

**FCC ANNUAL REPORT - WBIQ
DECEMBER 1, 2008 - NOVEMBER 30, 2009**

Externally Filled Full Time Positions

FT Position	Title	Date Filled	Recruitment Source	Number Interviewed	Number Hired
1	Education Training Specialist	12/16/2008	APT Main Website	1	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			PBS Website	0	0
			Non-Profit Resource Center	0	0
			The Birmingham News	3	1
			Alabama Broadcaster's Association	0	0
2	Education Producer (2 positions)	12/1/2008 & 1/20/2009	APT Main Website	1	1
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			PBS Website	0	0
			Non-Profit Resource Center	0	0
			The Birmingham News	3	1
			Alabama Broadcaster's Association	0	0
3	Executive Assistant III	5/18/2009	APT Main Website	0	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			PBS Website	0	0

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			Non-Profit Resource Center	0	0
			The Birmingham News	5	1
			Alabama Broadcaster's Association	0	0
4	Vice President of Educational Services	10/1/2009	APT Main Website	1	0
			WAIQ - Montgomery	0	0
			WLRH - Huntsville	0	0
			PBS Website	0	0
			Non-Profit Resource Center	1	1
			Alabama Broadcaster's Association	0	0
			The Birmingham News	0	0
			The Huntsville Times	0	0
			The Montgomery Advertiser	1	0
			Current Newspaper	3	0
			NETA Online	0	0
			Athens State University	0	0
			Alabama State University	0	0
			Total	19	5

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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 2112 11th Avenue South, Suite 400 Birmingham, AL 35205 205-328-8756	Chester Lee
2	WAIQ - Montgomery 1255 Madison Avenue Montgomery, AL 35107 334-264-9900	Jon Beans Allan Pizzato
3	WLRH - Huntsville University of Alabama of Huntsville Campus John Wright Drive Huntsville, AL 35899 256-895-9574	Oliver Stoutner
4	The Birmingham News 2200 4th Avenue North Birmingham, AL 35203 205-325-3305	Doris Swann
5	PBS Website 2100 Crystal Drive Arlington, VA 22202 703-739-5229	Natalie Harari
6	Non-Profit Resource Center 3324 Independence Dr., #100 Birmingham, AL 35209 205-879-1412	Erin Tumlin
7	Alabama Broadcaster's Association 2180 Park Lake Drive Hoover, AL 35244 (205) 982-5001	Sharon Tinsley
8	Current Newspaper 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912 (301) 270-7240, ext. 36	Sherron Phillips
9	The Huntsville Times 2317 South Memorial Parkway Huntsville, AL 35807 (256) 532-400	Janie Herrin

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|----|--|---------------------|
| 10 | The Montgomery Advertiser
425 Molton Street
Montgomery, AL 36104
(334) 261-1514 | Brenda Jackson |
| 11 | Athens State University
300 N. Beaty Street
Athens, AL 35611
(256) 233-8221 | Heath Daws |
| 12 | Alabama State University
P. O. Box 271
Montgomery, AL 36101-0271
(334) 229-4493 | A. David Okeowo |
| 13 | NETA Online
P. O. Box 50008
Columbia, SC 29250 | Maryanne Schuessler |

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

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 WBIQ and distributed 24 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 WBIQ and actively participated in the workshop.	Charles Grantham-COO, Tony Shadix-IT Director, Cindy Smith-Acting Education Services Director, Lynne Meeks-Program Manager, Chris Holmes-Executive Producer, Jim Hyatt-Asst. Broadcast Director, Brian James-Asst. Broadcast Director, Windell Wood-APT Broadcast Director, Johnny Woolen-Staff Accountant, Beverly Phillips-Mgr, Corporate Support, Gary Stokes-VP of Development, Peggy Hair-Planned Gift Officer, Mary Ann Woods-Senior Accountant, Allan Pizzato-Executive Director, Pauline Howland-Deputy Director/CFO, Tracy Neeley-Personnel Manager, Suzanne McFerrin-Early Childhood Coordinator, Despina Vodantis-Membership Director, Sandy Boyd-Asst. Broadcast Director, Kenny Clemmons-Asst. 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 WBIQ and distributed 26 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 Birmingham-WBIQ	Scholarship awarded to Courtney Thompson, The University of Alabama

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Internship Program - Ongoing internship Program to provide college students with real life learning experience in a broadcast environment.	On-going	2 interns in B'ham Production, 1 intern in the Education Dept., 3 interns in the Public Information Dept	Direct supervision by: Chris Holmes-Executive Producer, Suzanne McFerrin-Early Childhood Coordinator, and Michael McKenzie-Public Information Director