

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.

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 Teezy, 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 Teezy spoke to students at MLK High School on October 14, 2022 . Shon Teezy 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.