

**FCC ANNUAL EEO REPORT - "WLRH, Huntsville, AL"**  
**DECEMBER 1, 2017 - NOVEMBER 30, 2018**

**Externally Filled Full Time Positions**

<b>FT Position</b>	<b>Title</b>	<b>Date Filled</b>	<b>Recruitment</b>	<b>Source</b>	<b>Number Interviewed</b>	<b>Number Hired</b>
1	Radio Program Producer*	8/16/2018	AL State Dept of Personnel**		15	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
			NETA		0	0
			Positive Maturity-AWARE		0	0
			AMFMJobs.com***		0	0
			Athens State University		0	0
			Alabama State University		0	0
			<b>Total</b>		<b>15</b>	<b>1</b>

\*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.

\*\*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.

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

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**Recruitment Sources**

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

<b>Source #</b>	<b>Recruitment Source</b>	<b>Contact</b>
1	APT Main Website APT Facebook Page APT On-Air Announcement 2112 11th Avenue South, Suite 400 Birmingham, AL 35205 205-328-8756	Chester Lee Dwayne Johnson Mike McKenzie
2	WAIQ - Montgomery 1255 Madison Avenue Montgomery, AL 35107 334-669-0831	Mary Davis
3	WLRH - Huntsville University of Alabama of Huntsville Campus John Wright Drive Huntsville, AL 35899 256-895-9574	Brett Tannehill
4	AL State Department of Personnel 64 N. Union Street Montgomery, AL 36130 334-242-3389	Christy Kelley
5	Alabama Broadcasters Association 2180 Park Lake Drive Hoover, AL 35244 205-982-5001	Sharon Tinsley
6	Athens State University 300 North Beaty Street Athens, AL 35611 256-233-8146	Saralyn Mitchell
7	Alabama State University P. O. Box 271 Montgomery, AL 36101-0271 334-229-4493	Dr. Simone Byrd
8	AWARE - Positive Maturity 3500 6th Avenue South Birmingham, AL 35222 205-719-3223	Jehan Quinn (current contact) Sandra Sporman (previous contact)

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9	NETA P. O. Box 50008 Columbia, SC 29250 803-978-1579	Maryanne Schuessler
10	AMFMJobs.com Broadcast Employment Services P. O. Box 4116 Oceanside, CA 92052 760-754-8177	Mark Holloway

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***

<b>Description of Activity</b>	<b>Date</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
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 17 brochures to interested students.	Tracy Neeley, Human Resources Manager, Jackie Goosby, Human Resources Assistant