

EEO Public File Report for WNED Public Broadcasting Association February 2, 2008 – February 1, 2009

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

During the period February 2, 2008 through February 1, 2009, WNED filled the following full-time vacancies:

- Morning Edition Host/Anchor
- Events & Pledge Manager
- FM Program Director
- Master Control Operator
- Database & Report Specialist
- Major Gifts Officer
- Viewer Services Coordinator
- Director of Education & Outreach
- ThinkBright Traffic Specialist
- TV Traffic Specialist

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 2, 2008 through February 1, 2009.

1/09

Attachment A

**EEO Public File Report
Recruitment Sources Used To Fill Each Full-time Vacancy
For the period February 2, 2008 – February 1, 2009**

**Morning Edition Host/Anchor
Opened: November 2, 2007
Filled: February 4, 2008
Total Interviewed = 2
Source – WNET Website**

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNET PBC Internal Source 140 Lower Terrace Buffalo, NY 14202	Fran Lipani (716) 845-7000, ext. 200 flipani@wned.org	0	N
WNET Website	www.wned.org	2	N
PBS Connect	Job Postings www.pbs.org	0	N
CPB Jobline	Jobline www.stations.cpb.org	0	N
Buffalo News One News Plaza, P.O. Box 1078, Buffalo, NY 14240	Ralphine Magby (716) 849-5523 www.buffalonews.com	0	N
Challenger Publishing Co. 1337 Jefferson Ave. Buffalo, NY 14208	Kim advertising@thechallengernews.com (716) 897-0442	0	N
Buffaloniagarajobs.org	www.buffaloniagara.org	0	N
Hispanics United 245 Virginia Place Buffalo, NY 14201	jovinomoreales@netscape.net (716)856-7110	0	N
WUFO Radio 89 LaSalle St. Buffalo, NY 14214	jkiner@wufoam.com (716)834-1080	0	N
NAACP 1490 Jefferson Ave. Buffalo, NY 14208	NAACP@Apollo3.com (716)874-4460	0	N
Jewish Family Services 70 Barker St. Buffalo, NY 14209	generalinfo@jfsbuffalo.org (716)883-1914	0	N
Catholic Charities 525 Washington St. Buffalo, NY 14203	Ted Lesinski Laurie.domiano@ccwny.org (716) 856-4494	0	N
Buffalo Urban League 15 Genesee St. Buffalo, NY 14203	Joan King jking@BuffaloUrbanLeague.org	0	N

Everywoman Opportunity Center 237 Main St. Buffalo, NY 14203	Ivy Washington ewocbuf@everywoman.org (716) 852-0670	0	N
International Institute 864 Delaware Ave. Buffalo, NY 14209	Pam iib@iibuff.org (716)883-1900	0	N
Connecticut School of Broadcasting	www.qocsb.com	0	N
WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207	Connie Wurstner Connie.wurstner@wivb.com (716) 874-4410	0	N
Langston-Hughes Institute 25 High St. Buffalo, NY 14203	Lhibuffalo@adelphia.net (716) 881-3266	0	N
Community Action Organization of Erie County 70 Harvard Place Buffalo, NY 14209	Hr.@caoec.org www.caoec.org (716) 881-5150 (ext. 4459)	0	N
Buffalo Federation of Neighborhood Centers, Inc. 97 Lemon St. Buffalo, NY 14204	www.bfnc.org (716)856-0363	0	N
State University of New York at Buffalo 259 Capen Hall Buffalo, NY 14260-1635	Dr. Dan Ryan Dryan@buffalo.edu (716) 645-2231	0	N
Internet Job Source	www.jobs.50statejobs.com	0	N
Current 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Sherron Phillips Classifieds@current.org (301) 270-7240 (x 36)	0	N
TV News Gigs	www.tvnewsgigs.com	0	N
Unknown		0	N

Events & Pledge Manager
Opened: January 2, 2008
Filled: March 3, 2008
Total Interviewed = 12
Source – WNED Employee

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED PBC Internal Source 140 Lower Terrace Buffalo, NY 14202	Fran Lipani (716) 845-7000, ext. 200 flipani@wned.org	3	N
WNED Website	www.wned.org	3	N

