

FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"
DECEMBER 1, 2020 - NOVEMBER 30, 2021

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	**Early Childhood Training Specialist	12/1/2020	APT Main Website	1	0
			APT On-Air Broadcast	1	0
			Alabama State University	0	0
			Faulkner University	0	0
			Athens State University	0	0
			Still Serving Veterans	0	0
			APT Internal Referral	1	1
2	**Junior Digital Media Producer	3/16/2021	APT Main Website	1	0
			APT On-Air Broadcast	0	0
			NETA	0	0
			Alabama Broadcasters Association Job Postings	0	0
			Still Serving Veterans	0	0
			Faulkner University	0	0
			Alabama State University	0	0
			Athens State University	0	0
			TVJobs.Com	0	0
			Jefferson State Community College	0	0
			Lawson State Community College	0	0
			Trenholm State Community College	0	0
			The Mandy Network	0	0
Publicmediajobs.org	0	0			

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			LinkedIn	3	0
			EntertainmentCareers.net	0	0
			APT Internal Referrals	1	1
3	Television Technician (Transmitter Equipment)	8/2/2021	AL State Dept of Personnel*	2	1
			APT Main Website	0	0
			APT On-Air Broadcast	0	0
			Alabama Broadcasters Association Job Postings	0	0
			NETA	0	0
			TVJobs.Com	0	0
			Lawson State Community College	0	0
			Trenholm State Community College	0	0
			Jefferson State Community College	0	0
			TOTAL	10	3

*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.

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**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.

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 On-Air Announcement 2112 11th Avenue South, Suite 400 Birmingham, AL 35205 205-328-8756	Mike McKenzie
3	AL State Department of Personnel 64 N. Union Street Montgomery, AL 36130 334-242-3389	Christy Kelley
4	Alabama Broadcasters' Association 2180 Park Lake Drive Hoover, AL 35244 205-982-5001	Sharon Tinsley
5	Athens State University 300 North Beaty Street Athens, AL 35611 256-233-8146	Saralyn Mitchell
6	Alabama State University P. O. Box 271 Montgomery, AL 36101-0271 334-229-4156	Letitia Smith
7	NETA P. O. Box 50008 Columbia, SC 29250 803-978-1579	Jennifer Fisher
8	TVJobs.com Broadcast Employment P. O. Box 4116 Oceanside, CA 92052 760-754-8177	Mark Holloway

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9	Faulkner University 4524 Southlake Parkway Birmingham, AL 35244 205-879-5588	Karen Bruce
10	Still Serving Veterans 135 Gemini Circle, Suite #204 Homewood, AL 35209 205-670-1955	Kim Carwell
11	Trenholm State Community College 1225 Air Base Blvd Montgomery, AL 36108 334-420-4499	Maria Richardson
12	Jefferson State Community College 4600 Valleydale Road Birmingham, AL 35242 205-856-8026	Donna Ali
13	Lawson State Community College 3060 Wilson Road Birmingham, AL 35211 205-929-3514	Akilih Haley
14	EntertainmentCareers.net 2118 Wilshire Blvd, #401 Santa Monica, CA 90403 310-442-0200	Andres Castro
15	LinkedIn 1000 W Maude Sunnyvale, CA 94085 650-687-3555	Nina McQueen
16	Publicmediajobs.org 4400 Massachusetts NW Washington, DC 20016 806-532-1950	Mike Norris
17	The Mandy Network Angel House, Angel Mews, Islington London N1 9HH, UK 917-636-5534	Jess Kane

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 Department

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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 Virtual Job & Internship Fair, Birmingham, AL to expose students, parents and school personnel to the types of positions available in the Broadcast Industry.	2/25/2021	Posted organization's position information. Distributed 3 brochure to interested applicants.	Jackie Goosby, Human Resources Representative
Scholarship Program - developed a scholarship program designed to assist students interested in pursuing a career in broadcasting.	03/2021	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.	4 Young Heroes were selected throughout the state of Alabama. 1-Gadsden, AL, 1-Moody, AL, 1-Shelby County, AL, 1-Wetumpka, AL
Participation in Job Fair - Jefferson County Department of Human Resources Jobs Program Job Fair, Birmingham, AL to expose students to the types of positions available in the Broadcast Industry.	10/7/2021	Staffed a table. Discussed types of positions at WLRH and distributed 16 brochures to interested attendees.	Jackie Goosby, Human Resources Representative
Internship Program - Ongoing annual internship Program to provide college students with real life learning experience in a broadcast environment.	On-going	2 interns -1-Birmingham Production & Educational Services, 1-Finance & Administration. Each selected intern generally stays for one semester.	Direct supervision by: Chris Holmes, VP-Production, Heather Daniels-Whitson, Director, Education Production/Digital Strategy; Phil Hutchison, Interim Executive Director
Management Training - APT virtual training for managers - Preventing Harassment and Discrimination	9/30/2021	Management staff members completed training from WBIQ and were provided certificates upon completion.	Over 20 staff members participated.