

**FCC ANNUAL EEO REPORT - "WLRH, Huntsville, AL"**  
**DECEMBER 1, 2010 - NOVEMBER 30, 2011**

**Externally Filled Full Time Positions**

<u>FT Position</u>	<u>Title</u>	<u>Date Filled</u>	<u>Recruitment</u>	<u>Source</u>	<u>Number Interviewed</u>	<u>Number Hired</u>
1	Radio Station Program Director	12/1/2010	AL State Dept of Personnel*		2	1
			APT Main Website		2	0
			WAIQ - Montgomery		0	0
			WLRH - Huntsville		0	0
			PBS Connect Website		0	0
			Alabama Association of NonProfits		0	0
			Alabama Broadcaster's Association		0	0
			Corporation for Public Broadcasting		0	0
			The Huntsville Times		2	0
			Current Newspaper		2	0
			Athens State University		0	0
			Alabama State University		0	0
			<b>Total</b>		<b>8</b>	<b>1</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.

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**Recruitment Sources**

The following is contact information regarding the recruitment sources utilized to fill the position at WLRH:

<b>Source #</b>	<b>Recruitment Source</b>	<b>Contact</b>
1	Alabama State Dept of Personnel 64 N. Union Street Montgomery, AL 36130-2301 (334) 242-3064	Paul Thomas
2	APT Main Website 2112 11th Ave. S., Suite 400 Birmingham, AL 35205 (205) 328-8756	Chester Lee
3	WAIQ-Montgomery 1255 Madison Avenue Montgomery, AL 36107 (334) 264-9900	Jon Beans Allan Pizzato
4	WLRH-Huntsville UAH Campus-John Wright Dr Huntsville, AL 35899 (256) 895-9574	Oliver Stoutner
5	PBS Connect Website 2100 Cystal Drive Arlington, VA 22202 (703) 739-5000	Seton McIlroy
6	Alabama Associaton of Non- Profits P. O. Box 292305 Birmingham, AL 35229 (205) 879-4712	Erin Tumlin
7	Alabama Broadcaster's Association 2180 Park Lake Drive Hoover, AL 35244 (205) 982-5001	Sharon Tinsley
8	Corporation for Public Broadcasting 401 9th St., NW Washington, DC 20004-2129 (202) 879-9600	Erik Dunham

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9	The Huntsville Times 2717 South Memorial Pkwy SW Huntsville, AL 35801 (256) 532-2877	Dana Harper
10	Current Newspaper 6930 Carroll Ave., #350 Takoma Park, MD 20912 (301) 270-7240, ext. 32	Steve Behrens
11	Athens State University 300 North 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

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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 Involved</b>
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.	10/27/2011	Management staff member attended from WLRH and actively participated in the workshop.	Brett Tannehill-Radio Station Manager
Participation in Job Fair - University of Montevallo, Montevallo, AL to expose college students to the types of positions available in the Broadcast Industry.	11/9/2011	Staffed a table. Discussed types of positions at WLRH and distributed 3 brochures to interested students.	Despina Vodantis, Interim Development Director, Tracy Neeley, Personnel Manager
Participation in Job Fair - Jefferson State Community College, Birmingham, AL to expose college students to the types of positions available in the Broadcast Industry.	11/10/2011	Staffed a table. Discussed types of positions at WLRH and distributed 3 brochures to interested students.	Dr. Cindy Kirk, VP of Educational Services, Tracy Neeley, Personnel Manager