PBS Connect	Job Postings www.pbs.org	0	N
CPB Jobline	Jobline www.stations.cpb.org	0	N
Buffalo News One News Plaza, P.O. Box 1078, Buffalo, NY 14240	Ralphine Magby (716) 849-5523 www.buffalonews.com	2	N
Challenger Publishing Co. 1337 Jefferson Ave. Buffalo, NY 14208	Kim advertising@thechallengernews.com (716) 897-0442	0	N
Buffaloniagarajobs.org	www.iambuffalniagarajobs.com	2	N
Hispanics United 245 Virginia Place Buffalo, NY 14201	jovinomoreales@netscape.net (716)856-7110	0	N
WUFO Radio 89 LaSalle St. Buffalo, NY 14214	jkiner@wufoam.com (716)834-1080	0	N
NAACP 1490 Jefferson Ave. Buffalo, NY 14208	NAACP@Apollo3.com (716)874-4460	0	N
Jewish Family Services 70 Barker St. Buffalo, NY 14209	generalinfo@jfsbuffalo.org (716)883-1914	0	N
Catholic Charities 525 Washington St. Buffalo, NY 14203	Ted Lesinski Laurie.domiano@ccwny.org (716) 856-4494	0	N
Buffalo Urban League 15 Genesee St. Buffalo, NY 14203	Joan King jking@BuffaloUrbanLeague.org	0	N
Everywoman Opportunity Center 237 Main St. Buffalo, NY 14203	Ivy Washington ewocbuf@everywoman.org (716) 852-0670	0	N
International Institute 864 Delaware Ave. Buffalo, NY 14209	Pam iib@iibuff.org (716)883-1900	0	N
Connecticut School of Broadcasting	www.gocsb.com	0	N
WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207	Connie Wurstner Connie.wurstner@wivb.com (716) 874-4410	0	N
Langston-Hughes Institute 25 High St. Buffalo, NY 14203	Lhibuffalo@adelphia.net (716) 881-3266	0	N
Community Action Organization of Erie County 70 Harvard Place Buffalo, NY 14209	Hr.@caoec.org www.caoec.org (716) 881-5150 (ext. 4459)	0	N

Buffalo Federation of Neighborhood Centers, Inc. 97 Lemon St. Buffalo, NY 14204	www.bfnc.org (716)856-0363	0	N
State University of New York at Buffalo 259 Capen Hall Buffalo, NY 14260-1635	Dr. Dan Ryan Dryan@buffalo.edu (716) 645-2231	0	N
Internet Job Source	www.jobs.50statejobs.com	1	N
NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203	www.nysbroadcasters.org www.info@nysbroadcasters.org (518) 456-8888	0	N
TV News Gigs	www.tvnewsgigs.com	0	N
Unknown		1	N

FM Program Director
Opened: November 2, 2007
Filled: March 20, 2008
Total Interviewed = 3
Source – WNED Website

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED PBC Internal Source 140 Lower Terrace Buffalo, NY 14202	Fran Lipani (716) 845-7000, ext. 200 flipani@wned.org	0	N
WNED Website	www.wned.org	1	N
PBS Connect	Job Postings www.pbs.org	0	N
CPB Jobline	Jobline www.stations.cpb.org	0	N
Buffalo News One News Plaza, P.O. Box 1078, Buffalo, NY 14240	Ralphine Magby (716) 849-5523 www.buffalonews.com	0	N
Challenger Publishing Co. 1337 Jefferson Ave. Buffalo, NY 14208	Kim advertising@thechallengernews.com (716) 897-0442	0	N
Buffaloniagarajobs.org	www.buffaloniagara.org	0	N
Hispanics United 245 Virginia Place Buffalo, NY 14201	jovinomoreales@netscape.net (716)856-7110	0	N
WUFO Radio 89 LaSalle St. Buffalo, NY 14214	jkiner@wufoam.com (716)834-1080	0	N

NAACP 1490 Jefferson Ave. Buffalo, NY 14208	NAACP@Apollo3.com (716)874-4460	0	N
Jewish Family Services 70 Barker St. Buffalo, NY 14209	generalinfo@jfsbuffalo.org (716)883-1914	0	N
Catholic Charities 525 Washington St. Buffalo, NY 14203	Ted Lesinski Laurie.domiano@ccwny.org (716) 856-4494	0	N
Buffalo Urban League 15 Genesee St. Buffalo, NY 14203	Joan King jking@BuffaloUrbanLeague.org	0	N
Everywoman Opportunity Center 237 Main St. Buffalo, NY 14203	Ivy Washington ewocbuf@everywoman.org (716) 852-0670	0	N
International Institute 864 Delaware Ave. Buffalo, NY 14209	Pam iib@iibuff.org (716)883-1900	0	N
Connecticut School of Broadcasting	www.qocsb.com	0	N
WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207	Connie Wurstner Connie.wurstner@wivb.com (716) 874-4410	0	N
Langston-Hughes Institute 25 High St. Buffalo, NY 14203	Lhibuffalo@adelphia.net (716) 881-3266	0	N
Community Action Organization of Erie County 70 Harvard Place Buffalo, NY 14209	Hr.@caoec.org www.caoec.org (716) 881-5150 (ext. 4459)	0	N
Buffalo Federation of Neighborhood Centers, Inc. 97 Lemon St. Buffalo, NY 14204	www.bfnc.org (716)856-0363	0	N
State University of New York at Buffalo 259 Capen Hall Buffalo, NY 14260-1635	Dr. Dan Ryan Dryan@buffalo.edu (716) 645-2231	0	N
TV News Gigs	www.tvnewsgigs.com	0	N
Internet Job Source	www.jobs.50statejobs.com	0	N
Assoc. of Music Personnel in Public Radio	www.amppr.org www.info@amppr.org	0	N
Current 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Sherron Phillips Classifieds@current.org (301) 270-7240 (x 36)	1	N
Unknown		1	N

