

EEO Public File Report

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

Full-Time vacancies filled: 2

Period of Report: August 1, 2013 – July 31, 2014

WNCW listed two full-time openings through Isothermal Community. WNCW-FM Programming/Utility Specialist and Senior Producer/Public Service Specialist: These positions were filled using applications/resumes solicited through sources that meet EEO requirements.

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Sources Utilized	Application Considered	Inter-viewed	Hired
1	Programming/Utility Specialist	5/13/13	7/29/13		14	3	1
				Triple A Radio			
				Corporation For Public Broadcasting	1	1	
				Isothermal Community College & (Website and Campus mail/e-mail)	6		
				WNCW/www.wncw.org	2		
				NC Employment Security Commission			
				Development Exchange Industry/ Greater Public			
				NC Association of Broadcasters	1		
				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 University			
				Mars Hill College			
				NC Services for the Blind			
				South College Asheville			
				Tri County Technical College			
				Western Carolina University			

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Sources Utilized	Application Considered	Inter- viewed	Hired
				Winston-Salem St. University			
				Carolina School of Broadcasting			
				Furman University			
				Montreat College			
				Shaw University			
				Current Employee	1	1	1
				Indeed.com	1		
				Other/Unknown/Word of Mouth	2	1	

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Sources Utilized	Application Considered	Inter-viewed	Hired
1	Senior Producer/Public Service Specialist	5/13/13	7/29/13		7	4	1
				Triple A Radio Corporation For Public Broadcasting	1	1	
				Isothermal Community College & (Website and Campus mail/e-mail)	1		
				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 University			
				Mars Hill College			
				NC Services for the Blind			
				South College Asheville			
				Tri County Technical College			
				Western Carolina University			
				Winston-Salem St. University			
				Carolina School of Broadcasting			
				Furman University			
				Montreat College			
				Shaw University			
				Current Employee	1	1	
				Indeed.com	2	1	1
				Other/Unknown/Word of Mouth	2	1	

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

Triple A P.O. Box 2709 Nevada City, CA 95959 dave@triplearadio.com ; 530-277-9018	Corporation for Public Broadcasting 401 9 th St. NW Washington, DC 20004 www.cpb.org ; 202-879-9600	Isothermal Community College Cindy Moore PO Box 804 Spindale, NC 28160 www.isoothermal.edu ; & “everyone” e-mail list
NC Employment Security Commission 4301 Mail Service Center Raleigh, NC 27699 Sandra.millercamp@nccommerce.com Terry.thomas@nccommerce.com ; 919-733-4151	Development Exchange Industry/Greater Public 401 North 3rd Street, Suite 370 Minneapolis, MN 55401 www.deiworkssite.org ; www.greaterpublic.org 1-888-454-2314	NC Association of Broadcasters Gail Summerville P.O. Box 627 Raleigh, NC 27602 919-821-7300
NC Community & Technical College Jobs Consortium Dee Spurlin College Central Network Service registration www.collegecentral.com 828-395-1416	North Carolina Community College Personnel 200 W. Jones St. Raleigh, NC 27603 cc-personneloff@nccommunitycolleges.edu 919-807-7100	Appalachian State University Career Development Center Room 369 Boone, NC 28608
Blue Ridge Community College Julie Thompson - Career Center College Drive Flat Rock, NC 28731	Brevard College Career Exploration & Development 1 Brevard College Drive Brevard, NC 28712	Converse College Diane Blackwell - Office of Career Services 580 Main Street Spartanburg, SC 29302
Haywood Community College Career Center 185 Freeland Drive Clyde, NC 28721	Johnson C. Smith University Office of Career Planning & Placement 100 Beatties Ford Road Charlotte, NC 28216	Mars Hill College Career Development Center PO Box 370 Mars Hills, NC
NC Services for the Blind Claire Edwards 50 South French Broad Asheville, NC 28801	South College – Asheville Anne Moss 1567 Patton Avenue Asheville, NC 28806	Tri-County Technical College Amy Fendley PO Box 587 Pendleton, SC 29670
Western Carolina University Donna Ferrara - Career Services Co-op, 1 st Floor Graham Cullowhee, NC 28723	Winston Salem St. University Career Services CB 19294 Winston Salem, NC 27110	Carolina School of Broadcasting Alyson Young 2425 Performance Road Charlotte, NC 28214
Furman University Janice Knighton - Dept. Assistant 3300 Pointsett Hwy. Greenville, SC 29613 www.indeed.com	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, 2013 – July 31, 2014

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 hour per week. Interns can help with the set-up and engineering of performances, write on-air scripts, perform production work, assist with music playlist 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 Business and Development is provided when requested and merited.
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 a station employee seeking further education and acquire skills that could qualify them for a higher-level position.
3. (xiv) WNCW's Business Operations and Development Director as well as the Director of Program Operations and Engineering attended monthly Leadership Training provided by Isothermal Community College designed to develop and fine tune leadership and management skills including workshop training by Human Resources and Attorneys concerning hiring practices and methods of ensuring equal employment opportunity and preventing discrimination
4. (xi) (xvi) A Career Exploration Camp hosted by Isothermal Community College and Sponsored/Participation by various WNCW staff and management in efforts to inform and educate school age children on career opportunities in broadcasting in both the areas of programming, business and development. WNCW's Music Director participated in a Career Day at a Middle School with the purpose of informing students of career opportunities in broadcasting.