

FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"
DECEMBER 1, 2017 - NOVEMBER 30, 2018

Externally Filled Full Time Positions

<u>FT Position</u>	<u>Title</u>	<u>Date Filled</u>	<u>Recruitment</u>	<u>Source</u>	<u>Number Interviewed</u>	<u>Number Hired</u>
1	APT Assistant Broadcast Director	2/1/2018	AL State Dept of Personnel*		2	1
			APT Main Website		0	0
			APT Facebook Page		0	0
			APT On-Air Announcement		0	0
			WAIQ - Montgomery		0	0
			WLRH - Huntsville		0	0
			Alabama Broadcasters Association Job Postings		0	0
			Corporation for Public Broadcasting (CPB)		0	0
			NETA		0	0
			Positive Maturity - AWARE		0	0
			Athens State University		0	0
			Alabama State University		0	0
			Society of Broadcast Engineers (SBE)		0	0
2	Documentary Production Specialist**	3/1/2018	APT Main Website		2	0
			APT Facebook Page		2	1
			APT On-Air Announcement		0	0
			WAIQ - Montgomery		0	0
			WLRH - Huntsville		0	0
			Alabama Broadcasters Association Job Postings		0	0
			NETA		0	0

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			Corporation for Public Broadcasting	0	0
			TVJobs.com***	0	
			Alabama Department of Veteran Affairs (Birmingham Office)	0	0
			Athens State University	0	0
			Alabama State University	0	0
			APT Employee Referral	2	0
3	Education Special Projects Manager**	6/18/2018	APT Main Website	2	0
			APT Facebook Page	0	0
			APT On-Air Announcement	3	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			Alabama Broadcasters Association Job Postings	0	0
			Corporation for Public Broadcasting (CPB)	0	0
			Alabama Association of Non-Profits	1	0
			TVJobs.com***	0	0
			Athens State University	0	0
			Alabama State University	0	0
			Children's Policy Council of Jefferson County	1	1
			APT Employee Referral	1	0
4	Early Childhood Online Training Specialist**	10/16/2018	APT Main Website	1	1
			APT Facebook Page	0	0
			APT On-Air Announcement	0	0

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WAIQ - Montgomery	0	0
WLRH - Huntsville	0	0
Alabama Broadcasters Association Job Postings	0	0
Corporation for Public Broadcasting (CPB)	0	0
NETA	0	0
Alabama Association of Non- Profits	0	0
Aware-Positive Maturity	0	0
al.com	0	0
Athens State University	0	0
Alabama State University	0	0
Children's Policy Council of Jefferson County	0	0
Department of Veteran Affairs- Birmingham Office	0	0
Indeed, Inc.	3	0
The Alabama Career Center System	0	0
Still Serving Veterans	0	0
Family Child Care Partnership	0	0
Auburn University-Department of Human Development & Family Studies	0	0
5 Family Engagement Specialist** 10/16/2018	APT Main Website	0 0
	APT Facebook Page	0 0
	APT On-Air Announcement	0 0
	WAIQ - Montgomery	0 0

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			WLRH - Huntsville	0	0
			Alabama Broadcasters Association Job Postings	0	0
			Corporation for Public Broadcasting (CPB)	0	0
			NETA	0	0
			Alabama Association of Non- Profits	2	1
			Aware-Positive Maturity	0	0
			al.com	0	0
			Athens State University	0	0
			Alabama State University	0	0
			Children's Policy Council of Jefferson County	0	0
			Department of Veteran Affairs- Birmingham Office	0	0
			Indeed, Inc.	2	0
			The Alabama Career Center System	0	0
			Still Serving Veterans	0	0
			Family Child Care Partnership	0	0
			Auburn University-Department of Human Development & Family Studies	0	0
6	Early Childhood Training Specialist**	10/22/2018	APT Main Website	2	1
			APT Facebook Page	0	0
			APT On-Air Announcement	0	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0

