

EEO Public File Report

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

Period of Report: August 1, 2012 – July 31, 2013

FULL-TIME VACANCIES FILLED IN PERIOD

One full-time hire was made during the reporting period.

WNCW listed one full-time opening through Isothermal Community. WNCW-FM Underwriting Sales and Marketing Associate: This position was filled using applications/resumes solicited through sources that meet EEO requirements.

| Full-Time Position | Position Title                             | Date Open | Date Filled | Recruitment Sources Utilized   | Interviewed | Hired |
|--------------------|--|-----------|-------------|--|-------------|-------|
| 1.                 | Underwriting Sales and Marketing Associate | 3/2013    | 3/18/13     | <ul style="list-style-type: none"> <li>- Asheville Citizen Times</li> <li>- Charlotte Observer</li> <li>- Greater Diversity News</li> <li>- Spartanburg Herald Journal</li> <li>- Daily Courier</li> <li>-Greenville News</li> <li>- Triple A Radio</li> <li>- Corporation For Public Broadcasting</li> <li>- Isothermal Community College</li> <li>- WNCW</li> <li>- NC Employment Security Commission</li> <li>-Development Exchange Industry</li> <li>-National Public Radio</li> <li>-NC Association of Broadcasters</li> <li>- Internal/Other (current employee, friend, etc.)</li> <li>-NC Community and Technical College Jobs Consortium</li> <li>-North Carolina System of Community College Personnel</li> <li>-Appalachian State University</li> <li>-Blue Ridge Community College</li> <li>-Brevard College</li> </ul> | 2           | 1     |

- 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

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

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| <p>Asheville Citizen Times<br/> P.O. Box 2090<br/> Asheville, NC 28802<br/> Sam Nugent<br/> 888-692-4358</p>  | <p>Charlotte Observer<br/> 600 South Tryon St.<br/> Charlotte, NC 28202<br/> Chad Martin<br/> <a href="mailto:chadmartin@charlotteobserver.com">chadmartin@charlotteobserver.com</a><br/> 704-358-5000</p>   | <p>Spartanburg Herald Journal<br/> P.O. Box 1657<br/> Spartanburg, SC 29304<br/> Nancy Mullinax<br/> <a href="mailto:Classified.lineads@shj.com">Classified.lineads@shj.com</a><br/> 864-582-4511<br/> 864-594-6325</p>    |
| <p>Daily Courier<br/> 601 Oak St.<br/> Forest City NC 28043<br/> Erica Meyers<br/> 828-245-6431</p>   | <p>Greenville News<br/> P.O. Box 1688<br/> Greenville S.C 29602<br/> James Dishroom<br/> <a href="mailto:jdishroom@gannett.com">jdishroom@gannett.com</a><br/> 888-262-2965</p>  | <p>Greater Diversity News<br/> 272 North Front St.<br/> Suite 406<br/> Wilmington, NC 28401<br/> Kathy Grear<br/> <a href="mailto:Kgrear@greaterdiversity.com">Kgrear@greaterdiversity.com</a><br/> 800-462-0738</p>       |
| <p>Online-Triple A<br/> P.O. Box 2709<br/> Nevada City, CA 95959<br/> <a href="mailto:dave@triplearadio.com">dave@triplearadio.com</a><br/> 530-277-9018</p>  | <p>Corporation for Public Broadcasting<br/> 401 9<sup>th</sup> St. NW<br/> Washington, DC 20004<br/> <a href="http://www.cpb.org">www.cpb.org</a><br/> 202-879-9600</p>  | <p>North Carolina Association of Broadcasters<br/> Gail Summerville<br/> P.O. Box 627<br/> Raleigh, NC 27602<br/> 919-821-7300</p>   |
| <p>Employment Security Commission<br/> 4301 Mail Service Center<br/> Raleigh, NC 27699<br/> Sandra Millercamp<br/> <a href="mailto:Sandra.millercamp@ncommerce.com">Sandra.millercamp@ncommerce.com</a><br/> Terry Thomas<br/> <a href="mailto:Terry.thomas@ncommerce.com">Terry.thomas@ncommerce.com</a><br/> 919-733-4151</p> | <p>North Carolina Community and Technical<br/> College Jobs Consortium<br/> College Central Network Service registration<br/> Account<br/> <a href="http://www.collegecentral.com">www.collegecentral.com</a><br/> Dee Spurlin<br/> 828-395-1416</p> | <p>North Carolina Community College Personnel<br/> 200 W. Jones St.<br/> Raleigh, NC 27603<br/> <a href="mailto:cc-personneloff@nccommunitycolleges.edu">cc-personneloff@nccommunitycolleges.edu</a><br/> 919-807-7100</p> |

