

## DECLARATION

I, Lonnie Treadaway, hereby affirm under the penalty of perjury that, to the best of my

knowledge and belief, the following information is true and correct:

I am Compliance Officer at WMPS(AM), Bartlett, TN (Facility ID #2802)(licensed to Arlington Broadcasting Company). WAVN (AM), Southaven, Mississippi is part of a "Station Employment Unit" comprised of the other following stations: WHBQ (AM), Memphis, TN (Facility ID #21727); WHBQ-FM, Germantown, TN (Facility ID #50330); KXHT (FM), Marion, AR (Facility ID #5213); WGSF (AM), Memphis, TN (Facility ID #65207); WIVG (FM), Tunica, MS (Facility ID 2801); WAVN (AM), Southaven, MS and, WMPS (AM), Germantown, TN (Facility ID #21728)

I am the employee most familiar with the operations of WMPS (AM), Bartlett, Tennessee. I have reviewed a letter from the FCC's Policy Bureau dated April 24, 2023 (ie., directed to Arlington Broadcasting Company) wherein it is requested that Arlington Broadcasting Company provide

information and documentation regarding the EEO program of WMPS (AM), Bartlett, Tennessee . The following are responses to the FCC's specific inquiries set forth in the staff letter of April 24, 2023

Request (a)

Attached hereto as Attachment A are copies of the Station Employment Unit's two most recent EEO Public File Reports (e., 2021 and 2022). The web address for the station is: [www.flinn.com](http://www.flinn.com).

Request (b)

Attached hereto as Attachment A are copies of internal Station Employment Unit

“New Job Vacancy” worksheets, along with copies of advertisements, bulletins, letters,

faxes, e-mails and other communications announcing the applicable full-time positions. Request (c)

The requested information is reflected in the 2019 and 2018 EEO Public Files Reports (Attachment A

hereto) (see Page 1 of the respective reports).

Request (d)

The Station Employment Unit (all stations combined) currently employs 43 full-time employees. The Arbitron market to which WMPS (AM), Bartlett, Tennessee is assigned (i.e., the Memphis, TN market) has more than 250,000 people. Pursuant to Section 73.2080, the SEU is required to perform four initiatives within a two year period.

Attachment hereto consists of documentation demonstrating performance of recruitment initiatives such as participation at job fairs, mentoring programs, etc

During the period in question.

To the best of my knowledge, there are no pending or resolved complaints

involving WMPS Bartlett, Tennessee filed during the current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Station Employment Unit on the basis of race, color, religion, national origin, or

sex.

## Request

I am the management person most responsible for ensuring EEO compliance at the Station Employment Unit. I meet regularly with all members of management involved in the hiring process to ensure that the Commission's rules for Equal Employment Opportunity are enforced, and that our SEU's EEO program is administered. Each member of management with hiring authority is responsible for providing written notice to all recruitment sources regarding any open positions, keeping

copies of all correspondence and advertising, posting notice of the position on the

'station memo board, posting in the Tennessee Association of Broadcasters Job Bank,

and providing notice to the station website designer for posting on the web.

Management personnel with hiring authority are

also required to participate in job fairs

and to regularly review policies ensuring that no

candidates are discriminated against

because of race, color, religion, national origin or sex. I

coordinate all efforts and work

closely with upper management to ensure enforcement of all policies and procedures.

Appropriate notices are posted at the station and on all applications informing employees and applicants that the station is an Equal Opportunity Employer and of their right to notify an appropriate local state or federal agency if they believe that they have

been the victims of discrimination.

Request (q)

I regularly review all aspects of the recruitment of candidates for employment and enlist the recommendations of all members of management to ensure that the program law, alleging unlawful discrimination in the employment practices of the Station Employment Unit on the basis of race, color, religion, national origin, or sex.

## Request

I am the management person most responsible for ensuring EEO compliance at the Station Employment Unit. I meet regularly with all members of management involved in the hiring process to ensure that the Commission's rules for Equal Employment Opportunity are enforced, and that our SEU's EEO program is administered. Each member of management with hiring authority is responsible for providing written notice to all recruitment sources regarding any open positions, keeping copies of all correspondence and advertising, posting notice of the position on the station memo board, posting in the Tennessee Association of Broadcasters Job Bank, and providing notice to the station website designer for posting on the web. Management

personnel with hiring authority are also required to participate in job fairs and to regularly review policies ensuring that no candidates are discriminated against because of race, color, religion, national origin or sex. I coordinate all efforts and work closely with upper management to ensure enforcement of all policies and procedures. Appropriate notices are posted at the station and on all applications informing employees and applicants that the station is an Equal Opportunity Employer and of their right to notify an appropriate local state or federal agency if they believe that they have been the victims of discrimination.

#### Request (a)

I regularly review all aspects of the recruitment of candidates for employment and enlist the recommendations of all members of management to ensure that the program is effective. Each recruitment source is evaluated to ensure that our efforts are generating a broad spectrum of qualified candidates. I also make sure that we are participating in a wide range of outreach activities that provide

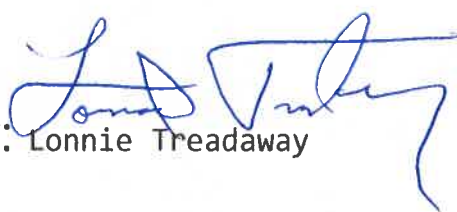
for the greatest possible

dissemination of our vacancy notices. Any problems are addressed so that non-active recruitment sources are eliminated and replaced with active sources that provide the broadest possible outreach to potential candidates.

Request (h A quarterly analysis of pay, benefits, seniority practices, promotions, and selection techniques is conducted by all members of upper management to ensure that they provide equal opportunity and do not have a discriminatory effect. If differences are found in rates of pay and benefits for employees having the same duties, raises or job function adjustments are made to resolve these differences. Each potential promotion is reviewed to ensure that promotions to positions of greater responsibility are made in a non-discriminatory manner. Furthermore, all tests and techniques that are used for hiring are evaluated by upper management on a quarterly basis to make sure that none have the effect of discrimination based on race, national origin, color, religion, or sex. The unit does not have a union agreement. Request: (Not applicable) the licensee is not a religious broadcaster.



Date 7/20/2023

By:  Lonnie Treadaway

**Lonnie Treadaway**

---

**From:** Kiran Riar [kiranariar@gmail.com]  
**Sent:** Monday, July 17, 2023 10:34 AM  
**To:** Treadway Lonnie  
**Subject:** Fwd: Career Fair Registration Approved at Southwest Tennessee Community College

---

Kiran Riar  
Flinn Broadcasting  
kiran.a.riar@gmail.com  
Phone: (901) 827-1353

----- Forwarded message -----

**From:** Handshake <handshake@notifications.joinhandshake.com>  
**Date:** Mon, Mar 27, 2023 at 2:00 PM  
**Subject:** Career Fair Registration Approved at Southwest Tennessee Community College  
**To:** <kiran@flinn.com>



# Your registration has been approved!

Hello Kiran,

Your registration for [Spring 2023 Career & Job Information Fair](#) has been approved!

You can view more details about [your registration](#) at any time on Handshake.

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Registration Date: 2023-03-27

Employer: Flinn Broadcasting

Registrant: Kiran Riar

7/20/2023

## Date Attending:

Thursday, Apr 20, 11:00 am - 2:00 pm CDT

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## Message from Southwest Tennessee Community College

# Thanks for registering for the Career Fair!

Career Services has confirmed your registration for the Spring 2023 Career Fair at Southwest Tennessee Community College.

*Your registration fee includes one table, 2 chairs and lunch for up to 2 representatives.*

If you have any questions, please contact Angela Banks at [abanks@southwest.tn.edu](mailto:abanks@southwest.tn.edu) or 901-333-5511 or 901-333-4180.

*To maximize your recruiting experience, consider the following employer tips:*

- Bring your most eye-catching and interesting company logo to display
- *Vinyl tablecloths will be on all tables; feel free to bring your company tablecloth to increase awareness of your brand*
- Be able to share info about your current openings, job descriptions, and how to apply
- Be prepared to answer questions from students who are trying to make wise career choices and may be new to the job market and our community job seekers

***Please arrive 20-30 minutes early to set up your display AND make sure to have someone at your table from 11 a.m. to 2 p.m. to accommodate students coming after class!***

***Comfortable shoes are highly recommended!***

**Thank you for your interest in recruiting at Southwest!**

**The Southwest Career Services Team**

**[careerservices@southwest.tn.edu](mailto:careerservices@southwest.tn.edu)**

**[www.southwest.tn.edu/career-services/](http://www.southwest.tn.edu/career-services/)**

7/20/2023

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Please contact the career fair host for any questions:

**Name:** Angela Banks

**Email Address:** [abanks@southwest.tn.edu](mailto:abanks@southwest.tn.edu)

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Thank you,  
Southwest Tennessee Community College

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If you'd no longer like to receive emails like this you can [sign in](#) to manage your notification preferences or [unsubscribe](#).

P.O. Box 40770, San Francisco, CA 94140

7/20/2023

**Lonnie Treadaway**

**From:** Kiran Riar [kiranriar@gmail.com]  
**Sent:** Monday, July 17, 2023 10:34 AM  
**To:** Treadway Lonnie  
**Subject:** Fwd: Invoice for Flinn Broadcasting Employer: Registration for Spring 2023 Career & Job Information Fair at Southwest Tennessee Community College

Kiran Riar  
Flinn Broadcasting  
kiran.a.riar@gmail.com  
Phone: (901) 827-1353

----- Forwarded message -----

**From:** Handshake <[handshake@notifications.joinhandshake.com](mailto:handshake@notifications.joinhandshake.com)>  
**Date:** Mon, Mar 27, 2023 at 2:01 PM  
**Subject:** Invoice for Flinn Broadcasting Employer: Registration for Spring 2023 Career & Job Information Fair at Southwest Tennessee Community College  
**To:** <[kiran@flinn.com](mailto:kiran@flinn.com)>



# Your invoice has arrived!



Hello Kiran,

Invoice #156 for Flinn Broadcasting:

Your invoice has arrived! Southwest Tennessee Community College has invoiced you for your 'Spring 2023 Career & Job Information Fair' career fair registration. Your total comes to **\$75.00**.

[Download Invoice](#)

You can view more details about [your registration](#) at any time on Handshake.