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Alabama Broadcasters Association Job Postings	0	0
Corporation for Public Broadcasting (CPB)	0	0
NETA	0	0
Alabama Association of Non- Profits	0	0
Aware-Positive Maturity	0	0
al.com	1	0
Athens State University	0	0
Alabama State University	0	0
Children's Policy Council of Jefferson County	1	0
Department of Veteran Affairs- Birmingham Office	0	0
Indeed, Inc.	0	0
The Alabama Career Center System	0	0
Still Serving Veterans	0	0
Family Child Care Partnership	0	0
Auburn University-Department of Human Development & Family Studies	0	0

7 Creative Services
 Producer** 11/16/2018

APT Main Website	2	0
APT Facebook Page	0	0
APT On-Air Announcement	1	0
WAIQ - Montgomery	0	0
WLRH - Huntsville	0	0

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			Alabama Broadcasters Association Job Postings	0	0
			Corporation for Public Broadcasting (CPB)	0	0
			NETA	0	0
			Aware-Positive Maturity	0	0
			Athens State University	0	0
			TVJobs.com***	0	0
			Department of Veteran Affairs- Birmingham Office	0	0
			APT Employee Referral	2	1
8	Broadcast Services Technician**	11/16/2018	APT Main Website	1	0
			APT On-Air Announcement	1	1
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			Alabama Broadcasters Association Job Postings	0	0
			Corporation for Public Broadcasting (CPB)	0	0
			NETA	0	0
			Aware-Positive Maturity	0	0
			Athens State University	0	0
			Alabama State University	0	0
			Department of Veteran Affairs- Birmingham Office	0	0
			The Alabama Career Center System	0	0
			Still Serving Veterans	0	0
			Total	35	8

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*The State of Alabama engages in their own recruitment efforts mandated by State law. Announcements of State positions available are sent to the following sources which APT accepts as fulfilling the FCC recruitment guidelines: State of Alabama Employment Agencies (1 in every county), Other State of Alabama Agencies, organizations & individuals, State of Alabama Congressmen & Senators' offices, State of Alabama Colleges & Universities, and on-site participation in career fairs at various State of Alabama colleges & universities.

**An Alabama Educational Television Foundation Authority (AETFA) position - The AETFA is a public non-profit corporation created by the State of Alabama. The authority shall receive, invest and expend donated moneys for educational and eleemosynary purposes, related to the promotion, development and growth of educational and public broadcasting and television in Alabama.

***TVJobs.com is an Internet based employment service for advertisement/search of jobs in Broadcasting.

Recruitment Sources

The following is contact information regarding the recruitment sources utilized to fill positions at WBIQ:

Source #	Recruitment Source	Contact
1	APT Main Website	Chester Lee
2	APT Facebook Page	Dwayne Johnson
3	APT On-Air Announcement 2112 11th Avenue South, Suite 400 Birmingham, AL 35205 205-328-8756	Mike McKenzie
4	WAIQ - Montgomery 1255 Madison Avenue Montgomery, AL 35107 334-669-0831	Mary Davis
5	WLRH - Huntsville University of Alabama of Huntsville Campus John Wright Drive Huntsville, AL 35899 256-895-9574	Brett Tannehill
6	AL State Department of Personnel 64 N. Union Street Montgomery, AL 36130 334-242-3389	Christy Kelley
7	Alabama Broadcasters Association 2180 Park Lake Drive Hoover, AL 35244 205-982-5001	Sharon Tinsley

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8	al.com Alabama Media Group 200 Westside Sq., Ste 100 Huntsville, AL 35801 256-532-4393	Dana Harper
9	Athens State University 300 North Beaty Street Athens, AL 35611 256-233-8146	Saralyn Mitchell
10	Alabama State University P. O. Box 271 Montgomery, AL 36101-0271 334-229-4493	Dr. Simone Byrd
11	AWARE - Positive Maturity 3500 6th Avenue South Birmingham, AL 35222 205-719-3223	Jehan Quinn (current contact) Sandra Sporman (previous contact)
12	NETA P. O. Box 50008 Columbia, SC 29250 803-978-1579	Maryanne Schuessler
13	Alabama Association of Nonprofits P. O. Box 293932 Birmingham, AL 35229 205-879-4712	Carla Robertson
14	Alabama Department of Veteran Affairs (B'ham Office) 1515 6th Avenue S., 5th Floor Birmingham, AL 35233 205-521-7305, Ext. 3	Angela Hunter
15	Corporation for Public Broadcasting (CPB) 401 9th Street, NW Washington, DC 20004-2129 202-879-9600	Carla Dalrymple
16	Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000	Scott Jones

