

**EEO Public File Report for
Western New York Public Broadcasting Association
(WNED-DT, WNED-FM, WNJA, WBFO, WOLN, WUBJ)
January 22, 2014 – January 21, 2015**

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 January 22, 2014 through January 21, 2015, WNED filled the following full-time vacancies:

- Director, News & Public Affairs
- Database & Reports Specialist
- Capital Campaign Administrator
- Membership Associate
- Director, Foundation & Community Development
- Manager of Building Services
- Digital Media Arts Manager
- Capital Campaign Administrator (Re-Opened)

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 January 22, 2014 through January 21, 2015.

January, 2015

Attachment A

EEO Public File Report

**Recruitment Sources Used To Fill Each Full-time Vacancy
For the period January 22, 2014 – January 21, 2015**

Director of News & Public Affairs

Opened – 4/11/14

Filled – 9/22/14

Total Interviewed = 5

Source – WNED Internal Source

WNED Internal Source

WNED Website

Careerbuilder.com

State Jobs.com

Western NY Association of College Career Centers

University of Buffalo Career Resource Center

Buffalo State College Career Development Center

Buffalo Urban League

Catholic Charities

Community Action Organization of Erie County

Educational Opportunity Center

Everywoman Opportunity Center

Hispanics United

International Institute

Jewish Family Services

NAACP

New York State Broadcaster's Association

State University of New York at Buffalo

WUFO Radio

Current

Database & Reports Specialist

Opened – 4/19/14

Filled – 5/20/14

Total Interviewed = 10

Source – Careerbuilder.com

WNED Internal Source

WNED Website

Careerbuilder.com

Association of Fundraising Professionals

State Jobs.com

Western NY Association of College Career Centers

Buffalo-Niagara Enterprise

Buffalo Urban League

Catholic Charities

Community Action Organization of Erie County

CPB Jobline

Educational Opportunity Center

Everywoman Opportunity Center
Hispanics United
International Institute
Jewish Family Services
NAACP
State University of New York at Buffalo
WUFO Radio
NYS Job Bank

Capital Campaign Administrator

Opened – 5/3/14

Filled – 7/28/14

Total Interviewed = 2

Source – Buffalo-Niagara Enterprise

WNED Internal Source
WNED Website
WNED Twitter
Association of Fundraising Professionals
Careerbuilder.com
CPB Jobline
Current
Western NY Association of College Career Centers
University of Buffalo Career Resource Center
Buffalo-Niagara Enterprise
Buffalo State College Career Development Center
Buffalo Urban League
Catholic Charities
Community Action Organization of Erie County
Educational Opportunity Center
Everywoman Opportunity Center
Hispanics United
International Institute
Jewish Family Services
NAACP
NYSBA
WUFO Radio

Membership Associate

Opened – 4/30/14

Filled – 6/30/14

Total Interviewed = 4

Source – Careerbuilder.com

WNED Internal Source
WNED Website
WNED Twitter
Careerbuilder.com
CPB Jobline
State Jobs.com
Western NY Association of College Career Centers
Buffalo-Niagara Enterprise

Buffalo Urban League
Catholic Charities
Community Action Organization of Erie County
Educational Opportunity Center
Everywoman Opportunity Center
Hispanics United
International Institute
Jewish Family Services
NAACP
NYSBA
NYS Job Bank
WUFO Radio

Director, Foundation & Community Development

Opened – 7/14/14

Filled – 9/8/14

Total Interviewed = 6

Source – Careerbuilder.com

WNED Internal Source
WNED Website
Careerbuilder.com
CPB Jobline
Current
State Jobs.com
Western NY Association of College Career Centers
Buffalo-Niagara Enterprise
University of Buffalo Career Resource Center
Buffalo State College Career Development Center
Buffalo Urban League
Catholic Charities
Community Action Organization of Erie County
Educational Opportunity Center
Everywoman Opportunity Center
Hispanics United
International Institute
Jewish Family Services
NAACP
NYS Job Bank
NYSBA
State University of New York at Buffalo
WUFO Radio

