

2017 ANNUAL EEO PUBLIC FILE REPORT

Friends of WWOZ, Inc.

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|-----------------------------|---|
| Station: | WWOZ-FM |
| Community of License: | New Orleans, LA |
| Reporting Period: | February 1, 2017 through January 31, 2018 |
| No. of Full-time Employees: | 5 – 10 _____ / More than 10 <u> X </u> |
| Small Market Exemption: | No |

During the Reporting Period, a total of four (5) 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):

*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 650 volunteers on its roster.

Additionally WWOZ's student internship program included nine students in 2017, from Tulane University, Loyola University, and Smith College.

*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.

The WWOZ Community Advisory Board (CAB) was active in 2017, 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 cultural needs of the community, both specific and general.

*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 \$1000 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, 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 2017, our seven-day Jazz Fest broadcast involved training six 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 six additional show hosts as producers for short audio pieces to air between live acts during the broadcast.

LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE | RECRUITMENT SOURCE REFERRING HIREE |
|--------------|------------------------------|---|
| 6/1/2017 | General Manager | Livingston Associates 3000 Chestnut Ave. Suite 208 Baltimore, MD 21211 |
| 8/1/2017 | Director of Development | WorkNola.com, NOLA.COM, CPB, AFP, Indeed.com, Louisiana Weekly, The Advocate |
| 8/21/2017 | Underwriting Sales Manager | WorkNola.com, NOLA.COM, CPB, Indeed.com, Louisiana Weekly, The Advocate |
| 1/1/2018 | Director of Content | WorkNola.com, NOLA.COM, Current, Indeed.com, Louisiana Weekly, The Advocate |
| 1/3/2018 | Director of Special Projects | WorkNola.com, NOLA.COM, Louisiana Weekly, |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 38

| RECRUITMENT SOURCES USED IN PRECEDING YEAR | NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED |
|---|--|
| The Times-Picayune/NOLA.com | 4 |
| New Orleans Advocate | 4 |
| The Louisiana Weekly | 2 |
| WorkNOLA.com | 2 |
| Current | |
| WWOZ.org | 7 |
| AFPNewOrleans.afpnet.org (Assoc. of Fundraising Professionals New Orleans) | 0 |
| Corporation for Public Broadcasting | 0 |
| Livingston Associates | 19 |
| Greater Public | 0 |

RECRUITING SOURCES USED

Job Title of Position: General Manager

Date of Hire: 06/01/2017

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|-----------------------|---|---|--------------------------|---------------------------------------|
| Livingston Associates | N | Livingston Associates 3000 Chestnut Ave. Suite 208 Baltimore, MD 21211 | Adam Livingston | (410) 243-1974 |

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

Job Title of Position: Director of Development

Date of Hire: 8/1/2017

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|--|---|---|--------------------------|---|
| WorkNolacom | N | GNO, Inc. 1100 Poydras Street, Suite 3475 New Orleans, LA 70163 | N/A | 504-527-6900 |
| Times Picayune/NOLA.com | N | 3800 Howard Avenue New Orleans, LA 70125 | Sophia Joseph | (504) 826-3513 |
| 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 |
| Corporation of Public Broadcast (CPB) | N | 1001 N. 23 rd Street Baton Rouge, LA 70802 | N/A | (225) 342-3111 |
| Association of Fundraising Professionals (AFP) | N | 4300 Wilson Blvd # 300, Arlington, VA 22203 | N/A | (703) 684-0410 |
| Indeed.com | N | Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, TX 78750 | N/A | |
| 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: Underwriting Sales Manager

Date of Hire: 7/21/2017

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|--|---|--|--------------------------|---|
| WorkNolacom | N | GNO, Inc. 1100 Poydras Street, Suite 3475 New Orleans, LA 70163 | N/A | 504-527-6900 |
| Times Picayune/NOLA.com | N | 3800 Howard Avenue New Orleans, LA 70125 | Sophia Joseph | (504) 826-3513 |
| 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 |
| Corporation of Public Broadcast (CPB) | N | 1001 N. 23 rd Street Baton Rouge, LA 70802 | N/A | (225) 342-3111 |
| Indeed.com | N | Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, TX 78750 | N/A | |
| WWOZ.org | N | PO Box 51840 New Orleans, LA 70151 | David Stafford | (504) 568-1239 stafford@wwoz.org |

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Job Title of Position: Director of Content**Date of Hire: 1/1/2018**

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|--|---|--|--------------------------|---|
| WorkNolacom | N | GNO, Inc. 1100 Poydras Street, Suite 3475 New Orleans, LA 70163 | N/A | 504-527-6900 |
| Times Picayune/NOLA.com | N | 3800 Howard Avenue New Orleans, LA 70125 | Sophia Joseph | (504) 826-3513 |
| 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 |
| Corporation of Public Broadcast (CPB) | N | 1001 N. 23 rd Street Baton Rouge, LA 70802 | N/A | (225) 342-3111 |
| Association of Fundraising Professionals (AFP) | N | 4300 Wilson Blvd # 300, Arlington, VA 22203 | N/A | <u>(703) 684-0410</u> |
| Indeed.com | N | Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, TX 78750 | N/A | |
| Current | N | 6930 Carroll Avenue, Suite 625. Takoma Park, MD 20912. | Julie Drizin | 301- 270-7240 Advertising@current.org |
| WWOZ.org | N | PO Box 51840 New Orleans, LA 70151 | David Stafford | (504) 568-1239 stafford@wwoz.org |

Job Title of Position: Special Projects Director**Date of Hire: 1/3/2018**

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|----------------------------|---|--|--------------------------|---|
| WorkNolacom | N | GNO, Inc. 1100 Poydras Street, Suite 3475 New Orleans, LA 70163 | N/A | 504-527-6900 |
| Times Picayune/NOLA.com | N | 3800 Howard Avenue New Orleans, LA 70125 | Sophia Joseph | (504) 826-3513 |
| The Louisiana Weekly | N | 2215 Pelopidas Street New Orleans, LA 70122 | Renette Hall | (504) 282-3705 rdh@ louisianaweekly.com |
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