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17	TVJobs.com Broadcast Employment Services P. O. Box 4116 Oceanside, CA 92052 760-754-8177	Mark Holloway
18	Children's Policy Council of Jefferson County 120 2nd Court North Birmingham, AL 35204 205-325-5445	Jan Bell
19	Indeed, Inc. Mail Code 5160 P. O. Box 660367 Dallas, TX 75266-0367 800-462-5842	Indeed.com
20	The Alabama Career Center System 3216 4th Avenue South Birmingham, AL 35222 205-582-5234	Kim Reynolds
21	Still Serving Veterans 135 Gemini Circle, Suite #204 Homewood, AL 35209 205-670-1955	Kim Carwell
22	Family Child Care Partnership 215 M. White Smith Hall Auburn University, AL 36849 334-844-3208	Caroline Martin
23	Auburn University Development and Family Studies 206-F Spidle Hall Auburn, AL 36849-3217	Dr. Jamie Sailors

NOTE: If your organization is interested in being contacted for routine job openings, please contact our offices at (205) 328-8756 and request to be connected to the Human Resources Manager.

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Details of Long Term Outreach Initiatives

Description of Activity	Date	Scope of Involvement	Personnel Involved
Scholarship Program - developed a scholarship program designed to assist students interested in pursuing a career in broadcasting.	3/2018	Young Heroes Program is an annual program that recognizes 9th - 12th grade students who reside in Alabama and currently attends and Alabama public, private, or parochial school. Each recipient received a \$5,000.00 scholarship, a tablet computer and other prizes.	5 Young Heroes were selected throughout the state of Alabama. 1-Cherokee, AL, 1-Florence, AL, 1- Hazel Green, AL, 1-Mobile, AL, 1-Trinity, AL
Participated in event or program sponsored by an educational institution.	6/2018	Provided sponsorship assistance to the Multicultural Journalism Workshop (MJW) that's coordinated by The University of Alabama's College of Communication & Information Sciences. This program provided an opportunity for 10 high school students to attend an intensive workshop held on the University campus during the summer. The nine-day workshop emphasizes multimedia reporting, broadcast, writing, editing, graphics, photography, social media, production and basic communication skills. The goal of the program is to increase diversity in Alabama's newsrooms.	Roy Clem, Executive Director
Management Training - Management Training on Methods of Ensuring Equal Employment Opportunity and Promoting Diversity. Attended Alabama Broadcasters' Association Annual Conference held at Ross Bridge Resort (Birmingham, AL) - Attended EEO Workshop - Presenter: RYANNE SAUCIER	8/10/2018	Registered & attended Alabama Broadcasters' Association Annual Conference. Attended workshop Entitled: EEO Compliance: You, Your Station and #MeToo.	Phil Hutcheson, Chief Legal Counsel/CFO, Tracy Neeley, Human Resources Manager
Participation in Job Fair - Lawson State Community College - College & Career Fair, Birmingham, AL to expose students to the types of positions available in the Broadcast Industry.	10/11/2018	Staffed a table. Discussed types of positions at WLRH and distributed 43 brochures to interested students.	Tracy Neeley, Human Resources Manager, Jackie Goosby, Human Resources Assistant
Internship Program - Ongoing annual internship Program to provide college students with real life learning experience in a broadcast environment.	On-going	2 interns-B'ham Production, 1 intern-Programming/Public Information. Each selected intern generally stays for one semester.	Direct supervision by: Chris Holmes-Division Director-Production, Mike McKenzie - Division Director-Programming/Public Information