

**EEO Public File Report for
Western New York Public Broadcasting Association
(WNED-DT, WNED-FM, WNJA, WBFO, WOLN, WUBJ)
January 22, 2015 – January 21, 2016**

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, 2015 through January 21, 2016, WNED filled the following full-time vacancies:

- Development / Pledge Producer
- Education Associate
- Director of Leadership Circle & Founder's Society
- Accounts Payable Associate
- Membership Associate (2)

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, 2015 through January 21, 2016.

January, 2016

Attachment A

EEO Public File Report

**Recruitment Sources Used To Fill Each Full-time Vacancy
For the period January 22, 2015 – January 21, 2016**

Development / Pledge Producer

Opened – 7/13/15

Filled – 10/22/15

Total Interviewed = 1

Source – WNED Website

WNED Internal Source

WNED Website

WNED Facebook page

Careerbuilder.com/Indeed.com

NYS Job Bank

Western NY Association of College Career Centers

Buffalo Urban League

Catholic Charities

Community Action Organization of Erie County

Educational Opportunity Center

Hispanics United

International Institute

Jewish Family Services

NAACP

New York State Broadcaster's Association (NYSBA)

State University of New York at Buffalo

CPB Jobline

Association of Fundraising Professionals – Western New York Chapter

Education Associate

Opened – 7/2/15

Filled – 9/14/15

Total Interviewed = 3

Source – Indeed.com

WNED Internal Source

WNED Website

WNED Facebook page

Careerbuilder.com/Indeed.com

NYS Job Bank

Western NY Association of College Career Centers

Buffalo Urban League

Catholic Charities

Community Action Organization of Erie County

Educational Opportunity Center

Hispanics United

International Institute

Jewish Family Services

NAACP
New York State Broadcaster's Association (NYSBA)
State University of New York at Buffalo
CPB Jobline

Director of Leadership Circle & Founder's Society

Opened – 3/26/15

Filled – 8/13/15

Total Interviewed = 5

Source – Association of Fundraising Professionals WNY

WNED Internal Source

WNED Website

WNED Facebook page

Careerbuilder.com/Indeed.com

NYS Job Bank

Western NY Association of College Career Centers

Buffalo Urban League

Catholic Charities

Community Action Organization of Erie County

Educational Opportunity Center

Hispanics United

International Institute

Jewish Family Services

NAACP

New York State Broadcaster's Association (NYSBA)

State University of New York at Buffalo

CPB Jobline

Association of Fundraising Professionals – Western New York Chapter

Accounts Payable Associate

Opened – 9/21/15

Filled – 12/7/15

Total Interviewed = 6

Source – Careerbuilder.com

WNED Internal Source

WNED Website

WNED Facebook page

Careerbuilder.com/Indeed.com

Indeed.com

NYS Job Bank

Western NY Association of College Career Centers

Buffalo Urban League

Catholic Charities

Community Action Organization of Erie County

Educational Opportunity Center

Hispanics United

International Institute

Jewish Family Services

NAACP

New York State Broadcaster's Association (NYSBA)
 State University of New York at Buffalo
 CPB Jobline
 Association of Fundraising Professionals – Western New York Chapter

Membership Associate (2)

Opened – 9/21/15

Filled – 10/19/15 & 12/21/15

Total Interviewed = 9

Source – Indeed.com (1), WNED Internal Source (1)

WNED Internal Source
 WNED Website
 WNED Facebook page
 Careerbuilder.com/Indeed.com
 NYS Job Bank
 Western NY Association of College Career Centers
 Buffalo Urban League
 Catholic Charities
 Community Action Organization of Erie County
 Educational Opportunity Center
 Hispanics United
 International Institute
 Jewish Family Services
 NAACP
 New York State Broadcaster's Association (NYSBA)
 State University of New York at Buffalo
 CPB Jobline
 Association of Fundraising Professionals – Western New York Chapter
 WNYJOBS.com

Recruitment Sources Contact Information

Development / Pledge Producer

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	0	N
WNED Website	www.wned.org	1	N
WNED Facebook page	www.facebook.com/WNED	0	N
Careerbuilder.com / Indeed.com	Mary Beth Cameron mcameron@gannett.com 585-258-9717	0	N
NYS Job Bank	www.nys.us.jobs.com	0	N
Western NY Association of College Career Centers	www.wnyacc.org	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
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
CPB Jobline	www.cpb.org	0	N
Association of Fundraising Professionals – Western New York Chapter	http://www.afpwnychapter.org	0	N