7/20/2023

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## Angela Banks says:

**Career Fair Participant,**

**Thank you for registering to participate in our ON CAMPUS Spring 2023 Career Fair on Thursday, April 20th from 11 a.m. to 2 p.m. on the Macon Cove Campus located at 5983 Macon Cove in the Nabors Gym.**

**Please use this invoice when making your Career Fair payment.**

**Payment Options:**

**#1- Pay by check - in person or mail**

**#2 - Pay by credit card - in person only (We cannot accept credit card payments over the phone nor online at this time, but you can make them in person prior to the event on the Macon Cove campus in the Cashier's office (Farris building, 2nd floor)**

**Thanks Again for Participating!**

**Career Services Team**

**careerservices@southwest.tn.edu**

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**Registration Date: 03/27/2023**

**Employer: Flinn Broadcasting**

**Registrant: Kiran Riar**

**Date Attending:**

7/20/2023

Thursday, Apr 20, 11:00 am - 2:00 pm CDT

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Please contact the career fair host for any questions:

**Name:** Angela Banks

**Email Address:** [abanks@southwest.tn.edu](mailto:abanks@southwest.tn.edu)

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Southwest Tennessee Community College has indicated they'll be able to take payments manually for this career fair.

Payment Options: #1 - Pay by check \*Please make your checks payable to Southwest Tennessee Community College and mail to: Southwest Tennessee Community College ATTN: Career Services (Farris Building, Room 2160) 5983 Macon Cove Memphis, TN 38134 #2 - Pay by Credit Card On Campus in the Cashier's Office You

Thank you,  
Southwest Tennessee Community College

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P.O. Box 40770, San Francisco, CA 94140

Southwest Tennessee Community College has indicated they'll be able to take payments manually for this career fair.

Payment Options: #1 - Pay by check \*Please make your checks payable to Southwest Tennessee Community College and mail to: Southwest Tennessee Community College ATTN: Career Services (Farris Building, Room 2160) 5983 Macon Cove Memphis, TN 38134 #2 - Pay by Credit Card On Campus in the Cashier's Office You

Thank you,  
Southwest Tennessee Community College

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7/20/2023

**MEDIA SPONSOR**

**Flinn Broadcasting and its Stations will be the Exclusive on - site Radio Sponsor of the 2022 Mid-South Business & Job Recruitment Expo**

**Mid - South Business & Job Recruitment Expo will provide:**

*Logo/s on printed material: Newspaper, Posters, and Flyers*

*Logo/s on Welcome banner*

*Included in social media post*

*Mentioned in your radio promos/commercials as a Sponsor*

*On stage announcements (PA's) of your support and sponsorship at events*

*Area to set up to promote Station/s and for community outreach and/or give-aways*

**Flinn Broadcasting (Q 107.5, B97.7, Hot 107.1, Sunny 103) will provide:**

*(6) lives, (6) recorded promos per day 9/5/2022-9/20/22*

*Websites and Social Media post 9/5/2022 - 9/20/22*

**Agreed and accepted by:**

Mid-South Business & Job Recruitment Expo

Date 8/3/22

Flinn Broadcasting:

Date 8/2/22

Flinn Broadcasting (Q 107.5, B97.7, Hot 107.1, Sunny 103)

107.5, 103, 97.7, 107.1

9/5/2022 - 9/20/22

107.5, 103, 97.7, 107.1

9/5/2022 - 9/20/22



**Lonnie Treadaway**

**From:** Kiran Riar [kiranriar@gmail.com]  
**Sent:** Monday, July 17, 2023 10:35 AM  
**To:** Treadway Lonnie  
**Subject:** Fwo: Career Fair Registration Approved at Southwest Tennessee Community College

Southwest Fall 2022

Kiran Riar  
Flinn Broadcasting  
kiran.a.riar@gmail.com  
Phone: (901) 827-1353

----- Forwarded message -----

**From:** Handshake <handshake@notifications.joinhandshake.com>  
**Date:** Mon, Oct 10, 2022 at 1:23 PM  
**Subject:** Career Fair Registration Approved at Southwest Tennessee Community College  
**To:** <kiran@flinn.com>

From: Kiran Riar [kiranriar@gmail.com]  
Sent: Monday, July 17, 2023 10:35 AM



# Your registration has been approved!

Hello Kiran,

Your registration for Fall 2022 Career & Job Information Fair has been approved!

You can view more details about your registration at any time on Handshake.

Mon, Oct 10, 2022 at 1:23 PM

Career Fair Registration Approved at Southwest Tennessee Community College

Registration Date: 2022-10-10

Employer: Flinn Broadcasting

Registrant: Kiran Riar

Your registration has been approved!

7/20/2023

## Date Attending:

Wednesday, Oct 19, 11:00 am - 2:00 pm CDT

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## Message from Southwest Tennessee Community College

This message is to confirm that Southwest Tennessee Community College Career Services Office received and approve your participation for the Fall 2022 Career Fair.

*Your registration fee includes one table, 2 chairs and lunch for up to 2 representatives.*

If you have any questions, please contact Angela Banks at [abanks@southwest.tn.edu](mailto:abanks@southwest.tn.edu) or 901-333-5511 or 901-333-4180.

*To maximize your recruiting experience, consider the following employer tips:*

- **Bring your most eye-catching and interesting company logo to display**  
*Vinyl tablecloths will be on all tables; feel free to bring your company tablecloth to increase awareness of your brand*
- **Be able to share info about your current openings, job descriptions and how to apply**
- **Be prepared to answer questions from students who are trying to make wise career choices and may be new to the job market**

***Please arrive 20-30 minutes early to set up your display AND make sure to have someone at your table from 11 a.m. to 2 p.m. to accommodate students coming after class!***

***Comfortable shoes are highly recommended!***

**Thank you for your interest in Southwest Students!**

### The Southwest Career Services Team

Bring your most eye-catching and interesting company logo to display  
[careerservices@southwest.tn.edu](mailto:careerservices@southwest.tn.edu)  
all tables, feel free to bring your company tablecloth to increase

**[www.southwest.tn.edu/career-services/](http://www.southwest.tn.edu/career-services/)**

- Be able to share info about your current openings, job descriptions and how to apply
- Be prepared to answer questions from students who are trying to make wise career choices and may be new to the job market

7/20/2023

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Please contact the career fair host for any questions:

**Name:** Angela Banks

**Email Address:** [abanks@southwest.tn.edu](mailto:abanks@southwest.tn.edu)

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Thank you,  
Southwest Tennessee Community College

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P.O. Box 40770, San Francisco, CA 94140

7/20/2023

**Lonnie Treadaway**

**From:** Kiran Riar [kiranriar@gmail.com]  
**Sent:** Monday, July 17, 2023 10:35 AM  
**To:** Treadway Lonnie  
**Subject:** Fwd: Invoice for Flinn Broadcasting Employer: Registration for Fall 2022 Career & Job Information Fair at Southwest Tennessee Community College

Southwest Fall 2022

Kiran Riar  
Flinn Broadcasting  
kiran.a.riar@gmail.com  
Phone: (901) 827-1353

----- Forwarded message -----

**From:** Handshake <handshake@notifications.joinhandshake.com>  
**Date:** Mon, Oct 10, 2022 at 1:26 PM  
**Subject:** Invoice for Flinn Broadcasting Employer: Registration for Fall 2022 Career & Job Information Fair at Southwest Tennessee Community College  
**To:** <kiran@flinn.com>



# Your invoice has arrived!



Hello Kiran,

Invoice #132 for Flinn Broadcasting:

Your invoice has arrived! Southwest Tennessee Community College has invoiced you for your 'Fall 2022 Career & Job Information Fair' career fair registration. Your total comes to \$75.00.

[Download Invoice](#)

7/20/2023

Your invoice has arrived!

You can view more details about [your registration](#) at any time on Handshake.

---

## Angela Banks says:

**Career Fair Participant,**

**Thank you for participating in our ON CAMPUS Fall 2022 Career and Job Information Fair on Wednesday, October 19th from 11 a.m. to 2 p.m. on the Macon Cove Campus located at 5903 Macon Cove in the Nabors Gym.**

**You can use this invoice when sending in your payment.**

**Thanks Again for Participating!**

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Registration Date: 10/10/2022

Angela Banks says:

Employer: Flinn Broadcasting

Registrant: Kiran Riar

## Date Attending:

Wednesday, Oct 19, 11:00 am - 2:00 pm CDT

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Thanks Again for Participating!

Please contact the career fair host for any questions:

**Name:** Angela Banks

**Email Address:** [abanks@southwest.tn.edu](mailto:abanks@southwest.tn.edu)

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7/20/2023

Southwest Tennessee Community College has indicated they'll be able to take payments manually for this career fair.

All participating employers will be sent instructions for payment prior to the Virtual Career Fair. Payment Details \*Please make your checks payable to Southwest Tennessee Community College and mail to:  
Southwest Tennessee Community College ATTN: Career Services (Farris Building, Room 2160) 5983  
Macon Cove Memphis, TN 38134

Thank you,  
Southwest Tennessee Community College

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P.O. Box 40770, San Francisco, CA 94140

7/20/2023



November 5, 2022

Chris McNeil  
Flinn Broadcasting  
6080 Mt. Moriah Extended  
Memphis, TN 38115

Dear Chris:

Thank you for speaking to our students during our Career Day Event at Mitchell yesterday. Our students really enjoyed hearing about the life of one of the voices they hear on the radio on a daily basis.

Our students were inspired by your words. We appreciate your encouragement to study and hard work. We hope you will be back for another one of our career events.

Thanks,



Ms. Jackson



Lonnie Treadaway &lt;lonnie@flinn.com&gt;

**Fwd: Career Day- This week! :)**

1 message

Kiran Riar <kiranariar@gmail.com>  
 Reply-To: kiran.a.riar@gmail.com  
 To: Treadway Lonnie <lonnie@flinn.com>

Mon, Jul 17, 2023 at 10:37 AM

St. Francis Spring 2023

Kiran Riar  
 Flinn Broadcasting  
 kiran.a.riar@gmail.com  
 Phone: (901.) 827-1353

----- Forwarded message -----

From: **Maggie Tobias** <maggie.tobias@sfawolves.org>  
 Date: Mon, Mar 27, 2023 at 8:31 AM  
 Subject: Career Day- This week! :)  
 To:

Good morning wonderful Career Day speakers!

The week is upon us! The students are buzzing with excitement for Career Day! We do lots of lessons and activities leading up to this day, so it is fun when it all comes together!

Thank you to each of you for volunteering your time to speak to my 6th-8th graders about your careers! It really means so much to me, and I am grateful!

Just wanted to send some details out since Career Day is this Thursday!

You can present in any way you want! You will have access to an apple tv that will screen share your presentation. If you need, you can email it to me ahead of time so the teacher in the classroom can have it ready to go. You can do anything hands on, bring any props/materials, and of course the kids love candy or a take away if you so choose (but certainly not required). If you have a handout, I am happy to make copies for you to give to the students as well. The students love this day too and always take away so much knowledge from it!! You will have approximately 20-25 students total. I try to keep the sessions smaller so that they have a chance to interact, learn and ask questions. You will have 2 groups, for 30 minutes each.

