

FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"
NOVEMBER 22, 2019 - NOVEMBER 30, 2020

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	Education Digital Content Producer	12/2/2019	APT Main Website APT On-Air Broadcast Alabama Broadcasters Association Job Postings Alabama State University Faulkner University CAPTE Athens State University Still Serving Veterans Alabama Department of Veteran Affairs (Birmingham Office) NETA Alabama Association of Non- Profits TVJobs.Com Mediabistro.com Athens State University APT Internal Referral	3	1

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2	Television Technician (Transmitter Equipment)	1/16/2020	AL State Dept of Personnel**	1	1
			APT Main Website		
			WAIQ - Montgomery		
			WLRH - Huntsville		
			Alabama Broadcasters Association Job Postings		
			NETA		
			TVJobs.Com		
			Alabama Department of Veteran Affairs (Birmingham Office)		
			Athens State University		
			Alabama State University		
			Still Serving Veterans		
			Alabama Collaborative Network		
			Lawson State Community College		
			Jefferson State		
			Trenholm State Community College		
			Drake State College		
3	Early Childhood Training Specialist	2/3/2020 & 2/18/2020	APT Main Website	2	

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		APT On-Air Broadcast		
		Central Alabama Partnership Training & Education (CAPTE)		
		NETA		
		Alabama Broadcasters Association Job Postings		
		Still Serving Veterans		
		Alabama Department of Veteran Affairs (Birmingham Office)		
		Faulkner University		
		Alabama State University		
		Athens State University		
		Alabama Association of Non- Profits	3	2
		TVJobs.Com		
		Children's Policy Council of Jefferson County		
		APT Internal Referrals	3	
4	Governmental Relations Manager	2/18/2020	APT Internal Referrals	1
5	Early Childhood Training Coordinator	10/16/2020	APT Main Website	2
		APT On-Air Broadcast	1	
		TVJobs.com		

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Alabama Association of Non-Profits

NETA

Children's Policy Council of Jefferson County

Faulkner University

Alabama Broadcasters Association Job Postings

Alabama Department of Veteran Affairs (Birmingham Office)

AL.com

Alabama State University

Promotion Current APT Employee	1	1
APT Internal Referrals	1	
TOTAL	20	6

*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.

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Recruitment Sources

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

Source #	Recruitment Source	Contact
1	Alabama Public Television 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
8	al.com Alabama Media Group	Dana Harper

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200 Westside Sq., Ste 100
Huntsville, AL 35801
256-532-4393

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|----|---|---------------------|
| 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
334-229-4156 | Letitia Smith |
| 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
Birmggham, AL 35233
205-521-7305, Ext. 3 | Angela Hunter |
| 15 | Corporation for Public Broadcasting (CPB) | Carla Dalrymple |

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401 9th Street, NW
Washington, DC 20004-2129
202-879-9600

16	TVJobs.com Broadcast Employment Services P. O. Box 4116 Oceanside, CA 92052 760-754-8177	Mark Holloway	
17	Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000	Scott Jones	
18	Children's Policy Council of Jefferson County 120 2nd Court North Birmingham, AL 35204 205-325-5445	Jan Bell	
19	Faulkner University 4524 Southlake Parkway Birmingham, AL 35244 205-879-5588	Karen Bruce	* Requested @ Job Fair - used w/EC Adm & Membership Specialist
20	Still Serving Veterans 135 Gemini Circle, Suite #204 Homewood, AL 35209 205-670-1955	Kim Carwell	New Source added 8/2018
21	Jefferson County Workforce Collaborative Network 3216 4th Avenue South Birmingham, AL 35222 205-582-5264	Toni McElroy	New Source added 10/2018

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22	Trenholm State Community College 1225 Air Base Blvd Montgomery, AL 36108 334-420-4499	Maria Richardson	New Source added 7/2019
23	Jefferson State Community College 4600 Valleydale Rd Birmingham, AL 35242 205-856-8026	Donna Ali	New Source added 7/2019
24	Lawson State Community College 3060 Wilson Rd SW Birmingham, AL 35221 204-929-3514	Akilih Haley	New Source added 7/2019
25	J.F. Drake State Community & Technical College 3421 Meridian St N Huntsville, AL 35811 205-539-8161	Karen Ray	New Source added 7/2019

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 -Samford University Job & Internship Fair, Birmingham, AL to expose students, parents and school personnel to the types of positions available in the Broadcast Industry.	2/27/2020	Staffed a table. Discussed types of positions at WBIQ and distributed 6 brochures to interested attendees.	Tracy Neeley, Human Resources Manager, Jackie Goosby, HR Assistant
Scholarship Program - developed a scholarship program designed to assist students interested in pursuing a career in broadcasting.	03/2020	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-Talladega, AL, 1-Huntsville, AL, 1- Headland, AL, 1-Pinson, AL, 1-McIntosh, AL
Participation in Job Fair - Alabama Broadcasters Association Virtual Job Fair, Birmingham, AL to expose students to the types of positions available in the Broadcast Industry.	8/31/20 - 9/4/2020	Posted job openings on the national broadcast jobs board. Promoted the event on our station. Distributed 47 brochures to interested applicants.	Tracy Neeley, Human Resources Manager
Internship Program - Ongoing annual internship Program to provide college students with real life learning experience in a broadcast environment.	On-going	4 interns-Birmingham Production, 1 Intern-Education. Each selected intern generally stays for one semester.	Direct supervision by: Chris Holmes, VP-Production, Cindy Kirk-VP of Educational Services

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Management Training - APT virtual training for managers - A Manager's Guide to Diversity, Inclusion, & Accommodation.	11/2/2020	Management staff members completed training from WBIQ and were provided certificates upon completion.	Over 20 staff members participated.
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