

**EEO Public File Report**

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

**Full-Time vacancies filled: 1**

**Period of Report: August 1, 2016 – July 31, 2017**

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	Business and Development Specialist	9/28/16	11/28/16	Triple A Radio Corporation For Public Broadcasting Isothermal Community 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 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	8	2	1

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

---

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

<p><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</p>	<p><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</p>	<p><b>Isothermal Community College</b>          Cindy Moore          PO Box 804          Spindale, NC 28160  <a href="http://www.isoothermal.edu">www.isoothermal.edu</a>; &amp; “everyone” e-mail list</p>
<p><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></p>	<p><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</p>	<p><b>NC Association of Broadcasters</b>          Gail Summerville          P.O. Box 627          Raleigh, NC 27602          919-821-7300</p>

<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 Freelander 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 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 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.