

EEO Public File Report for
Western New York Public Broadcasting Association
(WNED-DT, WNED-FM, WNJA, WBFO, WOLN, WUBJ)
February 1, 2017 – January 31, 2018

This EEO Public File Report is filed in WNY Public Broadcasting Association's (WNED) public inspection file pursuant to Section 73.2080 of the Federal Communications Commission's (FCC) rules.

During the period February 1, 2017 through January 31, 2018, WNED filled the following full-time vacancies:

Vacancy Number	Full Time Vacancy
1.	Director, Fundraising Events
2.	Manager, Legacy and Leadership
3.	Manager, Foundation and Community Development
4.	Administrative Assistant, Development
5.	Capital Campaign Coordinator
6.	Membership Payment Specialist
7.	Program Director, Classical

WNY Public Broadcasting Association's (WNED) provides notification of each vacancy to any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers if the organization requests notification. No organizations have specifically requested notice of such vacancies.

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and/or office, and telephone number.
- The recruitment source that referred the person hired for each full-time vacancy.
- The total number of persons interviewed for each full-time vacancy.
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of Supplemental Outreach Initiatives completed for the period February 1, 2017 through January 31, 2018.

RECRUITING SOURCES

	Recruiting Source	Online Address and contact information	Vacancy Number Posted
	Professional Recruit		
1	Indeed	www.indeed.com	All
2	Corporation Public Broadcasting	www.cpb.org	1, 2, 3,4,5,7
3	NYS Broadcasters Association	www.nysbroadcasters.org cjung@nysbroadcasters.org	3,5
4	The Non Profit Network	http://www.thenonprofitnetwork.org	1,2,3,4,5,7
5	Career Builder	www.careerbuilder.org	1,2,
6	Current	http://jobs.current.org.r.jobs/post/post.cfm	1,5,7
7	NETA – National Education Telecommunication Association	http://www.netaonline.org/	7
8	Association of Fundraising Professionals	www.afpnet.org	2,5
9	Hispanic Diversity	https://hispanicdiversity.com/	1
10	US Media Match	http://www.media-match.com/usa/media/managejobs.php	
11	Association for Women in Communications	http://womcom.org	
12	Native American Journalists Association	https://www.naja.com/store/job-listings/	
13	LatPro	http://www.jobalot.com/sponsors/LatPro	
14	National Association of Black Journalist	http://nabcareers.org/	
15	Asian American Journalist	http://www.aaja.org/job-posting	
16	Arab and Middle Eastern Journalist Association	http://www.ameja.org	
17	Public Media Women in Leadership	http://www.pubmedialeadingladies.com/	
18	NYS Job Bank	https://newyork.us.jobs/	
19	Journalism Next	http://journalismnext.com/	
20	JournalismJobs.com	http://www.journalismjobs.com/post-new-job	
21	Workplacediversity.com	http://workplacediversity.com/	
22	Multi-Ethnicity in National Association for Communications	http://namic.com/about/	

Local Organizations			
23	Buffalo Urban League	http://buffalourbanleague.org/ jking@BuffaloUrbanLeague.org	3
24	Catholic Charities	http://www.ccwny.org/ Laurie.domiano@ccwny.org	2, 3
25	Community Action Organization of Erie County	http://www.caoec.org/ Caohr@roadrunner.com	1,2,3
26	Educational Opportunity Center -SUNY at Buffalo	www.eoc.edu keysor@buffalo.edu	2,3
27	Hispanics United of Buffalo	http://www.hispunited.org/ liglesias624@hotmail.com	3
28	International Institute	www.iibuff.org iib@iibuff.org	3
29	NAACP	www.buffalonaacp.org NAACP@Apollo3.com	3
30	SUNY at Buffalo -Veteran Affairs	dryan@buffalo.edu	2,3
31	United Way	http://www.unitedway.org/	
32	WNY Job Bank	http://www.wnyjobs.com/	
33	Jewish Family Services	www.jfsbuffalo.org generalinfo@jfsbuffalo.org	
34	Advertising Club of Buffalo	Advertisingclubofbuffalo.com	
Universities			
35	WNYACC (Colleges): Blasts post to all local colleges)	www.wnyaccc.org	1,2,3,5
36	University at Buffalo	Buffalo.edu	1,2,5
37	Buffalo State	www.wnyaccc.org	5
38	Seton Hill University	www.wnyaccc.org	1,2
39	Michigan State University	www.wnyaccc.org	1,2
40	Cornell University	www.wnyaccc.org	1,2
41	University of Pittsburgh	www.wnyaccc.org	1,2
42	Stony Brook University	www.wnyaccc.org	1,2
43	Houghton College	www.wnyaccc.org	1,2
44	Canisius College	www.wnyaccc.org	1,2,5
45	Daemen College	www.wnyaccc.org	5