If you are speaking in the 12pm-1:05pm time slot, please plan to arrive around 11:45am so you have time to get back to the classroom and set up. If you are speaking in the 1:15-2:20pm time slot, please plan to arrive around 1pm so you have time to get back to the classroom to set up. A student will meet you in the front office to escort you to your classroom. I am coaching them on how to greet people, ask questions, etc! :)

For parking purposes: You can park in any open spot along the front of the building or across the street at the church. **Everyone will have to check in at the front office, and please have your ID ready for them to scan you in!** Our school address is: 2100 N. Germantown Pkwy Cordova, TN 38015

If you have any questions, please let me know! My cell is 901-461-3407 just in case you need it the day of

We can't wait to have you on campus for Career Day!

Thanks so much!

**Maggie Tobias**

School Counselor/Student Support Services  
 St. Francis of Assisi Catholic School



7/20/23, 7:56 PM

Flinn Broadcasting Mail - Fwd: Career Day - This week! :)

2100 North Germantown Parkway  
Cordova, Tennessee 38016  
Office Phone: (901) 381-2541  
maggie.tobias@sfawolves.org

*"Kindness is seeing the best in others when they cannot see it for themselves."*

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# (Careers) - View Job Listing

## Radio Sales Opportunity - (Radio)

Date Posted: 01/27/2022

### RADIO SALES OPPORTUNITY

IF YOU WANT TO MAKE MONEY IN SALES, FLINN BROADCASTING WANTS YOU. IF YOU CAN SELL, FLINN BROADCASTING HAS A GREAT CAREER WAITING FOR YOU. IF YOU CAN SELL, WE HAVE GREAT BENEFITS, SALARY, COMMISSION, SALES LEADS AND A GREAT PLACE TO WORK. IF YOU CAN SELL, LET US KNOW TODAY. SEND YOUR RESUME TO JOBS@FLINN.COM. CAN EVERYONE SELL? NO, BUT IF YOU CAN FLINN BROADCASTING WANTS YOU. APPLY TODAY AT JOBS@FLINN.COM. START YOUR GREAT CAREER TODAY AT JOBS@FLINN.COM. FLINN BROADCASTING WANTS YOU. FIINN BROADCASTING IS AN EQUAL OPPORTUNITY EMPLOYER.

<b>WHBQ-AM</b>	
Job Location:	<b>Memphis, TN</b>
Contact:	<b>Lonnie Treadaway</b>
Title:	<b>HR Manager</b>
Phone:	<b>901-375-9324</b>
Email:	<b>lonnie@flinn.com</b>
Website:	<b>http://www.sports56whbq.com</b>

Posting Expires on: 02/24/2022

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# TENNESSEE ASSOCIATION OF BROADCASTERS

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[👤 MEMBERS](#)

# TENNESSEE ASSOCIATION OF BROADCASTERS

<a href="#">Home</a> Two International Plaza Drive Su  MEMBERS Nashville, TN 37217 615-365-1840	<a href="#">Resources</a> <hr/> <a href="#">Member Benefits</a> <hr/> <a href="#">Public Education Program</a> <hr/>	<a href="#">Careers</a> <ul style="list-style-type: none"> <li>&gt; TV License Renewal</li> <li>&gt; TAB Internship Program</li> <li>&gt; Careers</li> <li>&gt; Contact</li> </ul>	<a href="#">Careers – EEO</a> <hr/>	<a href="#">Contact</a> <hr/>	<a href="#">The Clock is Ticking Towards the Super Bowl: 2022 Update on Super Bowl Advertising and Promotions</a> <hr/> January 27, 2022
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(<https://flinn.com/>)

10/20/23  
02:05:00  
10/20/23

# Employment

## Media/Advertising Sales

Are you independent and self-motivated?

Start a great career today at Flinn Broadcasting in Media/Advertising Sales. We have great benefits, health insurance, 401k, salary + commission, sales leads and a great place to work.

We are hiring sales Account Executives that use consultative selling principles and practices. Creates effective marketing campaigns for our Clients and understands market dynamics including demographics.

Apply today or send your resume to [jobs@flinn.com](mailto:jobs@flinn.com) (<mailto:jobs@flinn.com>)

## Map & Directions



## EEO REPORTS (/index.php/about/eo)

Flinn Broadcasting

6080 Mount Moriah Road Extended  
Memphis, TN 38115

Phone: 901.375.9324 | Fax: 901.375.5869



WORKING TOGETHER - Radio & Television Can Remain Free & Local!

Phone:

615.365.1840



# TENNESSEE ASSOCIATION OF BROADCASTERS

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## SUMMARY DESCRIPTION OF PROGRAM:

It is the intention of this program to provide participating students (to be known as "interns") the opportunity to witness and experience first hand the operational procedures of a radio or television station.

## ELIGIBILITY REQUIREMENTS – INTERNS:

To be eligible as an intern under this program the applicant must be:

- at least 18 years of age
- An undergraduate student working toward a degree in either a 2 or 4 year program
- A resident of Tennessee or attending school in Tennessee
- Fully eligible to participate in his or her school's internship program at a broadcast station
- First time participants into the program
- Not related to an employee or employees of the station where they intern.



Two International  
Plaza Drive  
Suite 902  
Nashville , TN  
37217  
615-365-1840

MEMBER SERVICES

- > ABIP Program

---

- > Member Benefits

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- > TAB Internship Program

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LATEST NEWS

- > The Clock is Ticking Towards the Super Bowl: 2022 Update on Super Bowl Advertising and Promotions

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- January 27, 2022





# **HOT INTERNSHIP**

Only those applicants considered for a position will be contacted within 2 weeks of receipt of their resume or application. Those not contacted will remain on file for three months for future consideration.

## **Requirements:**

You must receive college credit towards this internship and be able to provide supporting documentation from the school. Interns must be at least 18 years of age. Must be able to lift 50 pounds. Must present a positive attitude and willingness to work as a team player. Will work with clients and listeners so an extroverted and outgoing personality is important.

## **Responsibilities:**

Set up and breakdown of promotional materials/equipment used for on-site events. Must enjoy interacting with listeners and providing client support at events. Assist with set-up of live broadcasts and morning show stunts. Create a positive station image. Assist the Marketing & Promotions Director and Coordinator with administrative tasks such as contacting clients, listeners, putting together supplies for events, attend meetings, etc. Assist with the planning and execution of sales remotes.

Mail resume to:

**Hot Internship  
Hot 107.1  
6080 Mt. Moriah  
Memphis, TN 38115**

## **Flinn Broadcasting Corporation is an Equal Opportunity Employer**

Employees of Flinn Broadcasting Corporation and applicants for employment shall be offered equal opportunity in all aspects of employment without regard to race, color, religion, political affiliation, national origin, disability, marital status, gender or age.

# **WHBQ AM 560 SPORTS 56**

**INTERESTED IN SPORTS RADIO OR A CAREER IN  
BROADCASTING? SPORTS 56 WHBQ CAN HELP.**

**SPORTS 56 IS SEEKING QUALIFIED INTERNS TO ASSIST  
WITH OPERATIONS AND PROMOTIONS. CALL ELI AT 375-9324  
EXTENSION 1007 FOR MORE INFORMATION. GET  
SCHOOL CREDIT, LEARN THE IN'S AND OUT'S OF RADIO, AND  
GET YOUR FOOT IN THE DOOR! CALL ELI AT 375-9324 AND  
INTERN WITH SPORTS 56 WHBQ.**



IF YOU WANT TO MAKE MONEY IN SALES, FLINN BROADCASTING WANTS YOU. IF YOU CAN SELL, FLINN BROADCASTING HAS A GREAT CAREER WAITING FOR YOU. IF YOU CAN SELL, WE HAVE GREAT BENEFITS, SALARY, COMMISSION, SALES LEADS AND A GREAT PLACE TO WORK. IF YOU CAN SELL, LET US KNOW TODAY. SEND YOUR RESUME TO [JOBS@FLINN.COM](mailto:JOBS@FLINN.COM). CAN EVERYONE SELL? NO, BUT IF YOU CAN FLINN BROADCASTING WANTS YOU. APPLY TODAY AT [JOBS@FLINN.COM](mailto:JOBS@FLINN.COM). FLINN BROADCASTING IS AN EQUAL OPPURNITY EMPLOYER. START YOUR GREAT CAREER TODAY AT [JOBS@FLINN.COM](mailto:JOBS@FLINN.COM). FLINN BROADCASTING WANTS YOU.



**Tennessee Association  
of Broadcasters**

Lonnie Treadaway  
Flinn Broadcasting, Inc.  
6080 Mount Moriah Road Extended  
Memphis, TN 38115

RE: Tennessee Broadcasters Virtual Job Fair Participation, March 21-25, 2022

March 31, 2022

Dear Lonnie Treadaway,

Thank you for participating in the Tennessee Broadcasters Virtual Job Fair the week of March 21, 2022. Your hiring agent of record was Lonnie Treadaway and the stations that participated were WHBQ-AM, WMPS-AM, WHBQ-FM, WHBQ-HD2, KXHT-FM.

This job fair included the posting of Account Executive.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Chris Baker, President  
Tennessee Association of Broadcasters  
Two International Plaza Drive, Suite 902  
Nashville, TN 37217

Parnell

Email Address\*

keith@flinn.com

Unless making a secure payment with your credit or debit card via a third-party payment processor, this form is not designed to collect confidential or sensitive personal information (e.g., financial information, social security numbers).

Please enter your call numbers.

WHBQ, WHBQ-FM, WMPS, WYDL

Please enter your state.

Tennessee

By clicking this button, you submit your information to the webinar organizer, who will use it to communicate with you regarding this event and their other services.

