

**EEO Public File Report for**  
**Western New York Public Broadcasting Association**  
**(WNED-DT, WNED-FM, WNJA, WBFO, WOLN, WUBJ)**  
**January 22, 2016 – January 31, 2017**

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, 2016 through January 31, 2017, WNED filled the following full-time vacancies:

<b>Vacancy Number</b>	<b>Full Time Vacancy</b>
1.	Corporate Sales Rep
2.	Reporter/Producer/Host
3.	Reporter-RJC Reporter
4.	Managing Editor, RJC
5.	Membership Associate
6.	Events & Volunteer Coordinator
7.	Director, Leadership Circle
8.	Administrative Assistant – Admin
9.	Corporate Sales Rep
10.	Membership Associate
11.	Education Associate

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, 2016 through January 31, 2017.

January, 2017

**RECRUITING SOURCES**

	<b>Recruiting Source</b>	<b>Online Address and contact info</b>	<b>Vacancy Number Posted</b>
	<b>Professional Recruit</b>		
<b>1</b>	Indeed	<a href="http://www.indeed.com">www.indeed.com</a>	1, 4, 5, 6, 7, 10, 11
<b>2</b>	Corporation Public Broadcasting	<a href="http://www.cpb.org">www.cpb.org</a>	1,2, 3, 4, 6, 8, , 9
<b>3</b>	NYS Broadcasters Association	<a href="http://www.nysbroadcasters.org">www.nysbroadcasters.org</a> <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a>	1, 2, 3, 6, 7, 8, 9
<b>4</b>	The Non Profit Network	<a href="http://www.thenonprofitnetwork.org">http://www.thenonprofitnetwork.org</a>	6
<b>5</b>	Unity Journalists	<a href="http://unityjournalists.org">http://unityjournalists.org</a>	6
<b>6</b>	Asian American Journalists	<a href="http://www.aaaja.org/category/about">http://www.aaaja.org/category/about</a>	4
<b>7</b>	National Association of Hispanic Journalists	<a href="http://nahj.org">http://nahj.org</a>	4
<b>8</b>	National Association of Black Journalists	<a href="http://www.nabj.org">http://www.nabj.org</a>	4
<b>9</b>	Arab and Middle Eastern Journalists Association	<a href="http://www.ameja.org">http://www.ameja.org</a>	6
<b>10</b>	Women, Action & the Media	<a href="http://womenactionmedia.org">http://womenactionmedia.org</a>	
<b>11</b>	Tech Lady Mafia	<a href="http://techladymafia.com/jointheladymafia">http://techladymafia.com/jointheladymafia</a>	
<b>12</b>	Journalism and Women Symposium	<a href="http://www.jaws.org">http://www.jaws.org</a>	
<b>13</b>	Center for Integration and Improvement of Journalism	<a href="http://www.cijj.org">http://www.cijj.org</a>	
<b>14</b>	Diversity Web	<a href="http://diversityweb.org">http://diversityweb.org</a>	
<b>15</b>	Chips Quinn Scholars	<a href="http://www.chipsquinn.org">http://www.chipsquinn.org</a>	
<b>16</b>	US Media Match	<a href="http://www.media-match.com/usa/media/managejobs.php">http://www.media-match.com/usa/media/managejobs.php</a>	6
<b>17</b>	Career Builder	<a href="http://www.careerbuilder.org">www.careerbuilder.org</a>	1, 2, 4, 8, 9, 10
<b>18</b>	Current	<a href="http://www.current.org">www.current.org</a> <a href="http://jobs.current.org.r.jobs/post/post.cfm">http://jobs.current.org.r.jobs/post/post.cfm</a>	2, 4

