regarding careers in the broadcast industry.

Flinn Broadcasting hosted an "I can be a DJ" event for 4th Graders from Spring Hill Elementary on Tuesday, March 11, 2008 from 9:30 AM to 12 PM. The event was designed to inspire children to enter the world of broadcasting. Students were shown on-air personalities at work and were given the opportunity to make recorded on-air messages. Questions about the broadcast industry were answered and students were encouraged to pursue their education and career goals.

Flinn Broadcasting hosted students from Olive Branch High School as part of their Job Shadow Program on Friday, March 21, 2008. Students followed various air personalities during their daily routines to learn about the industry. The students observed the air talent as they performed their shows and participated in their other daily activities. Flinn Broadcasting employees answered the students' questions about the industry and encouraged them to seek careers in the field without regard to their race or gender.

Flinn Broadcasting promoted and participated in the Miss Mahogany Scholarship Pageant, a non-profit scholarship program that provides scholarships to African American women who aspire to further their knowledge, make a difference, and prepare for the career world. Radio announcements were aired from March 17 – 22, 2008 to encourage participation in the program. Employee Terry King spoke to applicants on March 22nd to provide information about career opportunities in the broadcast industry.

Flinn Broadcasting employee Keith Parnell spoke to a Survey Mass Communication class at the University of Memphis on Tuesday, April 8, 2008. Keith spoke about his career and 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 employees Kennedy Elsey and Karson Tager spoke to students at Germantown High School on April 8, 2008, during their Career Day event. They spoke about their experiences in the radio industry and the types of jobs available in broadcasting. They 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 employee Damien Green spoke to students at Oakshire Elementary School on Friday, April 25, 2008, during their Career Day program. Damien spoke to students about careers in broadcasting and allowed the students to see equipment used in the field. He also answered students questions and encouraged them to remain in school and to pursue careers in the industry.

Flinn Broadcasting employee Quentin Fitch spoke to attendees at the Raleigh Frayser Job and College Fair at 3306 Overton Crossing on Friday, May 23, 2008. The program was designed to make available to the community opportunities for employment, education and health. Flinn Broadcasting sponsored the event with live mentions and promotional announcements. Quentin spoke to attendees about job opportunities in the field of broadcasting.

On September 15, 2008, Flinn Broadcasting employees Keith Parnell and Phillip Rines hosted University of Tennessee Martin sophomore Christine Rogers for a job shadowing day. Christine sat in with Keith and Phillip on their daily activities and was also introduced to other staff members and job activities. The job shadowing experience was part of her communications coursework, and Flinn Broadcasting was chosen because of her desire to enter broadcasting.

Flinn Broadcasting employee Michael Boyer spoke to students at Altruria Elementary School on October 13, 2008. Michael spoke about his experiences in broadcasting 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 employee Chris McNeil spoke to students at Westside High School as part of their Career Day on Tuesday, October 28, 2008. Chris spoke about his employment in the broadcasting industry and encouraged students to pursue careers in broadcasting without regard to race or gender.

Flinn Broadcasting employee Terry King spoke to 3rd grade students at Springdale Elementary School on Tuesday, December 2, 2008. Terry talked about her job at Flinn Broadcasting and career opportunities in the broadcast industry. Students were informed that everyone has equal opportunity for jobs regardless of race, creed or gender.

3. Type of Activity Under New EEO Rule: Management Training
Dates of Participation: 3/18/08, 5/13/08, 8/6/08, 11/11/08, 1/14/09
Participating Employees: Keith Parnell, Duane Hargrove, Donald Biggs, Chris Coats, Eli Savoie

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

A manager's training meeting was held March 18, 2008, to discuss EEO policies, outreach, and recruitment compliance. Managers were trained in the appropriate ways in which to recruit for applicants for open positions with the company. Outreach opportunities 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 13, 2008, 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 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 6, 2008, to review equal opportunity and discrimination rules. We also discussed participation in our internship program over the past summer and prepared for upcoming fall career fairs at area colleges. Managers were recruited to participate in the career fairs and other fall recruiting activities.

A manager's training meeting was held November 11, 2008. Managers discussed the success of fall job fairs and other recruitment sources. Recruitment for upcoming open positions was discussed, as well as EEO-related activities planned for 2009. All managers reviewed equal opportunity and discrimination rules.

A manager's training meeting was held January 14, 2009, 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.