**Register**

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**From: Lonnie Treadaway <[lonnie@flinn.com](mailto:lonnie@flinn.com)>**  
**Date: April 4, 2022 at 2:20 PM**  
**Subject: Mandatory EEO Training Meeting**  
**To: <[lonnie@flinn.com](mailto:lonnie@flinn.com)>**

**Managers,**

**There will be a mandatory Manager's Training Meeting Monday, April 11, 2022 at 10 AM. We will review discrimination rules, recruitment of students for our internship program for the upcoming summer and to discuss our spring career fairs. We will also discuss the use of the Tennessee Association of Broadcasters job bank, station website, and other recruitment sources.**

**Thank you,  
Lonnie**

**Lonnie Treadaway  
Flinn Broadcasting**

**From: Lonnie Treadaway <[lonnie@flinn.com](mailto:lonnie@flinn.com)>**  
**Date: July 11, 2022 at 9:48 AM**  
**Subject: Mandatory EEO Training Meeting**  
**To: <[lonnie@flinn.com](mailto:lonnie@flinn.com)>**

**Managers,**

**There will be a mandatory Manager's Training Meeting Monday, July 18, 2022 at 10 AM. We will prepare for career fairs and recruiting activities, as well as review equal opportunity and discrimination rules. We will also discuss participation in our internship program. We need you to participate in the career fairs and other recruiting activities.**

**Thank you,  
Lonnie**

**Lonnie Treadaway  
Flinn Broadcasting**

**From: Lonnie Treadaway <[lonnie@flinn.com](mailto:lonnie@flinn.com)>**  
**Date: July 11, 2022 at 9:48 AM**  
**Subject: Mandatory EEO Training Meeting**

**Managers,**

**There will be a mandatory Manager's Training Meeting Monday, July 18, 2022 at 10 AM. We will prepare for career fairs and recruiting activities, as well as review equal opportunity and discrimination rules. We will also discuss participation in our internship program. We need you to participate in the career fairs and other recruiting activities.**

**Thank you,**

**Lonnie**

**Lonnie Treadaway**

**Flinn Broadcasting**

**From:** Lonnie Treadaway <[lonnie@flinn.com](mailto:lonnie@flinn.com)>  
**Date:** January 3, 2022 at 1:08 PM  
**Subject:** Mandatory EEO Training Meeting  
**To:** <[lonnie@flinn.com](mailto:lonnie@flinn.com)>

Hello,

There will be a mandatory Manager's Training Meeting Monday, February 7, 2022 at 10 AM. We will review the FCC EEO policy, Anti-Discrimination, and our outreach efforts.

Please be prepared to discuss how to recruit applicants for open positions with the company. Outreach opportunities including job fair participation and community programs were discussed. Managers will go over the past year's EEO Program and discuss ideas for improving our implementation of the policies.

Thank you,  
Lonnie

Lonnie Treadaway  
Flinn Broadcasting



**From: Lonnie Treadaway <[lonnie@flinn.com](mailto:lonnie@flinn.com)>**

**Date: October 7, 2022 at 10:41 AM**

**Subject: Mandatory EEO Training Meeting**

**To: <[lonnie@flinn.com](mailto:lonnie@flinn.com)>**

**Managers,**

**There will be a mandatory Manager's Training Meeting Thursday, October 13, 2022 at 10:30 AM. We will discuss involvement in outreach programs at area schools and the success of job fairs and other recruitment sources. Will also discuss Plans for EEO-related activities for 2023. All managers will review the equal opportunity and discrimination rules.**

**Thank you,  
Lonnie**

**Lonnie Treadaway  
Flinn Broadcasting**

**From: Lonnie Treadaway <[lonnie@flinn.com](mailto:lonnie@flinn.com)>**  
**Date: January 11 at 3:17 PM**  
**Subject: Mandatory EEO Training Meeting**  
**To: <[lonnie@flinn.com](mailto:lonnie@flinn.com)>**

**Managers,**

There will be a mandatory Manager's Training Meeting Thursday, January 19, 2023 at 10:30 AM. We will discuss recruiting activities and review the equal opportunity rules and recruiting policies. Job fair participation, mentorship speaking activities, and other equal opportunity outreach activities.

Thank you,  
Lonnie

Lonnie Treadaway  
Flinn Broadcasting

From: Lonnie Treadaway <[lonnie@flinn.com](mailto:lonnie@flinn.com)>

Date: January 11 at 3:17 PM

Subject: Mandatory EEO Training Meeting

To: <[lonnie@flinn.com](mailto:lonnie@flinn.com)>

Managers,

There will be a mandatory Manager's Training Meeting Thursday, January 19, 2023 at 10:30 AM. We will discuss recruiting activities and review the equal opportunity rules and recruiting policies. Job fair participation, mentorship speaking activities, and other equal opportunity outreach activities.

Thank you,

Lonnie

Lonnie Treadaway

Flinn Broadcasting

For Internal Station Use  
This Form Should Be Used to Create a Job Vacancy Folder  
For Each Vacancy At the Station(s)  
Use This Information In Completing Appendices 1 and 2 of the EEO Public File Report  
**NEW JOB VACANCY**

Part A

I. General Information

1. Job Title: SALES ACCOUNTANT
2. Station: ALL
3. Date Position Opened: 12/1/2021
4. Date Position Filled: 2/16/2022
5. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?  
Yes  No

II. Interviewees

1. List of people interviewed for this position:

Name	Date	Recruitment Source
<del>XXXXXXXXXX</del>		
Von Fresh	1/10/2022	South west
ZACH Price	1/10/2022	Website
Corey Blak	1/25/2022	U of Memphis
Tia Jackson	2/11/22	Website
Glenn Freeman	2/1/2022	RADIO AD

2. Total number of people interviewed for this position: 5

III. Hiree

Person ultimately hired for this position:

Name: Glenn FREEMAN  
Recruitment Source: On-Air Announcement

Approval:

General Manager:



Date:

2/21/2002

For Internal Station Use  
This Form Should Be Used to Create a Job Vacancy Folder  
For Each Vacancy At the Station(s)  
Use This Information In Completing Appendices 1 and 2 of the EEO Public File Report

## NEW JOB VACANCY

### Part A

#### I. General Information

1. Job Title: Broadcast Engineer
2. Station: Flinn Broadcastings
3. Date Position Opened: 2/10/2022
4. Date Position Filled: 3/24/2022
5. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?  
Yes [] No []

#### II. Interviewees

1. List of people interviewed for this position:

Name	Date	Recruitment Source
<u>Chuck Condon</u>	<u>2/12/22</u>	<u>Source <del>ALAN SMITH</del></u>
<u>Just Steve Lara</u>	<u>2/19/22</u>	<u>LI</u>
<u>Jim Smith</u>	<u>2/22/22</u>	<u>LI</u>
<u>Roy Ryder</u>	<u>2/24/22</u>	<u>Previous use</u>
<u>Michael Patton</u>	<u>3/1/22</u>	<u>Previous use</u>

2. Total number of people interviewed for this position: 5

III. Hiree

Person ultimately hired for this position:

Name: Jose Stephen Lopez  
Recruitment Source: Alan Smith

Approval:

General Manager: L. Hetzer Date: 3/24/2022

Lloyd Hetzer  
Flinn Broadcasting  
6080 Mt. Moriah Road  
Memphis, TN. 38115

To whom it may concern:

When Alan Smith tendered his resignation in February of 2022 it would leave Flinn Broadcasting without an engineer. Alan supplied me with a list of prospects to fill the vacancy and I also reached out to several broadcasting groups and in-market and out of market engineers. I interviewed several candidates over the phone and was able to find a quality broadcast engineer to fill the position. Flinn Broadcasting hired Jose Lara out of the Nashville market and moved him to Memphis.

A handwritten signature in black ink, appearing to be 'LH', with a long horizontal stroke extending to the right.





2. Total number of people interviewed for this position: 1

III. Hiree

Person ultimately hired for this position:

Name: Katherine Nabors

Recruitment Source: Inhouse

Approval:

General Manager: Shez Flinn

Date: 7/28/2022

For Internal Station Use  
This Form Should Be Used to Create a Job Vacancy Folder  
For Each Vacancy At the Station(s)  
Use This Information In Completing Appendices 1 and 2 of the EEO Public File Report  
**NEW JOB VACANCY**

Part A

I. General Information

1. Job Title: SALES REP
2. Station: ALL
3. Date Position Opened: 9/12/2022
4. Date Position Filled: 9/19/2022
5. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?  
Yes [] No []

II. Interviewees

1. List of people interviewed for this position:

Name	Date	Recruitment Source
<u>AVV Scott</u>	<u>9/14/2022</u>	<u>Website</u>
<u>Landon Jabbar</u>	<u>9/14/2022</u>	<u>Facebook</u>
<u>Matt Younger</u>	<u>9/15/2022</u>	<u>Radio</u>
<u>Lee Lee</u>	<u>9/15/2022</u>	<u>Facebook</u>
<u>Kerasha Kereshy</u>	<u>9/15/2022</u>	<u>Virtual Career Day SU</u>
<u>Raven Carr</u>	<u>9/16/2022</u>	<u>South West</u>

2. Total number of people interviewed for this position: 6

III. Hiree

Person ultimately hired for this position:

Name: LI LEE

Recruitment Source: Facebook

Approval:

General Manager: D. Harbrow

Date: 9-19-2022

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**FLINN BROADCASTING MEMORANDUM**

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**TO:** FLINN BROADCASTING CORPORATION EMPLOYEES

**FROM:** LONNIE TREADAWAY

**SUBJECT:** EMPLOYEE OPPORTUNITY

**DATE:** 9/12/2022

Flinn Broadcasting has an opening in broadcast sales. If you know of anyone or if you are interested in this position please submit a resume to [jobs@flinn.com](mailto:jobs@flinn.com).

Flinn Broadcasting Corporation is an Equal Opportunity Employer. We believe that no one should be discriminated against because of their differences, such as age, disability, ethnicity, gender, gender identity and expression, religion or sexual orientation.

Respectfully,

Lonnie Treadaway

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**FLINN BROADCASTING MEMORANDUM**

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**TO:** FLINN BROADCASTING CORPORATION EMPLOYEES

**FROM:** LONNIE TREADAWAY

**SUBJECT:** AIR SHIFT OPPORTUNITY

**DATE:** 7/18/2022

Flinn Broadcasting has an opening for an on-air shift on 107.5 FM. If you know of anyone or if you are interested in this position please submit a resume to [jobs@flinn.com](mailto:jobs@flinn.com).

Flinn Broadcasting Corporation is an Equal Opportunity Employer. We believe that no one should be discriminated against because of their differences, such as age, disability, ethnicity, gender, gender identity and expression, religion or sexual orientation.

Respectfully,

Lonnie Treadaway

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**FLINN BROADCASTING MEMORANDUM**

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**TO:** FLINN BROADCASTING CORPORATION EMPLOYEES

**FROM:** LONNIE TREADAWAY

**SUBJECT:** EMPLOYMENT OPPORTUNITY

**DATE:** 2/10/2022

Flinn Broadcasting is looking for a broadcasting engineer. Alan Smith has decided to leave the company after many years of service. If any knows of someone with Broadcast engineering experience please have them contact Lloyd Hetzer at (901) 375-9324 or [Lloyd@flinn.com](mailto:Lloyd@flinn.com).

Flinn Broadcasting Corporation is an Equal Opportunity Employer. We believe that no one should be discriminated against because of their differences, such as age, disability, ethnicity, gender, gender identity and expression, religion or sexual orientation.

Respectfully,

Lonnie Treadaway

\_\_\_\_\_  
LONNIE TREADAWAY

\_\_\_\_\_  
EMPLOYMENT OPPORTUNITY

\_\_\_\_\_  
DATE

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FLINN BROADCASTING INTEROFFICE MEMORANDUM

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**TO:** FLINN BROADCASTING CORPORATION EMPLOYEES

**FROM:** LONNIE TREADAWAY

**SUBJECT:** EMPLOYMENT OPPORTUNITY

**DATE:** 12/01/2021

Flinn Broadcasting is looking to fill several vacancies in the radio sales department. If you or you know of someone that will is interested in applying for the position please submit a resume to [jobs@flinn.com](mailto:jobs@flinn.com).

