

## Annual EEO Public File Report

January 24, 2022 to January 23, 2023

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

Station WMHT (TV), Schenectady-Albany, New York

Station WMHT-FM, Schenectady, New York

Station WRHV (FM), Poughkeepsie, New York

Station WEXT (FM), Amsterdam, New York

### Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hire	Total Number of Interviewees from All Sources for This Position	Date of Hire
<b>1</b>	Assistant Chief Engineer	LinkedIn	1	1/31/22
<b>2</b>	Fundraising Coordinator	Indeed	5	2/28/22
<b>3</b>	Content and Engagement Manager	Word of Mouth	2	4/19/22
<b>4</b>	Videographer/Editor	Indeed	4	5/18/22
<b>5</b>	Production Manager	Word of Mouth	3	8/1/22
<b>6</b>	Multimedia Reporter and Engagement Producer	LinkedIn	3	8/18/22
<b>7</b>	Development Coordinator	Times Union Newspaper	5	9/13/22
<b>8</b>	Account Executive	Indeed	3	9/21/22
<b>9</b>	Director of Community Engagement and Education	Indeed	4	10/5/22

## Section 2: Recruitment Source Information

Organization	Department	Address 1	Address 2	City	State	Zip	Contact Name or Web address	Phone Number	Position	Provided Interview Candidate
Albany Co Affirmative Action	Job Opportunities	112 State St	6 Fl	Albany	NY	12202	Jennifer Clement	518.447.7010	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
Albany-Colonie Chamber Of Commerce	Job Opportunities	Five Computer Drive South		Albany	NY	12205	Jennifer Sims	518.458.9851	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
AppleOne	Job Opportunities	1 Marcus Blvd.	Suite 106	Albany	NY	12205	Delilah Reyes	518.591.0181	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development	

									Coordinator, Account Executive, Director of Community Engagement and Education.
Berkshire Training & Employment	Job Opportunities	160 North St		Pittsfield	MA	01201-5104	Thomas Mc Donough	413.499.2220, Ext 138	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Bryant & Stratton		1259 Central Ave		Albany	NY	12205	Brian Gregory	518.437.1802	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Carver Community Ctr	Job Opportunities	700 Craig St		Schenectady	NY	12305	Carlene Dorman	518.374.8456	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Centro Civico Of Amsterdam Inc	Job Opportunities	143-145 E Main St		Amsterdam	NY	12010	Ladan Alomar	518.842.3762, Ext 220	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager,

									Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
College Of St Rose	Job Opportunities		432 Western Ave.	Albany	NY	12203	HR Dept		Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Columbia-Greene Cc	Counseling/Career Svcs	4400 Rte 23		Hudson	NY	12534	William Matthews	518.828.4181 ext. 3396	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Corporation for Public Broadcasting	Web Site	401 9th St	NW	Washington	DC	20004	<a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a>	(202) 879-9600	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.

Emma L. Bowen Fndn For Minority Interests In Media	Sandra Rice	524 West 57th Street		New York	NY	10019	Sandra Rice	212.975.2545	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Empire State College	Job Opportunities	Two Union Avenue		Saratoga Springs	NY	12866	Jim Nicosia	518.587.2100	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Epilepsy Foundation of Northeast New York	Job Opportunities	3 Washington Sq		Albany	NY	12205	Jeannine Garab	518.456.7501	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Excelsior College	Job Opportunities	7 Columbia Circle		Albany	NY	12203	Toby Hamlin	518.464.8500	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of

									Community Engagement and Education.
Fusco Personnel	Job Opportunities	4 Executive Park Drive	Suite B	Albany	NY	12203	Patty Fusco	518.869.6100	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Herkimer County Community College	Placement/Career Planning	100 Reservoir Rd		Herkimer	NY	13350	Guy Devitt	315.866.0300 ext. 8744	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Hispanic Outreach Services	Job Opportunities	41 N Main Av		Albany	NY	12203	Kathleen Ide	518.435.1369	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Hudson Valley Community College	Center for Careers and Employment	80 Vandenburg Av		Troy	NY	12180	Gayle Healy	518.629.7326	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer,