	In-house Postings		
46	WNED News (internal recruiting)	internal	All
47	WNED Website	internal	All
48	WNED Twitter	internal	All
49	WNED Facebook	internal	All
50	WBFO Facebook	internal	All

Attachment A

	Full Time Position	Total No of Interviewees	Recruiting Source of Hiree
1.	Director, Fundraising Events	7	Indeed
2.	Manager, Legacy and Leadership	3	Internal promotion
3.	Manager, Foundations & Community Development	5	Indeed
4.	Administrative Assistant, Development	5	Indeed
5.	Capital Campaign Coordinator	4	WNED website
6.	Membership Payment Specialist	11	Other website – not identified
7.	Program Director, Classical	4	Current

Attachment B – SUPPLEMENTAL OUTREACH (47 CFR 73.2080 (c)(2))

Outreach	Employee	Activity
47 CFR 73.2080 (c)(2) (i) Participation in Job Fairs	HR Director & Admin Asst HR	<ul style="list-style-type: none"> • Job Fair –Canisius College (February 2017)
	Administrative Assistant HR	<ul style="list-style-type: none"> • Job Fair –Daemen College (March 2017) • Job Fair – Erie Community College – South Campus (March 2017) • Job Fair – Erie Community College – City Campus (March 2017)
47 CFR 73.2080 (c)(2) (iv) Participation in events sponsored by organizations interested in broadcast employment	Director, Education & Outreach	<ul style="list-style-type: none"> • HOPE Buffalo – teen focus group - February 2017 • Buffalo State College Presentation - February 2017 • Teen focus group – Amherst High School - March 2017 • West Seneca Rotary Presentation - April 2017 • Autism Services art show opening - April 2017 • Writers Contest Celebration - May 2017 • Family Literacy Night – Southside Elementary School - June 2017 • EPIC Storytime - August 2017 • Buffalo State College Presentation - October 2017 • Niagara Frontier Council for the Social Studies Presentation • Buffalo State College Presentation - November 2017 • BPS art show opening - December 2017
	Chief Operating Officer	<ul style="list-style-type: none"> • SEI Nonprofit Conference - June 2017
	VP Sales & Marketing	<ul style="list-style-type: none"> • Attended Greater Public’s annual Public Media Development & Marketing Conference - San Francisco, CA – July 2017 • Presented underwriting sales workshop for attendees at Greater Public’s annual Public Media Development & Marketing Conference San Francisco, CA – July 2017 • Presented an underwriting copy webinar for Greater Public-Online – August 2017
	Corporate Sales Representatives	<ul style="list-style-type: none"> • Public Media presentation to group of marketing execs • Lumsden & McCormick – March 2017 • World Trade Center Buffalo-Niagara / trade expo - Hyatt Regency – May 2017 • Buffalo Broadcasters Advertising Club - 21st Century Club – June 2017 • Buffalo Broadcasters Hall of Fame Dinner - Buffalo, NY – September 2017
	VP Engineering	<ul style="list-style-type: none"> • Serves on Kenmore-Town of Tonawanda Public School District CTE Technology Academy Advisory Board- Kenmore NY - Continuously throughout 2017
	Engineering Department – All Staff	<ul style="list-style-type: none"> • Hosts Society of Broadcast Engineers chapter 133 meetings that provide education and training on television and radio broadcast systems & opportunities, are free and open to broadcasters, employees, students and the community - WNED - Monthly: January – June & September – December 2017

