

WQOX(FM)  
Facility ID 41147  
Equal Employment Opportunity Public Inspection File Report

**From April 1, 2022 to March 31, 2023:**

WQOX is a non-commercial radio station that is wholly owned by Memphis-Shelby County Schools, an educational institution administered by The Shelby County Board of Education. The station is an integral part of the school district's statutory mission to educate all school children in Shelby County, Tennessee.

As one of the largest school districts in the country, Memphis-Shelby County Schools upholds a strong commitment to diversity and inclusivity in its workforce. It actively seeks to attract the best talent, regardless of race, gender, or national origin, through various recruitment channels such as online job postings and frequent job fairs. Additionally, the county government maintains an Office of Equal Opportunity compliance to ensure equitable employment practices.

For full-time positions at WQOX, hiring practices are subject to Shelby County Schools' Equal Opportunity Employment procedures, which aim to ensure fair and unbiased hiring decisions.

WQOX employs a team of four full-time staff members who exclusively support the station's radio broadcast operations. This team includes the station's General Manager, and three full-time on-air hosts, all of whom are African American. The station has consistently maintained a staff with similar racial makeup for many years.

In addition to its educational initiatives, WQOX is committed to creating a diverse and inclusive workplace that reflects the broader community it serves. The station's hiring practices are aligned with Memphis-Shelby County Schools' Equal Opportunity Employment procedures, which promote fair and unbiased hiring decisions.

**FULL TIME JOB VACANCIES FILLED BY THE STATION**

The station did not hire any full-time employees during the reporting period, and as of May 2022, there remains a single vacant position that needs to be filled.

## **EEO SUPPLEMENTAL RECRUITMENT ACTIVITIES**

WQOX's recruitment efforts are designed to attract a broad pool of qualified applicants. The station advertises open positions through a variety of channels, including online job listings, local job fairs, and other outreach efforts. The station also cultivates relationships with local colleges and universities, and actively participates in career development events and programs.

WQOX's recruitment process is thorough and rigorous, and includes a review of candidates' qualifications and experience, as well as their alignment with the station's values and mission. The station is committed to offering equal opportunities to all qualified applicants, regardless of their race, gender, or national origin.

By creating a diverse and inclusive workplace and providing educational opportunities to the next generation of broadcasters, WQOX is committed to fulfilling its mission to serve the Shelby County community.

(a) Hosting of at least one job fair.

Regular job hiring fairs are conducted by Memphis-Shelby County Schools, usually held in the spring and summer months, with another round taking place in the fall to coincide with the district's fall staffing adjustment processes. If there are any job vacancies available at the radio station, they will be advertised at the relevant job fair. We have had 3 Job Hiring Fairs since April 1st, 2022. Those dates were May 16 and 17<sup>th</sup> and Oct 17<sup>th</sup> 2022.

(b) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

A community-focused internship program was set up to aid individuals in acquiring the necessary skills for employment in broadcasting. The program, run by the district, offered work and internship opportunities for one high school student from January to March, enabling them to learn about different careers in broadcasting and receive practical, hands-on experience.

(c) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

With a tradition of promoting from within, the station offers yearly training to its staff, to equip them with the skills needed for career progression. This year's training focused on the use of podcast equipment, Live streaming software and equipment and how to incorporate AI. A trend we see being used more and more. The Shelby County Schools Telecommunications Center (88.5FM/C19TV) education center has students in our building participating Monday through Thursdays throughout the school year.