

EEO Public File Report

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

Period of Report: July 1, 2008 – June 30, 2009

FULL-TIME VACANCIES FILLED & INITIATIVES TAKEN IN PERIOD

Two full-time hires have been made during the reporting period. The following initiatives have been undertaken by WNCW pursuant to Section 73.2080(c)(2)(v) 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 live 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 listed two full-time openings in job banks where membership includes substantial participation of women and minorities. These include the Corporation for Public Broadcasting online job bank. Position openings were listed in public broadcasting trade newspaper *Current* as well as on *Current's* online job bank. WNCW listed position openings on its website as well. In addition, 17 recruitment sources throughout North and South Carolina will be provided with every external full-time job posting. Two full-time positions were filled using applications/resumes from recent, related postings/searches.

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Sources Utilized	Interviewed	Hired
1.	Senior Producer	9/2008	12/29/2008	<ul style="list-style-type: none"> - Asheville Citizen Times - Charlotte Observer - Greater Diversity News - Spartanburg Herald Journal - Current Magazine - Daily Courier - NC Association of Broadcasters - info@triplearadio.com - www.cpb.org - www.isoothermal.edu - www.WNCW.org - NC Employment Security Commission - Other (current employee, friend, etc.) 	<p>1</p> <p>1</p> <p>1</p>	1
2.	Membership Services Coordinator	6/29/08	9/15/08	<ul style="list-style-type: none"> - Asheville Citizen Times - Charlotte Observer - Greater Diversity News - Spartanburg Herald Journal - Daily Courier - NC Association of Broadcasters - Info@triplearadio.com - www.cpb.org - NC Employment Security Commission - Other (current employee, friend, etc.) - No referral provided 	<p>1</p> <p>3</p>	1

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

<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>Carolina School of Broadcasting Alyson Young 2425 Performance Road Charlotte, NC 28214</p>	<p>Converse College Diane Blackwell Office of Career Services 580 Main Street Spartanburg, SC 29302</p>	<p>Furman University Janice Knighton Dept. Assistant 3300 Pointsett Hwy. Greenville, SC 29613</p>
<p>Haywood Community College Career Center 185 Freelander 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>Montreat College Tom Oxenreider Career Center PO Box 1267 Montreat, NC 28757</p>	<p>NC Association of Broadcasters Gail Summerville PO Box 627 Raleigh, NC 27603</p>	<p>NC Services for the Blind Claire Edwards 50 South French Broad Asheville, NC 28801</p>
<p>Shaw University Phyllis F. Martin Asheville, CAPE College St., Suite 203-A 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>Isothermal Community College Cindy Moore PO Box 804 Spindale, NC 28160</p>
<p>CPB Jobline 401 9th St., NW</p>	<p>Current Danielle Mungin</p>	

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