Outreach	Employee	Activity
	Senior Director, News & Public Affairs	<ul style="list-style-type: none"> • Educational Services Committee presentation - WNET WBFO conference room - Feb 2017 • Community Advisory Board presentation - WNET WBFO conference room - Feb 2017 • Chautauqua Institution discussion - WNET Studio - April 2017 • Radio Advisory Committee presentation - WNET WBFO conference room - April 2017 • Media production students from Buffalo State College tour facilities • WBFO - April, 2017 • Public Relations Society of America - Pearl Street Grill - May 2017 • John Hockenberry event - WNET Studio - August 2017 • Community Advisory Board presentation - WNET WBFO conference room - Sept 2017 • Racial Equity Project Advisory Board - WBFO conference room - Jan 2018
	Senior Reporter, WBFO	<ul style="list-style-type: none"> • Media advisory committee - Medaille College - June 2017
	Managing Editor, Great Lakes	<ul style="list-style-type: none"> • International Joint Commission - WNET WBFO studios - March 2017 • Healing Our Waters environmental conference - WNET WBFO - October 2017
	Program Host, WBFO	<ul style="list-style-type: none"> • Buffalo Broadcasters Association (BBA): <i>Board Member and website manager</i> - 2017 (ongoing) • Kid Fest Character Breakfast: <i>Emcee'd Kid Fest Character Breakfast, interacted with members of the community in attendance</i> - RiverWorks, Buffalo - February 2017
47 CFR 73.2080 (c)(2)(v) Internships	Senior Director, News & Public Affairs	<ul style="list-style-type: none"> • Average 3 interns per semester from local area colleges & universities majoring in journalism, broadcasting or related field – entire calendar year 2017
47 CFR 73.2080 (c)(2)(vi) Job banks in general	Director, Human Resources	<ul style="list-style-type: none"> • Submitted all full time and part time vacancies to WNYACC – Western New York Association of College Career Centers (2017)
47 CFR 73.2080 (c)(2)(viii) Training programs designed to enable station personnel to acquire skills to qualify for higher level positions	Administrative Assistant – Human Resources	<ul style="list-style-type: none"> • Microsoft Office (Outlook) training WNET January 2017 • Access – Level 1 - Quality PC Training - February 2017 • First Aid Training - - WNET - April 2017 • Administrative Assistants Conference - Adam’s Mark Hotel- Buffalo • September 2017 • Access – Level 2 - Quality PC Training - October 2017
	Director, Human Resources	<ul style="list-style-type: none"> • Webinar – Maxwell Health – benefit upgrade portal for employees (December 2017)