19	Association of Fundraising Professionals	www.afpnet.org	
20	Association for Women in Communications	http://womcom.org	
21	National Lesbian & Gay Journalists Association	http://www.nlia.org	
22	Native American Journalists Association	http://www.naja.com https://www.naja.com/store/m.products/70/view/7	4
23	LatPro	www.latpro.com https://latpro.com/USER/purchase.php	
24	JournalismJobs.com	http://www.journalismjobs.com/post-new-job	
25	Public Media Women in Leadership	http://www.pubmedialeadingladies.com/	4
26	WNY Job Bank	http://www.wnyjobs.com/	1, 4
27	NYS Job Bank	https://newyork.us.jobs/	1, 2, 3, 4, 8, 9
28	Journalism Next	http://journalismnext.com/	4
29	Workplacediversity.com	http://workplacediversity.com/	7
30	Advertising Club of Buffalo	Advertisingclubofbuffalo.com	1
	<b>Local Organizations</b>		
31	Buffalo Urban League	http://buffalourbanleague.org/ jking@BuffaloUrbanLeague.org	1, 2, 3, 5, 6, 7, 8, 9
32	Catholic Charities	http://www.ccwny.org/ Laurie.domiano@ccwny.org	1, 2, 3, 5, 6, 7, 8, 9
33	Community Action Organization of Erie County	http://www.caoec.org/ Caohr@roadrunner.com	1, 2, 3, 5, 6, 7, 8, 9
34	Educational Opportunity Center -SUNY at Buffalo	www.eoc.edu keysor@buffalo.edu	1, 2, 3, 5, 6, 7, 8, 9
35	Hispanics United of Buffalo	http://www.hispunited.org/ liglesias624@hotmail.com	1, 2, 3, 5, 6, 7, 8, 9
36	International Institute	www.iibuff.org iib@iibuff.org	1, 2, 3, 5, 6, 7, 8, 9
37	Jewish Family Services	www.jfsbuffalo.org generalinfo@jfsbuffalo.org	1, 2, 3, 5, 6, 7, 8, 9
38	NAACP	www.buffalonaacp.org NAACP@Apollo3.com	1, 2, 3, 5, 6, 7, 8, 9

<b>39</b>	SUNY at Buffalo -Veteran Affairs	dryan@buffalo.edu	1, 2, 3, 5, 6, 7, 8, 9
<b>40</b>	Multi-Ethnicity in National Association for Communications	<a href="http://namic.com/about/">http://namic.com/about/</a>	4
<b>41</b>	United Way	<a href="http://www.unitedway.org/">http://www.unitedway.org/</a>	
	<b>Universities</b>		
<b>42</b>	WNYACC (Colleges): Blasts post to all local colleges)	www.wnyacc.org	1,,2,3, 4, 5, 6, 8, 9, 10
<b>43</b>	Newhouse Syracuse University	<a href="http://newhouse.syr.edu/">http://newhouse.syr.edu/</a>	4
<b>44</b>	Cleveland State University	<a href="http://www.csuohio.edu/">http://www.csuohio.edu/</a>	4

	<b>In-house Postings</b>		
<b>45</b>	WNED News (internal recruiting)	internal	All
<b>46</b>	WNED Website	internal	All
<b>44</b> <b>7</b>	WNED Twitter	internal	All
<b>48</b>	WNED Facebook	internal	All
<b>49</b>	WBFO Facebook	internal	All

**Attachment A**

	Full Time Position	Total No of Interviewees	Recruiting Source of Hiree
1.	Corporate Sales Rep	4	Indeed
2.	Reporter/Producer/Host	4	Employee Referral
3.	Reporter-RJC Reporter	1	Other Website – Not identified
4.	Managing Editor, RJC	3	System Referral
5.	Membership Associate	7	Indeed
6.	Events & Volunteer Coordinator	7	Employee Referral
7.	Director, Leadership Circle	2	Former Employee
8.	Administrative Assistant – Admin	3	Career Builder
9.	Corporate Sales Rep	3	WNED Website
10.	Membership Associate	10	Indeed
11.	Education Associate	4	Internal Promotion

