

2016 ANNUAL EEO PUBLIC FILE REPORT

Western North Carolina Public Radio, Inc.

Stations: WCQS(FM) Asheville, NC
WFQS(FM) Franklin, NC
WMQS(FM) Murphy, NC
WYQS(FM), Mars Hill, NC

Reporting Period: August 1, 2015 – July 31, 2016

No. of Full-time Employees: 12
More than 10

Small Market Exemption: No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Employees are encouraged to participate in professional development activities designed to teach new skills that make it possible for them to their job better, grow in their position and/or acquire skills that prepare them for higher level positions within the organization. Employees participated in conferences, seminars and webinars under this program.

- General Manager & CEO – Attended the NPR Business Meeting and the Public Radio Super Regional Conference in November, 2015.
- Bookkeeper – Attended CPB Workshop Training in December, 2015
- Bookkeeper – Attended the Nonprofit Compliance Update in April, 2016, which was sponsored by the NWC Nonprofit Pathways.
- Host/Reporter – Attended an all-day workshop sponsored by NPR/PRPD called

the Morning Edition Grad School in November, 2015.

- Program Director – Attended, along with three new employees, a one-day workshop that included training for various essential skills for broadcast journalism in May, 2016.

Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

The licensee operates a volunteer program. Volunteers are individuals who donate their time and services to the stations in exchange for on the job training and experience, or to help the stations fulfill their mission. Volunteer commitments are both on going and occasional. Volunteers are not paid. The licensee had 14 weekly volunteers, in addition to an extensive list of Special Event Volunteers.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
9/1/2015	Membership Associate	WCQS Website / On Air Announcement
9/25/2015	Underwriting/Business Development	CareerBuilder

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 11

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
WCQS Website / On Air Announcements	5
Employee Referral	1
Livingston Associates	3
CareerBuilder	2

RECRUITING SOURCES USED

Job Title of Position: Membership Associate Date of Hire: 9/1/2015

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Western North Carolina Public Media on-line and on-air announcements	N		Barbara Sayer	www.wcqs.org
Greater Public	N			
Current	N			Print and online at www.current.org
AFP (WNC)				

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Underwriting Representative Date of Hire: 9/25/2015

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Ashville Citizen Times	N		Matt Rayner	(888)986-9964; mrayner@gannett.com
CareerBuilder.com	N		Matt Rayner	(888)986-9964; mrayner@gannett.com
Western North Carolina Public Media on-line and on-air announcements	N			www.philanthropy.com

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

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