Education Associate

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	0	N
WNED Website	www.wned.org	0	N
WNED Facebook page	www.facebook.com/WNED	1	N
Careerbuilder.com / Indeed.com	Mary Beth Cameron mcameron@gannett.com 585-258-9717	2	N
NYS Job Bank	www.nys.us.jobs.com	0	N
Western NY Association of College Career Centers	www.wnyacc.org	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
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
CPB Jobline	www.cpb.org	0	N

Director of Leadership Circle & Founder's Society

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	0	N
WNED Website	www.wned.org	0	N
WNED Facebook page	www.facebook.com/WNED	0	N
Careerbuilder.com / Indeed.com	Mary Beth Cameron mcameron@gannett.com 585-258-9717	3	N
NYS Job Bank	www.nys.us.jobs.com	0	N
Western NY Association of College Career Centers	www.wnyacc.org	0	N
Buffalo Urban League	iking@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
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
CPB Jobline	www.cpb.org	0	N
Association of Fundraising Professionals – Western New York Chapter	http://www.afpwnychapter.org	2	N

Accounts Payable Associate

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	0	N
WNED Website	www.wned.org	0	N
WNED Facebook page	www.facebook.com/WNED	0	N
Careerbuilder.com / Indeed.com	Mary Beth Cameron mcameron@gannett.com 585-258-9717	6	N
NYS Job Bank	www.nys.us.jobs.com	0	N
Western NY Association of College Career Centers	www.wnyacc.org	0	N
Buffalo Urban League	iking@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
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
CPB Jobline	www.cpb.org	0	N
Association of Fundraising Professionals – Western New York Chapter	http://www.afpwnychapter.org	0	N

Membership Associate (2)

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	2	N
WNED Website	www.wned.org	3	N
WNED Facebook page	www.facebook.com/WNED	0	N
Careerbuilder.com / Indeed.com	Mary Beth Cameron mcameron@gannett.com 585-258-9717	3	N
NYS Job Bank	www.nys.us.jobs.com	0	N
Western NY Association of College Career Centers	www.wnyacc.org	0	N
Buffalo Urban League	iking@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
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

CPB Jobline	www.cpb.org	0	N
Association of Fundraising Professionals – Western New York Chapter	http://www.afpwnychapter.org	0	N
WNYJOBS	wnyjobs.com	1	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 **24**

Sources

WNED Internal Source	2
WNED Website	4
WNED Facebook page	1
Careerbuilder.com/Indeed.com	14
Association of Fundraising Professionals	2
WNYJOBS.com	1

Attachment B

FCC Public File Report January 22, 2015 – January 21, 2016

Description of Supplemental Outreach Initiatives

Activity Classification	Type of Activity	Brief Description
1	Job Fairs	<p>WNED/WXXI's HR Director & HR Administrative Assistant attended Robert Wesleyan's Job Recruitment Day on March 17, 2015, representing both WNED & WXXI Public Broadcasting.</p> <p>WNED/WXXI's HR Director & HR Administrative Assistant attended NHRA 1st Annual Career Fair, November 13, 2015, 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>
7	NYS Broadcaster's Association Intern Program	<p>Two students completed paid internship opportunities at WNED through NYSBA June-December 2015.</p>
8	Staff Development/Training	<p>All staff participated in:</p> <ul style="list-style-type: none">- <i>Workplace Diversity</i> training, June 2015. <p>Controller completed following training:</p> <ul style="list-style-type: none">- CPB Webinar 9/30/15 and 10/22/15- Canisius College Leadership Development (1 day), Dec 2015