Master Control Operator
Opened: March 8, 2008
Filled: March 24, 2008
Total Interviewed = 3
Source – WNE D Website

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNE D PBC Internal Source 140 Lower Terrace Buffalo, NY 14202	Fran Lipani (716) 845-7000, ext. 200 flipani@wned.org	1	N
WNE D Website	www.wned.org	2	N
PBS Connect	Job Postings www.pbs.org	0	N
CPB Jobline	Jobline www.stations.cpb.org	0	N
Buffalo News One News Plaza, P.O. Box 1078, Buffalo, NY 14240	Ralphine Magby (716) 849-5523 www.buffalonews.com	0	N
Challenger Publishing Co. 1337 Jefferson Ave. Buffalo, NY 14208	Kim advertising@thechallengernews.com (716) 897-0442	0	N
Buffaloniagarajobs.org	www.buffaloniagara.org	0	N
Hispanics United 245 Virginia Place Buffalo, NY 14201	jovinomoreales@netscape.net (716)856-7110	0	N
WUFO Radio 89 LaSalle St. Buffalo, NY 14214	jkiner@wufoam.com (716)834-1080	0	N
NAACP 1490 Jefferson Ave. Buffalo, NY 14208	NAACP@Apollo3.com (716)874-4460	0	N
Jewish Family Services 70 Barker St. Buffalo, NY 14209	generalinfo@jfsbuffalo.org (716)883-1914	0	N
Catholic Charities 525 Washington St. Buffalo, NY 14203	Ted Lesinski Laurie.domiano@ccwny.org (716) 856-4494	0	N
Buffalo Urban League 15 Genesee St. Buffalo, NY 14203	Joan King jking@BuffaloUrbanLeague.org	0	N
Everywoman Opportunity Center 237 Main St. Buffalo, NY 14203	Ivy Washington ewocbuf@everywoman.org (716) 852-0670	0	N

International Institute 864 Delaware Ave. Buffalo, NY 14209	Pam iib@iibuff.org (716)883-1900	0	N
Connecticut School of Broadcasting	www.gocsb.com	0	N
WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207	Connie Wurstner Connie.wurstner@wivb.com (716) 874-4410	0	N
Langston-Hughes Institute 25 High St. Buffalo, NY 14203	Lhibuffalo@adelphia.net (716) 881-3266	0	N
Community Action Organization of Erie County 70 Harvard Place Buffalo, NY 14209	Hr.@caoec.org www.caoec.org (716) 881-5150 (ext. 4459)	0	N
Buffalo Federation of Neighborhood Centers, Inc. 97 Lemon St. Buffalo, NY 14204	www.bfnc.org (716)856-0363	0	N
State University of New York at Buffalo 259 Capen Hall Buffalo, NY 14260-1635	Dr. Dan Ryan Dryan@buffalo.edu (716) 645-2231	0	N
TV News Gigs	www.tvnewsgigs.com	0	N
Internet Job Source	www.jobs.50statejobs.com	0	N
The Western New York Assoc. of College Career Centers	www.wnyacc.org	0	N
NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203	www.nysbroadcasters.org www.info@nysbroadcasters.org (518) 456-8888	0	N
Unknown		0	N

Database & Report Specialist

Opened: January 2, 2008

Filled: March 26, 2008, October 7, 2008

Total Interviewed = 11

Source – Buffalo News, WNET Staff Referral

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNET PBC Internal Source 140 Lower Terrace Buffalo, NY 14202	Fran Lipani (716) 845-7000, ext. 200 flipani@wned.org	3	N
WNET Website	www.wned.org	3	N
PBS Connect	Job Postings www.pbs.org	0	N

