

**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: 2/25/10, 4/13/10, 4/14/10, 9/8/10,
9/9/10, 9/22/10, 10/25/10
Participating Employees: Carla Hicks, Donald Biggs, Chris Coats, Duane
Hargrove, Brandon Sams, Keith Parnell

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

Brief Description of Activity:

Flinn Broadcasting participated in the Memphis Hires Job Fair Thursday, February 25, 2010, from 11 AM to 2 PM at the Holiday Inn Select at the Memphis International Airport. Station representatives provided information about career opportunities at Flinn Broadcasting. Attendees took flyers and promotional material and filled out applications for employment. Flinn Broadcasting promoted the job fair on the air with recorded announcements leading up to the event.

Station representatives provided information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Union Campus Career Fair on Tuesday, April 13, 2010 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 Macon Campus Campus Career Fair on Wednesday, April 14, 2010 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 Wednesday, September 8, 2010 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 Thursday, September 9, 2010 from 9 AM to 12 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.

Station representatives provided information about career opportunities at Flinn Broadcasting during University of Memphis' Career and Internship Expo on Wednesday, September 22, 2010 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 personnel provided information about career opportunities during LeMoyne Owen College's Fall Career Expo on Monday, October 25, 2010, 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: 2/9/10, 2/17/10, 2/18/10, 3/3/10, 4/20/10, 4/29/10, 8/3/10, 9/16/10, 9/22/10, 10/7/10, 10/19/10, 10/21/10, 11/3/10, 1/13/11
Participating Employees: Michael Boyer, Keith Parnell, Lonnie Treadaway, Robert Fischer, Damien Green, Terry King, Chris McNeil, Steve Maney, Racquel Segara

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

Flinn Broadcasting employee Michael Boyer spoke to 4th grade students at Newberry Elementary School on Tuesday, February 9, 2010. Michael 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 its annual Career Forum for area elementary school students on February 17, 2010. 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 participated in the Memphis City Schools Career and College Expo Thursday, February 18, 2010 at the Cook Convention Center. The expo allowed city school students the opportunity to explore career options and meet employers. Flinn staffers provided information about our stations and the types of careers available in the broadcast industry.

Flinn Broadcasting employee Terry King spoke to students at Ridgeway Middle School's Career Day on March 3, 2010 at 1:30 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. Terry spoke about a day in the life of a broadcaster and answered questions about the industry.

Flinn Broadcasting participated in Career Education Day at Cherokee Elementary School April 20, 2010. Station employee Damien Green 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 hosted students from Houston High School as part of their Careers Program on Tuesday, April 27, 2010. 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 employees Steve Maney and Racquel Segara spoke to students at Cordova High School during their Spring Career Day on Thursday, April 29, 2010. They answered questions about job opportunities and encouraged students to pursue careers regardless of race or gender.

Flinn Broadcasting employee Michael Boyer spoke to attendees at a Back to School Fair at Bickford Community Center on Tuesday, August 3, 2010, from 3 to 7 pm. KXHT-FM promoted the event on the air, and Boyer provided job and broadcasting career information as part of the event.

Flinn Broadcasting employee Chris McNeil spoke to the freshman class at Raleigh Egypt High School on September 16, 2010, during their Career Day. 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 employee Terris King spoke to students at Coleman Elementary on Wednesday, September 22, 2010, during their Career Day program. Terris spoke to students about careers in broadcasting and allowed the students to see equipment used in the field. She also answered students questions and encouraged them to remain in school and to pursue careers in the industry.

Flinn Broadcasting hosted a Career Information Day for Cub Scout Pack 50 on October 7, 2010. Representatives from each department 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 hosted by employee Keith Parnell to answer questions regarding careers in the broadcast industry.

Flinn Broadcasting employee Robert Fischer spoke to students at Lakeland Elementary School as part of their Fall Career Day on Tuesday, October 19, 2010. Fischer spoke about employment in broadcasting and encouraged students to pursue careers in the industry.

Flinn Broadcasting employee Racquel Segara spoke to students at Cordova High School during their Fall Career Day on October 21, 2010. Racquel 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 hosted an "I can be a DJ" event for 3rd Graders from Coleman Elementary School on Wednesday, November 3rd 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.

Students from Sherwood Middle School toured the Flinn Broadcasting studios on Thursday, January 13, 2011. Keith Parnell showed students the on air studios and answered their questions about the broadcast industry. Students were shown how the operation of a radio station works and told of various career opportunities available in the field of broadcasting.

3. Type of Activity Under New EEO Rule: Management Training
Dates of Participation: 3/11/10, 5/25/10, 8/10/10, 11/10/10, 1/12/11
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 11, 2010, 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 25, 2010, 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 10, 2010, 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 10, 2010. 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 2011. All managers reviewed equal opportunity and discrimination rules.

A manager's training meeting was held January 12, 2011, 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: 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.