

**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: 3/2/16, 4/13/16, 3/29/16, 4/14/16, 9/21/16 10/19/16,
10/20/16
Participating Employees: Carla Hicks, Duane Hargrove, Brandon Sams, Mike
Brewer, Keith Parnell

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

Brief Description of Activity:

Station representatives provided information about career opportunities at Flinn Broadcasting during University of Memphis' Spring Career and Internship Expo on Wednesday, March 2, 2016 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 2016 Career Expo on Tuesday, March 29, 2016, from 2 PM to 4 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 13, 2016 from 10 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 Thursday, April 14, 2016 from 10 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.

Flinn Broadcasting participated in the 2016 JobLINC Career Fair at the Pipkin Building, 940 Early Maxwell Boulevard, on Thursday, July 28, 2016 from 9:30 AM – 2 PM. Station representatives provided information about the radio stations in our employment unit, as well as job openings. Attendees filed employment applications, and their questions were answered by attending Flinn Broadcasting representatives.

Station representatives provided information about career opportunities at Flinn Broadcasting during University of Memphis' Fall Career and Internship Expo on Wednesday, September 21, 2016 from 9 AM to 2 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.

Students were provided with information about career opportunities at Flinn Broadcasting during Southwest Tennessee Community College's Union Campus Career Fair on Wednesday, October 19, 2016 from 10 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, October 20, 2016 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 questions about broadcasting and employment.

2. Type of Activity Under New EEO Rule: Community Events to Educate
Dates of Participation: 2/10/16, 2/18/16, 2/23/16, 3/23/16, 3/24/16, 4/7/16, 4/21/16, 4/22/16, 8/2/16, 9/22/16, 9/23/16, 9/28/16, 10/13/16, 10/18/16, 11/9/16, 12/6/16

Participating Employees: Terry King, Keith Parnell, Peter Edmiston, Chris McNeil, Chris McNeil, Christopher Lusk, Elizabeth Leudeman, Robert Fischer, James Blake, Gary Shelton

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

Flinn Broadcasting employee Terry King spoke to 4th grade students at Carnes Elementary on Wednesday, February 10, 2016. Terry 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 18, 2016. 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 Chris McNeil spoke to students at Southwind High School's Career Day February 23, 2016. 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. Chris spoke about a day in the life of a broadcaster and answered questions about the industry.

Flinn Broadcasting participated in Career Day at Berclair Elementary School on March 23, 2016. Station employee Keith Parnell 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 Peter Edmiston spoke to students at Briarcrest High School's Career Conference March 24, 2016. 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. Peter spoke about his personal experience as a broadcaster and answered questions about the industry.

Flinn Broadcasting employee Gary Shelton spoke to students at Highland Oaks Middle School on April 7, 2016. Gary spoke about his job as an on-air personality and answered questions about opportunities in broadcasting, encouraging students to pursue careers regardless of race or gender.

Flinn Broadcasting hosted students from Hamilton High School as part of their Careers Program on Thursday, April 21, 2016. 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 Christopher Lusk spoke to students at Collierville Middle School during their Career Day Program Friday, April 22, 2016. Eli spoke about his job as an on-air personality and answered questions about opportunities in broadcasting, encouraging students to pursue careers regardless of race or gender.

Flinn Broadcasting employee James Blake spoke to attendees at a Back to School Fair at Davis Community Center on Wednesday, August 3, 2016 at 1 pm. Michael encouraged attendees to stay in school and provided job and broadcasting career information as part of the event.

Flinn Broadcasting employee Chris McNeil spoke to the 3rd grade class at Balmoral-Ridgeway Elementary on September 22, 2016, during their Career Day. Chris spoke about his job duties at the station and shared his experience in the broadcast industry. He also answered questions from 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 Information Day for Cub Scout Pack 332 on September 23, 2016. 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 Terry King spoke to students at Newberry Elementary School on Wednesday, September 28, 2016, during their Career Day. Terry spoke to students about careers in broadcasting and answered their questions, while encouraging them to remain in school and to pursue careers in the industry.

Flinn Broadcasting employee Elizabeth Luedeman spoke to students at Bolton High School as part of their Career Day on Wednesday, October 12, 2016. Liz spoke about employment in broadcasting, answered students' questions, and encouraged them to pursue careers in the industry.

Flinn Broadcasting employee Rob Fischer spoke to students at Ridgeway Middle School during their Fall Career Day on October 18, 2016. Rob spoke about his

experience as a radio personality and how students might prepare for a career in the broadcasting industry. He 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 4th Graders from Knight Road Elementary School on Thursday, November 9th 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 participated in the Career Fair at Trezevant High School on December 6, 2016 from 8:30 AM to 11 AM. Station representatives answered students’ questions and encouraged them to pursue careers in broadcasting regardless of their race or gender.

3. Type of Activity Under New EEO Rule: Management Training
Dates of Participation: 3/9/16, 5/12/16, 8/10/16, 11/15/16, 1/10/17
Participating Employees: Keith Parnell, Duane Hargrove, Eli Savoie, Mike Brewer, Chris Taylor

Host/Sponsor of Activity: Flinn Broadcasting

Brief Description of Activity:

A manager’s training meeting was held March 9, 2016, 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 12, 2016, 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, 2016, 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, 2016. 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 10, 2017, 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.