

FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"
DECEMBER 1, 2016 - NOVEMBER 30, 2017

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	Documentary Production Specialist*	12/16/2016 & 1/3/2017	APT Main Website		1	1
			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
			APT Internal Referrals		2	1
2	Education Training Specialist*	1/9/2017	APT Main Website		0	0
			WAIQ - Montgomery		0	0
			WLRH - Huntsville		0	0
			Alabama Broadcasters Association Job Postings		0	0
			AWARE-Positive Maturity		0	0
			Children's Policy Council of Jefferson County		0	0
			Athens State University		0	0
			Alabama State University		0	0
			Alabama Association of Non- Profits		1	1
			APT Internal Referrals		0	0

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3	Creative Services/ Development Specialist*	2/1/2017	APT Main Website	1	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			Alabama Broadcasters Association Job Postings	0	0
			al.com	0	0
			AWARE-Positive Maturity	0	0
			Athens State University	0	0
			Alabama State University	0	0
			Stillman College	0	0
			NETA	0	0
			APT Internal Referrals	1	1
4	IT Systems Technician, Sr.	3/16/2017	AL State Dept of Personnel**	2	1
5	TV Corporate Support Account Executive*	4/1/2017	APT Main Website	1	1
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			Alabama Broadcasters Association Job Postings	0	0
			al.com	0	0
			AWARE-Positive Maturity	0	0
			Athens State University	0	0
			Alabama State University	0	0
			Stillman College	0	0
			NETA	0	0
			Alabama Association of Non- Profits	0	0

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6	Personnel Assistant I	6/16/2017	AL State Dept of Personnel**	1	1
Total				10	7

*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.

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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 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

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9	AWARE - Positive Maturity 3500 6th Avenue South Birmingham, AL 35222 205-719-3223	Sandra Sporman
10	NETA P. O. Box 50008 Columbia, SC 29250 803-978-1579	Maryanne Schuessler
11	Children's Policy Council of Jefferson County 120 2nd Court North Birmingham, AL 35204 205-325-5445	Jan Bell
12	Alabama Association of Nonprofits P. O. Box 293932 Birmingham, AL 35229 205-879-4712	Carla Robertson
13	Stillman College 3601 Stillman Boulevard Tuscaloosa, AL 35401 205-247-8121	Tasha Washington

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 - Alabama Department of Rehabilitation Services Career Fair, Birmingham, AL to expose students, parents and school personnel to the types of positions available in the Broadcast Industry.	3/17/2017	Staffed a table. Discussed types of positions at WBIQ and distributed 22 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.	4/2017	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-Cullman, AL, 1-Harvest, AL, 1-Hoover, AL, 1-Huntsville, AL, 1-Robertsdale, AL
Participation in Job Fair - University of Alabama (UAB) Media, Communications & Design Career Fair, Birmingham, AL to expose students to the types of positions available in the Broadcast Industry.	10/10/2017	Staffed a table. Discussed types of positions at WBIQ and distributed 25 brochures to interested students.	Tracy Neeley, Human Resources Manager
Participation in Job Fair - Faulkner University Career & Services Fair, Birmingham, AL to expose students to the types of positions available in the Broadcast Industry.	11/14/2017	Staffed a table. Discussed types of positions at WBIQ and distributed 19 brochures to interested students.	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	5 interns-B'ham Production, 1 intern-Educational Services. Each selected intern generally stays for one semester.	Direct supervision by: Chris Holmes-Division Director-Production, Heather Daniels-Whitson-Educational Production Manager/Executive Producer

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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>11/27/2017</p>	<p>Management staff members attended from WBIQ and actively participated in the workshop.</p>	<p>Tiffany Armstrong-Early Childhood Coordinator, Roy Clem- Executive Director, Peggy Hair- Planned Giving Officer, Phil Hutcheson-Chief Legal Counsel/CFO, Heather Daniels- Whitson- Educational Production Manager/Executive Producer, Brian James-APT Assistant Broadcast Director, Randy Johnson-APT Services Coordinator, Cindy Kirk-Vice President of Educational Services, Dorothy McDonald- Traffic Manager, Mike McKenzie- APT Division Director-Public Information/Programming, Lynne Meeks-Program Manager, Tracy Neeley-Human Resources Manager, Beverly Phillips, Manager of Corporate Support, Cynthia Smith-Staff Accountant</p>
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