

2016 ANNUAL EEO PUBLIC FILE REPORT

Friends of WWOZ, Inc.

Station(s): WWOZ-FM
Community(ies) of License: New Orleans, LA

Reporting Period: February 1, 2016 through January 31, 2017

No. of Full-time Employees: 5 – 10 _____ / More than 10 X
Small Market Exemption: No

During the Reporting Period, a total of four (4) full-time positions were filled. 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 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

WWOZ participated in community events that were free and open for the public to attend and WWOZ staff discussed volunteer and employment opportunities with attendees and provided relevant applications to interested parties. A few of these events included:

- “Wednesday at the Square” concert in Lafayette Square Park on March 9, 2016, sponsored by the Young Leadership Council of New Orleans.
- Sync Up Conference in New Orleans on April 22-30, 2016, sponsored by New Orleans Jazz & Heritage Foundation.
- Public Media Development & Marketing Conference, August 11-13, 2016, sponsored by Greater Public.
- “Make a Difference” Career Fair, April 15, 2016, sponsored by Tulane University.

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

*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 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 650 volunteers on its roster.

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 on the LouisianaWorks.com website.

WWOZ participated in a total of 20 local outreach events that were free and open for the public to attend and at which WWOZ promoted outreach generally. A few of these events included:

- The Louisiana Cajun-Zydeco Festival, sponsored by the New Orleans Jazz & Heritage Foundation, on June 20, 2016.
- New Orleans Culture Collision, organized by the Arts Council of New Orleans, on August 31, 2016.
- Crescent City Blues and BBQ Festival, sponsored by the New Orleans Jazz & Heritage Foundation, on October 14-16, 2016.
- Treme Creole Gumbo Festival, sponsored by the New Orleans Jazz & Heritage Foundation, on November 12-13, 2016.

In the reporting period, WWOZ continued its cooperation with KLSP 91.7 FM, the official radio station of the Louisiana State Penitentiary. KLSP is the only FCC-licensed radio station to operate from within a prison using inmate disc jockeys, and boasts a listenership of approximately 6,000 people, including prison staff, inmates and visitors. WWOZ provides KLSP with CD's and digital musical files and provides broadcasting training to the individuals who are involved with the station.

The WWOZ Community Advisory Board (CAB) was active in 2016, exploring better ways to serve the New Orleans community. The CAB is a

volunteer group of interested listeners who meet every 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.

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

WWOZ did not participate in any scholarship programs in 2016.

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

Volunteer Coordinator Maryse Déjean and Operations Assistant Manager Jorge Fuentes 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.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
3/1/2016	Chief Operating Officer	Chronicle of Philanthropy philanthropy.com
6/1/2016	Outreach Coordinator	WWOZ WWOZ.org
7/1/2016	Membership Director	Accountemps
11/15/2016	Office Manager	Craigslist.com

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: **18**

RECRUITMENT SOURCES USED IN PRECEDING YEAR	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED
The Times-Picayune/NOLA.com	1
New Orleans Advocate	2
The Louisiana Weekly	0
The Louisiana Workforce Commission	0
Craigslist.com (New Orleans)	0
WorkNOLA.com	8
Current	0
Idealist.org	0
WWOZ.org	5
Philanthropy.com (Chronicle of Philanthropy)	2
AFPHouston.org (Assoc. of Fundraising Professionals Houston)	0
AFPGoldenGate.org (Assoc. of Fundraising Professionals Golden Gate)	0
NYCAFP.org (Assoc. of Fundraising Professionals New York City)	0
AFPNewOrleans.afpnet.org (Assoc. of Fundraising Professionals New Orleans)	0
Corporation for Public Broadcasting	0
Greater Public	0

RECRUITING SOURCES USED

Job Title of Position: Chief Operating Officer

Date of Hire: 03/01/2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Times Picayune/NOLA.com	N	3800 Howard Avenue New Orleans, LA 70125	N/A	(504) 826-3000
The New Orleans Advocate	N	7290 Bluebonnet Blvd., Baton Rouge, LA 70817	N/A	(225) 383-1111
The Louisiana Weekly	N	2215 Pelopidas Street New Orleans, LA 70122	Renette Hall	(504) 282-3705 rdh@ louisianaweekly.com
Craigslist.org	N	neworleans.craigslist.org	N/A	sfbay.craigslist.org/ feedback
WorkNOLA.com	N	worknola.com	N/A	https://worknola.com/ contact
WWOZ.org	N	PO Box 51840 New Orleans, LA 70151	David Stafford	(504) 568-1239 stafford@wwoz.org

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

RECRUITING SOURCES USED (cont.)

