

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	Triple A Radio Corporation For Public Broadcasting Isothermal Community College & (Website and Campus mail/e-mail) 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	14	3	1
					1	1	
					6		
					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	<p>Triple A Radio</p> <p>Corporation For Public Broadcasting</p> <p>Isothermal Community College & (Website and Campus mail/e-mail)</p> <p>WNCW/www.wncw.org</p> <p>NC Employment Security Commission</p> <p>Development Exchange Industry/ Greater Public</p> <p>NC Association of Broadcasters</p> <p>NC Community & Technical College Jobs Consortium</p> <p>NC System of Community College Personnel</p> <p>Appalachian State University</p> <p>Blue Ridge Community College</p> <p>Brevard College</p> <p>Converse College</p> <p>Haywood Community College</p> <p>Johnson C Smith University</p> <p>Mars Hill College</p> <p>NC Services for the Blind</p> <p>South College Asheville</p> <p>Tri County Technical College</p> <p>Western Carolina University</p> <p>Winston-Salem St. University</p> <p>Carolina School of Broadcasting</p> <p>Furman University</p> <p>Montreat College</p> <p>Shaw University</p> <p>Current Employee</p> <p>Indeed.com</p> <p>Other/Unknown/Word of Mouth</p>	7	4	1

1	1	1	1	1
2	2	1	1	1
2	1	1	1	1
1	1	1	1	1

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	

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

<p>Triple A P.O. Box 2709 Nevada City, CA 95959 dave@triplearadio.com; 530-277-9018</p>	<p>Corporation for Public Broadcasting 401 9th St. NW Washington, DC 20004 www.cpb.org; 202-879-9600</p>	<p>Isothermal Community College Cindy Moore PO Box 804 Spindale, NC 28160 www.isothermal.edu; & "everyone" e-mail list</p>
<p>NC Employment Security Commission 4301 Mail Service Center Raleigh, NC 27699 Sandra.millercamp@nccommerce.com Terry.thomas@nccommerce.com; 919-733-4151</p>	<p>Development Exchange Industry/Greater Public 401 North 3rd Street, Suite 370 Minneapolis, MN 55401 www.deiworkssite.org; www.greaterpublic.org 1-888-454-2314</p>	<p>NC Association of Broadcasters Gail Summerville P.O. Box 627 Raleigh, NC 27602 919-821-7300</p>
<p>NC Community & Technical College Jobs Consortium Dee Spurlin College Central Network Service registration www.collegecentral.com 828-395-1416</p>	<p>North Carolina Community College Personnel 200 W. Jones St. Raleigh, NC 27603 cc-personnel@nccommunitycolleges.edu 919-807-7100</p>	<p>Appalachian State University Career Development Center Room 369 Boone, NC 28608</p>
<p>Blue Ridge Community College Julie Thompson - Career Center College Drive Flat Rock, NC 28731</p>	<p>Brevard College Career Exploration & Development 1 Brevard College Drive Brevard, NC 28712</p>	<p>Converse College Diane Blackwell - Office of Career Services 580 Main Street Spartanburg, SC 29302</p>
<p>Haywood Community College Career Center 185 Freeland Drive Clyde, NC 28721</p>	<p>Johnson C. Smith University Office of Career Planning & Placement 100 Beatties Ford Road Charlotte, NC 28216</p>	<p>Mars Hill College Career Development Center PO Box 370 Mars Hills, NC</p>
<p>NC Services for the Blind Claire Edwards 50 South French Broad Asheville, NC 28801</p>	<p>South College – Asheville Anne Moss 1567 Patton Avenue Asheville, NC 28806</p>	<p>Tri-County Technical College Amy Fendley PO Box 587 Pendleton, SC 29670</p>
<p>Western Carolina University Donna Ferrara - Career Services Co-op, 1st Floor Graham Cullowhee, NC 28723</p>	<p>Winston Salem St. University Career Services CB 19294 Winston Salem, NC 27110</p>	<p>Carolina School of Broadcasting Alyson Young 2425 Performance Road Charlotte, NC 28214</p>
<p>Furman University Janice Knighton - Dept. Assistant 3300 Pointsett Hwy. Greenville, SC 29613 www.indeed.com</p>	<p>Montreat College Tom Oxenreider - Career Center PO Box 1267 Montreat, NC 28757</p>	<p>Shaw University (Asheville, CAPE) Phyllis F. Martin – College St., Suite 203-A Asheville, NC 28801</p>

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 station 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.