

**FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"**  
**DECEMBER 1, 2015 - NOVEMBER 30, 2016**

**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	Producer*	1/4/2016	APT Main Website		2	0
			WAIQ - Montgomery		0	0
			WLRH - Huntsville		0	0
			Alabama Broadcasters Association		0	0
			NETA		0	0
			Women in Film and Video		0	0
			Mandy.com		2	0
			EntertainmentCareers.Net		1	1
2	APT Division Director- News & Public Affairs	6/1/2016	State of Alabama Personnel Department**		1	1
			APT Main Website		0	0
			WAIQ - Montgomery		0	0
			WLRH - Huntsville		0	0
3	Production Coordinator*	6/16/2016	APT Main Website		1	1
			WAIQ - Montgomery		0	0
			WLRH - Huntsville		0	0

**FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"**  
**DECEMBER 1, 2015 - NOVEMBER 30, 2016**

4	Broadcast Services Technician*	7/1/2016	APT Main Website	2	1
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			al.com	0	0
			Alabama Association of Broadcasters	2	0
			NETA	0	0
5	Training Specialist II	8/16/2016	State of Alabama Personnel Department**	1	1
			APT Main Website	0	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
6	Educational Services Assistant*	10/17/2016	APT Main Website	1	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			aol.com	1	0
			Alabama Broadcasters Association	0	0
			AWARE-Positive Maturity	1	0
			Children's Policy Council of Jefferson County	2	1
			Internal APT Referrals	2	0

**FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"**  
**DECEMBER 1, 2015 - NOVEMBER 30, 2016**

7	Education Training Specialist*	11/1/2016	APT Main Website	4	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			Alabama Broadcasters Association	0	0
			AWARE-Positive Maturity	0	0
			Children's Policy Council of Jefferson County	3	1
			Athen's State University	0	0
			Alabama State University	0	0
			Alabama Association of Non-Profits	1	0
			APT Internal Referrals	1	0
			<b>Total</b>	<b>28</b>	<b>7</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.

**FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"**  
**DECEMBER 1, 2015 - NOVEMBER 30, 2016**

**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	Alabama Public Television Website 2112 11th Avenue South, Suite 400 Birmingham, AL 35205 205-328-8756	Chester Lee
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	al.com Alabama Media Group 200 Westside Sq., Ste 100 Huntsville, AL 35801 256-532-4393	Dana Harper
7	Athens State University 300 North Beaty Street Athens, AL 35611 256-233-8146	Saralyn Mitchell
8	Alabama State University P. O. Box 271 Montgomery, AL 36101-0271 334-229-4493	A. David Okeowo

**FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"**  
**DECEMBER 1, 2015 - NOVEMBER 30, 2016**

9	AWARE - Positive Maturity 3918 Montclair Road, Suite 200 Birmingham, AL 35213 205-795-0151	Sandra Sporman
10	NETA P. O. Box 50008 Columbia, SC 29250 803-978-1579	Maryanne Schuessler
11	Women in Film and Video 4000 Albemarle Street, NW, Suite 305 Washington, DC 20016 202-429-9438	Melissa Houghton
12	Mandy.com Blue Compass Ltd 132 Upper Street Islington, London 020 3372 5870	Angel House, Angel Mews
13	EntertainmentCareers.net 2118 Wilshire Blvd, #401 Santa Monica, CA 90403 310-442-0200	Brad Hall
14	Children's Policy Council 120 2nd Court North Birmingham, AL 35204 205-325-5445	Jan Bell
15	Alabama Association of Nonprofits P. O. Box 293932 Birmingham, AL 35229 205-879-4712	Carla Robertson

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.

**FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"**  
**DECEMBER 1, 2015 - NOVEMBER 30, 2016**

**Details of Long Term Outreach Initiatives**

Description of Activity	Date	Scope of Involvement	Personnel Involved
Participation in Job Fair - Alliance for Opportunity and Development (AOD) Community Career Fair, Huntsville, AL to expose various job seekers through the community to the types of positions available in the Broadcast Industry.	3/16/2016	Staffed a table. Discussed types of positions at WBIQ and 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.	3/2016	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-Alexander City, AL, 1-Auburn, AL, 1- Birmingham, AL, 1-Gulf Shores, AL, 1-Oneonta, AL
Participation in Job Fair - Metro Area Job Fair, Pelham, AL to expose various job seekers to the types of positions available in the Broadcast Industry.	10/11/2016	Staffed a table. Discussed types of positions at WBIO and distributed 85 brochures to interested attendees.	Tracy Neeley, Human Resources Manager, Gloria Sutton- Personnel 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, 2 interns-Information Technology (IT)	Direct supervision by: Chris Holmes-Division Director-Production, Keith Nolen-IT Systems Specialist, Assoc.

**FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"**  
**DECEMBER 1, 2015 - NOVEMBER 30, 2016**

<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, supervisors and board members.</p>	<p>10/18/2016</p>	<p>Management staff members attended from WBIQ and actively participated in the workshop.</p>	<p>Tiffany Armstrong-Early          Childhood Coordinator, Paula Carlton, Executive Assistant, Roy Clem-Executive Director, Phil Hutcheson-Chief Legal Counsel/CFO, Jim Hyatt-Asst. Broadcast Director, Cindy Kirk-Vice President of Educational Services, Caroline Martin-Education Special Project Manager, Dorothy McDonald-Traffic Manager, Lynne Meeks-Program Manager, Tracy Neeley-Human Resources Manager, Keith Nolen-IT Systems Specialist, Assoc., Beverly Phillips, Manager of Corporate Support, Cynthia Shavers Smith-Staff Accountant, Brett Tannehill-Radio Station Manager, Despina Vodantis-APT Division Director-Membership &amp; Pledge, Johnny Woolen-Staff Acct, Windell Wood-COO, Mary Ann Woods, Senior Accountant. AETFC &amp; AETFA Board Members: Ferris Stephens, J. Holland, Tijuanna Adetunji, Les Barnett, Dr. Dannetta Thornton-Owens, Bebe Williams, AETFA Board- Barry Copeland, AETFA Private Foundation Board - Johnny Curry</p>
---	-------------------	---	--