

**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: 4/8/09, 4/9/09, 9/9/09, 9/10/09,
9/23/09, 10/26/09
Participating Employees: Carla Hicks, Donald Biggs, Chris Coats, Duane
Hargrove, Brandon Sams, 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 Fair on Wednesday, April 8, 2009 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 Thursday, April 9, 2009 from 9 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.

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Station representatives provided information about career opportunities at Flinn Broadcasting during University of Memphis' Career and Internship Expo on Wednesday, September 23, 2009 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 managers provided information about career opportunities at LeMoyne Owen College's Fall Career Expo on Monday, October 26, 2009, from 10:30 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.

2. Type of Activity Under New EEO Rule: Community Events to Educate
Dates of Participation: 2/4/09, 2/10/09, 2/24/09, 3/10/09, 4/7/09, 4/10/09, 4/23/09, 4/28/09, 8/8/09, 9/30/09, 10/14/09, 11/2/09
Participating Employees: Fred Williams, Eli Savoie, Terry King, Keith Parnell, Chris McNeil, Steve Maney, Riley Segarra

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

Flinn Broadcasting hosted a Career Information Day for Cub Scout Pack 452 on February 4, 2009. The scouts toured 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 recorded their voices in a production session and were invited to participate in a discussion session hosted

by employee Keith Parnell to answer questions regarding careers in the broadcast industry.

Flinn Broadcasting employee Terry King spoke to 6th graders at Craigmont Middle School on Tuesday, February 10, 2009. Terry 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 24, 2009. 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 employee Chris McNeil spoke to the sophomore class at Bolton High School on March 10, 2009, during their Career Day Event. 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 enter the industry without regard to race or gender.

Flinn Broadcasting hosted a Career Observation Day for Cub Scout Pack 458 on Tuesday, April 7, 2009. 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 partnered with Cultural Awareness Community Enrichment, a non-profit organization, to provide career information to students and young adults at Melrose High School during their Youth Rally on April 10, 2009. Students were informed about careers in the broadcast industry and given an opportunity to ask questions of station employees.

Flinn Broadcasting promoted participated in Career Education Day at Humes Middle School April 23, 2009 at 1 PM. Station employee Fred Williams 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 Coats spoke to 1st through 3rd grade students at Brighton Elementary School's Career Day on April 28, 2009 at 2:00 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 or gender. Chris spoke about a day in the life of a broadcaster and answered questions about the industry.

Flinn Broadcasting staff spoke to students about employment in the broadcasting industry at the North Frayser Community Center on August 8, 2009, from 12 PM to 4 PM. Flinn Broadcasting employees attended as part of the center's back-to-school event, which was designed to inspire and motivate students to register for school and pursue their career goals through education. Flinn staffers answered students' questions about broadcasting and encouraged them to stay in school in preparation for their future careers.

Flinn Broadcasting employee Eli Savoie spoke to students at Bartlett Elementary School on Wednesday, September 30, 2009, during their Career Fair program. Eli spoke to students about careers in broadcasting and shared his experiences as an on-air radio host. He also answered students' questions and encouraged them to pursue careers in the industry.

Flinn Broadcasting employee Fred Williams spoke to students at Northaven Elementary School on October 14, 2009. Fred 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 employee Chris McNeil spoke to 5th grade students at Hickory Ridge Elementary School on November 2, 2009. 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 employees Steve Maney and Riley Segarra spoke to students at Germantown High School on Tuesday, November 24, 2009. Maney and Riley spoke about their experiences as broadcasters and encouraged students to pursue careers in the industry. They also answered students' questions about the field.

3. Type of Activity Under New EEO Rule: Management Training
Dates of Participation: 3/16/09, 5/20/09, 8/4/09, 11/17/09, 1/11/10
Participating Employees: Keith Parnell, Duane Hargrove, Donald Biggs, Eli Savoie

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

A manager's training meeting was held March 16, 2009, 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 20, 2009, 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 4, 2009, 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 17, 2009. 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 2010. All managers reviewed equal opportunity and discrimination rules.

A manager's training meeting was held January 11, 2010, 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.