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • Canisius College Center for Professional Development - Management Training - Session 1 & 2 - 01/2018
	Chief Operating Officer	<ul style="list-style-type: none"> • NPR Music Fair Use Webinar - June 2017 • Racial Equity Training - WNED WBFO - September 2017 • PBS General Manager's Strategy Meeting - Washington, DC - October 2017 • Hodgson Russ Labor & Employment Conference - Buffalo Marriot Hotel - November 2017 • ATSC3.0 Webinar (CPB) – Webinar - November 2017
	Controller	<ul style="list-style-type: none"> • Seminar: Tax Exempt Accounting & Compliance Update - 02/01/2017 • Webinar: TIAA-CREF Fee Disclosure Webinar 04/27/2017 • Webinar: Corporation for Public Broadcasting what is NFFS 10/11/2017
	Senior Director, Legacy & Leadership Giving	<ul style="list-style-type: none"> • Allegiance Database Training – WNED - 06/2017 • I WAVE data training - WNED - 07/2017 • Racial Equity Training – WNED - 09/2017 • Major Gifts Webinar with KQED – WNED - 10/2017
	Manager, Legacy & Leadership Giving	<ul style="list-style-type: none"> • Allegiance Database Training - 06/2017 • Major Giving Webinar - 07/2017 • Association of Fundraising Professionals Lunch and Seminar 09/2017, 10/2017, 11/2017, 12/2017, 01/2018 • On-air Fundraising Training - 01/2018 • Canisius College Center for Professional Development Management Training - Session 1 & 2 - 01/2018
	Administrative Assistant, Development	<ul style="list-style-type: none"> • Association of Fundraising Professionals Lunch and Seminar - 6461 Transit Rd, Depew, NY 14043 -11/2017 and 12/2017
	Senior Director, Fundraising	<ul style="list-style-type: none"> • Fundraising Strategy – WNED - 9/17 • Racial Equity Training – WNED - 9/17 • TRAC Conference - Scottsdale AZ - 1/18
	Manager, Volunteers & Events	<ul style="list-style-type: none"> • Allegiance Computer Training – WNED - June 2017
	Manager, Membership	<ul style="list-style-type: none"> • Database Webinar – Activity Management - WNED – February 2017 • Database Webinar – Scheduling Processes - WNED – March 2017 • GoToWebinar - All Your New Sustainers: How to Keep Them? WNED – 4/4/2017 • WNED WBFO - Allegiance/Simple Pledge Hybrid Discussion - WNED – 4/5/2017 • GoToWebinar - Fundraising Webinar: Using Enhanced Activities for CRM - WNED – 4/18/2017

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • GoToWebinar - Proven Practice: Enhancing the Donor Experience: Pledge and Web Forms - WNED – 4/12/2017 • GoToWebinar - Fundraising Webinar: Managing the Credit Card Reject Bin - WNED – 5/16/2017 • Allegiance in-house training -WNED – 6/13/2017-6/18/2017 • Fundraising Webinar – Tracking Donations - WNED – July 2017 • GoToWebinar - Membership Award: WHY?y's Black History Content as a Catalyst for Acquisition - WNED – 7/13/2017 • GoToWebinar - Fundraising Webinar: Using the Balance Credit Card Processing Report - WNED – 7/18/2017 • SKU and PO Training with Forest - WNED –8/1/17 • GoToWebinar - Proven Practice: How to Boost your Renewals and Retention - WNED – 8/2/2017 • GoToWebinar - Special Achievement Award: GPB's 54% Overall Revenue Growth - WNED – 8/17/2017 • GoToWebinar - Fundraising Webinar: What's New in 17.2 WNED – 8/15/2017 • GoToWebinar - A Case For Digital Readiness: Results From the PBS Nerd Fundraising Pilot - WNED – 8/22/2017 • GoToWebinar - WNET: One Year After Giving Back Primetime WNED – 9/11/2017 • Strengthen Your Presence: Clarity, Certainty & Unshakeability WNED – 9/20/2017 • GoToWebinar - Fundraising Webinar: Matching Gift Module and Its Integrations - WNED – 10/17/2017 • Communications Webinar – Emerging Technology Trends WNED – November 2017 • GoToWebinar - Fundraising Webinar: Using Web Label Data to Customize Your Pledge Pages - WNED – 11/21/2017 • GoToWebinar - Proven Practice: Upgrade Ask Strings - How, When and Why to Use Them - WNED – 1/3/2018 • GoToWebinar - Fundraising Webinar: ACD Hybrid Pages WNED – 1/16/2018 • On-air talent training with Jay Clayton - WNED – 1/26/18
	<p>Membership Payment Specialist</p>	<ul style="list-style-type: none"> • Concepts for data entry - WNED – 12/4/2017 • PCI Compliance - WNED – 12/4/2017 • How to batch - WNED – 12/4/2017 • How to key - WNED – 12/13/2017 • Audience Services Instructions - WNED – 12/4/2017 • Audience Services Contact list - WNED – 12/4/2017 • Reject Bin Instructions - WNED – 12/15/2017 • Clearing Journals - WNED – 12/5/2017 • Running Pledge Bills - WNED – 12/5/2017 • Allocating Imports - WNED – 12/12/2017

