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	Hire
1	WNCW Audio Engineer	9/6/17	3/12/18		13	4	1
				Triple A Radio			
				Corporation For Public	1	1	
				Broadcasting		2	1
				Isothermal Community	3	Z	
				College & (Website and			
				Campus mail/e-mail)			
				WNCW/www.wncw.org			
				NC Employment Security			
				Commission			
				Development Exchange			
				Industry/ Greater Public			
				NC Association of			
				Broadcasters			
				NC Community &			
				Technical College Jobs Consortium			
					1		
				NC System of Community College Personnel	1		
				Appalachian State			
				University			
				Blue Ridge Community			
				College			
			F	Brevard College			
				Converse College			
				Haywood Community College			
				Johnson C. Smith Univ.			
				Vars 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:

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

319-733-4151And the second	Terry.thomas@nccommerce.com;		
Jobs ConsortiumCollege PersonnelCareer Development CenterDee Spurlin200 W. Jones St.Room 369College Central Network ServiceRaleigh, NC 27603Boone, NC 28608registrationCC-personneloff@nccommunitycollegeBoone, NC 286082828-395-1416Diane BlackwellOffice of Career ServicesBlue Ridge Community CollegeBrevard College DriveDiane Blackwell - Office of Career ServicesSollege DriveBrevard College DriveSpartanburg, SC 29302Haywood Community CollegeJohnson C. Smith UniversityMars Hill CollegeCareer CenterOffice of Career Planning &Career Development CenterClyde, NC 28721100 Beatties Ford Road Charlotte, NC 28216Mars Hill CollegeNC Services for the BlindSouth College - AshevilleTri-County Technical CollegeClaire EdwardsAnne MossAmy FendleySo South French Broad1567 Patton AvenuePO Box 587Asheville, NC 28801Asheville, NC 28806Pendleton, SC 29670Winston Salem, NC 27110Charlotte, NC 28214Alyson YoungCareer ServicesCareer ServicesAlyson YoungConcer ServicesCareer ServicesAlyson YoungConcer ServicesCareer ServicesShaw UniversityDonna Ferrara - Career ServicesCareer ServicesAlyson YoungConcer ServicesCareer ServicesAlyson YoungConcer ServicesCareer ServicesAlyson YoungConsont French Broad1567 Patton AvenuePo Box 587Asheville,	919-733-4151		
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www.Indeed.com	Greenville, SC 29613	Montreat, NC 28757	Asheville, NC 28801
	www.Indeed.com		

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):

 (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.