									Development Coordinator, Account Executive, Director of Community Engagement and Education.	
Indeed.com	Web Site	Posted Via Web Site. No Contact Person.					www.indeed.com		Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	14
Maria College	Career Development Office	700 New Scotland Av		Albany	NY	12208	Sister Renee Cudhea	518.438.3111	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
Mildred Elley	Job Opportunities		855 Central Avenue	Albany	NY	12206		518.786.0855	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
NAACP-Schenectady	Job Opportunities	P.O. Box 3720		Schenectady	NY	12303	Olivia Adams	518.256-6091	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor,	

									Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Northeast Career Planning	Job Opportunities	28 Colvin Avenue		Albany	NY	12206	Christine Oughton	518.273.0818	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Office of Intercultural Leadership-The College of Saint Rose	Job Opportunities	Avila Hall	415 Western Avenue	Albany	NY		Office of Intercultural Leadership	518.454.2050	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
RPI Minority Student Affairs	Job Opportunities	4600 Academy Hall 110 8th Street		Troy	NY	12180	Stacy Galarneau	518.276.6272	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.



Russell Sage College	Career Services	65 First Street		Troy	NY	12180	Office of Career Planning	518.244.2272	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Schenectady County Community College	Career Planning	222 Elston Hall	78 Washington Avenue	Schenectady	NY	12305	Robert Frederick	518.381.1365	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Schenectady Job Training Agency	Adult Program	HR	434 State St	Schenectady	NY	12305-2302	Nancy Delesio	518.344.2772	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.
Siena College	Career Center	515 Loudon Rd		Loudonville	NY	12211-1462	Emailed to careermail@siena.edu	518.783.2339	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of

									Community Engagement and Education.	
Skidmore College	Job Opportunities	815 N. Broadway		Saratoga Springs	NY	12866	Penny Loretto	518.580.5790	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
Social Media Platforms Twitter Facebook linkedIn Instagram									Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	3
State University College-Oneonta	Career Development Center	Netzer Admin Bldg 110		Oneonta	NY	13820	Michele Parsall	607.436.2534	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
									Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer,	

									Development Coordinator, Account Executive, Director of Community Engagement and Education.	
Times Union and Monster.com *	Newspaper and online. Times Union participates with Monster.com	News Plaza	Box 1500	Albany	NY	12212	Classified Department- Veronica Holcomb	518.454.5374	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	2
Tvjobs.Com	Web Site	Posted Via Web Site. No Contact Person.					<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>		Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
Union College	Career Development Center	Stanley R. Becker Career Center	807 Union Street	Schenectady	NY	12308	Rochelle Caruso	518.388.6176	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
Unity House	Job Opportunities	33 Second Street		Troy	NY	12180	Mike Maloney	518.272.5917	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor,	

									Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
WMHT	Web Site, internal email	4 Global View		Troy	NY	12180	Valerie Belden and wmht.org	518.880.3531	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	7
Women's Employment & Resource Center	Elizabeth M. Miller	175 Central Avenue	3rd Floor	Albany	NY	12206	info@cdwerc.org	518.462.7600 Ext. 184	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
NYSBA	Sandy Messineo	1 Elk Street		Albany	NY	12207	Sandy Messineo	518.456.8888	Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
Media Match	Web Site	Posted Via Web Site.					<a href="https://www.media-match.com/usa/registration/company.php">https://www.media-match.com/usa/registration/company.php</a>		Assistant Chief Engineer, Fundraising Coordinator,	

		No Contact Person.							Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
RBR.com/classifieds		Attn HR	331 SE Mizner Blvd	Boca Raton	FL	33432			Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.	
Number of Candidates who heard from word of mouth that were interviewed										4

\***WMHT** subscribes to the Times Union diversity package which include distribution of each vacancy announcement to:

AfricanAmericanHires.com
AllBilingualJobs.com
AllHispanicJobs.com
AllLGBTJobs.com
AllSpanishJobs.com
AsianHires.com

DisabilityJobs.net
Diversity-Job.com
DiversityJobs.com
DiversityWorking.com
ElClasificado.com
iHireDiversity.com
LatinoJobs.org
LatPro.com
WeHireWomen.com
ProDivNet.com
ihispano.com
proable.net
acareers.net
womenscareerchannel.com
blackcareernetwork.com
outpronet.com
DiversityWorkers.com
RetiredStars.com
AsianAmericanJobSite.com
AfricanAmericanJobSite.com
DisabilityJobSite.com
HispanicJobSite.com
SeniorJobsNetwork.com
AllHispanicJobs.com
Jobs4Women.Net
LGBTJobSite.com