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • Importing - WNED – 1/15/2018 • Monthly Charges Projections - WNED – 12/19/2017 • Monthly Charges - WNED – 12/20/2017 • Daily Charges - WNED – 1/24/2018 • On-air talent training with Jay Clayton - WNED – 1/26/2018
	Membership Associates	<ul style="list-style-type: none"> • Database Webinar – Activity Management - WNED – February 2017 • Reject Bin Instruction WNED – 2/2/2018 & 3/9/2017 • Verification - WNED – 2/10/2017 • Verifying Source Codes - WNED – 2/10/2017 & 3/17/2017 • Answering Phone Calls - WNED – 2/21/2017 • Monthly Charges - WNED – 2/21/2017 • Applying Payments to Open Pledges in Verification - WNED – 2/27/2017 • Daily Charges - WNED – March 2017 • Keeping Billing and Mailing Addresses Separate - WNED – 3/9/2017 • Importing Pledges - WNED – 4/1/2017 • Importing Survey Transactions - WNED – 4/1/2017 • Transfers and Refunds - WNED – 4/18/2017 • Monthly EFTs - WNED – June 2017 • Allegiance in-house training - WNED – 6/13/2017-6/18/2017 • Creating Item Codes - WNED – 11/8/2017 • On-air talent training with Jay Clayton - WNED – 1/26/18 • GoToWebinar - All Your New Sustainers: How to Keep Them? WNED – 4/4/2017 • GoToWebinar - Fundraising Webinar: Managing the Credit Card Reject Bin - WNED – 5/16/2017 • GoToWebinar - Fundraising Webinar: Matching Gift Module and Its Integrations - WNED – 10/17/2017 • GoToWebinar - All Your New Sustainers: How to Keep Them? WNED – 4/4/2017 • GoToWebinar - Fundraising Webinar: Managing the Credit Card Reject Bin - WNED – 5/16/2017 • GoToWebinar - Fundraising Webinar: Using the Balance Credit Card Processing Report - WNED – 7/18/2017, 1/26/2018
	Director, Education & Outreach	<ul style="list-style-type: none"> • PBS KIDS webinar - February 2017, March 2017, April 2017, May 2017, September 2017, December 2017, January 2018 • NYSPTV education directors call - February 2017, March 2017, April 2017, July 2017, September 2017, October 2017, December 2017 • NPR DS webinar - March 2017, April 2017, May 2017 • President’s Staff Retreat - May 2017 • PBS Social Media webinar - June 2017, November 2017