Flinn Broadcasting Corporation is an Equal Opportunity Employer. We believe that no one should be discriminated against because of their differences, such as age, disability, ethnicity, gender, gender identity and expression, religion or sexual orientation.

Respectfully,

Lonnie Treadaway



Lonnie Treadaway <lonnie@flinn.com>

**RE: [EXTERNAL]: EEO Audit WMPS(AM), Bartlett, TN (Fac ID No. 2802)**

1 message

Lynn Kalagian <Lynn.Kalagian@fcc.gov>  
To: Lonnie Treadaway <lonnie@flinn.com>

Tue, Jul 11, 2023 at 5:01 AM

Mr. Treadaway,

The Enforcement Bureau hereby grants Arlington Broadcasting Company's request for an extension of time to respond to the FCC's April 24, 2023 letter regarding the audit of WMPS(AM)'s EEO program ("Letter"), to and through July 20, 2023. The instant grant, however, shall not be deemed to waiver or excuse any potential lapse for failure to respond thus far accrued with respect the Arlington Broadcasting Company's apparently late or otherwise deficient response to the letter.

Sincerely,

Lynn Kalagian-Jones

Supervisory EEO Specialist

Investigations & Hearings Division

Enforcement Bureau

Federal Communications Commission

**From:** Lonnie Treadaway <lonnie@flinn.com>  
**Sent:** Monday, July 10, 2023 3:39 PM  
**To:** Lynn Kalagian <Lynn.Kalagian@fcc.gov>  
**Cc:** Lonnie Treadaway <lonnie@flinn.com>  
**Subject:** [EXTERNAL]: EEO Audit WMPS(AM), Bartlett, TN (Fac ID No. 2802)

You don't often get email from lonnie@flinn.com. Learn why this is important

**CAUTION:** This email originated from outside of the Federal Communications Commission. Do not click on links or open attachments unless you recognize the sender and trust the content to be safe. If you suspect this is a phishing attempt, please use the 'Report Message' feature in Microsoft Outlook or forward the email to the NSOC.

MS. Lynn Kalagian-Jones,

I have just received your email for the EEO Audit that was due by June 8, 2023. I have recently returned to the office after receiving a kidney transplant in February of this year and missed the original request for the audit. If you allow me a short extension I can get this matter cleared up to your satisfaction.



7/20/23, 7:54 PM

Flinn Broadcasting Mail - RE: [EXTERNAL]: EEO Audit WMPS (AM), Bartlett, TN (Fac ID No. 2802)

Thank you,

Lonnie

Lonnie Treadaway  
Compliance Officer  
Flinn Broadcasting  
6080 Mt.Moriah  
Memphis, TN. 38115



Federal Communications Commission  
Washington, D.C. 20554

April 24, 2023

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), [Station call sign] (the Station) and all other stations, if any, in the same station employment unit (defined by 73.2080(e)(2) as commonly owned stations in the same market that share employees) (the Unit) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of section 73.2080 of the Federal Communications Commission (FCC or Commission) rules can be found here: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-rules>.

**2. Audit Data Requested.**

(a) If the Unit has fewer than five full-time employees (defined by section 73.2080(e)(1) as employees regularly assigned to work 30 hours a week or more), submit a response listing the Unit's full-time employees identified by job title (no personal names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 2(b)(vi) below. Please also see Questions 3 and 4 below for guidance regarding brokers and brokered stations.

(b) If the Unit employs five or more full-time employees, provide the following information:

(i) Copies of the Unit's two most recent EEO Public File Reports, described in section 73.2080(c)(6).

(ii) For each station in the Unit that maintains a website, the website address. If the Unit's most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit's most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

(iii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if a job notice was sent to multiple sources, the Unit may include in its response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii).<sup>3</sup> Include, however, copies of all job announcements sent to any organization (identified separately from other recruitment

<sup>3</sup> For on-air announcements that aired multiple times to advertise the position, you may send a traffic log summary documenting the timeframe during which the announcements aired (in lieu of the log in its entirety). The log showing all air dates and times may be required for additional verification, but the Unit need not provide with its initial response.

sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

(iv) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

(v) Dated documentation demonstrating performance of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors and as required by sections 73.2080(c)(2) and (c)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth, sixth and eighth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation provided appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask for additional verification.

(vi) Any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that the Unit must report all complaints, regardless of their status or disposition.

(vii) In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and how the Unit has informed employees and job applicants of its EEO policies and program.

(viii) In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

(ix) As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal

opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

(x) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(c) Resumes, company training manuals, posters, employee handbooks, and corporate guidebooks are not required to be submitted. If any of the information in these or similar materials is relevant to any part of this audit letter, the Unit may provide a summary of any content if it so wishes. If this audit requires an unusually burdensome volume of documentation, the Unit may contact EEO staff at (202) 418-1450 prior to the response deadline to discuss alternative ways of condensing the information.

### **3. Time Brokerage—Licensee of brokered station(s) receives audit letter.**

If any station included in the Unit is subject to a time brokerage agreement, the licensee must immediately forward a copy of this letter to the broker under each such agreement. Additionally, if the Unit employs fewer than five full-time employees, the licensee must respond by providing a list of the Unit's full-time employees listed by job title, the number of hours each employee is assigned to work, and a response to Question 2(b)(vi) above. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 2(b).

### **4. Time Brokerage—Broker receives audit letter.**

(a) **Broker receives audit letter from brokered station licensee.** The broker must submit information requested in 2(b) above concerning information relating only to its own full-time employees working on behalf of the brokered station, as required by section 73.2080(1)(3) of the Commission's rules. If recruitment activity for those brokered station employees is maintained with that of other stations licensed to you, and you lack the ability to separate the information, submit information pertaining to both.

(b) **Broker receives audit letter directly from Commission.** If any station in the Unit is licensed to you, submit information requested in 2(b) above for the Unit's EEO program. If recruitment activity pertaining to full-time employees working on behalf of another station you broker is maintained with that of the Unit, and you lack the ability to separate the information, submit information pertaining to both.

(c) **Broker described in 4(a) or 4(b).** If full-time employees at the station you broker, combined with full-time employees at the Station (or Unit), total fewer than five, you need only

respond to this letter by submitting a list of full-time employees (identified by job title and number of hours regularly assigned to work per week) for both the brokered station(s) and subject Station as well as a response to Question 2(b)(vi).

## 5. Procedures.

(a) **The response to this audit letter must be uploaded to the FCC-hosted online public inspection file (<https://publicfiles.fcc.gov/>) belonging to each station in the Unit by no later than June 8, 2023.** The response should be placed in the EEO Audits, Investigations, and Complaints subfolder in the online public file (found at EEO Records>>Additional Documents>> EEO Audits, Investigations, and Complaints). Include in the response the Station's Facility ID Number and an e-mail address of a Station representative.

(b) Any extension of time must be requested at least five days prior to aforementioned deadline (via email to [EB-EEO@fcc.gov](mailto:EB-EEO@fcc.gov)), indicate the additional time the Unit believes it needs to complete its response (not to exceed 45 days) and will be granted only upon a showing of good cause. Unless and until an extension is granted, the original deadline remains in effect.

(c) If the Unit submitted an EEO audit response in 2021 or 2022 and/or the most recent license renewal application(s) applicable to the Unit were granted after February 1, 2021, send an email to [EB-EEO@fcc.gov](mailto:EB-EEO@fcc.gov) for additional guidance on whether a response is required. In the email, provide a reference to the relevant filings/applications before the Commission.

(d) The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee. (See 47 CFR § 1.16.). To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (see 18 U.S.C. § 1001; 47 CFR § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with section 73.2080(g).

(e) As required by sections 73.3526(e)(10) (commercial stations) and 73.3527(e)(11) (noncommercial educational stations), a copy of this letter and the response must be placed in the FCC-hosted online public inspection file belonging to each station in the Unit. Consequently, the response should not include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. The FCC does not require that employment units retain such information in their records, or that such information be provided in response to this letter.

(f) Upon receipt, audit responses will be reviewed for completeness. If any questions arise or there are missing materials, EEO staff will contact you. The Enforcement Bureau no longer issues letters to licensees upon completion of our review of audit responses.

Should you have any questions, please contact EEO Staff at [EB-EEO@fcc.gov](mailto:EB-EEO@fcc.gov) or (202) 418-1450. Thank you for your cooperation.

Sincerely,

/s/ Elizabeth Goldin

Elizabeth E. Goldin  
Assistant Chief, Investigations & Hearings Division  
Enforcement Bureau



# PUBLIC NOTICE

**Federal Communications Commission**  
45 L Street NE  
Washington, DC 20554

News Media Information 202-418-0800  
Internet: [www.fcc.gov](http://www.fcc.gov)  
TTY: 888-836-6322

DA: 23-232

Released: April 24, 2023

## ENFORCEMENT BUREAU COMMENCES 2023 EEO AUDITS

On April 24, 2023, the Enforcement Bureau issued the first of its Equal Employment Opportunity (EEO) audit letters for 2023 to randomly selected radio and television stations. In accordance with section 73.2080(f)(4) of the Commission's EEO rules,<sup>1</sup> the Enforcement Bureau annually audits the EEO programs of randomly selected broadcast licensees. Each year, approximately five percent of all radio and television stations are selected for EEO audits.

A list of the radio and television stations included in this audit as well as the text of the April 24, 2023 audit letter appears on the following pages, which are also located at the Enforcement Bureau's EEO headline page on the FCC website at: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-headlines>. The deadline for stations to upload responses to their FCC-hosted online public inspection files is June 8, 2023.

As a reminder, the Enforcement Bureau will no longer issue letters to licensees upon completion of our review of audit responses.<sup>2</sup> If questions arise during staff review, the Enforcement Bureau will contact the licensee.

Enforcement Bureau Contact: [EB-EEO@fcc.gov](mailto:EB-EEO@fcc.gov) or 202-418-1450

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<sup>1</sup> 47 CFR § 73.2080(f)(4)

<sup>2</sup> See *Enforcement Bureau Continues 2022 EEO Audits*, Public Notice, DA 22-854, 2022 WL 3636697 (EB Aug. 19, 2022).