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

Outreach	Employee	Activity
47 CFR 73.2080 (c)(2) (i) Participation in <b>Job Fairs</b>	HR Director, Admin Asst HR	<ul style="list-style-type: none"> <li>• Job Fair –WNYACC (January 2017)</li> </ul>
	Administrative Assistant	<ul style="list-style-type: none"> <li>• Job Fair –WNYACC (January 2017)</li> </ul>
		<ul style="list-style-type: none"> <li>•</li> </ul>
47 CFR 73.2080 (c)(2) (iv) <b>Participation in events</b> sponsored by organizations interested in <b>broadcast employment</b>	Film Commissioner	<ul style="list-style-type: none"> <li>• Attended Industry meeting with Sen. Chris Dodd, Chair of MPAA, Atlanta (September 23rd )</li> <li>• Attended AFCA Cineposium in Atlanta (September 2016)</li> <li>• Attended Produced By Conference, NYC (November 2016)</li> </ul>
	WBFO Host	<ul style="list-style-type: none"> <li>• Attended Buffalo Broadcasters Association Hall of Fame induction (</li> <li>•</li> </ul>
	WBFO Reporter	<ul style="list-style-type: none"> <li>• Awarded Am-Pol Eagle’s Citizen of the Year in the category of Media (April 2016)</li> </ul>
	Film Commission Operations Manager	<ul style="list-style-type: none"> <li>• Attended Sundance Film Festival, Park City, Utah (January 2016)</li> <li>• Attended Produced By Conference, NYC (November 2016)</li> </ul>
	VP Sales & Marketing	<ul style="list-style-type: none"> <li>• Presented underwriting sales workshop for attendees at Greater Public’s annual Public Media Development &amp; Marketing Conference in Boston, MA (August 2016)</li> <li>• Presented an underwriting copy webinar for Greater Public’s member stations (August 2016)</li> </ul>
	WBFO Sr. Reporter	<ul style="list-style-type: none"> <li>• Nominee in Buffalo Spree’s “Best” Series: Named "Best Broadcast Reporter" by Buffalo Spree (May 2016)</li> </ul>
	VP Engineering	<ul style="list-style-type: none"> <li>• Attended PBS Technical Conference comprised of educational seminars &amp; white paper presentations on digital TV and related subjects in Las Vegas (April 2016)</li> <li>• Attended National Association of Broadcasters Convention &amp; trade show (April 2016)</li> <li>• Attended Public Radio Engineering Conference educational seminars &amp; presentations (April 2016)</li> <li>• Attended National Association of Broadcasters Convention &amp; trade show (April 2016)</li> <li>• Attended Society of Broadcast Engineers SBE/ENNES Educational Workshops (April 2016)</li> </ul>

		<ul style="list-style-type: none"> <li>Participated in manufacturer training on Calrec TV audio console operation (November 2016)</li> </ul>
	Manager – Radio Engineering	<ul style="list-style-type: none"> <li>Attended Public Radio Engineering Conference educational seminars &amp; presentations (April 2016)</li> <li>Attended National Association of Broadcasters Convention &amp; trade show (April 2016)</li> </ul>
	CFO	<ul style="list-style-type: none"> <li>Attended Association of Fundraising Professionals Annual Luncheon &amp; Awards, Salvatore’s (November 2016)</li> </ul>
	WBFO News Director	<ul style="list-style-type: none"> <li>Attended Associated Press annual banquet/awards ceremony in Saratoga Springs (June 2016)</li> <li>Attended annual conference of Public Radio News Directors International in St. Louis. (June 2016)</li> <li>Hosted day-long visit of the managing editor of Upstate Insight, the journalism collaboration involving a half-dozen public media outlets in Upstate New York. Talked w/ Denise Young about long-term reporting projects, recruiting strategies, etc. (August 2016)</li> <li>Participated in a media panel discussion at Salvatore’s that attracted about 350 people including print, radio and television reporters discussed media trends. (October 2016)</li> <li>Participated in seminar for leaders of local chambers of commerce and public relations managers from several government agencies. The Small Business Administration sponsored the forum. We discussed strategies for getting news coverage. (November 2016)</li> </ul>
	WBFO Assistant News Director	<ul style="list-style-type: none"> <li>Interviewed by Buffalo Spree – featured personality in October 2016 Edition</li> </ul>
	WNED Engineering Staff	<ul style="list-style-type: none"> <li>Department hosts Society of Broadcast Engineers chapter meetings that provide education and training on television and radio broadcast systems and opportunities (Monthly 2016)</li> </ul>
47 CFR 73.2080 (c)(2)(v) Internships	WBFO News Director	<ul style="list-style-type: none"> <li>Oversaw department Internship Program for Spring, Summer, Fall, &amp; Winter semesters. (2016).</li> </ul>
	Human Resources	<ul style="list-style-type: none"> <li>Secured NYSBA Internship and marketed to prospective interns at job fair (January 2017)</li> </ul>