\***WMHT** subscribes to the Times Union social media package through MaxRecruitNetwork that includes distribution of each vacancy announcement to:

indeed.com
Zip Recruiter
Just Jobs
Glassdoor.com
Jobs2Careers
TopUSAJobs.com

Beyond.com
myjobhelper
careerbliss.com
JobDiagnosis.com
ZipAlerts.com
Startwire.com

No organization requested that the station provide it with notice of all job vacancies.

### **Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WMHT**

During this period, WMHT conducted the following Supplemental Recruiting Activities:

*Participated in three **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

**Job/Career Fairs and Internship Expos, Valerie Belden, Executive Assistant to the CEO attended the following:**

- Saturday, November 19, 2022 – CNYS Black Expo Career Fair
- Tuesday, March 29, 2022 – Public Media Jobs Virtual Career Fair
- Thursday, April 7, 2022 – Dr. King Career Fair

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

**Internship Program which was designed to develop skills needed for broadcast employment included internships with the following schools and colleges.**

NOTE: Due to the pandemic we were not able to utilize interns this year within our building but our team was able to go off site.

- Danielle Sanzone, Social Media Coordinator, participated in teaching students at Tech Valley High School how to research and apply techniques that can be used on their school projects on January 26, 2022.
- Catherine Rafferty, Education Producer, gave a presentation at Tech Valley High School about podcasting during the school's I-Term, in which faculty, staff, parents and community members teach fun, project-based mini courses or workshops around a topic or skill for career exploration. The students were able to then create record and edit their own podcast. This took place on February 15, 2022.

- This winter, three Tech Valley High School senior students are participating in an "Innovative Solutions Project" with WMHT. "Innovative Solutions Project." The goal of the project is for students to gain “workforce soft skills,” network locally with business partners and hone presentation skills as they critically analyze challenges and present possible solutions to business professionals. The students are surveying 18-35 years old to help advise WMHT on developing ways to engage younger generations with a new Civics and Government educational YouTube series. Catherine Rafferty, education producer, is their facilitator in this work.

## **Staff Development- 2022**

**Establishment of Training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.**

### **Radio Operations Manager attended the following:**

NPR Brand Research Study – 2/17/22

Air Check and Development Session – 3/22/22

Air Check and Development Session – 3/23/22

Air Check and Development Session – 4/13/22

Air Check and Development Session – 5/10/22

Pubic Radio Listening Insights: Spring 2022 – 5/18/22

Podcast Anyalytics from NPR – 12/16/22

NPR Network Donation: Next Steps for Fundraising Teams – 1/18/23

### **Education Producer attended the following:**

NETA conference (virtual) -- January 24-26, 2022

Current Webinar on DEI -- March 30, 2022

Creative Placemaking Summit, Uniting Line workshop -- April 22, 2022

Sesame Workshop By/With/For youth and adult media collaboration workshop -- April 26, 2022

Families Together in NY Annual Conference -- May 1-2, 2022

PBS Annual Meeting (virtual) -- May 24-26, 2022

Families Together in NY University of Youth Power -- June 24-26, 2022

St. Catherine's Colloquy -- July 26, 2022

NYSSBA Conference -- August 12, 2022

NETA Conference & CPB Thought Leader Forum (virtual) -- September 18-21, 2022

NYATEP Annual Conference -- October 2-5, 2022

NYS History & Education Conference -- October 28-29, 2022

MHANYS Mental Health & Wellness 101 -- December 7, 2022

PBS LearningMedia Templates, Training, and Publishing Best Practices -- January 12, 2023



**Account Executive, Corporate Support attended the following:**

Corporate Support Performance Initiative – November 1-3, December 13-15 2022

Greater Public Work Smart: Sponsorship Training Class – 9/27/22-11/15/22 Tuesday evenings only

**Payroll and AP Coordinator attended the following:**

Intacct: Dimension Based Financial Reports	01/18/22
NETA Conference	1/24 - 1/26/22
Sexual Harassment Training	09/13/22
Diversity in the Workplace	09/27/22
Intacct Transform Conference	10/13 -10/15/22
Paychex Flex: New Time & Attendance Releases	11/10/22

