

EEO Public File Report

WNCW (FM), Facility ID

29262, Spindale, NC

Full-Time vacancies

filled: 0

Period of Report: August 1, 2024 – July 31, 2025

WNCW had no full-time openings for the period.

EEO INITIATIVES TAKEN IN PERIOD August 1, 2024 – July 31, 2025

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

1. (v.) WNCW has had an Internship program in place for Isothermal Community College's Audio and Video Production Technology students, as well as other students, 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 have been 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, programming and news/reporting, etc. 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 2 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 Day hosted by Isothermal Community College. Various WNCW staff and management assisted in efforts to inform and educate local/regional school children from Rutherford and Polk counties on career opportunities in broadcasting in the areas of programming, business, marketing and development.

4. WNCW participated in the Charlotte Metro Job Fair hosted by Charlotte Works to inform participants of various career opportunities in the field of broadcasting and to recruit potential candidates for any future openings. WNCW staff also participated in a Rutherford County Job Fair hosted at Isothermal Community College to showcase various career opportunities in broadcasting and recruit for future openings.

5. WNCW participated in a College and Career Day hosted by Polk County Middle School. WNCW staff and management provided information and displays to inform and educate children on the various career opportunities available in the field of broadcasting and media. Topics like programming operations, business operations, marketing, and development were highlighted.

6. WNCW also participated in a Career Expo and Hiring Fair hosted by Polk County Schools and Polk County Economic Development for area high school juniors and seniors. WNCW staff provided information on the various types of jobs available in radio with stations like WNCW and other broadcasters, and recruited for potential candidates for any future openings.