

**FCC ANNUAL REPORT - WBIQ  
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	Staff Accountant	3/1/2008	AL State Dept of Personnel *	2	1
			APT Main Website	1	0
			The Birmingham News	0	0
2	APT Broadcast Director	3/17/2008	AL State Dept of Personnel *	2	0
			The Birmingham News	0	0
			Current Newspaper	0	0
			APT Main Website	1	1
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			PBS Connect Website	0	0
			Alabama Broadcaster's Association	0	0
			Non-Profit Resource Center	0	0
			Corporation for Public Broadcasting	0	0
Alabama State University Communications Department	0	0			
3	IT System Specialist	4/1/2008	AL State Dept of Personnel*	2	1
			APT Main Website	0	0
			WAIQ - Montgomery	0	0

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			WLRH - Huntsville	0	0
			The Birmingham News	0	0
			Alabama Broadcaster's Association	0	0
			Non-Profit Resource Center	0	0
			Corporation for Public Broadcasting	0	0
			TV News Gigs Website**	0	0
			Alabama State University Communications Department	0	0
4	Membership Specialist	5/16/2008	APT Main Website	0	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			The Birmingham News	4	1
			Non-Profit Resource Center	0	0
5	Education Specialist (Elearning for Educators)	6/23/2008	APT Main Website	3	1
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			The Birmingham News	0	0
6	Education Specialist (CPB/LSI Grant Manager)	7/7/2008	APT Main Website	2	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			The Birmingham News	1	1

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7	Executive Producer	9/1/2008	APT Main Website	1	1
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			The Birmingham News	0	0
			Alabama Broadcaster's Association	0	0
			Non-Profit Resource Center	0	0
8	Education Technical Assistant	10/6/2008	APT Main Website	2	1
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			The Birmingham News	2	0
			Alabama Broadcaster's Association	0	0
			Non-Profit Resource Center	0	0
<b>Total</b>				<b>23</b>	<b>8</b>

\* The State of Alabama engages in its own recruitment efforts mandated by State law. Announcements of State positions available are sent to: 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. Additional information regarding the State's employee position hiring procedures available upon request.

\*\*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.

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**RECRUITMENT SOURCES**

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

<b>Source #</b>	<b>Recruitment Source</b>	<b>Contact</b>
1	Alabama State Dept of Personnel 64 N. Union Street Montgomery, AL 36130 334-242-3064	Paul Thomas
2	Alabama Public Television Website 2112 11th Avenue South, Suite 400 Birmingham, AL 35205 205-328-8756	Chester Lee
3	WAIQ - Montgomery 1255 Madison Avenue Montgomery, AL 35107 334-264-9900	Bob Corley
4	WLRH - Huntsville University of Alabama of Huntsville Campus John Wright Drive Huntsville, AL 35899 256-895-9574	Oliver Stoutner
5	The Birmingham News 2200 4th Avenue North Birmingham, AL 35203 205-325-3305	Doris Swann
6	PBS Connect 2100 Crystal Drive Arlington, VA 22202 703-739-5229	Natalie Harari
7	Non-Profit Resource Center 3324 Independence Dr., #100 Birmingham, AL 35209 205-879-1412	Erin Tumlin
8	Alabama Broadcaster's Association 2180 Park Lake Drive Hoover, AL 35244 (205) 982-5001	Sharon Tinsley
9	Corporation for Public Broadcasting 401 9th Street, NW Washington, DC 20004-2129 (202) 879-9600	Erik Dunham

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|----|---|--------------------|
| 10 | Current Newspaper<br>1612 K St. N.W., Suite 704<br>Washington, DC 20006<br>(202) 463-7055                                   | Victoria Maulhardt |
| 11 | TV News Gigs Website<br>1012 SE Country Lane<br>Lee's Summit, MO 64081<br>(816) 392-4341                                    | Stacey Chaloux     |
| 12 | Alabama State University<br>Department of<br>Communications<br>P. O. Box 271<br>Montgomery, AL 36101-0271<br>(334) 229-4493 | A. David Okeowo    |

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 Personnel Manager.

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***Details of Long Term Outreach Initiatives***

<b>Description of Activity</b>	<b>Date</b>	<b>Scope of Involvement</b>	<b>Personnel/People Involved</b>
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 WBIQ and distributed 9 brochures to interested students.	Jon Beans-News & Public Affairs Director, Tracy Neeley - Personnel Manager
Management Training - Management Training on Methods of Ensuring Equal Employment 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 WBIQ and actively participated in the workshop.	Charles Grantham-COO, Tony Shadix-IT Director,, Nancy Hill-Education Services Director, Lynne Meeks-Program Manager, Chris Holmes-Executive Producer, Mike McKenzie-PI Director, Jim Hyatt-Asst. Broadcast Director, Brian James-Assist Broadcast Director, Windell Wood-APT Broadcast Director, Johnny Woolen-Staff Accountant, Beverly Phillips-Mgr, Corporate Support, Kathie Martin-Assst. VP/Marketing, John Brady-VP of Development, Mary Ann Woods-Senior Accountant, Allan Pizzato-Executive Director, Gary Stokes- Asst. VP of Development; Pauline Howland-Deputy Director/CFO
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 WBIQ and distributed 25 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 Birmingham-WBIQ	Scholarship awarded to Aftan Merrida, University of North Alabama
Internship Program - Ongoing internship Program to provide college students with real life learning experience in a broadcast environment.	On-going	5 interns in B'ham Production, 2 interns in the Education Dept.	Direct supervision by: Charlie Grantham-COO, Suzanne McFerrin-Early Childhood Coordinator