Manager of Building Services

Opened – 9/26/14

Filled – 11/17/14

Total Interviewed = 2

Source – Careerbuilder.com

WNED Internal Source
WNED Website
Careerbuilder.com

CPB Jobline
State Jobs.com
Western NY Association of College Career Centers
Buffalo-Niagara Enterprise
Buffalo Urban League
Catholic Charities
Community Action Organization of Erie County
Educational Opportunity Center
Everywoman Opportunity Center
Hispanics United
International Institute
Jewish Family Services
NAACP
NYS Job Bank
State University of New York at Buffalo
WUFO Radio

Digital Media Arts Manager

Opened – 11/4/14

Filled – 1/12/15

Total Interviewed = 6

Source – Advertising Club of Buffalo website

WNED Internal Source
WNED Website
Careerbuilder.com
CPB Jobline
WNED Twitter
WNED Facebook
Advertising Club of Buffalo
State Jobs.com
Western NY Association of College Career Centers
Buffalo-Niagara Enterprise
Buffalo Urban League
Catholic Charities
Community Action Organization of Erie County
Educational Opportunity Center
Everywoman Opportunity Center
Hispanics United
International Institute
Jewish Family Services
NAACP
NYS Job Bank
NYSBA
State University of New York at Buffalo
WUFO Radio

Capital Campaign Administrator (re-opened)
Opened – 10/2014
Filled – 1/19/15
Total Interviewed = 1
Source – WNET Internal Source
 WNET Internal Source
 WNET Website
 WNET Twitter
 Advertising Club of Buffalo
 Careerbuilder.com
 CPB Jobline
 State Jobs.com
 Western NY Association of College Career Centers
 Buffalo-Niagara Enterprise
 Buffalo Urban League
 Catholic Charities
 Community Action Organization of Erie County
 Educational Opportunity Center
 Everywoman Opportunity Center
 Hispanics United
 International Institute
 Jewish Family Services
 NAACP
 WUFO Radio

Recruitment Sources Contact Information

Director, News & Public Affairs

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNET Internal Source 140 Lower Terrace Buffalo, NY 14202	Sharon Congelli (716) 845-7021 scongelli@wned.org	3	N
WNET Website	www.wned.org	1	N
Careerbuilder.com	Mary Beth Cameron mcameron@gannett.com 585-258-9717	0	N
State Jobs.com	http://jobs.50statejobs.com	0	N
Western NY Association of College Career Centers	www.lamBuffaloNiagaraJOBS.com 716-852-7100, ext. 432	0	N
University of Buffalo Career Resource Center	Business-buffalo-csm@symplicity.com	0	N

Buffalo State College Career Development Center	askorca@buffalostate.edu 716-878-5811	0	N
Buffalo Urban League	jking@BuffaloUrbanLeague.org	0	N
Catholic Charities	Laurie.domiano@ccwny.org	0	N
Community Action Organization of Erie Cty.	Caohr@roadrunner.com	0	N
Educational Opportunity Center	keysor@buffalo.edu	0	N
Everywoman Opportunity Center	ewocbuf@everywoman.org	0	N
Hispanics United	liglesias624@hotmail.com	0	N
International Institute	iib@iibuff.org	0	N
Jewish Family Services	generalinfo@jfsbuffalo.org	0	N
NAACP	NAACP@Apollo3.com	0	N
NYS Broadcasters Assoc.	cjung@nysba.org	0	N
State University of New York at Buffalo	dryan@buffalo.edu	0	N
WUFO Radio	dwaynecumberlander@yahoo.com	0	N
Current	Emily Lowery Emily.lowery@gmail.com	1	N

Database & Reports Specialist

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED Internal Source 140 Lower Terrace Buffalo, NY 14202	Sharon Congelli (716) 845-7021 scongelli@wned.org	6	N
WNED Website	www.wned.org	2	N
Careerbuilder.com	Mary Beth Cameron mcameron@gannett.com 585-258-9717	2	N
State Jobs.com	http://jobs.50statejobs.com	0	N
Western NY Association of College Career Centers	www.lamBuffaloNiagaraJOBS.com 716-852-7100, ext. 432	0	N