		<p>VP, Radio & TV Broadcasting, participated in the following professional development:</p> <ul style="list-style-type: none"> - Public Television Programmers Association meeting, May & October 2015. - Attended PBS Annual Meeting, May 2015 - Attended BBC Showcase, October 2015 - APT Fall Marketplace, November 2015 <p>Broadcast Operations Coordinator participated in the Nielsen webinar, April 2015.</p> <p>VP, Marketing & Sales, attended the PMDMC in Washington, DC, July 2015.</p> <p>VP / Engineering and Technology attended PBS Technical Conference in Las Vegas, attending numerous educational seminars and white paper presentations on digital TV and related subjects, April 2015.</p> <p>VP / Engineering & Technology attended Society of Broadcast Engineers ENNES educational workshops in Las Vegas, April 2015.</p> <p>VP / Engineering & Technology attended ATSC 3.0 next-generation DTV standard education/live demonstration event in Cleveland, July 2015.</p> <p>VP / Engineering & Technology took part in (3) FCC Spectrum Auction educational webinars.</p> <p>VP / Engineering & Technology took part in (1) GatesAir (transmission systems vendor) Spectrum Auction repacking educational webinar.</p> <p>VP / Engineering & Technology took part in (6) CPB/PBS/APTS Spectrum Auction educational/planning webinars.</p>
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		<p>VP / Engineering & Technology took part in one PBS Closed-Captioning educational webinar.</p> <p>IT Administrator took part in onsite PCI network compliance training.</p> <p>Education Associate participated in the following training & webinars:</p> <ul style="list-style-type: none"> - Indie America, October 2015 - Grade Level Reading Conference, October 2015 - PBS KIDS M&C, Nov 2015 - NYSCATE & Edgenuity, Nov 2015 - NYSCATE Conference, Nov 2015 - Bright By 3, Nov 2015 - PBS KIDS Writers Contest, Dec 2015 - PBS KIDS M&C, Jan 2016 <p>Director, Education & Outreach participated in the following training activities:</p> <ul style="list-style-type: none"> - PBS KIDS New Outreach/Event Project Task Force, April 2015 - Digital Innovators Workshop, April 2015 - Public Media Business Association Webinar, June 2015 - Public Media Platform webinar, June 2015 - PBS Digital Studios webinar, June 2015 - RTL School Event, March 2015 - Autism Services Art Show Opening, April 2015 - RTL Event at Central Library, April 2015 - RTL School Event, April 2015 - PBS KIDS Writers Contest – Local Celebration, May 2015 - Student Voices Event, May 2015 - RTL School Event, June 2015 - RTL School Event, June 2015 - RTL @ West Seneca Library, July 2015
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		<ul style="list-style-type: none"> - RTL @Lockport Library, July 2015 - pbs.org webinar, August 2015 - RTL Cohort #3, Sept 2015 - Grade Level Reading Conference, October 2015 - PBS KIDS M&C, Nov 2015 - NYSCATE Conference, Nov 2015 - PBS KIDS Writers Contest, December 2015 <p>Senior Editor, participated in Indie America, Oct 2015</p> <p>Producer/Director participated in Indie America, Oct 2015</p> <p>VP, TV Production participated in the following training & professional development activities:</p> <ul style="list-style-type: none"> - Bento Workshop, Jan 2015 - Closed Captioning webinar, Feb 2015 - PTPA Meeting, May 2015 - PBS Annual Meeting, May 2015 - MVOD webinar, June 2015 - CPB Ready To Learn Conference, Sept 2015 - Indie America, Oct 2015
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<p>10</p>	<p>Programs related to career opportunities in Broadcasting sponsored by educational institutions</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 STEM programs.</p> <p>Education Coordinator:</p> <ul style="list-style-type: none"> - Attended Buffalo Public Schools Art Show Opening, Nov 2015 - Attended Buffalo and Erie County Public Library outreach event, Dec 2015 - Presentation to College Club of Buffalo, Sept 2015 - Presentation to Buffalo State College Pre-Service Educators, October 2015 <p>Senior Producer:</p> <ul style="list-style-type: none"> - Acted as Producer Mentor with Cheektowaga Central students for PBS Newshour Student Reporting Labs, Oct-Dec 2015 - Guest Speaker at Buffalo State College - Advanced Video Production Class, Oct 2015 <p>Reporter was guest lecturer at a journalism class at Fredonia State, Feb 2015.</p> <p>Corporate Development Sales Representative participated in the following:</p> <ul style="list-style-type: none"> - Medaille College - Mentors a first generation college student year round as part of the Alumni TRIO program - Gave Medaille College Mentoring Group (TRIO) tour of WNED facilities, Feb 2015 - Gave Canisius College Communications Club a tour of WNED Facilities, Nov 2015
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<p>11</p>	<p>Community events designed to inform the public as to employment opportunities in broadcasting</p>	<p>Education Associate:</p> <ul style="list-style-type: none"> - Participated in Burchfield Penney Art Center event, January 2016 - Participated in Buffalo History Museum event, January 2016 <p>Corporate Development Sales Representative:</p> <ul style="list-style-type: none"> - Buffalo Niagara Partnership "Scramble Networking Event" April 2015 - Business First Power Breakfast Business of Sports, July 2015
<p>12</p>	<p>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>	<p>All upper-level positions were listed in at least one job bank or media trade group with a broad-based membership, including participation of women and minorities.</p>
<p>16</p>	<p>Participation in activities that the licensee itself has designed to further the goal of disseminating information about employment opportunities in broadcasting</p>	<p>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.</p> <p>Corporate Development Sales Representative gave BNI Business Leaders a tour of WNED facilities, Jan 2016.</p> <p>VP, Marketing & Sales, presented a day-long workshop on underwriting sales at the Public Media Development and Marketing Conference (PMDMC) in Washington, DC July 2015.</p> <p>VP, TV Production, presented a public screening of WNED's production, <i>Chautauqua</i>, August 2015.</p>