**APRIL 24, 2023 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS**

	<b>CALL SIGN</b>	<b>SERVICE</b>	<b>FACILITY ID</b>	<b>CITY OF LICENSE</b>	<b>STATE</b>	<b>LICENSEE NAME</b>
1.	KDLF	AM	6416	BOONE	IA	Latin World Broadcasting, Inc.
2.	KEZK-FM	FM	13507	ST. LOUIS	MO	Audacy License, LLC
3.	KRTI	FM	35564	GRINNELL	IA	Alpha Media Licensee LLC
4.	KRVI	FM	55165	MOUNT VERNON	MO	SM-KRVI, LLC
5.	KSGF-FM	FM	2924	ASH GROVE	MO	SM-KSGF-FM, LLC
6.	KVIK	FM	33080	DECORAH	IA	IA COMMUNICATIONS, INC.
7.	KVKI-FM	FM	19560	SHREVEPORT	LA	Townsquare License LLC
8.	KVVL	FM	48974	MARYVILLE	MO	REGIONAL MEDIA, INC.
9.	KZIA	FM	35556	CEDAR RAPIDS	IA	KZIA, INC.
10.	WACC	AM	28874	HIALEAH	FL	PAX Catholic Communications, Inc.
11.	WAKH	FM	58935	MCCOMB	MS	North Shore Broadcasting Company, Inc.
12.	WBIK	FM	70555	PLEASANT CITY	OH	AVC COMMUNICATIONS, INC.
13.	WBML	AM	67210	WARNER ROBINS	GA	WRWR-AM Radio LLC
14.	WBOJ	AM	36685	COLUMBUS	GA	88.5 The Truth, Inc.
15.	WBTW	DTV	66407	FLORENCE	SC	Nexstar Media, Inc.
16.	WCAU	DTV	63153	PHILADELPHIA	PA	NBC Telemundo License LLC
17.	WCAZ	AM	60017	CARTHAGE	IL	HANCOCK COUNTY BROADCASTING, LLC
18.	WCCQ	FM	10677	CREST HILL	IL	Alpha Media Licensee LLC
19.	WCGX	AM	68600	GALAX	VA	Twin County Broadcasting Corporation
20.	WCIL-FM	FM	65949	CARBONDALE	IL	MRR LICENSE LLC
21.	WCJK	FM	61053	MURFREESBORO	TN	Midwest Communications, Inc.
22.	WCJZ	FM	83101	CANNELTON	IN	Hancock Communications, Inc.
23.	WCLR	FM	15974	DEKALB	IL	Educational Media Foundation
24.	WCMR	AM	53650	ELKHART	IN	Progressive Broadcasting System, Inc.
25.	WCNB	FM	93231	DAYTON	IN	Community Radio Partners
26.	WCON-FM	FM	25814	CORNELIA	GA	Habersham Broadcasting Company
27.	WCPT	AM	16849	WILLOW SPRINGS	IL	WYPA LLC



APRIL 24, 2023 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS

	CALL SIGN	SERVICE	FACILITY ID	CITY OF LICENSE	STATE	LICENSEE NAME
28.	WCTI-TV	DTV	18334	NEW BERN	NC	WCTI Licensee, LLC
29.	WCVV	FM	4640	BELPRE	OH	Belpre Educational Broadcasting Foundation
30.	WCWG	DTV	35385	LEXINGTON	NC	Hearst Properties Inc.
31.	WCWN	DTV	73264	SCHENECTADY	NY	WCWN Licensee, LLC
32.	WDBJ	DTV	71329	ROANOKE	VA	Gray Television Licensee, LLC
33.	WDBQ-FM	FM	30617	GALENA	IL	Townsquare License, LLC
34.	WDCA	DTV	51567	WASHINGTON	DC	Fox Television Stations, LLC
35.	WDVM-TV	DTV	25045	HAGERSTOWN	MD	NEXSTAR MEDIA INC.
36.	WDWG	FM	54861	ROCKY MOUNT	NC	First Media Radio, LLC
37.	WEAG-FM	FM	16906	STARKE	FL	Dickerson Broadcasting, Inc.
38.	WEDJ	FM	13794	DANVILLE	IN	Continental Broadcast Group, LLC
39.	WENZ	FM	2685	CLEVELAND	OH	Blue Chip Broadcasting Licenses, LTD
40.	WERO	FM	64609	WASHINGTON	NC	DICK BROADCASTING COMPANY, INC. OF TENNESSEE
41.	WESH	DTV	25738	DAYTONA BEACH	FL	Hearst Properties Inc.
42.	WETA-TV	DTV	65670	WASHINGTON	DC	Greater Washington Educational Telecommunications Association, Inc.
43.	WFCX	FM	56224	EASTPOINT	FL	East Bay Broadcasting, Inc.
44.	WFDC-DT	DTV	69532	ARLINGTON	VA	UniMas D.C. LLC
45.	WFDM-FM	FM	21842	FRANKLIN	IN	Pilgrim Communications, LLC
46.	WFEZ	FM	40408	MIAMI	FL	Cox Radio, LLC
47.	WFFH	FM	68347	SMYRNA	TN	SALEM Communications Holding Corporation
48.	WFLA-TV	DTV	64592	TAMPA	FL	Nexstar Media, Inc.
49.	WFNI	AM	19521	INDIANAPOLIS	IN	Emmis Radio License, LLC
50.	WFPX-TV	DTV	21245	ARCHER LODGE	NC	ION Media License Company, LLC
51.	WFSI	AM	43864	BALTIMORE	MD	Family Stations, Inc.
52.	WFSX-FM	FM	50321	ESTERO	FL	Sun Broadcasting, Inc.
53.	WFTS-TV	DTV	64588	TAMPA	FL	Scripps Broadcasting Holdings LLC

**APRIL 24, 2023 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS**

	<b>CALL SIGN</b>	<b>SERVICE</b>	<b>FACILITY ID</b>	<b>CITY OF LICENSE</b>	<b>STATE</b>	<b>LICENSEE NAME</b>
54.	WFTT-TV	DTV	16788	VENICE	FL	Entravision Holdings, LLC
55.	WFTX-TV	DTV	70649	CAPE CORAL	FL	Scripps Broadcasting Holdings LLC
56.	WFXB	DTV	9054	MYRTLE BEACH	SC	Springfield Broadcasting Partners
57.	WFXP	DTV	19707	ERIE	PA	Mission Broadcasting, Inc.
58.	WFXU	DTV	22245	LIVE OAK	FL	Gray Television Licensee, LLC
59.	WGAP	AM	72087	MARYVILLE	TN	LOUD MEDIA LLC
60.	WGDQ	FM	68907	SUMRALL	MS	VERNON FLOYD DBA CIRCUIT BROADCASTING OF HATTIESBURG
61.	WGFT	AM	74164	CAMPBELL	OH	Y-Town Radio Broadcasting, LLC
62.	WGFV	FM	174083	DRAKES BRANCH	VA	GOD'S FINAL CALL & WARNING, INC.
63.	WGGG-TV	DTV	9064	GREENVILLE	SC	Carolina Christian Broadcasting, Inc.
64.	WGHB	AM	56566	FARMVILLE	NC	Pirate Media Group, LLC
65.	WGHP	DTV	72106	HIGH POINT	NC	Tribune Broadcasting Company II, LLC
66.	WGKB	AM	70771	WAUKESHA	WI	GOOD KARMA BROADCASTING, LLC
67.	WGNE-FM	FM	15897	MIDDLEBURG	FL	Renda Broadcasting Corp. of Nevada
68.	WGNT	DTV	9762	PORTSMOUTH	VA	Scripps Broadcasting Holdings LLC
69.	WGOV-FM	FM	9684	VALDOSTA	GA	W.G.O.V., Inc.
70.	WGOW-FM	FM	53956	SODDY-DAISY	TN	Radio License Holding CBC, LLC
71.	WGPB	FM	6797	ROME	GA	GEORGIA PUBLIC TELECOMMUNICATIONS COMMISSION
72.	WGPX-TV	DTV	65074	BURLINGTON	NC	INYO Broadcast Licenses LLC
73.	WGRZ	DTV	64547	BUFFALO	NY	Multimedia Entertainment, LLC
74.	WHAR	FM	47106	HAVELOCK	NC	Educational Media Foundation
75.	WHEI	FM	26688	TIFFIN	OH	SOARING EAGLE PROMOTIONS INC.
76.	WHGO	FM	174389	HERTFORD	NC	Pathway Christian Academy, Inc.
77.	WHGV	FM	76433	LA CROSSE	FL	Central Florida Educational Foundation, Inc.
78.	WHHL	FM	74578	HAZELWOOD	MO	Audacy License, LLC
79.	WHHM-FM	FM	10766	HENDERSON	TN	Southern Stone Communications, LLC

APRIL 24, 2023 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS

	CALL SIGN	SERVICE	FACILITY ID	CITY OF LICENSE	STATE	LICENSEE NAME
80.	WHKW	AM	14772	CLEVELAND	OH	Salem Communications Holding Corporation
81.	WHKY-TV	DTV	65919	HICKORY	NC	Long Communications, LLC
82.	WHLH	FM	59825	JACKSON	MS	iHM Licenses, LLC
83.	WHLV-TV	DTV	24582	COCOA	FL	Trinity Broadcasting of Texas, Inc.
84.	WHNS	DTV	72300	GREENVILLE	SC	Gray Television Licensee, LLC
85.	WHNY-FM	FM	85416	HENRY	TN	Forever South Licenses, LLC
86.	WHPD	FM	69804	DOWAGIAC	MI	FAMILY BROADCASTING CORPORATION
87.	WHSV-TV	DTV	4688	HARRISONBURG	VA	Gray Television Licensee, LLC
88.	WHTJ	DTV	9990	CHARLOTTESVILLE	VA	VPM Media Corporation
89.	WHUT-TV	DTV	27772	WASHINGTON	DC	Howard University
90.	WHYY-TV	DTV	72338	WILMINGTON	DE	WHYY, Inc.
91.	WIAL	FM	7063	ELK MOUND	WI	Clear Water Brands, Inc.
92.	WIBM	AM	9248	JACKSON	MI	MCKIBBIN MEDIA GROUP, INC.
93.	WICJ-TV	DTV	24970	ERIE	PA	SJL OF PENNSYLVANIA, INC.
94.	WICZ-TV	DTV	62210	BINGHAMTON	NY	Imagicomm Binghamton, LLC
95.	WIDG	AM	42146	ST. IGNACE	MI	Relevant Radio, Inc.
96.	WIHG	FM	51113	ROCKWOOD	TN	3B Properties, Inc.
97.	WIHM-FM	FM	175887	HARRISBURG	IL	COVENANT NETWORK
98.	WIKV	FM	90470	PLYMOUTH	IN	Educational Media Foundation
99.	WJAC-TV	DTV	73120	JOHNSTOWN	PA	WJAC Licensee, LLC
100.	WJAL	DTV	10259	HAGERSTOWN	MD	Entravision Holdings, LLC
101.	WJEB-TV	DTV	29719	JACKSONVILLE	FL	Jacksonville Educators Broadcasting, Inc.
102.	WJFC	AM	18402	JEFFERSON CITY	TN	Lakeway Broadcasting, LLC
103.	WJLE-FM	FM	37052	SMITHVILLE	TN	Center Hill Broadcasting Corp., Inc.
104.	WJLP	DTV	86537	MIDDLETOWN TOWNSHIP	NJ	TV-49, Inc.
105.	WJPM-TV	DTV	61008	FLORENCE	SC	South Carolina Educational Television Commission