Buffalo-Niagara Enterprise	www.BuffaloNiagaraJobs.com	0	N
Buffalo Urban League	jking@BuffaloUrbanLeague.org	0	N
Catholic Charities	Laurie.domiano@ccwny.org	0	N
Community Action Organization of Erie Cty.	Caohr@roadrunner.com	0	N
CPB Jobline	http://www.cpb.org/jobline/	0	N
Educational Opportunity Center	keysor@buffalo.edu	0	N
Everywoman Opportunity Center	ewocbuf@everywoman.org	0	N
Hispanics United	liglesias624@hotmail.com	0	N
International Institute	iib@iibuff.org	0	N
Jewish Family Services	generalinfo@jfsbuffalo.org	0	N
NAACP	NAACP@Apollo3.com	0	N
State University of New York at Buffalo	dryan@buffalo.edu	0	N
WUFO Radio	dwaynecumberlander@yahoo.com	0	N
NYS Job Bank	www.labor.state.ny.us	0	N

Capital Campaign Administrator

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED Internal Source 140 Lower Terrace Buffalo, NY 14202	Sharon Congelli (585)258-0220 scongelli@wned.org	0	N
WNED Website	www.wned.org	1	N
WNED Twitter	Megan Wagner, mwagner@wned.org , 716-845-7155	0	N
Association of Fundraising Professionals	Katheryn Ross-Winnie www.afpwnychapter.org	1	N
Careerbuilder.com	Mary Beth Cameron mcameron@gannett.com 585-258-9717	0	N
Corporation for Public Broadcasting Jobline	http://www.cpb.org/stations/jobs	0	N

Current	Emily Lowery Emily.lowery@gmail.com	0	N
Western NY Association of College Career Centers	www.lamBuffaloNiagaraJOBS.com 716-852-7100, ext. 432	0	N
University of Buffalo Career Resource Center	Business-buffalo-csm@symplicity.com	0	N
Buffalo-Niagara Enterprise	www.BuffaloNiagaraJobs.com	2	N
Buffalo State College Career Development Center	askorca@buffalostate.edu 716-878-5811	0	N
Buffalo Urban League	jking@BuffaloUrbanLeague.org	0	N
Catholic Charities	Laurie.domiano@ccwny.org	0	N
Community Action Organization of Erie Cty.	Caohr@roadrunner.com	0	N
Educational Opportunity Center	keysor@buffalo.edu	0	N
Everywoman Opportunity Center	ewocbuf@everywoman.org	0	N
Hispanics United	liglesias624@hotmail.com	0	N
International Institute	iib@iibuff.org	0	N
Jewish Family Services	generalinfo@jfsbuffalo.org	0	N
NAACP	NAACP@Apollo3.com	0	N
NYSBA	cjung@nysba.org	0	N
WUFO Radio	dwaynecumberlander@yahoo.com	0	N

Membership Associate

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED Internal Source 140 Lower Terrace Buffalo, NY 14202	Sharon Congelli (585)258-0220 scongelli@wned.org	2	N
WNED Website	www.wned.org	0	N

WNED Twitter	Megan Wagner, mwagner@wned.org , 716-845-7155	0	N
Careerbuilder.com	Mary Beth Cameron mcameron@gannett.com 585-258-9717	2	N
Corporation for Public Broadcasting Jobline	http://www.cpb.org/stations/jobs	0	N
State Jobs.com	http://jobs.50statejobs.com	0	N
Western NY Association of College Career Centers	www.lamBuffaloNiagaraJOBS.com 716-852-7100, ext. 432	0	N
Buffalo-Niagara Enterprise	www.BuffaloNiagaraJobs.com	0	N
Buffalo Urban League	jking@BuffaloUrbanLeague.org	0	N
Catholic Charities	Laurie.domiano@ccwny.org	0	N
Community Action Organization of Erie Cty.	Caohr@roadrunner.com	0	N
Educational Opportunity Center	keysor@buffalo.edu	0	N
Everywoman Opportunity Center	ewocbuf@everywoman.org	0	N
Hispanics United	liglesias624@hotmail.com	0	N
International Institute	iib@iibuff.org	0	N
Jewish Family Services	generalinfo@jfsbuffalo.org	0	N
NAACP	NAACP@Apollo3.com	0	N
NYSBA	cjung@nysba.org	0	N
NYS Job Bank	www.labor.state.ny.us	0	N
WUFO Radio	dwaynecumberlander@yahoo.com	0	N