**Senior Development Officer attended the following:**

NETA Conference January 24 - 26

**Engineering Team attended the following:**

Learn how to control your network of multiviewers from a single point (Europe / North America) 2/02

Cybersecurity & Fraud: Emerging Threats in Payments – 3/15

ATSC 3.0 Lessons from on the Ground – 4/06

Why ATSC Station Groups are Moving to the Cloud – 4/19

High Quality Live Production on Budget – 5/04

Sports Streaming at Scale – 6/02

The State of NDI® in 2022 – 6/29

Tech Talk: XPression 11.0: Tech Talk: XPression 11.0 – 7/26

Protect Your Organization Against Risk – 10/25

**Director of Community Engagement & Education attended the following:**

NYS History Education Conference – 10/29/2022

Native American Cultural Competency Training/JEDI – 11/1/2022

Uploading to PBS Learning Media Training – 11/3/2022

Prevention Network Narcan Training – 12/8/2022

**Receptionist/Traffic Assistant**

(3/22/2022) WMHT/WEXT On-Air Development (Group) – Whisper Speak Roar Media

(4/1/2022) Anti-Harassment Training for Employees in New York – Mandatory

(4/1/2022) Active Shooter Preparedness – Mandatory  
(4/5/2022) WMHT/WEXT On-Air Development (Individual) – Whisper Speak Roar Media  
(4/19/2022) WMHT/WEXT On-Air Development (Individual) – Whisper Speak Roar Media  
(5/4/2022) Inclusiveness In Non-Comm Triple A Programming – Meeting at NON-COMMvention  
(5/5/2022) After Covid: Reviving Music and Artists – Meeting at NON-COMMvention  
(5/10/2022) WMHT/WEXT On-Air Development (Group) – Whisper Speak Roar Media  
(9/19/2022) Public Media Diversity Leaders Initiative – NETA Conference  
(9/19/2022) Building a Culture of Growth – NETA Conference  
(9/20/2022) Cutting-Edge, and Creative: How Evolving Organizations and Difference Makers See the #FutureofWork – NETA Conference  
(9/20/2022) Community Assets and Needs Assessment to Build Stronger Engagement Projects from the Beginning – NETA Conference  
(9/20/2022) Building Social-Emotional Learning Through Children's Media – NETA Conference  
(9/20/2022) Launching A Kids Podcast At A Public Media Station – NETA Conference  
(9/21/2022) What's Next for PBS LearningMedia – NETA Conference  
(9/21/2022) Virtual Tours - A New Tool for Educational Content – NETA Conference  
(9/21/2022) Supporting Families and Communities Through Difficult Times and Challenging Moments – NETA Conference

**Social Media Coordinator attended the following:**

NETA Conference: Tik Tok/Reaching a Younger Audience- Jan 26  
NYN Process Training - Feb 1  
PBS Marketing Summit: Social Media Marketing- April 5-6  
Strengthening Internal DEI Communications - May 12  
Editorial Integrity Meeting/Training - Aug 31  
PBS Video Portal Redesign - Sept 8  
NPR Standard Operating Procedures - Oct 12  
Broadcast Bootcamp: Knowing Your Audience - Oct 26  
Digital Transformation: SEO Session- Nov 16

**Digital Producer attended the following:**

NETA Digital Content Session - January 25<sup>th</sup> 2022 (Don't remember the exact date, it was sometime that week)  
NETA Programming Session - January 24<sup>th</sup> 2022  
Broadcast Bootcamp Training - October 26<sup>th</sup> 2022

**Fundraising Coordinator attended the following:**

MSB Salesforce Training – 2/24/22 through 3/10/22  
Greater Public On-Air Fundraising Workshop – 8/1/22 through 9/30/22  
Content and Engagement Producer attended:  
PBS Editorial Training Class 8/31/22