Job Title of Position: Outreach Coordinator

Date of Hire: 6/1/2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Times Picayune/NOLA.com	N	3800 Howard Avenue New Orleans, LA 70125	N/A	(504) 826-3000
The New Orleans Advocate	N	7290 Bluebonnet Blvd., Baton Rouge, LA 70817	N/A	(225) 383-1111
The Louisiana Weekly	N	2215 Pelopidas Street New Orleans, LA 70122	Renette Hall	(504) 282-3705 rdh@ louisianaweekly.com
The Louisiana Workforce Commission/ LAWorks.net	N	1001 N. 23 rd Street Baton Rouge, LA 70802	N/A	(225) 342-3111
Idealist.org	N	Action Without Borders/Idealist.org 302 Fifth Ave, 11 th Floor New York, NY 10001 www.idealist.org	N/A	(646) 786-6886 idealist@idealist.org
Current.org	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Kathleen Unwin	(301) 270-7240 unwin@current.org
Craigslist.org	N	neworleans.craigslist.org	N/A	sfbay.craigslist.org/ feedback
WorkNOLA.com	N	worknola.com	N/A	https://worknola.com/ contact
WWOZ.org	N	PO Box 51840 New Orleans, LA 70151	David Stafford	(504) 568-1239 stafford@wwoz.org

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RECRUITING SOURCES USED (cont.)

Job Title of Position: Membership Director

Date of Hire: 7/1/2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Times Picayune/NOLA.com	N	3800 Howard Avenue New Orleans, LA 70125	N/A	(504) 826-3000
The Louisiana Weekly	N	2215 Pelopidas Street New Orleans, LA 70122	Renette Hall	(504) 282-3705 rdh@ louisianaweekly.com
The Louisiana Workforce Commission/ LAWorks.net	N	1001 N. 23 rd Street Baton Rouge, LA 70802	N/A	(225) 342-3111
The New Orleans Advocate	N	7290 Bluebonnet Blvd., Baton Rouge, LA 70817	N/A	(225) 383-1111
Idealist.org	N	Action Without Borders/Idealist.org 302 Fifth Ave, 11 th Floor New York, NY 10001 www.idealist.org	N/A	(646) 786-6886 idealist@idealist.org
Current.org	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Kathleen Unwin	(301) 270-7240 unwin@current.org
Craigslist.org	N	neworleans.craigslist.org	N/A	sfbay.craigslist.org/ feedback
WorkNOLA.com	N	worknola.com	N/A	https://worknola.com/ contact
WWOZ.org	N	PO Box 51840 New Orleans, LA 70151	David Stafford	(504) 568-1239 stafford@wwoz.org
Philanthropy.com	N	1255 Twenty-Third St., N.W. Washington, D.C. 20037	N/A	(202) 466-1050 jobs@philanthropy.com

AFPHouston.org	N	134 Gessner Road Houston, Texas 77024	N/A	(713) 266-2800 admin@afphouston.org
REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
AFPGoldenGate.org	N	3871 Piedmont Ave. PMB 24 Oakland, CA 94611	N/A	(415) 404-6501 admin@afpgoldengate.org
NYCAFP.org	N	355 Lexington Avenue, 15th Floor New York, NY 10017	N/A	(212) 297-2180 tjames@kellenccompany.com
AFPNewOrleans.afpnet.org	N	PO Box 969 Pearl River, LA 70452	N/A	(504) 348-3500 info@afpno.org
CPB.org	N	401 Ninth Street, NW Washington, DC 20004	N/A	(202) 879-9600 jobline@cpb.org
GreaterPublic.org	N	401 North 3rd Street, Ste 370 Minneapolis, MN 55401	N/A	(888) 454-2314 E-Mail not available

RECRUITING SOURCES USED (cont.)

Job Title of Position: Office Manager

Date of Hire: 11/15/2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Times Picayune/NOLA.com	N	3800 Howard Avenue New Orleans, LA 70125	N/A	(504) 826-3000
The New Orleans Advocate	N	7290 Bluebonnet Blvd., Baton Rouge, LA 70817	N/A	(225) 383-1111
The Louisiana Weekly	N	2215 Pelopidas Street New Orleans, LA 70122	Renette Hall	(504) 282-3705 rdh@ louisianaweekly.com
The Louisiana Workforce Commission/ LAWorks.net	N	1001 N. 23 rd Street Baton Rouge, LA 70802	N/A	(225) 342-3111

Idealist.org	N	Action Without Borders/Idealist.org 302 Fifth Ave, 11 th Floor New York, NY 10001 www.idealist.org	N/A	(646) 786-6886 idealist@idealist.org
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