Director, Foundation & Community Development

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED Internal Source 140 Lower Terrace Buffalo, NY 14202	Sharon Congelli (585)258-0220 scongelli@wned.org	1	N
WNED Website	www.wned.org	1	N
Careerbuilder.com	Mary Beth Cameron		

	mcameron@gannett.com 585-258-9717	2	N
Current	Emily Lowery Emily.lowery@gmail.com	0	N
State Jobs.com	http://jobs.50statejobs.com	0	N
Western NY Association of College Career Centers	www.lamBuffaloNiagaraJOBS.com 716-852-7100, ext. 432	0	N
Buffalo-Niagara Enterprise	www.BuffaloNiagaraJobs.com	2	N
University of Buffalo Career Resource Center	Business-buffalo-csm@symplicity.com	0	N
Buffalo State College Career Development Center	askorca@buffalostate.edu 716-878-5811	0	N
Buffalo Urban League	jking@BuffaloUrbanLeague.org	0	N
Catholic Charities	Laurie.domiano@ccwny.org	0	N
Community Action Organization of Erie Cty.	Caohr@roadrunner.com	0	N
Educational Opportunity Center	keysor@buffalo.edu	0	N
Everywoman Opportunity Center	ewocbuf@everywoman.org	0	N
Hispanics United	liglesias624@hotmail.com	0	N
International Institute	iib@iibuff.org	0	N
Jewish Family Services	generalinfo@jfsbuffalo.org	0	N
NAACP	NAACP@Apollo3.com	0	N
NYS Job Bank	www.labor.state.ny.us	0	N
NYSBA	cjung@nysba.org	0	N
State University of New York at Buffalo	dryan@buffalo.edu	0	N
WUFO Radio	dwaynecumberlander@yahoo.com	0	N

Manager of Building Services

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED Internal Source 140 Lower Terrace	Sharon Congelli (585)258-0220	0	N

Buffalo, NY 14202	scongelli@wned.org		
WNED Website	www.wned.org	0	N
Careerbuilder.com	Mary Beth Cameron mcameron@gannett.com 585-258-9717	2	N
CPB Jobline	http://www.cpb.org/stations/jobs	0	N
State Jobs.com	http://jobs.50statejobs.com	0	N
Western NY Association of College Career Centers	www.lamBuffaloNiagaraJOBS.com 716-852-7100, ext. 432	0	N
Buffalo-Niagara Enterprise	www.BuffaloNiagaraJobs.com	0	N
Buffalo Urban League	jking@BuffaloUrbanLeague.org	0	N
Catholic Charities	Laurie.domiano@ccwny.org	0	N
Community Action Organization of Erie Cty.	Caohr@roadrunner.com	0	N
Educational Opportunity Center	keysor@buffalo.edu	0	N
Everywoman Opportunity Center	ewocbuf@everywoman.org	0	N
Hispanics United	lignlesias624@hotmail.com	0	N
International Institute	iib@iibuff.org	0	N
Jewish Family Services	generalinfo@jfsbuffalo.org	0	N
NAACP	NAACP@Apollo3.com	0	N
NYS Job Bank	www.labor.state.ny.us	0	N
State University of New York at Buffalo	dryan@buffalo.edu	0	N
WUFO Radio	dwaynecumberlander@yahoo.com	0	N

Digital Media Arts Manager

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED Internal Source 140 Lower Terrace Buffalo, NY 14202	Sharon Congelli (585)258-0220 scongelli@wned.org	1	N
WNED Website	www.wned.org		N
Careerbuilder.com	Mary Beth Cameron		

	mcameron@gannett.com 585-258-9717	2	N
CPB Jobline	http://www.cpb.org/stations/jobs	0	N
WNED Twitter	mharris@wned.org	0	N
WNED Facebook	mharris@wned.org	0	N
Advertising Club of Buffalo	www.advertisingclubofbuffalo.com/jobs	3	N
State Jobs.com	http://jobs.50statejobs.com	0	N
Western NY Association of College Career Centers	www.lamBuffaloNiagaraJOBS.com 716-852-7100, ext. 432	0	N
Buffalo-Niagara Enterprise	www.BuffaloNiagaraJobs.com	0	N
Buffalo Urban League	jking@BuffaloUrbanLeague.org	0	N
Catholic Charities	Laurie.domiano@ccwny.org	0	N
Community Action Organization of Erie Cty.	Caohr@roadrunner.com	0	N
Educational Opportunity Center	keysor@buffalo.edu	0	N
Everywoman Opportunity Center	ewocbuf@everywoman.org	0	N
Hispanics United	liglesias624@hotmail.com	0	N
International Institute	iib@iibuff.org	0	N
Jewish Family Services	generalinfo@jfsbuffalo.org	0	N
NAACP	NAACP@Apollo3.com	0	N
NYS Job Bank	www.labor.state.ny.us	0	N
NYSBA	cjung@nysba.org	0	N
State University of New York at Buffalo	dryan@buffalo.edu	0	N
WUFO Radio	dwaynecumberlander@yahoo.com	0	N