**APRIL 24, 2023 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS**

	<b>CALL SIGN</b>	<b>SERVICE</b>	<b>FACILITY ID</b>	<b>CITY OF LICENSE</b>	<b>STATE</b>	<b>LICENSEE NAME</b>
106.	WJST	FM	66942	SYLVESTER	GA	JETSTREAM MEDIA LLC
107.	WJTA	FM	175969	GLANDORF	OH	Holy Family Communications, Inc.
108.	WJTB-FM	FM	24376	SOUTH CONGAREE	SC	Augusta Radio Fellowship Institute, Inc.
109.	WJYZ	AM	6617	ALBANY	GA	iHM Licenses, LLC
110.	WKCF	DTV	53465	CLERMONT	FL	Hearst Properties Inc.
111.	WKDP	AM	19815	CORBIN	KY	Eubanks Broadcasting, Inc.
112.	WKEY-FM	FM	34354	KEY WEST	FL	RADIO ONE KEY WEST, LLC
113.	WKMG-TV	DTV	71293	ORLANDO	FL	Graham Media Group, Orlando, Inc.
114.	WKSO	FM	29955	NATCHEZ	MS	Will Perk Broadcasting
115.	WKSU	FM	34045	KENT	OH	Kent State University
116.	WKWY	FM	78223	TOMPKINSVILLE	KY	Frank Keeton Aircasters, Inc.
117.	WKYZ	FM	73170	KEY COLONY BEACH	FL	Keys Media Company, Inc.
118.	WLAB	FM	28467	FORT WAYNE	IN	Star Educational Media Network, Inc.
119.	WLAK	AM	47079	AMERY	WI	CIVIC MEDIA, INC.
120.	WLEE	AM	61280	WINONA	MS	BACK FOURTY BROADCASTING, LLC
121.	WLHR-FM	FM	54561	LAVONIA	GA	Lake Hartwell Radio, Inc.
122.	WLJD	FM	87539	CHARLEVOIX	MI	GOOD NEWS MEDIA, INC.
123.	WLKG	FM	67290	LAKE GENEVA	WI	CTJ Communications, Ltd.
124.	WLKN	FM	67716	CLEVELAND	WI	Seehafer Broadcasting Corp.
125.	WLKP	FM	38912	BELPRE	OH	Educational Media Foundation
126.	WILS	FM	14646	BEULAH	MI	N Content Marketing, LLC
127.	WLND	FM	72371	SIGNAL MOUNTAIN	TN	Audacy License, LLC
128.	WLOV	AM	51125	WASHINGTON	GA	Southern Stone Broadcasting, Inc.
129.	WLQV	AM	42081	DETROIT	MI	SALEM Communications Holding Corporation
130.	WLRJ	FM	43459	GREENVILLE	MS	Educational Media Foundation
131.	WLTA	AM	42660	ALPHARETTA	GA	Salem Communications Holding Corporation
132.	WLTV-DT	DTV	73230	MIAMI	FL	WLTV License Partnership, G.P.

APRIL 24, 2023 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS

	CALL SIGN	SERVICE	FACILITY ID	CITY OF LICENSE	STATE	LICENSEE NAME
133.	WLTX	DTV	37176	COLUMBIA	SC	Pacific and Southern, LLC
134.	WLVE	FM	88081	MUKWONAGO	WI	Educational Media Foundation
135.	WLVT-TV	DTV	36989	ALLENTOWN	PA	Lehigh Valley Public Telecommunications Corporation
136.	WMAL-FM	FM	70037	WOODBIDGE	VA	Radio License Holdings LLC
137.	WMBB	DTV	66398	PANAMA CITY	FL	Nexstar Media Inc.
138.	WMGM-TV	DTV	61111	WILDWOOD	NJ	Univision Local Media, Inc.
139.	WMOR-TV	DTV	53819	LAKELAND	FL	Hearst Properties Inc.
140.	WMPS	AM	2802	BARTLETT	TN	Arlington Broadcasting Company
141.	WMYT-TV	DTV	20624	ROCK HILL	SC	Tribune Media Company
142.	WNBW-DT	DTV	83965	GAINESVILLE	FL	MPS Media of Gainesville License, LLC
143.	WNCB	FM	53596	CARY	NC	IHM Licenses, LLC
144.	WNCN	DTV	50782	GOLDSBORO	NC	Nexstar Media, Inc.
145.	WNCT-TV	DTV	57838	GREENVILLE	NC	Nexstar Media Inc.
146.	WNDV-FM	FM	41675	INDIANAPOLIS	IN	SOUND MANAGEMENT, LLC
147.	WNDX	FM	71438	LAWRENCE	IN	Radio License Holding SRC, LLC
148.	WNET	DTV	18795	NEWARK	NJ	WNET
149.	WNML-FM	FM	7998	FRIENDSVILLE	TN	Radio License Holding CBC, LLC
150.	WNNF	FM	59593	CINCINNATI	OH	Cumulus Licensing LLC
151.	WNSP	FM	21227	BAY MINETTE	AL	Dot Com Plus LLC
152.	WNSR	AM	41062	BRENTWOOD	TN	Southern Wabash Communications of Middle Tennessee, Inc.
153.	WNST	AM	25523	TOWSON	MD	Nasty 1570 Sports, LLC
154.	WNVC	DTV	9999	CULPEPER	VA	VPM MEDIA CORPORATION
155.	WNVZ	FM	40755	NORFOLK	VA	Audacy License, LLC
156.	WNWF	AM	73372	EVERGREEN	AL	Andala Enterprises, Inc.
157.	WNYO-TV	DTV	67784	BUFFALO	NY	New York Television, Inc.
158.	WNYT	DTV	73363	ALBANY	NY	WNYT-TV, LLC
159.	WOAH	FM	64632	GLENNVILLE	GA	Liberty Radio, Inc.

**APRIL 24, 2023 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS**

	<b>CALL SIGN</b>	<b>SERVICE</b>	<b>FACILITY ID</b>	<b>CITY OF LICENSE</b>	<b>STATE</b>	<b>LICENSEE NAME</b>
160.	WOKB	AM	87164	WINTER GARDEN	FL	Unity Broadcasting LLC
161.	WOSA	FM	28644	GROVE CITY	OH	The Ohio State University
162.	WOSL	FM	57353	NORWOOD	OH	Blue Chip Broadcasting Licenses, LTD
163.	WOWK-TV	DTV	23342	HUNTINGTON	WV	Nexstar Media Inc.
164.	WPAN	DTV	31570	FORT WALTON BEACH	FL	B&C Communications, LLC
165.	WPBS-TV	DTV	62136	WATERTOWN	NY	St. Lawrence Valley Educational Television Council
166.	WPCB-TV	DTV	13924	GREENSBURG	PA	Cornerstone TeleVision, Inc.
167.	WPMT	DTV	10213	YORK	PA	Tegna Broadcast Holdings, LLC
168.	WPPT	DTV	28480	PHILADELPHIA	PA	Lehigh Valley Public Telecommunications Corporation
169.	WPRT-FM	FM	43630	PEGRAM	TN	WYCO, Inc.
170.	WPTV-TV	DTV	59443	WEST PALM BEACH	FL	Scripps Broadcasting Holdings LLC
171.	WPTZ	DTV	57476	PLATTSBURGH	NY	Hearst Stations Inc.
172.	WPUP	FM	51120	WATKINSVILLE	GA	Cox Radio, LLC
173.	WPXM-TV	DTV	48608	MIAMI	FL	ION Media License Company, LLC
174.	WPXP-TV	DTV	27290	LAKE WORTH	FL	INYO Broadcast Licenses LLC
175.	WFXU-TV	DTV	37971	JACKSONVILLE	NC	ION Television License, LLC
176.	WPXV-TV	DTV	67077	NORFOLK	VA	INYO Broadcast Licenses LLC
177.	WQAH-FM	FM	48737	ADDISON	AL	Abercrombie Broadcasting FM, Inc.
178.	WQBT	FM	8594	SAVANNAH	GA	iHM Licenses, LLC
179.	WQOF	AM	8681	WASHINGTON	DC	RELEVANT RADIO, INC.
180.	WQPO	FM	39492	HARRISONBURG	VA	Titewater Communications, LLC
181.	WQTM	AM	2860	FAIRBLUFF	NC	Keith Baldwin
182.	WQTX	FM	72121	ST. JOHNS	MI	Midwest Communications, Inc.
183.	WRAL-TV	DTV	8688	RALEIGH	NC	CAPITOL BROADCASTING COMPANY, INC.
184.	WRAO	FM	175071	WISCONSIN RAPIDS	WI	Wisconsin Rapids Seventh-day Adventist Church
185.	WRAY-TV	DTV	10133	WAKE FOREST	NC	Radiant Life Ministries, Inc.

**APRIL 24, 2023 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS**

	<b>CALL SIGN</b>	<b>SERVICE</b>	<b>FACILITY ID</b>	<b>CITY OF LICENSE</b>	<b>STATE</b>	<b>LICENSEE NAME</b>
186.	WRCG	AM	72090	COLUMBUS	GA	PMB Broadcasting, LLC
187.	WRDF	FM	29204	COLUMBIA CITY	IN	Fort Wayne Catholic Radio Group, Inc.
188.	WRGB	DTV	73942	SCHENECTADY	NY	WRGB Licensee, LLC
189.	WRPX-TV	DTV	20590	ROCKY MOUNT	NC	ION Television License, LLC
190.	WRRH	FM	55693	HORMIGUEROS	PR	RENACER BROADCASTERS CORPORATION
191.	WRXR-FM	FM	72375	ROSSVILLE	GA	Audacy License, LLC
192.	WRXY-TV	DTV	71580	TICE	FL	WEST COAST CHRISTIAN TELEVISION, INC
193.	WSAT	AM	43140	SALISBURY	NC	2B Productions, LLC
194.	WSET-TV	DTV	73988	LYNCHBURG	VA	WSET Licensee, LLC
195.	WSFL-TV	DTV	10203	MIAMI	FL	Scripps Broadcasting Holdings LLC
196.	WSGW-FM	FM	41842	CARROLLTON	MI	Alpha Media Licensee LLC
197.	WSKY-FM	FM	23352	MICANOPY	FL	Audacy License, LLC
198.	WSPA-TV	DTV	66391	SPARTANBURG	SC	Nexstar Media Inc.
199.	WSRV	FM	59970	GAINESVILLE	GA	Cox Radio, Inc.
200.	WSVN	DTV	63840	MIAMI	FL	SUNBEAM TELEVISION CORPORATION
201.	WSWB	DTV	73374	SCRANTON	PA	MPS Media of Scranton License, LLC
202.	WSYT	DTV	40758	SYRACUSE	NY	IMAGICOMM SYRACUSE, LLC
203.	WTAJ-TV	DTV	23341	ALTOONA	PA	Nexstar Media Inc.
204.	WTCE-TV	DTV	29715	FORT PIERCE	FL	Jacksonville Educators Broadcasting, Inc.
205.	WTJF-FM	FM	20390	DYER	TN	Forever South Licenses, LLC
206.	WTKE-FM	FM	10055	NICEVILLE	FL	OMNI BROADCASTING, LLC
207.	WTKR	DTV	47401	NORFOLK	VA	Scripps Broadcasting Holdings LLC
208.	WTRG	FM	17568	GASTON	NC	Byrne Acquisition Group, LLC
209.	WTTL-FM	FM	13800	MADISONVILLE	KY	Madisonville CBC, Inc.
210.	WTVE	DTV	55305	WILLOW GROVE	PA	RNN National, LLC
211.	WTVJ	DTV	63154	MIAMI	FL	NBC Telemundo License LLC
212.	WTVX	DTV	35575	FORT PIERCE	FL	WTVX Licensee, LLC