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • DSLR camera training - June 2017 • PBSLM grant webinar - June 2017, January 2018 • PBS Summer Adventure webinar - June 2017 • PBS SPI webinars - July 2017 • RTL webinars - October 2017, December 2017, January 2018 • RTL Kickoff Meeting - November 2017
	Producer, Education & Outreach	<ul style="list-style-type: none"> • Bento and Beyond- Professional Development Day with PBS Digital • Arlington, VA - February 2017 • PBS- Merlin/COVE, Curate Training Webinar - February 2017 • Passport Progress Webinar - February 2017 • PBS Media Manager Training Webinar - February 2017 • PBS SPI Webinar- Technology, Data and Editorial - February 2017 • PBS SPI Webinar- The Joys of Analytics: Recipes for Digital Insights - February 2017 • Core Data Model Webinar - February 2017 • NPR DS webinar - March 2017, April 2017 • PBS Digital Webinar- Introduction to Source 2.0 - May 2017 • PBS Summer Adventure webinar - June 2017 • PBS Social Media 201 webinar - June 2017 • PBS The Vietnam War UGS Webinar - June 2017 • Engaging Niche Audiences Through Digital Marketing Webinar - July 2017 • PBS Film Festival Webinar - July 2017 • PBS Digital Studios/CPB Digital Programming Webinar - July 2017 • PBS SPI Webinar- Measure the Money/Google Analytics - July 2017 • PBS Digital Webinar- Cracking the Diversity Code - July 2017 • PBS Digital Webinar- Experimenting with Digital Engagement Tools - July 2017 • DSLR Camera Training - WNED, Buffalo, NY - August 2018 • PBS Digital Webinar- Engaging Audience With The Great Wisconsin Baking Challenge - August 2018 • Racial Equity Training - WNED, Buffalo, NY - Sept. 2017 • PBS Producers Digital Webinar - Sept. 2017 • PBS Social Optimized Video Webinar - November 2017 • PBS Bento 2 Training Webinar - December 2017 • Passport Progress Webinar - December 2017
	Education Associate, Education & Outreach	<ul style="list-style-type: none"> • Webinar – Barriers to Wellness: Insights from a Youth-Led Community-Based Participatory Research Study - January 2017 • Webinar – PBS Kids - February 2017 • Webinar – The Joy of Analytics - February 2017 • BBA seminar – Freedom of Information Act and Open Meeting Law

Outreach	Employee	Activity
		<p>Buffalo, NY - May 2017</p> <ul style="list-style-type: none"> • WBFO Staff Development meeting – Libel and other legal pitfalls Buffalo, NY - June 2017 • Webinar – PBS Digital Marketing - June 2017 • WNET Time Sheet/Time off Training - July 2017 • Webinar – Experimenting with Digital Engagement Tools - July 2017 • DSLR camera training in Studio 1 - Buffalo, NY - August 2017 • MeVo camera training - Buffalo, NY - October 2017 • Webinar – Social-Optimized Video - November 2017 • Webinar – Interactive Lessons: New Models for Learning Confirmation - January 2018 • NPR Research & Dev Desk - 11/17
	VP Engineering	<ul style="list-style-type: none"> • Attended PBS Technical Conference comprised of educational seminars & white paper presentations on digital TV and related subjects - Las Vegas NV - April 2017 • Attended National Association of Broadcasters Convention & trade show - Las Vegas NV - April 2017 • Attended Society of Broadcast Engineers ENNES Educational Workshops - Las Vegas NV - April 2017 • Participated in Corporation for Public Broadcasting Spectrum Auction Repack educational/planning webinars – WNET - February, March, May 2017
	Manager – Radio Engineering	<ul style="list-style-type: none"> • Participated in Corporation for Public Broadcasting Spectrum Auction Repack educational/planning webinars – WNET - February, March, May 2017 • Participated in ATSC-3 training webinars – WNET - November, December 2017 • Participated in ATSC-3 training webinar - WNET - November 2017
	VP Sales & Marketing	<ul style="list-style-type: none"> • Attended webinar by Greater Public for classical music stations Online – November 2017 • NPR Research and Programming: using research to generate more revenue – Online – November 2017 • NPR's Smart Speaker Developments & Opportunities - for audience building & revenue generation – Online – December 2017
	Corporate Sales Representatives	<ul style="list-style-type: none"> • NYS Broadcasters Association digital training - Westin Hotel – May 2017 • Greater Public Webinar Copy workshop - WNET I WBFO – August 2017 • NY State Broadcasters Association Digital Training - New York City – October 2017

