

## EEO Public File Report

WNCW (FM), Facility ID 29262, Spindale, NC

Full-Time vacancies filled: 1

Period of Report: August 1, 2017 – July 31, 2018

WNCW had 1 full-time opening for the period.

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Sources Utilized	Application Considered	Inter-viewed	Hired
1	WNCW Audio Engineer	9/6/17	3/12/18		13	4	1
				Triple A Radio Corporation For Public Broadcasting	1	1	
				Isothermal Community College & (Website and Campus mail/e-mail)	3	2	1
				WNCW/www.wncw.org			
				NC Employment Security Commission			
				Development Exchange Industry/ Greater Public			
				NC Association of Broadcasters			
				NC Community & Technical College Jobs Consortium			
				NC System of Community College Personnel	1		
				Appalachian State University			
				Blue Ridge Community College			
				Brevard College			
				Converse College			
				Haywood Community College			
				Johnson C. Smith Univ.			
				Mars Hill College			
				NC Services for the Blind			
				South College – Asheville			

Tri-County Tech. College  
 Western Carolina Univ.  
 Winston Salem St. Univ.  
 Carolina School of  
 Broadcasting  
 Furman Univ.  
 Montreat College  
 Shaw University (Asheville  
 Cape)  
 Indeed.com

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**Agencies, offices, and websites to which WNCW sends notices of job openings:**

<b>Triple A</b> P.O. Box 2709 Nevada City, CA 95959 <a href="mailto:dave@triplearadio.com">dave@triplearadio.com</a> ; 530-277-9018	<b>Corporation for Public Broadcasting</b> 401 9 <sup>th</sup> St. NW Washington, DC 20004 <a href="http://www.cpb.org">www.cpb.org</a> ; 202-879-9600	<b>Isothermal Community College</b> Amy Harper PO Box 804 Spindale, NC 28160 <a href="http://www.isoothermal.edu">www.isoothermal.edu</a> ; & “everyone” e-mail list
<b>NC Employment Security Commission</b> 4301 Mail Service Center Raleigh, NC 27699 <a href="mailto:Sandra.millercamp@nccommerce.com">Sandra.millercamp@nccommerce.com</a>	<b>Development Exchange Industry/Greater Public</b> 401 North 3rd Street, Suite 370 Minneapolis, MN 55401 <a href="http://www.deiworkssite.org">www.deiworkssite.org</a> ; <a href="http://www.greaterpublic.org">www.greaterpublic.org</a> 1-888-454-2314	<b>NC Association of Broadcasters</b> Gail Summerville P.O. Box 627 Raleigh, NC 27602 919-821-7300

<a href="mailto:Terry.thomas@nccommerce.com">Terry.thomas@nccommerce.com</a> ; 919-733-4151		
<b>NC Community &amp; Technical College Jobs Consortium</b> Dee Spurlin College Central Network Service registration <a href="http://www.collegecentral.com">www.collegecentral.com</a> 828-395-1416	<b>North Carolina Community College Personnel</b> 200 W. Jones St. Raleigh, NC 27603 <a href="mailto:cc-personneloff@nccommunitycolleges.edu">cc-personneloff@nccommunitycolleges.edu</a> 919-807-7100	<b>Appalachian State University</b> Career Development Center Room 369 Boone, NC 28608
<b>Blue Ridge Community College</b> Julie Thompson - Career Center College Drive Flat Rock, NC 28731	<b>Brevard College</b> Career Exploration & Development 1 Brevard College Drive Brevard, NC 28712	<b>Converse College</b> Diane Blackwell - Office of Career Services 580 Main Street Spartanburg, SC 29302
<b>Haywood Community College</b> Career Center 185 Freeland Drive Clyde, NC 28721	<b>Johnson C. Smith University</b> Office of Career Planning & Placement 100 Beatties Ford Road Charlotte, NC 28216	<b>Mars Hill College</b> Career Development Center PO Box 370 Mars Hills, NC
<b>NC Services for the Blind</b> Claire Edwards 50 South French Broad Asheville, NC 28801	<b>South College – Asheville</b> Anne Moss 1567 Patton Avenue Asheville, NC 28806	<b>Tri-County Technical College</b> Amy Fendley PO Box 587 Pendleton, SC 29670
<b>Western Carolina University</b> Donna Ferrara - Career Services Co-op, 1 <sup>st</sup> Floor Graham Cullowhee, NC 28723	<b>Winston Salem St. University</b> Career Services CB 19294 Winston Salem, NC 27110	<b>Carolina School of Broadcasting</b> Alyson Young 2425 Performance Road Charlotte, NC 28214
<b>Furman University</b> Janice Knighton - Dept. Assistant 3300 Pointsett Hwy. Greenville, SC 29613 <a href="http://www.Indeed.com">www.Indeed.com</a>	Montreat College Tom Oxenreider - Career Center PO Box 1267 Montreat, NC 28757	Shaw University (Asheville, CAPE) Phyllis F. Martin – College St., Suite 203-A Asheville, NC 28801

#### EEO INITIATIVES TAKEN IN PERIOD August 1, 2016 – July 31, 2017

The following initiatives have been undertaken by WNCW pursuant to Sections 73.2080(c):

1. (v.) WNCW has had an Internship program for Isothermal Community College's Broadcast Technology students (as well as other students) in place since 2001. Up to three students are accepted into the program each semester. Work schedules are usually ten hours per week. Interns can help with the set-up and engineering of performances, write on-air scripts, perform production work, assist with music playlists and chart production or prepare weather forecasts. Internship programs for Business Operations, Marketing, Non-Profit Fund Raising, Web Design, News/Reporting and Sales are available to any student from any college since 2011. Duties are assigned as needed

by the station and according to each student's aptitude and interests. Work schedules are designed around the number of hours required by the class instructor. Interns can assist in clerical duties, data entry, fund raising events, marketing opportunities, underwriting sales, web site maintenance, billing and traffic needs and news/reporting. Other duties are assigned as needed by the station and according to each student's aptitude and interests. Intern activity reports are reviewed and forwarded to the student's instructors as needed. Upon request, an end-of semester evaluation is prepared and forwarded to the student's instructor. A recommendation letter from the Director of Radio Operations is provided when requested.

2. (viii) All WNCW employees attend twice-yearly Isothermal Community College Professional Development Day and Convocation including 3 days of Professional Development Workshops. An Employee Education Fund was established allowing \$1500 per Fiscal Year to be awarded to station employees seeking further education that could qualify them for a higher-level position.
3. (xi) (xvi) WNCW participated in a Career Exploration Camp hosted by Isothermal Community College. Various WNCW staff and management assisted in efforts to inform and educate school age children on career opportunities in broadcasting in the areas of programming, business and development. WNCW's Business Manager and Membership Support Specialist participated in a Career Day at a Middle School with the purpose of informing students of career opportunities in broadcasting. WNCW's Sales Manager participated in a Career Day at a local elementary school with the purpose of informing students of career opportunities in broadcasting.
4. WNCW's Program Director participated in a Job Fair hosted by the Isothermal Community College held on November 3rd to inform participants of various career opportunities in broadcasting and recruit for any future openings.

WNCW's Director of Development also participated in a job fair hosted by the City of Shelby held on April 30th to showcase various career opportunities in broadcasting and recruit for future openings.