

**FCC ANNUAL REPORT - WAIQ  
DECEMBER 1, 2007 - NOVEMBER 30, 2008**

**Externally Filled Full Time Positions**

<b>FT Position</b>	<b>Title</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Number Hired</b>
1	APT Video Journalist	11/17/2008	APT Main Website	0	0
			WAIQ - Montgomery	2	1
			WLRH - Huntsville	0	0
			Montgomery Advertiser	0	0
			PBS Connect Website	0	0
			Alabama Broadcaster's Association	0	0
			Non-Profit Resource Center	0	0
			Broadcast Employment Services (TVJobs.com)	0	0
			TV News Gigs Website*	0	0
<b>Totals</b>				<b>2</b>	<b>1</b>

\*TV News Gigs is a television job search engine for current and future broadcast journalists. They target recent graduates of broadcast journalist programs as well as people currently working in television stations across the country.

**RECRUITMENT SOURCES**

The following is contact information regarding the recruitment sources utilized to fill positions at WAIQ:

<b>Source #</b>	<b>Recruitment Source</b>	<b>Contact</b>
1	APT Main Website 2112 11th Ave. S., Suite 400 Birmingham, AL 35205 (205) 328-8756	Chester Lee
2	WAIQ - Montgomery 1255 Madison Avenue Montgomery, AL 36107 (334) 264-9900	Bob Corley

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3	WLRH - Huntsville University of Alabama of Huntsville Campus John Wright Drive Huntsville, AL 35899 256-895-9574	Oliver Stoutner
4	Montgomery Advertiser 425 Molton Street W Montgomery, AL 36104 (224) 261-1535	Allen Boyd
5	PBS Connect 2100 Crystal Drive Arlington, VA 22202 703-739-5229	Natalie Harari
6	Alabama Broadcaster's Association 2180 Parkway Lake Drive Hoover, AL 35244 (205) 982-5001	Sharon Tinsley
7	Non-Profit Resource Center 3324 Independence Dr., #100 Birmingham, AL 35209 205-879-1412	Erin Tumlin
8	Broadcast Employment Services (TVJobs.com) P. O. Box 4116 Oceanside, CA 92052 (760) 754-8177	Mark Holloway
9	TV News Gigs Website 1012 SE Country Lane Lee's Summit, MO 64081 (816) 392-4341	Stacey Chaloux

\*\* 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 Personnel Manager.

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**Details of Long Term Outreach Initiatives**

<u>Decription of Activity</u>	<u>Date</u>	<u>Scope of Involvement</u>	<u>People/Personnel Involved</u>
Participation in Job Fair - Alabama State University in Montgomery to expose college students to the types of positions available in the Broadcast Industry.	3/18/2008	Staffed a table. Discussed types of positions at WAIQ and distributed 12 brochures to interested students.	Jon Beans-News & Public Affairs Director, Tracy Neeley - Personnel Manager
Management Training - Management Training on Methods of Ensuring Equal Emploment Opportunity and Preventing Discrimination. APT in-house training for managers. Tracy Neeley, APT Personnel Manager provided an EEO-Diversity workshop to managers and employees during annual employee retreat.	9/22/2008	Management staff member attended from WAIQ and actively participated in the workshop.	James Corley, APT Division Director, John Beans, News & Public Affairs Director, Harvey Wilson, Assistant Broadcast Director, Sagusta Wright, Production Manager
Participation in Job Fair - University of Alabama, Tuscaloosa, AL to expose college students to the types of positions available in the Broadcast Industry	9/25/2008	Staffed a table. Discussed types of positions at WAIQ and distributed 10 brochures to interested students.	Kathleen Martin, Assistant VP of Marketing, Tracy Neeley- Personnel Manager
Scholarship Program - participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	11/17/2008	Participated in scholarship program sponsored by ABA - Alabama Broadcaster's Association. Provided one \$1,500 scholarship in the name of Alabama Public Television for Montgomery-WAIQ	Scholarship awarded to Laura Keith, The University of Alabama
Internship Program - Ongoing internship Program to provide college students with real life learning experience in a broadcast environment.	On-going	6 interns in News Dept.	Direct supervision by: Jon Beans, Director of News & Public Affairs