	Director	
	WBFO News Director	<ul style="list-style-type: none"> <li>• Interfaced with at least a dozen professors/internship coordinators at seven colleges and universities. Talked with at least 30 students in small group and one-on-one settings about intern opportunities. (2016)</li> </ul>
47 CFR 73.2080 (c)(2)(vi) <b>Job banks</b> in general	Director, Human Resources	<ul style="list-style-type: none"> <li>• Submitted all full time and part time vacancies to Western New York Job Bank (2016)</li> </ul>
47 CFR 73.2080 (c)(2)(viii) <b>Training</b> programs designed to enable station personnel to acquire skills to qualify for higher level positions	CFO	<ul style="list-style-type: none"> <li>• Hodgson Russ DOL Overtime Final Rule Seminar, HR Offices – 5/26/16</li> <li>• Hodgson Russ Labor &amp; Employment Conference, Marriott Hotel - 11/3/16</li> <li>• TIAA Money Market Reform &amp; Default Investment Options, Webinar – 5/18/16</li> <li>• CPB Spectrum Auction Communications Webinar, Webinar (September 2016)</li> </ul>
	HR Director	<ul style="list-style-type: none"> <li>• Hodgson Russ DOL Overtime Final Rule Seminar, HR Offices – 5/26/16</li> <li>• Hodgson Russ Labor &amp; Employment Conference, Marriott Hotel - 11/3/16</li> <li>• Harvard Club of Buffalo 2016 Management Development Program for Non-Profits (March –May 2016)</li> <li>• Lumsten &amp; McCormick Not for Profit Seminar (November 2016)</li> <li>• Webinar “Exploring Variable Pay” (July 2016)</li> <li>• Webinar “Coaching Supervisors” (August 2016)</li> <li>• Presented Station training “Outlook Training Skills” (January 2017)</li> <li>• Webinar “Compensation Best Practices” (January 2017)</li> <li>• Webinar “Ethical Social Media Use” (May 2016)</li> <li>• Webinar “Compensating Tomorrow’s Workforce” (August 2016)</li> <li>• Webinar “Compensation Best Practices” (January 2017)</li> <li>• Webinar “Supervising Volunteers” (August 2016)</li> </ul>
	Production Coordinator	<ul style="list-style-type: none"> <li>• PBS Core Data Module Webinar (October 2016)</li> <li>• PBS Passport Webinar (February &amp; September 2016)</li> <li>• PBS Core Data Module Webinar (August 2016)</li> </ul>
	Comptroller	<ul style="list-style-type: none"> <li>• Participated in NPR Webinar - NPR Fee Model (March 2016)</li> </ul>