APRIL 24, 2023 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS

	CALL SIGN	SERVICE	FACILITY ID	CITY OF LICENSE	STATE	LICENSEE NAME
213.	WUCF-TV	DTV	12855	ORLANDO	FL	University of Central Florida Board of Trustees
214.	WUKS	FM	39239	ST. PAULS	NC	BEASLEY MEDIA GROUP LICENSES, LLC
215.	WUTR	DTV	57837	UTICA	NY	Mission Broadcasting, Inc.
216.	WUVC-DT	DTV	16517	FAYETTEVILLE	NC	WUVC License Partnership, G.P.
217.	WVCS	FM	175594	OWEN	WI	VCY America, Inc.
218.	WVCX	FM	73061	TOMAH	WI	VCY America, Inc.
219.	WVEA-TV	DTV	60559	TAMPA	FL	UniMas Tampa LLC
220.	WVHK	FM	69744	CHRISTIANSBURG	VA	MONTICELLO MEDIA LLC
221.	WVIJ	FM	53029	PORT CHARLOTTE	FL	LAKE ERIE COLLEGE OF OSTEOPATHIC MEDICINE, INC.
222.	WVKO-FM	FM	58633	JOHNSTOWN	OH	Lazo Media LLC
223.	WVLD	AM	69647	VALDOSTA	GA	Southern Communications, LLC
224.	WVPY	DTV	66378	NEW MARKET	VA	VPM MEDIA CORPORATION
225.	WVSN	DTV	67190	HUMACAO	PR	La Cadena Del Milagro, Inc.
226.	WWBT	DTV	30833	RICHMOND	VA	Gray Television Licensee, LLC
227.	WWCK-FM	FM	39678	FLINT	MI	Cumulus Licensing LLC
228.	WWCW	DTV	24812	LYNCHBURG	VA	Nexstar Media, Inc.
229.	WWIP	FM	90265	CHERITON	VA	Delmarva Educational Association
230.	WWKY-FM	FM	15527	PROVIDENCE	KY	Madisonville CBC, Inc.
231.	WWLD	FM	38640	CAIRO	GA	Cumulus Licensing LLC
232.	WWL-FM	FM	52435	KENNER	LA	Audacy License, LLC
233.	WWNY-TV	DTV	68851	CARTHAGE	NY	Gray Television Licensee, LLC
234.	WWQQ-FM	FM	28163	WILMINGTON	NC	Cumulus Licensing LLC
235.	WWQT	AM	54614	TRYON	NC	The Power Foundation
236.	WWSB	DTV	61251	SARASOTA	FL	Gray Television Licensee, LLC
237.	WWWX	FM	50052	OSHKOSH	WI	Cumulus Licensing LLC
238.	WXCW	DTV	61504	NAPLES	FL	Sun Broadcasting, Inc.
239.	WXEL-TV	DTV	61084	BOYNTON BEACH	FL	South Florida PBS, Inc.



**APRIL 24, 2023 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS**

	<b>CALL SIGN</b>	<b>SERVICE</b>	<b>FACILITY ID</b>	<b>CITY OF LICENSE</b>	<b>STATE</b>	<b>LICENSEE NAME</b>
240.	WXPX-TV	DTV	6601	BRADENTON	FL	ION Media License Company, LLC
241.	WXTG	AM	25917	HAMPTON	VA	TL BROADCASTING LLC
242.	WYBW	FM	175255	KEY COLONY BEACH_	FL	Bible Broadcasting Network, Inc.
243.	WYHA	FM	22918	GRAND RAPIDS	MI	Bible Broadcasting Network, Inc.
244.	WYLV	FM	81317	MAYNARDVILLE	TN	Educational Media Foundation
245.	WYOU	DTV	17010	SCRANTON	PA	Mission Broadcasting, Inc.
246.	WYYX	FM	25412	BONIFAY	FL	Magic Broadcasting II, LLC
247.	WZBJ	DTV	15507	DANVILLE	VA	Gray Television Licensee, LLC
248.	WZLB	FM	60811	VALPARAISO	FL	JVC MEDIA OF FLORIDA, LLC
249.	WZRB	DTV	136750	COLUMBIA	SC	ION Media License Company, LLC
250.	WZRH	FM	117	LAPLACE	LA	Radio License Holding CBC, LLC

EEO PUBLIC FILE REPORT FORM

FOR THE PERIOD ENDING March 31, 2023

STATIONS COMPRISING STATION SEU: WHBQ, WHBQ-FM, KXHT, WOWW,  
WGSF, WIVG

WMPS and WMSO (through Arlington Broadcasting)

FULL TIME RECRUITMENT

POSITIONS FILLED SOURCE OF HIREE

NUMBER OF  
INTERVIEWEES 20

<u>FULL TIME POSITION FILLED</u>	<u>RECRUITMENT SOURCE OF HIREE</u>
Account Executive	On-Air Broadcast - 5
Account Executive	Station Website - 6
Account Executive	Memo Board - 3
Engineer	Memo Board - 1
On-Air	Memo Board - 1

TOTAL NUMBER OF POSITIONS FILLED: 4

RECRUITMENT SOURCES USED  
TO FILL VACANCIES

NUMBER OF REFERRALS  
FROM EACH SOURCE

NAME: Handshake website	
Arkansas State	2
Lee University	
Morehouse Collage	
Southwest TN CC	
Lemoyne Owen College	
University of Arkansas at Pine Bluff	
University of Memphis	

University of Memphis Career and Employment Services Memphis, TN 38152 Raquel Harris 678-2239	4
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Lemoyne Owen College 807 Walker Avenue Memphis, TN 38126 Terri Dowell 435-1729	3
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Southwest Tennessee Community College 5983 Macon Cove Room 2160 Memphis, TN 38134 Wanda Coopwood 333-4180	4
Station Website 6080 Mt. Moriah Memphis, TN 38115 Joe Mack 375-9324	12
On-Air AE Recruitment Spot Jobs@flinn.com	22
Employee Memo Board 6080 Mt. Moriah Ext. Memphis, TN 38115 Lonnie Treadaway (901)375-9324	4
Tennessee Assoc of Broadcasters Job Bank P.O. Box 101015 Nashville, TN Lexie Boaz {615} 365-1840	2

RECORDKEEPING FORM B-4

SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION

Stations Claiming Credit: WHBQ, WHBQ-FM, KXHT, WOWW, WGSF, WIVG

WMPS and WMSO (through Arlington Broadcasting)

1. Type of Activity Under New EEO Rule: Job Fairs  
Dates of Participation: 5/24/2022, 9/20/2022, 10/19/22  
Participating Employees: Lonnie Treadaway, Kiran Riar

Host/Sponsor of Activity: Southwest Tennessee Community College, Tennessee  
Association of Broadcasters

Brief Description of Activity:

Flinn Broadcasting personnel provided information about career opportunities during Southwest Tennessee Community College's Job Fair on May 24, 2022. Information about Flinn Broadcasting and the positions that are open were discussed.

Flinn Broadcasting participated in the Mid-South Business and Job recruitment Expo September 20, 2022 - Flinn Broadcasting personnel provided information about career opportunities. Flinn Broadcasting and the positions that are open were discussed.

TYPE OF ACTIVITY

Flinn Broadcasting personnel provided information about career opportunities during Southwest Tennessee Community College's V Job Fair on Wednesday, October 19, 2022- Information about Flinn Broadcasting and the positions that are open were discussed.

2. Type of Activity Under New EEO Rule: Community Events to Educate Dates of Participation: 2/14/2022 4/28/2022, 10/14/2022, 11/10/2022, 3/30/2023

Participating Employees: Kiran Riar, DJ Q, DJ Shon Tezy, DJ Zetta and DJ Superman  
Host/Sponsor of Activity: Flinn Broadcasting  
Brief Description of Activity:

Flinn Broadcasting DJ Q spoke to students at Raleigh Egypt High School on February 14, 2022. DJ Q 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 employee Kiran Riar spoke to students at St. Francis of Assisi Catholic School on April 28, 2022 Kiran spoke about her 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 DJ Shon Tezy spoke to students at MLK High School on October 14, 2022 . Shon Tezy 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 DJ Superman spoke to students at Mitchell high School on

November 4, 2022. DJ Supermann 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 employee DJ Zetta spoke to students at Southwind High School on November 11, 2022. DJ. Zetta spoke about her 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 Kiran Riar spoke to students at St. Francis of Assisi Catholic School on March 30, 2023. Kiran spoke about both on-air and behind-the-scenes careers available in broadcasting and answered questions from students, encouraging them to pursue careers regardless of race or gender.

### 3.Type of Activity Under New EEO Rule: Management Training

Dates of Participation: 2/7/22, 4/11/2022, 7/18/2022, 10/13/2022, 1/19/2023  
Participating Employees: Lonnie Treadaway, Lanea Norman, Mike Brewer, Duane Hargrove, Chris Taylor

Host/Sponsor of Activity: Flinn Broadcasting  
Brief Description of Activity:

A manager's training meeting was held February 7, 2022, 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. Managers also reviewed the past years EEO Program and discussed ideas for improving it.

A manager's training meeting was held April 11, 2022, our policy of discrimination rules, 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.

A manager's training meeting was held July 18, 2022, 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 October 13, 2022. 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 2022. All managers reviewed equal opportunity and discrimination rules.

A manager's training meeting was held January 19, 2023, to discuss recruiting activities 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: Eli Savoie, Chris Taylor, DJ Q.

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.