

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

Externally Filled Full Time Positions

FT Position	Title	Date Filled	Recruitment Source	Number Interviewed	Number Hired
1	Education Digital Content Producer	12/2/2019	APT Main Website	3	
			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	1	
			Athens State University		
			APT Internal Referral	1	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

TVJobs.Com

Children's Policy Council of
Jefferson County

APT Internal Referrals

4 Governmental Relations Manager

2/18/2020

APT Internal Referrals

1

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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Saralyn Mitchell

Athens State University
300 North Beaty Street
Athens, AL 35611
256-233-8146

10

Letitia Smith

Alabama State University
P. O. Box 271
Montgomery, AL 36101-0271
334-229-4156

11

Jehan Quinn

AWARE - Positive Maturity
3500 6th Avenue South
Birmingham, AL 35222
205-719-3223

12

Maryanne Schuessler

NETA
P. O. Box 50008
Columbia, SC 29250
803-978-1579

13

Carla Robertson

Alabama Association of Nonprofits
P. O. Box 293932
Birmingham, AL 35229
205-879-4712

14

Angela Hunter

Alabama Department of Veteran Affairs (B'ham
Office)
1515 6th Avenue S., 5th Floor
Birmingham, AL 35233
205-521-7305, Ext. 3

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Carla Dalrymple

Corporation for Public Broadcasting (CPB)

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

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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	Akilin 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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