Capital Campaign Administrator (Re-Opened)

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED Internal Source 140 Lower Terrace Buffalo, NY 14202	Sharon Congelli (585)258-0220 scongelli@wned.org	1	N
WNED Website	www.wned.org	0	N

WNED Twitter	mharris@wned.org	0	N
Advertising Club of Buffalo	www.advertisingclubofbuffalo.com/jobs	0	N
Careerbuilder.com	Mary Beth Cameron mcameron@gannett.com 585-258-9717	0	N
CPB Jobline	http://www.cpb.org/stations/jobs	0	N
State Jobs.com	http://jobs.50statejobs.com	0	N
Western NY Association of College Career Centers	www.lamBuffaloNiagaraJOBS.com 716-852-7100, ext. 432	0	N
Buffalo-Niagara Enterprise	www.BuffaloNiagaraJobs.com	0	N
Buffalo Urban League	jking@BuffaloUrbanLeague.org	0	N
Catholic Charities	Laurie.domiano@ccwny.org	0	N
Community Action Organization of Erie Cty.	Caohr@roadrunner.com	0	N
Educational Opportunity Center	keysor@buffalo.edu	0	N
Everywoman Opportunity Center	ewocbuf@everywoman.org	0	N
Hispanics United	lignesias624@hotmail.com	0	N
International Institute	iib@iibuff.org	0	N
Jewish Family Services	generalinfo@jfsbuffalo.org	0	N
NAACP	NAACP@Apollo3.com	0	N
NYS Job Bank	www.labor.state.ny.us	0	N
WUFO Radio	dwaynecumberlander@yahoo.com	0	N

Total Number of Interviewees & Recruitment Sources

The following are the recruitment sources that referred interviewees during the period covered by this report and the number of interviewees referred by each of those sources.

Total # of Interviewees **36**

Sources

WNED Internal Source	14
WNED Website	6
Careerbuilder.com	9
Buffalo-Niagara Enterprise	5
Association of Fundraising Professionals	1

Current

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January 2015

Attachment B

FCC Public File Report January 22, 2014 – January 21, 2015

Description of Supplemental Outreach Initiatives

Activity Classification	Type of Activity	Brief Description
1	Job Fairs	<p>WXXI's HR Director & HR Administrative Assistant attended Robert Wesleyan's Job Recruitment Day on March 13, 2014, representing both WXXI & WNED Public Broadcasting.</p> <p>WXXI's HR Director & HR Administrative Assistant attended NHRA 1st Annual Career Fair, November 7, 2014, representing both WXXI & WNED Public Broadcasting.</p>
5	Internship Program	<p>As part of its community commitment to serve the public, WNED has worked with colleges and high schools in and out of the Erie County area in numerous internship opportunities. These internships prepare the participants for possible careers in broadcasting and related professions. Available Fall, Winter, Spring and Summer semesters. On-going.</p> <p>The Engineering Department hosted a Kenmore West High School pre-electrical engineering student for a "shadow day" at WNED on October 12, 2014.</p>
7	NYS Broadcaster's Association Intern Program	One student completed a paid internship opportunity at WNED through NYSBA June-August 2014.

