

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

APT Internal Referrals

APT Main Website

APT On-Air Broadcast

TVJobs.com

| | | | | |
|---|--------------------------------------|------------|---|---|
| 4 | Governmental Relations Manager | 2/18/2020 | 1 | 1 |
| 5 | Early Childhood Training Coordinator | 10/16/2020 | 2 | |

1

3

2

3

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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 Dwayne Johnson Mike McKenzie |
| 2 | APT Facebook Page | |
| 3 | APT On-Air Announcement 2112 11th Avenue South, Suite 400 Birmingham, AL 35205 205-328-8756 | |
| 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

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Carla Robertson

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

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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

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Society of Broadcast Engineers (SBE)
9102 North Meridian Street, Suite 150
Indianapolis, IN 46260
317-846-9000

Scott Jones

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Children's Policy Council of Jefferson County
120 2nd Court North
Birmingham, AL 35204
205-325-5445

Jan Bell

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Faulkner University
4524 Southlake Parkway
Birmingham, AL 35244
205-879-5588

Karen Bruce

* Requested @ Job Fair -
used w/EC Adm &
Membership Specialist

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Still Serving Veterans
135 Gemini Circle, Suite #204
Homewood, AL 35209
205-670-1955

Kim Carwell

New Source added 8/2018

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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-private, or parochial school. Each recipient 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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