CPB Jobline	Jobline www.stations.cpb.org	0	N
Buffalo News One News Plaza, P.O. Box 1078, Buffalo, NY 14240	Ralphine Magby (716) 849-5523 www.buffalonews.com	3	N
Challenger Publishing Co. 1337 Jefferson Ave. Buffalo, NY 14208	Kim advertising@thechallengernews.com (716) 897-0442	0	N
Buffaloniagarajobs.org	www.buffaloniagara.org	1	N
Hispanics United 245 Virginia Place Buffalo, NY 14201	jovinomoreales@netscape.net (716)856-7110	0	N
WUFO Radio 89 LaSalle St. Buffalo, NY 14214	jkiner@wufoam.com (716)834-1080	0	N
NAACP 1490 Jefferson Ave. Buffalo, NY 14208	NAACP@Apollo3.com (716)874-4460	0	N
Jewish Family Services 70 Barker St. Buffalo, NY 14209	generalinfo@jfsbuffalo.org (716)883-1914	0	N
Catholic Charities 525 Washington St. Buffalo, NY 14203	Ted Lesinski Laurie.domiano@ccwny.org (716) 856-4494	0	N
Buffalo Urban League 15 Genesee St. Buffalo, NY 14203	Joan King jking@BuffaloUrbanLeague.org	0	N
Everywoman Opportunity Center 237 Main St. Buffalo, NY 14203	Ivy Washington ewocbuf@everywoman.org (716) 852-0670	0	N
International Institute 864 Delaware Ave. Buffalo, NY 14209	Pam iib@iibuff.org (716)883-1900	0	N
Educational Opportunity Center 465 Washington St. Buffalo, NY 14203	Marco Keysor Keysor@buffalo.edu (716) 849-6727 x 500	0	N
WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207	Connie Wurstner Connie.wurstner@wivb.com (716) 874-4410	0	N
Langston-Hughes Institute 25 High St. Buffalo, NY 14203	Lhibuffalo@adelphia.net (716) 881-3266	0	N
Community Action Organization of Erie County 70 Harvard Place Buffalo, NY 14209	Hr.@caoec.org www.caoec.org (716) 881-5150 (ext. 4459)	0	N
Connecticut School of Broadcasting	www.gocsb.com	0	N

The New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203	www.NYSBroadcastersCareFair.com (518) 456-8888	0	N
NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203	www.nysbroadcasters.org www.info@nysbroadcasters.org (518) 456-8888	0	N
TV News Gigs	www.tvnewsgigs.com	0	N
Internet Job Source	www.jobs.50statejobs.com	1	N
Unknown		0	N

Major Gifts Officer

Opened: January 2, 2008

Filled: April 9, 2008

Total Interviewed = 9

Source – Association of Fundraising Professionals

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED PBC Internal Source 140 Lower Terrace Buffalo, NY 14202	Fran Lipani (716) 845-7000, ext. 200 flipani@wned.org	0	N
WNED Website	www.wned.org	0	N
PBS Connect	Job Postings www.pbs.org	0	N
CPB Jobline	Jobline www.stations.cpb.org	0	N
Buffalo News One News Plaza, P.O. Box 1078, Buffalo, NY 14240	Ralphine Magby (716) 849-5523 www.buffalonews.com	2	N
Challenger Publishing Co. 1337 Jefferson Ave. Buffalo, NY 14208	Kim advertising@thechallengernews.com (716) 897-0442	0	N
Buffaloniagarajobs.org	www.buffaloniagara.org	1	N
Hispanics United 245 Virginia Place Buffalo, NY 14201	jovinomoreales@netscape.net (716)856-7110	0	N
WUFO Radio 89 LaSalle St. Buffalo, NY 14214	jkiner@wufoam.com (716)834-1080	0	N
NAACP 1490 Jefferson Ave. Buffalo, NY 14208	NAACP@Apollo3.com (716)874-4460	0	N

Jewish Family Services 70 Barker St. Buffalo, NY 14209	generalinfo@jfsbuffalo.org (716)883-1914	0	N
Catholic Charities 525 Washington St. Buffalo, NY 14203	Ted Lesinski Laurie.domiano@ccwny.org (716) 856-4494	0	N
Buffalo Urban League 15 Genesee St. Buffalo, NY 14203	Joan King jking@BuffaloUrbanLeague.org	0	N
Everywoman Opportunity Center 237 Main St. Buffalo, NY 14203	Ivy Washington ewocbuf@everywoman.org (716) 852-0670	0	N
International Institute 864 Delaware Ave. Buffalo, NY 14209	Pam iib@iibuff.org (716)883-1900	0	N
WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207	Connie Wurstner Connie.wurstner@wivb.com (716) 874-4410	0	N
Langston-Hughes Institute 25 High St. Buffalo, NY 14203	Lhibuffalo@adelphia.net (716) 881-3266	0	N
Community Action Organization of Erie County 70 Harvard Place Buffalo, NY 14209	Hr.@caoec.org www.caoec.org (716) 881-5150 (ext. 4459)	0	N
Connecticut School of Broadcasting	www.qocsb.com	0	N
Buffalo Federation of Neighborhood Centers, Inc. 97 Lemon St. Buffalo, NY 14204	www.bfnc.org (716)856-0363	0	N
State University of New York at Buffalo 259 Capen Hall Buffalo, NY 14260-1635	Dr. Dan Ryan Dryan@buffalo.edu (716) 645-2231	0	N
TV News Gigs	www.tvnewsgigs.com	0	N
Internet Job Source	www.jobs.50statejobs.com	0	N
Current 6930 Carroll Ave, Suite 350 Takoma Park, MD 20912	Sherron Phillips Classifieds@current.org (301) 270-7240 (x36)	0	N
The New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203	www.NYSBroadcastersCareFair.com (518) 456-8888	0	N
NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203	www.nysbroadcasters.org www.info@nysbroadcasters.org (518) 456-8888	0	N