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|   | National Public Radio<br>1111 North Capitol St., NE<br>Washington, DC 20002<br>(202) 513-3232<br>www.npr.org          | Development Exchange Industry/Greater Public<br>Greater Public<br>401 North 3rd Street, Suite 370<br>Minneapolis, MN 55401<br>Account<br><a href="http://www.deiworkssite.org">www.deiworkssite.org</a><br>1-888-454-2314 |
| Appalachian State University<br>Career Development Center<br>Room 369<br>Boone, NC 28608        | Blue Ridge Community College<br>Julie Thompson<br>Career Center<br>College Drive<br>Flat Rock, NC 28731               | Brevard College<br>Career Exploration & Development<br>1 Brevard College Drive<br>Brevard, NC 28712   |
| Carolina School of Broadcasting<br>Alyson Young<br>2425 Performance Road<br>Charlotte, NC 28214 | Converse College<br>Diane Blackwell<br>Office of Career Services<br>580 Main Street<br>Spartanburg, SC 29302          | Furman University<br>Janice Knighton<br>Dept. Assistant<br>3300 Pointsett Hwy.<br>Greenville, SC 29613  |
| Haywood Community College<br>Career Center<br>185 Freelander Drive<br>Clyde, NC 28721           | Johnson C. Smith University<br>Office of Career Planning & Placement<br>100 Beatties Ford Road<br>Charlotte, NC 28216 | Mars Hill College<br>Career Development Center<br>PO Box 370<br>Mars Hills, NC  |
| Montreat College<br>Tom Oxenreider<br>Career Center<br>PO Box 1267<br>Montreat, NC 28757        | NC Association of Broadcasters<br>Gail Summerville<br>PO Box 627<br>Raleigh, NC 27603                                 | NC Services for the Blind<br>Claire Edwards<br>50 South French Broad<br>Asheville, NC 28801   |

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| <p>Shaw University<br/>Phyllis F. Martin<br/>Asheville, CAPE<br/>College St., Suite 203-A<br/>Asheville, NC 28801</p>                  | <p>South College – Asheville<br/>Anne Moss<br/>1567 Patton Avenue<br/>Asheville, NC 28806</p>    | <p>Tri-County Technical College<br/>Amy Fendley<br/>PO Box 587<br/>Pendleton, SC 29670</p>   |
| <p>Western Carolina University<br/>Donna Ferrara<br/>Career Services/Co-op<br/>1<sup>st</sup> Floor Graham<br/>Cullowhee, NC 28723</p> | <p>Winston Salem St. University<br/>Career Services<br/>CB 19294<br/>Winston Salem, NC 27110</p> | <p>Isothermal Community College<br/>Cindy Moore<br/>PO Box 804<br/>Spindale, NC 28160<br/>Isothermal.edu<br/>Website and “everyone” e-mail</p> |
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## EEO INITIATIVES TAKEN IN PERIOD August 1, 2012 – July 31, 2013

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. 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. 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. (v.) WNCW has had a Business and Development Internship program for Isothermal Community College's Broadcast Technology students (as well as other outside students) since 2012. 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, underwriting sales, 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 as needed. An end-of semester evaluation is prepared and forwarded to the student's instructor.
3. (viii) All WNCW employees attend twice-yearly Isothermal Community College Professional Development Day and Convocation including 3 full days of Professional Development Workshops.
4. (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
5. (viii) 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.
6. (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.

7. (xi) (xvi) WNCW's Music Director participated in a Career Day at a Middle School with the purpose of informing students of career opportunities in broadcasting.