		<ul style="list-style-type: none"> <li>• NPR Webinar - PRSS System Update (March 2016)</li> <li>• Webinar - 990 Compensation (May 2016)</li> <li>• CPB Webinar - What is NFFS (October 2016)</li> <li>• Lumsten &amp; McCormick Not For Profit Seminar (November 2017)</li> <li>• CPB Webinar - AFR Update (January 2017)</li> </ul>
	SVP Development	<ul style="list-style-type: none"> <li>• PBS Fundraising Programming – Station Advisory Committee [TV pledge &amp; pledge event planning], (November 2016)</li> </ul>
	VP Engineering	<ul style="list-style-type: none"> <li>• Participated in Corporation for Public Broadcasting Spectrum Auction educational/planning webinars</li> <li>• Participated in FCC Spectrum Auction &amp; Emergency Alert System training webinars</li> </ul>
	Manager, RF Systems	<ul style="list-style-type: none"> <li>• Participated in FCC Spectrum Auction &amp; Emergency Alert System training webinars (May, August, October 2016)</li> <li>• Participated in Corporation for Public Broadcasting Spectrum Auction educational/planning webinars (January, September, November 2016)</li> </ul>
	Manager – Radio Engineering	<ul style="list-style-type: none"> <li>• Attended Public Radio Engineering Conference educational seminars &amp; presentations in Las Vegas (April 2016)</li> <li>• Attended National Association of Broadcasters Convention &amp; trade show</li> </ul>
	All Engineering Staff	<ul style="list-style-type: none"> <li>• Participated in manufacturer training on Calrec TV audio console operation (November 2016)</li> </ul>
	WBFO Reporter	<ul style="list-style-type: none"> <li>• Reporter training for NPR style features at WXXI (December 2016)</li> </ul>
	All Staff	<ul style="list-style-type: none"> <li>• Active Shooter Training, WNED   WBFO Studio (July 2016)</li> <li>• Outlook Calendar Techniques (January 2017)</li> </ul>
47 CFR 73.2080 (c)(2)(ix) Establishment of a <b>mentoring</b> program	President’s Council	<ul style="list-style-type: none"> <li>• Updated 2017 Strategic Plan to enrich the objective of staff Mentoring by Board and Senior Staff (November 2016)</li> </ul>
	CFO	<ul style="list-style-type: none"> <li>• Canisius College Student Retention Committee – Mentoring meeting with freshman &amp; junior accounting</li> </ul>

		majors, Canisius College – 11/17/16
	WBFO Sr. Reporter	<ul style="list-style-type: none"> <li>• Serve as a mentor for students with Buffalo Broadcasters Association. (2016)</li> </ul>
	WBFO Reporter/ On-Air Host	<ul style="list-style-type: none"> <li>• BBA Mentorship Program: Station tour and 1-on-1 mentoring session with a non-traditional community college student interested in media and broadcasting (February 2016)</li> </ul>
47 CFR 73.2080 (c)(2)(x) Participation in <b>events sponsored by educational institutions</b> related to careers in broadcasting	Film Commissioner	<ul style="list-style-type: none"> <li>• November 14th, Tim Clark - Daemen College Roundtable</li> </ul>
	Film Commission Manager	<ul style="list-style-type: none"> <li>• Buffalo State College Alumni in Film Presentation at Burchfield Penney Art Center (November 2016)</li> </ul>
	WBFO News Director	<ul style="list-style-type: none"> <li>• Met with group of Villa Maria digital media majors and their adviser to discuss WBFO. (September 2016)</li> </ul>
	WBFO Reporter/On Air Host	<ul style="list-style-type: none"> <li>• BBA “Peer 2 Peer” Speakers Tour at SUNY Buffalo State &amp; SUNY Fredonia: Speaking to students about the broadcasting industry and working in public media (3 classes visited) (March &amp; October 2016)</li> <li>• Hosted four high school journalism students from Mount Saint Mary Academy in Kenmore who shadowed Tim O’Shei of the Buffalo News and myself during “Buffalo Connection” editing sessions (December 2016)</li> <li>• Hosted students and faculty from Erie 2 BOCES and presented an Introduction to newsroom operations and Q&amp;A (October 2016)</li> </ul>
	VP Engineering	<ul style="list-style-type: none"> <li>• Serves on Kenmore-Town of Tonawanda Public School District Technology Academy Advisory Board (2016)</li> </ul>
47 CFR 73.2080 (c)(2)(xii) Listing of upper category openings in media trade groups whose members include substantial participation of women and	HR Director	<ul style="list-style-type: none"> <li>•</li> </ul>