Assoc. of Fundraising Professionals 4300 Wilson Blvd. Suite 300 Arlington, VA 22203	www.afpnet.org (703) 684-0410	6	N
Unknown		0	N

Viewer Services Coordinator

Opened: June 6, 2008

Filled: August 11, 2008

Total Interviewed = 5

Source – WNED Website

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED PBC Internal Source 140 Lower Terrace Buffalo, NY 14202	Fran Lipani (716) 845-7000, ext. 200 flipani@wned.org	1	N
WNED Website	www.wned.org	1	N
PBS Connect	Job Postings www.pbs.org	0	N
CPB Jobline	Jobline www.stations.cpb.org	0	N
Buffalo News One News Plaza, P.O. Box 1078, Buffalo, NY 14240	Ralphine Magby (716) 849-5523 www.buffalonews.com	2	N
Challenger Publishing Co. 1337 Jefferson Ave. Buffalo, NY 14208	Kim advertising@thechallengernews.com (716) 897-0442	0	N
Buffaloniagarajobs.org	www.buffaloniagara.org	1	N
Hispanics United 245 Virginia Place Buffalo, NY 14201	jovinomoreales@netscape.net (716)856-7110	0	N
WUFO Radio 89 LaSalle St. Buffalo, NY 14214	jkiner@wufoam.com (716)834-1080	0	N
NAACP 1490 Jefferson Ave. Buffalo, NY 14208	NAACP@Apollo3.com (716)874-4460	0	N
Jewish Family Services 70 Barker St. Buffalo, NY 14209	generalinfo@jfsbuffalo.org (716)883-1914	0	N
Catholic Charities 525 Washington St. Buffalo, NY 14203	Ted Lesinski Laurie.domiano@ccwny.org (716) 856-4494	0	N

Buffalo Urban League 15 Genesee St. Buffalo, NY 14203	Joan King jking@BuffaloUrbanLeague.org	0	N
Everywoman Opportunity Center 237 Main St. Buffalo, NY 14203	Ivy Washington ewocbuf@everywoman.org (716) 852-0670	0	N
International Institute 864 Delaware Ave. Buffalo, NY 14209	Pam iib@iibuff.org (716)883-1900	0	N
Educational Opportunity Center 465 Washington St. Buffalo, NY 14203	Marco Keysor Keysor@buffalo.edu (716) 849-6727 x 500	0	N
Community Action Organization of Erie County 70 Harvard Place Buffalo, NY 14209	Hr.@caoec.org www.caoec.org (716) 881-5150 (ext. 4459)	0	N
State University of New York at Buffalo 259 Capen Hall Buffalo, NY 14260-1635	Dr. Dan Ryan Dryan@buffalo.edu (716) 645-2231	0	N
Internet Job Source	www.jobs.50statejobs.com	0	N
NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203	www.nysbroadcasters.org www.info@nysbroadcasters.org (518) 456-8888	0	N
The Western New York Assoc. of College Career Centers	www.wnyacc.org	0	N
Unknown		0	N

Director of Education & Outreach

Opened: April 21, 2008

Filled: September 8, 2008

Total Interviewed = 4

Source – Buffalo News

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED PBC Internal Source 140 Lower Terrace Buffalo, NY 14202	Fran Lipani (716) 845-7000, ext. 200 flipani@wned.org	0	N
WNED Website	www.wned.org	1	N
PBS Connect	Job Postings www.pbs.org	0	N
CPB Jobline	Jobline www.stations.cpb.org	0	N

