WNCW had 1 full-time openings for the period.

<table>
<thead>
<tr>
<th>Full-Time Position</th>
<th>Position Title</th>
<th>Date Open</th>
<th>Date Filled</th>
<th>Recruitment Sources Utilized</th>
<th>Application Considered</th>
<th>Interviewed</th>
<th>Hired</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Business and Development Specialist</td>
<td>9/28/16</td>
<td>11/28/16</td>
<td>Triple A Radio Corporation For Public Broadcasting</td>
<td>8</td>
<td>2</td>
<td>1</td>
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<tr>
<td></td>
<td>Isothermal Community College &amp; (Website and Campus mail/e-mail)</td>
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<td></td>
<td>WNCW/www.wncw.org</td>
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<td></td>
<td>NC Employment Security Commission</td>
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<tr>
<td></td>
<td>Development Exchange</td>
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<td></td>
<td>Industry/ Greater Public Broadcasting</td>
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<td></td>
<td>NC Association of Broadcasters</td>
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<tr>
<td></td>
<td>NC Community &amp; Technical College Jobs</td>
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<td>Consortium</td>
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<td></td>
<td>NC System of Community College Personnel</td>
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<td></td>
<td>Appalachian State University</td>
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<td>Blue Ridge Community College</td>
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<td>Brevard College</td>
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<td>Converse College</td>
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<td></td>
<td>Haywood Community College</td>
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<td></td>
<td>Johnson C. Smith Univ.</td>
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<tr>
<td></td>
<td>Mars Hill College</td>
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<td></td>
<td>NC Services for the Blind</td>
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<td></td>
<td>South College – Asheville</td>
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</tbody>
</table>
### Agencies, offices, and websites to which WNCW sends notices of job openings:

<table>
<thead>
<tr>
<th>Agency/Website</th>
<th>Address/Contact Information</th>
</tr>
</thead>
</table>
| **Triple A**   | P.O. Box 2709, Nevada City, CA 95959  
dave@triplearadio.com;  530-277-9018 |
| **Corporation for Public Broadcasting** | 401 9th St. NW, Washington, DC 20004  
www.cpb.org;  202-879-9600 |
| **Isothermal Community College** | Cindy Moore, PO Box 804, Spindale, NC 28160  
www.isoportuneral.edu; & “everyone” e-mail list |
| **NC Employment Security Commission** | 4301 Mail Service Center, Raleigh, NC 27699  
Sandra.millercamp@nccommerce.com |
| **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 |
<table>
<thead>
<tr>
<th><strong>NC Community &amp; Technical College Jobs</strong> Consortium</th>
<th><strong>North Carolina Community College Personnel</strong></th>
<th><strong>Appalachian State University</strong></th>
</tr>
</thead>
</table>
| Dee Spurlin  
College Central Network Service registration  
www.collegecentral.com  
828-395-1416 | 200 W. Jones St.  
Raleigh, NC 27603  
cc: personneloff@nccommunitycolleges.edu  
919-807-7100 | 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 Dr.  
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, 1st 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 | **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 |

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**www.indeed.com**

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**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.