minorities		
47 CFR 73.2080 (c)(2)(xiv) Provision of <b>training</b> to management regarding methods of ensuring <b>equal employment opportunity</b> and prevention of discrimination	All Employees	<ul style="list-style-type: none"> <li>Diversity Training, WNED   WBFO Studios – (10/13/16)</li> </ul>
47 CFR 73.2080 (c)(2)(xv) <b>Training</b> to personnel in broadcast employment opportunities that would enable them to better refer candidates	WBFO News Director	<ul style="list-style-type: none"> <li>Attended annual conference of Public Radio News Directors International in St. Louis. Attended numerous sessions/workshops about issues that included strategies for covering race/ethnicity, to examining best practices in newsroom internships. (June 2016)</li> <li>Participated in a series of meetings involving more than a dozen organizations interested in participating in our StoryCorps reporting project. The groups ranged from the local Minority Bar Association and to a group that represents minorities in the media. (August-September 2016)</li> </ul>
47 CFR 73.2080 (c)(2)(xvi) Participation in other activities reasonably calculated to further the goal of <b>disseminating information as to employment opportunities in broadcasting to job candidates</b>	Film Commission Operations Manager	<ul style="list-style-type: none"> <li>Presentation to the West Seneca Chamber of Commerce (November 2016)</li> <li>Attended Toronto International Film Festival &amp; hosted reception (September 2016)</li> </ul>
	WBFO Host	<ul style="list-style-type: none"> <li>Staffed WNED/WBFO Booth for Taste of Buffalo (July 2016)</li> <li>Judge of Best Kielbasa Contest (March 2016)</li> </ul>
	WBFO Reporter/On Air Host	<ul style="list-style-type: none"> <li>Buffalo Broadcasters Association (BBA): Board Member (2016-2017)</li> </ul>
	WBFO News Director	<ul style="list-style-type: none"> <li>Hosted a station tour for the publisher of the Karibu News, the region’s newspaper for refugees and immigrants. (March 3, 2016)</li> <li>Participated in conference call with public radio news directors from upstate New York to discuss strategies for</li> </ul>

		<p>improving regional coverage, preparing for emergencies/disasters, etc.</p> <ul style="list-style-type: none"> <li>• Spoke at a Canalside news conference where the StoryCorps project was launched. Talked with a dozen members of the community (September 2016)</li> <li>• Meeting with our Radio Advisory Committee about strategies for enhancing our coverage of race/ethnicity issues. A week later, met separately with RAC member Michael Qunniey, who represents a group of minority media professionals. (September 2016)</li> <li>• Hosted StoryCorps listening event in our TV studio.(September 2016)</li> <li>• Meeting with the stations' Community Advisory Board regarding role of reporting on issues of importance to underserved constituencies. (September 2016)</li> <li>• Meeting with stations' Educational Services Committee regarding role of reporting on issues involving race/ethnicity that are not receiving adequate coverage. (October 2016)</li> </ul>
	VP Sales & Marketing	<ul style="list-style-type: none"> <li>• Attended Greater Public's annual Public Media Development &amp; Marketing Conference (August 2016)</li> </ul>
	WBFO Sr. Reporter	<ul style="list-style-type: none"> <li>• Manned a shift at WNED/WBFO Taste of Buffalo table.</li> <li>• Guest speaker at The Western New York Chapter of WBASNY (July 2016)</li> </ul>
	CFO	<ul style="list-style-type: none"> <li>• Canisius College Council of Accountancy/Business Advisory Committee Meeting, The Buffalo Club (July 2016)</li> <li>• Canisius College Council of Accountancy Meeting, Canisius College (October 2016)</li> </ul>
	SVP Development	<ul style="list-style-type: none"> <li>• Dopkins &amp; Company LLP – Advisory Board member (2017)</li> <li>• YWCA Western New York – Board of Trustee member (2016-2017)</li> <li>• Erie Arts &amp; Cultural Advisory Board member (2016-2017)</li> <li>• Canisius College - Board of Trustee member (2016-2017)</li> </ul>
	WNED & WBFO On-Air Personalities	<ul style="list-style-type: none"> <li>• Staffed WNED   WBFO table at Taste of Buffalo (July 2016)</li> </ul>