Buffalo News One News Plaza, P.O. Box 1078, Buffalo, NY 14240	Ralphine Magby (716) 849-5523 www.buffalonews.com	3	N
Challenger Publishing Co. 1337 Jefferson Ave. Buffalo, NY 14208	Kim advertising@thechallengernews.com (716) 897-0442	0	N
Buffaloniagarajobs.org	www.buffaloniagara.org	0	N
Hispanics United 245 Virginia Place Buffalo, NY 14201	jovinomoreales@netscape.net (716)856-7110	0	N
WUFO Radio 89 LaSalle St. Buffalo, NY 14214	jkiner@wufoam.com (716)834-1080	0	N
NAACP 1490 Jefferson Ave. Buffalo, NY 14208	NAACP@Apollo3.com (716)874-4460	0	N
Jewish Family Services 70 Barker St. Buffalo, NY 14209	generalinfo@jfsbuffalo.org (716)883-1914	0	N
Catholic Charities 525 Washington St. Buffalo, NY 14203	Ted Lesinski Laurie.domiano@ccwny.org (716) 856-4494	0	N
Buffalo Urban League 15 Genesee St. Buffalo, NY 14203	Joan King jking@BuffaloUrbanLeague.org	0	N
Everywoman Opportunity Center 237 Main St. Buffalo, NY 14203	Ivy Washington ewocbuf@everywoman.org (716) 852-0670	0	N
International Institute 864 Delaware Ave. Buffalo, NY 14209	Pam iib@iibuff.org (716)883-1900	0	N
Connecticut School of Broadcasting	www.qocsb.com	0	N
WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207	Connie Wurstner Connie.wurstner@wivb.com (716) 874-4410	0	N
Langston-Hughes Institute 25 High St. Buffalo, NY 14203	Lhibuffalo@adelphia.net (716) 881-3266	0	N
Community Action Organization of Erie County 70 Harvard Place Buffalo, NY 14209	Hr.@caoec.org www.caoec.org (716) 881-5150 (ext. 4459)	0	N
Buffalo Federation of Neighborhood Centers, Inc. 97 Lemon St. Buffalo, NY 14204	www.bfnc.org (716)856-0363	0	N

State University of New York at Buffalo 259 Capen Hall Buffalo, NY 14260-1635	Dr. Dan Ryan Dryan@buffalo.edu (716) 645-2231	0	N
TV News Gigs	www.tvnewsgigs.com	0	N
Internet Job Source	www.jobs.50statejobs.com	0	N
NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203	www.nysbroadcasters.org www.info@nysbroadcasters.org (518) 456-8888	0	N
Unknown		0	N

ThinkBright Traffic Specialist
Opened: September 30, 2008
Filled: November 3, 2008
Total Interviewed = 3
Source – Buffaloniagarajobs.org

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNED PBC Internal Source 140 Lower Terrace Buffalo, NY 14202	Fran Lipani (716) 845-7000, ext. 200 flipani@wned.org	1	N
WNED Website	www.wned.org	1	N
PBS Connect	Job Postings www.pbs.org	0	N
CPB Jobline	Jobline www.stations.cpb.org	0	N
Buffalo News One News Plaza, P.O. Box 1078, Buffalo, NY 14240	Ralphine Magby (716) 849-5523 www.buffalonews.com	0	N
Challenger Publishing Co. 1337 Jefferson Ave. Buffalo, NY 14208	Kim advertising@thechallengernews.com (716) 897-0442	0	N
Buffaloniagarajobs.org	www.buffaloniagara.org	1	N
Hispanics United 245 Virginia Place Buffalo, NY 14201	jovinomoreales@netscape.net (716)856-7110	0	N
WUFO Radio 89 LaSalle St. Buffalo, NY 14214	jkiner@wufoam.com (716)834-1080	0	N
NAACP 1490 Jefferson Ave. Buffalo, NY 14208	NAACP@Apollo3.com (716)874-4460	0	N

Jewish Family Services 70 Barker St. Buffalo, NY 14209	generalinfo@jfsbuffalo.org (716)883-1914	0	N
Catholic Charities 525 Washington St. Buffalo, NY 14203	Ted Lesinski Laurie.domiano@ccwny.org (716) 856-4494	0	N
Buffalo Urban League 15 Genesee St. Buffalo, NY 14203	Joan King jking@BuffaloUrbanLeague.org	0	N
Everywoman Opportunity Center 237 Main St. Buffalo, NY 14203	Ivy Washington ewocbuf@everywoman.org (716) 852-0670	0	N
International Institute 864 Delaware Ave. Buffalo, NY 14209	Pam iib@iibuff.org (716)883-1900	0	N
Educational Opportunity Center 465 Washington St. Buffalo, NY 14203	Marco Keysor Keysor@buffalo.edu (716) 849-6727 x 500	0	N
Community Action Organization of Erie County 70 Harvard Place Buffalo, NY 14209	Hr.@caoec.org www.caoec.org (716) 881-5150 (ext. 4459)	0	N
State University of New York at Buffalo 259 Capen Hall Buffalo, NY 14260-1635	Dr. Dan Ryan Dryan@buffalo.edu (716) 645-2231	0	N
Internet Job Source	www.jobs.50statejobs.com	0	N
The Western New York Assoc. of College Career Centers	www.wnyacc.org	0	N
NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203	www.nysbroadcasters.org www.info@nysbroadcasters.org (518) 456-8888	0	N
Craigslist	www.buffalo.craigslist.org	0	N
Unknown		0	N

