

FCC ANNUAL REPORT - WAIQ
DECEMBER 1, 2008 - NOVEMBER 30, 2009

Externally Filled Full Time Positions

<u>FT Position</u>	<u>Title</u>	<u>Date Filled</u>	<u>Recruitment Source</u>	<u>Number Interviewed</u>	<u>Number Hired</u>
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None filled during the reporting period.

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Details of Long Term Outreach Initiatives

Description of Activity	Date	Scope of Involvement	Personnel Involved
Participation in Job Fair - Athens State University in Athens, AL to expose college students to the types of positions available in the Broadcast Industry.	5/6/2009	Staffed a table. Discussed types of positions at WAIQ and distributed 5 brochures to interested students.	Oliver Stoutner, Radio Station Manager, Tracy Neeley, Personnel Manager
Management Training - Management Training on Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination. APT in-house training for managers. Melva Tate, President, Strategic HR Partnerships provided an EEO-Diversity workshop to managers and employees during annual employee retreat.	9/18/2009	Management staff members attended from WAIQ and actively participated in the workshop.	Jon Beans, News & Public Affairs Director, Julian Elmore, Production Manager, Harvey Wilson, Assistant Broadcast Director
Participation in Job Fair - University of Alabama, Tuscaloosa, AL to expose college students to the types of positions available in the Broadcast Industry	10/22/2009	Staffed a table. Discussed types of positions at WAIQ and distributed 5 brochures to interested students.	Michel McKenzie, Public Information Director, Kathleen Martin, Senior Marketing Specialist
Scholarship Program - developed a scholarship program designed to assist students interested in pursuing a career in broadcasting.	11/3/2009	Developed an APT scholarship program. Provided one \$1,000 scholarship for Montgomery-WAIQ	Scholarship awarded to MacKenzi Hicks, Troy University
Internship Program - Ongoing internship Program to provide college students with real life learning experience in a broadcast environment.	On-going	10 interns in News Dept.	Direct supervision by: Jon Beans, Director of News & Public Affairs