<p>8</p>	<p>Staff Development/Training</p>	<p>All staff participated in:</p> <ul style="list-style-type: none"> - <i>Preventing Harassment & Discrimination</i> online training, June-July 2014 - <i>Workplace Diversity</i> online training, Sept 2014. <p>Eight staff members received forklift certification & 13 staff members received Skyjack certification, June 2014.</p> <p>14 senior & mid-level management staff members participated in the Canisius College Professional Development program, April 2014</p> <p>VP for Marketing & Sales participated in the following professional development activities:</p> <ul style="list-style-type: none"> - July 2014 Public Media Development Marketing Conference – attended the conference and co-facilitated a full day workshop about selling underwriting - Dec 2014 NPR One Digital Engagement webinar, <i>Monetizing the NPR One Smartphone</i> app - Dec 2014 The Media Audit webinar on audience demographics and psychographics <p>Corporate Development Sales Representative #1 participated in the following professional development activities:</p> <ul style="list-style-type: none"> - Webinar in 2014 involving NPR Digital Services. Measuring Trends - Webinar in 2014 offered by DEI – Selling digital platforms <p>Corporate Development Sales Representative #2 participated in the following professional development activities:</p> <ul style="list-style-type: none"> - Attended a presentation on PBS
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		<p>programs audience research delivered by Steve McGowan of PBS research.</p> <ul style="list-style-type: none"> - Attended a presentation on strategic fund raising and support delivered by Doug Eichten of Greater Public Media. <p>VP / Engineering and Technology - attended PBS Technical Conference in Las Vegas April 2 – 4 2014, attending numerous educational seminars and white paper presentations on digital TV and related subjects</p> <p>VP / Engineering and Technology - attended ENNES Educational Foundation workshop at NAB 2014 (Las Vegas April 5th 2014) - which provides broadcast engineers with the latest information in broadcast and media technology</p> <p>VP for Finance, CFO received the following professional development:</p> <ul style="list-style-type: none"> - Presentation on Social Media and Television Viewing Habits by Steve McGowan, May 27, 2014 - Performance Evaluation Training by Canisius College, Oct 2014 - TIAA-CREF webinar – CREF Introduction to Multi-Class Structure, January 13, 2015 <p>Director of Human Resources participated in the following webinars:</p> <ul style="list-style-type: none"> - <i>PMBA Nuts & Bolts of Public Inspection File</i>, Sept 2014 - <i>Hiring, Performance Management & Termination</i>, Sept 2014 - <i>PMBA Affordable Care Act</i>, Oct 2014 - <i>Privacy & Social Media in the Workplace</i>, Oct 2014 - <i>BLR Onboarding: Engaging New Hires</i>, Oct 2014 - <i>Immigration 101</i>, Nov 2014 <p>Director of Human Resources participated in 6 <i>HR Forums</i>, Loomis</p>
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		Associates during the reporting period.
10	Programs related to career opportunities in Broadcasting sponsored by educational institutions	<p>Corporate Development Sales Representative #1 is involved in a mentoring program (TRIO) at Medaille College, mentoring college students enrolled in a Communications program.</p> <p>VP / Engineering & Technology - Serves as a member of the Kenmore-Tonawanda Public School District Technology Advisory Board, working with Middle School and High School students and teachers in the Ken-Ton District in their certified Computer Networking & Technology and Pre-Engineering Academy's.</p> <p>VP / Engineering & Technology - attended a Western NY Prosperity Scholarship event at the University at Buffalo on May 7th 2014 called "Innovate & Caffeinate" on behalf of WNED/WBFO. The event is a networking opportunity designed to mix past & present WNY Prosperity Scholarship student recipients from UB with local industry leaders to promote and foster career opportunities in WNY.</p>
11	Community events designed to inform the public as to employment opportunities in broadcasting	The Engineering Department hosts regular local Society of Broadcast Engineers chapter meetings (8 months/year) at WNED that provide education and training on television & radio broadcast systems and opportunities and are free and open to fellow broadcasters, employees, students & the community.

12	Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities	<p>Two upper-level positions were listed in a job bank or media sites with a broad-based membership, including participation of women and minorities:</p> <ul style="list-style-type: none"> - Director of News & Public Affairs & Director of Foundation & Community Development – <i>Current</i> newspaper
16	Participation in activities that the licensee itself has designed to further the goal of disseminating information about employment opportunities in broadcasting	The Engineering Department hosts regular local Society of Broadcast Engineers chapter meetings (8 months/year) at WNED that provide education and training on television & radio broadcast systems and opportunities and are free and open to fellow broadcasters, employees, students & the community.