TV Traffic Specialist
Opened: July 3, 2008
Filled: November 17, 2008
Total Interviewed = 2
Source – WNET Website

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WNET PBC Internal Source 140 Lower Terrace Buffalo, NY 14202	Fran Lipani (716) 845-7000, ext. 200 flipani@wned.org	0	N
WNET Website	www.wned.org	1	N
PBS Connect	Job Postings www.pbs.org	0	N
CPB Jobline	Jobline www.stations.cpb.org	0	N
Buffalo News One News Plaza, P.O. Box 1078, Buffalo, NY 14240	Ralphine Magby (716) 849-5523 www.buffalonews.com	0	N
Challenger Publishing Co. 1337 Jefferson Ave. Buffalo, NY 14208	Kim advertising@thechallengernews.com (716) 897-0442	0	N
Buffaloniagarajobs.org	www.buffaloniagara.org	0	N
Hispanics United 245 Virginia Place Buffalo, NY 14201	jovinomoreales@netscape.net (716)856-7110	0	N
WUFO Radio 89 LaSalle St. Buffalo, NY 14214	jkiner@wufoam.com (716)834-1080	0	N
NAACP 1490 Jefferson Ave. Buffalo, NY 14208	NAACP@Apollo3.com (716)874-4460	0	N
Jewish Family Services 70 Barker St. Buffalo, NY 14209	generalinfo@jfsbuffalo.org (716)883-1914	0	N
Catholic Charities 525 Washington St. Buffalo, NY 14203	Ted Lesinski Laurie.domiano@ccwny.org (716) 856-4494	0	N
Buffalo Urban League 15 Genesee St. Buffalo, NY 14203	Joan King jking@BuffaloUrbanLeague.org	0	N
Everywoman Opportunity Center 237 Main St. Buffalo, NY 14203	Ivy Washington ewocbuf@everywoman.org (716) 852-0670	0	N
International Institute 864 Delaware Ave. Buffalo, NY 14209	Pam iib@iibuff.org (716)883-1900	0	N

Educational Opportunity Center 465 Washington St. Buffalo, NY 14203	Marco Keysor Keysor@buffalo.edu (716) 849-6727 x 500	0	N
Community Action Organization of Erie County 70 Harvard Place Buffalo, NY 14209	Hr.@caoec.org www.caoec.org (716) 881-5150 (ext. 4459)	0	N
State University of New York at Buffalo 259 Capen Hall Buffalo, NY 14260-1635	Dr. Dan Ryan Dryan@buffalo.edu (716) 645-2231	0	N
Internet Job Source	www.jobs.50statejobs.com	0	N
The Western New York Assoc. of College Career Centers	www.wnyacc.org	0	N
NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203	www.nysbroadcasters.org www.info@nysbroadcasters.org (518) 456-8888	0	N
Craigslist	www.buffalo.craigslist.org	1	N
Unknown		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.

WNED Website	15
Buffalo News	12
Internal Source Referral	9
Buffaloniagarajobs.com	6
Assoc. of Fundraising Professionals	6
Unknown	2
Internet Job Source	2
Current	1
Craigslist	1
Total # of Interviewees	54

**Exhibit 3, Outreach Efforts
 FCC Public File Report February 2, 2008 – February 1, 2009**

Description of Supplemental Outreach Initiatives

Activity Classification	Type of Activity	Brief Description
1	Job Fairs	<p>WNED's HR Director, and H.R. Assistant attended Medaille College's Career Fair, April 16, 2008.</p> <p>WNED Jobs were posted on the NYS Broadcaster's Association Virtual Job Fair March 24 - 30, 2008. Promo spots ran on FM and AM air promoting the job fair, March 17 – 30, 2008.</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, Spring and Summer semesters. On-going.</p>

