

EEO Public File Report
WNCW (FM), Facility ID 29262, Spindale, NC
Period of Report: August 1, 2011 – July 31, 2012

FULL-TIME VACANCIES FILLED IN PERIOD

No full-time hires have been made during the reporting period. Do I list any promotions My side and Dave? What about part time?

EEO INITIATIVES TAKEN IN PERIOD

The following initiatives have been undertaken by WNCW pursuant to Sections 73.2080(c) (v), (viii), (ix) and (xii):

1. 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. 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 on a weekly basis. An end-of semester evaluation is prepared and forwarded to the student's instructor. The internship program has been expanded and encourages participation by students and other interested individuals not necessarily enrolled at Isothermal Community College.
2. WNCW has established a Business and Development Internship program for Isothermal Community College's Broadcast Technology students (as well as other students) this year. At current time, one student is accepted into the program each semester or year. 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, web site maintenance, billing and traffic needs. 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 on a weekly basis. An end-of semester evaluation is prepared and forwarded to the student's instructor.
3. All WNCW employees attend twice-yearly Isothermal Community College Professional Development Day and Convocation including 3 full days of Professional Development Workshops.
4. WNCW's Business Operations and Development Director attended an Association of Chief Business Officers conference, which included informational sessions on State Auditing and PCI Compliance.
5. 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.

6. WNCW's Business Operations and Development Department designed and attended a 3 day workshop on campus focusing on specific individual training guided by material provided by DEI.
- 7.