

## **EEO Public File Report**

**WNCW (FM), Facility**

**ID 29262, Spindale,**

**NC Full-Time**

**vacancies filled: 1**

**Period of Report: August 1, 2019 - July 31, 2020**

WNCW had no full-time openings for the period.

### **EEO INITIATIVES TAKEN IN PERIOD August 1, 2018 - July 31, 2019**

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 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 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 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 General Manager and Audio Engineer participated in a Career Day at a local high school with the purpose of informing students of career opportunities in broadcasting and audio engineering.

4. WNCW participated in a Job Fair hosted by Isothermal Community College to inform participants of various openings and career opportunities in broadcasting and recruit for any future openings. WNCW staff also participated in a job fair hosted by the City of Spindale to showcase various career opportunities in broadcasting and recruit for future openings.