<p>8</p>	<p>Staff Development/Training</p>	<p>Major Gifts Officer attends the AFP Development Monthly Education program meetings. (except Dec.)</p> <p>Major Gifts Officer participates in WEBINARS six times a year.</p> <p>WNED hosted a staff Health Fair in February, 2008. Staff enjoyed thirty exhibitors presenting a full spectrum of health and wellness products and services.</p> <p>Manager of Foundation Development attended Association of Fundraising Professionals (AFP) luncheon, March, 2008.</p> <p>Manager of Learning and Technology attended and presented at a regional teaching conference, focusing on Professional Development for K-12 Educators, March 7-8, 2008.</p> <p>Director of Engineering & Technology and Manager of Technical Operations attended the PBS Technology Conference and National Association of Broadcasters Expo, in Las Vegas, April, 2008.</p>
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		<p>Senior Editor attended NAB Conference and Workshops, May, 2008.</p> <p>V.P., Television Production attended Toronto Documentary Forum and Hot Docs, May, 2008.</p> <p>Manager of Learning & Technology attended the Raising Readers Community Forum, June 3, 2008.</p> <p>Manager of Learning & Technology attended the WNYSIN (Western New York Schools Improvement Network), June 16, 2008.</p> <p>V.P. of Development and Major Gifts Officer attended the Public Radio Development Conference, July, 2008. First Aid/CPR/AED Training for WNET Staff in July, August, 2008.</p> <p>Underwriting Account Executive, Director of Production Accounting, Coordinator of Broadcast Operations, and ThinkBright staff attended a two day Protrac software session, August, 2008.</p> <p>Senior Director of Membership taught as a Membership Academy Master Teacher prior to</p>
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		<p>the PBS Development Conference, Sept 28 – Oct. 1, 2008.</p> <p>Several staff members attended the PBS Development Conference, October, 2008.</p> <p>Manager of Learning & Technology attended the PBS TeacherLine National Conference, October 27-28, 2008.</p> <p>On October 29-30, 2008, 21 staff members received on air pledge training.</p> <p>Radio Engineering Manager and Maintenance/Operations Manager completed a week of transmitter training at the Harris Corporation, December, 2008.</p>
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<p>10</p>	<p>Programs related to career opportunities in Broadcasting sponsored by educational institutions</p>	<p>Senior Producer presented at Niagara University on scriptwriting for documentaries, February, 2008.</p> <p>WNED organized and sponsored a Volunteer Fair where 52 non-profit organizations connected with over 250 individuals interested in volunteering. WNED had a booth at the event which was held on March, 2008.</p> <p>WNED President & CEO spoke to students at a Leadership Lecture Series at Buffalo State College, March, 2008.</p> <p>Manager of Learning & Technology gave school tours of the WNED studios with a presentation on employment opportunities in the field., March 14, 2008</p> <p>FM Program Director spoke to 50 students at a Leadership Lecture Series at Buffalo State College, April, 2008.</p> <p>Manager of Learning & Technology gave Gowanda school tours of the WNED studios with a presentation on</p>
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		<p>employment opportunities in the field, April 30, 2008.</p> <p>V.P., Television Production presented to a media class at Waterloo, Ontario High School on careers in television, May, 2008.</p> <p>V.P., Television Production & Senior Producer gave training sessions to community volunteers about television production for “Our Town Dunkirk/Fredonia”, June-Sept., 2008.</p> <p>V.P. of Education & Outreach and two Underwriting Account Executives attended the P2 conference in Sept., 2008. WNED had a booth, demonstrating our on-air efforts.</p> <p>V.P., Television Production and Producer/Director presented to a Medaille College class about television production careers, Sept., 2008.</p> <p>Producer/Director presented to a Medaille College class about script writing and editing, Nov., 2008.</p> <p>V.P., Television Production and Associate Producer gave</p>
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		<p>training sessions to community volunteers about television production for “Our Town St. Catherines”, Sept. – Dec., 2008.</p> <p>On October 4, 2008, WNED’s AM News Director participated in a day-long Broadcast Career Day at Syracuse University. The event was sponsored by the NYS Associated Press Broadcasters Association and was open to broadcast and journalism students from NY state and young professionals in broadcasting.</p> <p>On October 29, 2008, WNED hosted 25 students and teachers as part of Disability Awareness Day. The event included speeches by WNED President & CEO, V.P., Foundation & Community Development, Director of Education & Outreach, and Direction of Engineering & Technology. Specific projects and employment opportunities within WNED were discussed. A tour of the building was given and a Q & A period and lunch followed.</p>
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		<p>On October 31, 2008, WNED's FM Program Director presented a PowerPoint lecture to 50 students at Niagara University on "How to Prepare for a Career in Media."</p> <p>On November 13, 2008, WNED's AM News Director served on a panel of radio, TV, and print journalists offering advice on careers in media. It was held at Buffalo State College and open to all students.</p> <p>On December 9, 2008, WNED's FM Program Director presented a PowerPoint lecture to 15 students at Buffalo State College on "How to Prepare for a Career in Media."</p> <p>The Education & Outreach Department hosted two students from Erie Community College for the ECC Middle College High School Shadow Day Program, January 9, 2009.</p>
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