EEO Public File Report

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

Full-Time vacancies filled: 1

Period of Report: August 1, 2015 – July 31, 2016

WNCW had 1 full-time openings for the period.

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Sources Utilized	Application Considered	Inter- viewed	Hired
1	Corporate	12/18/15	3/3/16		9	3	1
	Underwriting Rep			Triple A Radio			
				Corporation For Public			
				Broadcasting			
				Isothermal Community	6	2	1
				College & (Website and			
				Campus mail/e-mail)			
				WNCW/www.wncw.org	2	1	
				NC Employment Security			
				Commission			
				Development Exchange			
				Industry/ Greater Public			
				NC Association of			
				Broadcasters NC Community & Tachnical			
				NC Community & Technical			
				College Jobs Consortium NC System of Community			
				College Personnel			
				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

1

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	Cindy Moore	
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		
Terry.thomas@nccommerce.com;	1-888-454-2314		
919-733-4151			
NC Community & Technical College	North Carolina Community	Appalachian State University	
Jobs Consortium	College Personnel	Career Development Center	

Dee Spurlin College Central Network Service registration Www.collegecentral.com 828-395-1416 Blue Ridge Community College Julie Thompson - Career Center College Drive Flat Rock, NC 28731 Brevard College Drive Flat Rock, NC 28731 Brevard, NC 28712 Johnson C. Smith University Clyde, NC 28721 NC Services for the Blind Claire Edwards So South French Broad Asheville, NC 28801 Western Carolina University Donna Ferrara - Career Services Co-op, 1 st Floor Graham Cullowhee, NC 28723 Winston Salem, NC 28757 Montreat College Winston Salem, NC 27110 Montreat, NC 28757 Room 369 Boone, NC 28608 Converse College Diane Blackwell - Office of Career Services 580 Main Street 580 Main St			
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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, 2015 – July 31, 2016

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 full 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 and sponsored 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 an Elementary School with the purpose of informing students of career opportunities in broadcasting.
- 4. WNCW participated in a Job Fair hosted by the Isothermal Community College to inform participants of various career opportunities in broadcasting and recruit for any future openings.