

FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"
DECEMBER 1, 2018 - NOVEMBER 22, 2019

Externally Filled Full Time Positions

<u>FT Position</u>	<u>Title</u>	<u>Date Filled</u>	<u>Recruitment Source</u>	<u>Number Interviewed</u>	<u>Number Hired</u>
1	Staff Accountant	12/1/2018	AL State Dept of Personnel*	5	1
2	Early Childhood Admin. Assistant**	1/2/2019	APT Main Website	0	0
			APT-IQ Facebook Page	0	0
			APT On-Air Announcement	0	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			Alabama Association of Non-Profits	2	1
			TVJobs.com***	0	0
			Athens State University	0	0
			Alabama State University	0	0
			Still Serving Veterans	0	0
			Central Alabama Partnership Training & Education (CAPTE)	0	0
			APT Employee Referral	1	0
3	Membership Specialist/Member Services Representative**	3/12/2019	APT Main Website	3	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			Alabama Broadcasters Association Job Postings	0	0
			al.com	0	0
			NETA	0	0

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			CPB	0	0
			TVJobs.com***	0	0
			Alabama Department of Veteran Affairs (Birmingham Office)	0	0
			Athens State University	0	0
			Alabama State University	0	0
			Still Serving Veterans	0	0
			Central Alabama Partnership Training & Education (CAPTE)	1	0
			Alabama Association for NonProfits	0	0
			APT Employee Referral	1	1
4	Television Technician (Transmitter Equipment)	6/16/2019 & 7/1/2019	AL State Dept of Personnel*	2	2
			APT Main Website	0	0
			APT On-Air Broadcast	0	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			Alabama Broadcasters Association Job Postings	0	0
			Athens State University	0	0
			Alabama State University	0	0
			AWARE - Positive Maturity	0	0
			Department of Veterans Affairs (B'ham Office)	0	0
			TVJobs.com***	0	0
			NETA	0	0

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Still Serving Veterans	0	0
Faulkner University	0	0
Total	15	5

*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:

<u>Source #</u>	<u>Recruitment Source</u>	<u>Contact</u>
1	Alabama Public Television Website	Chester Lee
2	APT-IQ Facebook Page	Dr. Cindy Kirk
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

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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
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
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

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| 15 | Corporation for Public Broadcasting (CPB)
401 9th Street, NW
Washington, DC 20004-2129
202-879-9600 | Carla Dalrymple |
| 16 | TVJobs.com
Broadcast Employment
P. O. Box 4116
Oceanside, CA 92052
760-754-8177 | Mark Holloway |
| 17 | Faulkner University
4524 Southlake Parkway
Birmingham, AL 35244
205-879-5588 | Karen Bruce |
| 18 | Still Serving Veterans
135 Gemini Circle, Suite #204
Homewood, AL 35209
205-670-1955 | Kim Carwell |
| 19 | Central Alabama Partnership
Training & Education (CAPTE)
3216 4th Avenue South
Birmingham, AL 35222
205-582-5264 | Toni McElroy |

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
Participation in Job Fair - The Alabama Career Center, Birmingham, AL to expose various job seekers throughout the community to the types of positions available in the Broadcast Industry.	2/5/2019, 2/19/2019, 3/5/2019, 3/19/2019	Gave a job search/job interviewing presentation. Discussed types of positions at WBIQ distributed 14 brochures to interested attendees.	Tracy Neeley, Human Resources Manager
Scholarship Program - developed a scholarship program designed to assist students interested in pursuing a career in broadcasting.	03/2019	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-Birmingham, AL, 1-Hoover, AL, 1-Madison, AL, 1-Wadley, AL, 1-Winfield, AL
Participation in Job Fair - The Jefferson County Department of Human Resources, Birmingham, AL to expose various job seekers throughout the community to the types of positions available in the Broadcast Industry.	5/2/2019	Staffed a table. Discussed types of positions at WBIQ and distributed 73 brochures to interested attendees.	Tracy Neeley, Human Resources Manager, Jackie Goosby-Human Resources Assistant
Participation in Job Fair - Career & Veterans' Resource Fair - Hoover Met-Finley Center, Hoover, AL to expose various job seekers to the types of positions available in the Broadcast Industry.	11/7/2019	Staffed a table. Discussed types of positions at WBIQ and distributed 16 brochures to interested attendees.	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	3 interns-Birmingham Production, 1 Intern-Programming/Public Information. Each selected intern generally stays for one semester.	Direct supervision by: Chris Holmes-Vice President-Production, Mike McKenzie-Division Director-Programming/Public Information

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<p>Management Training - Management Training on Methods of Ensuring Equal Employment Opportunity and Promoting Diversity. APT in-house training for managers. Melva Tate, President, Strategic HR Partnerships provided an EEO-Diversity workshop to managers and supervisors.</p>	<p>11/21/2019</p>	<p>Management staff members attended from WBIQ and actively participated in the workshop.</p>	<p>List Names of attendees: Tyler Best - APT Asst. Broadcast Director, Roy Clem - Executive Director, Gene Crowley - IT Systems Specialist, Sr., Heather Daniels-Whitson - Education Production Manager/Executive Producer, Peggy Hair - Planned Giving/Major Gifts Officer, James Hyatt, Jr. - APT Asst. Broadcast Director, Brian James - APT Asst. Broadcast Director, Dorothy McDonald - Traffic Manager, Tracy Neeley - Human Resources Manager, Lisa Nunn - Online Education Training Coordinator, Beverly Phillips - Division Director - Corporate Support & Underwriting, Cynthia Shavers-Smith - Senior Accountant, Nathan Tate - APT Assistant Broadcast Director, Despina Vodantis - Division Director - Membership & Pledge, Windell Wood - Chief Operating Officer, MaryAnn Woods - Accounting Manager</p>
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