

2019 ANNUAL EEO PUBLIC FILE REPORT

Friends of WWOZ, Inc.

Station:	WWOZ-FM
Community of License:	New Orleans, LA
Reporting Period:	February 1, 2019 through January 31, 2020
No. of Full-time Employees:	5 – 10 _____ / More than 10 <u>X</u> _____
Small Market Exemption:	No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

WWOZ participated in at least 4 job fairs by station personnel. WWOZ staff discussed volunteer and employment opportunities with attendees and provided relevant applications to interested parties. These events included:

- Career Fair at Loyola University on October 1, 2019 from 12-3pm
- Career Fair at Loyola University on November 5, 2019 from 12-2:30pm
- Career Fair in Spring of 2019
- Jazz Museum, collaborative intern from France.
- Career Fair at Tulane on October 1, 2019

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

WWOZ continued its robust volunteer program in the reporting period, giving students and adults from the local community to gain hands-on experience at a community radio station. WWOZ currently has 275 volunteers on its roster. Additionally, WWOZ's student internship program included four students in 2019, from Tulane University (Spring semester), Loyola University (Spring and Fall semester).

Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

WWOZ participated in the Louisiana Workforce Commission's HiRE (Helping Individuals Reach Employment) program, by posting the WWOZ company profile and posting all job openings during the reporting period in the Louisiana Weekly publication and on the WorkNOLA website.

- Crescent City Blues and BBQ Festival, sponsored by the New Orleans Jazz & Heritage Foundation, on October 18-20, 2019
- French Quarter Festival, on April 11-14, 2019.

The WWOZ Community Advisory Board (CAB) was active in 2019, exploring better ways to serve the New Orleans community. The CAB is a volunteer group of interested listeners who meet every other month to gather public comments and advise the station as to whether the activities and policies of the station meet the specialized cultural needs of the community in the Louisiana Workforce.

Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

WWOZ's ongoing *School Groove* program brings high-school and middle-school musicians from schools throughout the Greater New Orleans area to WWOZ to perform on the air, experience the workings of a community radio station, and meet broadcasting professionals. WWOZ also presents a \$1,000 donation to the music programs of each school group that appears on *School Groove*.

The program *WWOZ In the Schools* involves site visits to New Orleans area high schools and middle schools by WWOZ staff and volunteers,

introducing students to WWOZ and familiarizing them with the musical culture of New Orleans, as well as providing opportunities to interact with visiting broadcast professionals and musicians.

*Established a **mentoring** program for station personnel.*

Operations Manager, Jorge Fuentes, Director of Music Scott Borne, Chief Engineer, Damond Jacob, and Director of Content Dave Ankers continued WWOZ's mentoring program for station personnel and members of the community interested in becoming on-air show hosts or program producers. Interested individuals are provided training opportunities regardless of age, experience, sex, ethnicity, or physical disability. In addition, WWOZ has an ongoing process of helping established volunteer show hosts and producers grow in new directions. In 2019, our eight-day Jazz Fest broadcast involved training sixteen volunteer show hosts as Broadcast Directors and Assistant Directors, increasing our roster of trained hosts who can fill these roles throughout the year. We also recruited and trained eight additional show hosts and other volunteers as producers for short audio pieces to air between live acts during the broadcast.

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Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

All WWOZ staff and board members participated and completed an annual harassment training required by Corporate Public Broadcasting agency.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
Non-applicable		No position filled during this period

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year:

RECRUITMENT SOURCES USED IN PRECEDING YEAR	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED
No position filled during this period	0

RECRUITING SOURCES USED

Job Title of Position:

Date of Hire:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
No position filled during this period				

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.