

2023 ANNUAL EEO PUBLIC FILE REPORT

Friends of WWOZ, Inc.

Station:	WWOZ-FM
Community of License:	New Orleans, LA
Reporting Period:	February 1, 2023 through January 31, 2024
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):

*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 resume-relevant experience at a community radio station. WWOZ currently has 218 volunteers on its roster.

*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).*

The WWOZ Community Advisory Board (CAB) was active in 2023, exploring better ways to serve the New Orleans community. The CAB is a volunteer group of interested listeners who meet multiple times each year 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 and the Louisiana workforce.

In addition, WWOZ uses social media extensively (including Facebook, Twitter, and Instagram) for outreach to over 200,000 individuals.

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

Our Operations Manager, Director of Music, Chief Engineer, and Director of Content have 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.

Our four-day Festing In Place broadcast in October involved over 50 volunteer show hosts and staff members in editing and voiceover work, increasing our roster of trained hosts who can fill these roles.

Sponsored at least two events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

Our live remote broadcasts from four local music festivals, including the seven-day New Orleans Jazz & Heritage Festival, involved over 50 volunteers in professional broadcast operation positions, as hosts, producers, assistant producers, editors, and other roles, giving the community exposure to career opportunities in broadcasting through volunteer hosting and training provided by WWOZ.

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 HIREE
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.