Outreach	Employee	Activity
	Senior Director, News & Public Affairs	<ul style="list-style-type: none"> Open Meetings/Freedom of Information seminar - Theodore Roosevelt Site - April 2017 Public Radio News Directors International Conference – Miami - June 2017
	Senior Reporter, WBFO	<ul style="list-style-type: none"> Evening with Renee Montagne - WNED studio - March 2017
	Program Host, WBFO	<ul style="list-style-type: none"> Association of Health Care Journalists (AHCJ) 2017 Conference: <i>Attended professional development conference with other members of the health care journalism field; participated in training and networking sessions on numerous topics</i> - Orlando, FL - April 2017
	Art Director	<ul style="list-style-type: none"> Digital Photography Training and Editing lectures - Photography Expo & Convention at Marriott Hotel, Buffalo - March 2017 Building Infographics in Illustrator - Online Course - April 2017 Adobe Lightroom CC Editing - Online Course - June 2017 The Complete Guide to InDesign Styles - Online Course - September 2017
	Graphic Designer	<ul style="list-style-type: none"> Webinar (Apple Keynotes to learn about upcoming field-related software and hardware) – Onsite - June 2017 & September 2017
	Leadership Staff	<ul style="list-style-type: none"> Canisius College Center for Professional Development - Management Training - Session 1 & 2 - 01/2018
	All Staff	<ul style="list-style-type: none"> Pledge Training with Jay Clayton – January 2018
47 CFR 73.2080 (c)(2)(ix) Establishment of a mentoring program	Corporate Sales Representative	<ul style="list-style-type: none"> Mentor of Medaille College Students - Buffalo, NY - 2017-2018
	Senior Reporter, WBFO	<ul style="list-style-type: none"> Student Mentoring Program - Buffalo Broadcasters Association mentoring throughout 2017 and early 2018
	Program Host, WBFO	<ul style="list-style-type: none"> Station tours: Introduction to newsroom operations and Q&A with visiting tour groups - WBFO Studios - Ongoing Training/editing with WBFO interns - WBFO Studios - 2017 (ongoing)
47 CFR 73.2080 (c)(2)(x) Participation in events sponsored by educational institutions related to careers in broadcasting	Program Host, WBFO	<ul style="list-style-type: none"> BBA “Peer 2 Peer” Speakers Tour: <i>Speaking to students about the broadcasting industry and working in public media</i> - Canisius High School, Buffalo - October 2017 Read with a Veteran: <i>Visiting local elementary school for a Veterans Day event to meet students and ready to them</i> - Hoover Elementary School, Tonawanda - November 2017
47 CFR 73.2080 (c)(2)(xii) Listing of upper category openings in media trade groups whose members include	Director, Human Resources	<p>Two upper-level positions were listed in job banks or with media trade groups with a broad-based membership, including participation of women and minorities:</p> <ul style="list-style-type: none"> - Director, Fundraising Events (Careerbuilder, Current, CPB, Non-Profit Network) - Program Director, Classical (Current, CPB, Non-Profit Network)

Outreach	Employee	Activity
substantial participation of women and minorities		
47 CFR 73.2080 (c)(2)(xiv) Provision of training to management regarding methods of ensuring equal employment opportunity and prevention of discrimination	All Staff	<ul style="list-style-type: none"> Racial Equity Training – WNED - Buffalo, NY - September 2017
47 CFR 73.2080 (c)(2)(xv) Training to personnel in broadcast employment opportunities that would enable them to better refer candidates		
47 CFR 73.2080 (c)(2)(xvi) Participation in other activities reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates	WBFO Reporter/On Air Host	<ul style="list-style-type: none"> Buffalo Broadcasters Association (BBA): Board Member (2017-2018)
	Director, Education & Outreach	<ul style="list-style-type: none"> NYSPTV education directors call - February 2017, March 2017, April 2017, August 2017, September 2017, October 2017, December 2017, January 2018
	Education Associate, Education & Outreach	<ul style="list-style-type: none"> English as a Second Language students – gave tour of studio/building with Eileen Buckley - Buffalo, NY - April 2017
	Manager, Volunteers & Events	<ul style="list-style-type: none"> Volunteer Fair - Amherst Senior Center - October 2017