**Senior Accountant attended the following:**

1/25/2022	Sage Intacct	Elevate Your Dashboards - webinar
3/1/2022	Bonadio	Are You Ready For New Lease Standards-webinar
3/15/2022	M&T Bank	Cybersecurity & Fraud; Emerging Threats in Payments-webcast
5/10/2022	Bonadio	Get Ready For New Lease Standards
10/11-		
10/14/22	Sage Intacct	Sage Transform User's Conference - 4 days
10/27/2022	Key Bank	Anatomy of a Cyber Attack
11/15/2022	Bond Shoeneck & King	Employment Law Academy-Session 1
11/30/2022	PMBA	DEI and the Business of Public Media
12/6/2022	Bond Shoeneck & King	Employment Law Academy-Session 2

**Accounts Receivable and Digital analyst attended the following:**

Sage Transform 2022- October 10-14  
CPB Digital Transformation Program -currently ongoing

**RISE Manager attended the following:**

IAAIS Zoom Conference June 1<sup>st</sup>  
Content Depot Training June 1<sup>st</sup>

**Web Content Producer attended the following:**

Spring into PBS Products: Media Manager – 3/31/22  
Spring into PBS Products: Curate – 4/7/22  
Spring Into PBS Products: TV Listings Manager - 3/24/22

**VP & Chief Development Officer, attended the following:**

-FreeWill Donor Stewardship Workshop  
Feb 2, 2022  
-CDP Major Gifts Webinar  
Feb 8, 2022

- Capital Campaign Toolkit Feasibility Study Webinar  
Feb 8, 2022
- Donor Centrics Radio Trends Webinar  
Feb 16 2022
- Capital Campaign Toolkit ‘Campaign Talks’  
Every Monday at 2pm
- DonorSearch’s ‘How to get Your Board ready for a Capital Campaign’  
March 29, 2022
- Greater Public’s ‘Major Gifts Academy Alumni Meet-up’  
Every other month, Feb – Dec, 2022
- Virtual PBS Annual Mtg  
May 24 – 26, 2022
- A variety of Veritus Major giving Webinars throughout the year
- MSB ‘Platform Next (CRM) Kickoff’  
-August 18, 2022
- Regional Sales training  
Sept 23, 2022
- Greater Public Webinar ‘FCC Underwriting Guidelines’  
Sept 28, 2022
- DonorCentric Radio Group Webinar  
Nov 17, 2022
- Chamber of Commerce’s Hugh Johnson Economic Forecast Meeting  
December 8, 2022

**VP Finance and Administration attended the following:**

- PMBA Annual Conference May 31<sup>st</sup> through June 3<sup>rd</sup>
- Budgeting and Forecasting for Public Media Leaders 90 minutes 8/11/22
- Diversity, Equity, and Inclusion Summit 2022 4 hours 10/6/22
- Sage Transform 2022 10/11 through 10/14/22
- Avoiding Medicare Quicksand and Hidden Traps:  
Help employees make a successful transition from employer health insurance to Medicare 11/3/22 1 hour
- Bond’s Fall 2022 Labor and Employment Law Academy Session 1 11/15/22
- Bond’s Fall 2022 Labor and Employment Law Academy Session 2 12/6/22
- Essential Diversity, Equity and Inclusion Concepts: Embarking on Your DEI Journey 12/14/22

**VP, Chief Content & Engagement Officer attended:**

MHANY’s Mental Health & Wellness 101 Training (1 hr) – 12/7/22

ECM The Dart Center for Journalism and Trauma at Columbia University present a training for managers and editors. – “When Tragedy Strikes” - Sep 13, 2022

ECM Safeguarding Trust: Best Practices in Editorial Standards and Practices - May 10, 2022

Capital Region and Adirondack Film Alliance Industry Day, May 19<sup>th</sup> 2022

PBS Annual Meeting: What Makes Good Digital Content, Well, Good? May 25, 2022

PBS Annual Meeting: DEI Meetup: Excellent Leadership and How It Supports DEI May 25, 2022

CPB DTP Leadership Track – Aug 5, 2022 – April 30<sup>th</sup> 2023

**WMHT’s team for the DTP project team is: VP, Chief Content & Engagement Officer, Director of Digital Content, VP of Radio, Accounts Receivable and Digital Analyst, Director of Traffic, Membership Manager. They have attended the following:**

For Station General Managers, the DTP Leadership Track provides executive coaching, a 360 leadership survey process and sessions focused on management, culture change and station diversity and inclusion efforts.

- CPB’s Digital Transformation Project – July 14-April 30, 2023  
To help public media leaders innovate for the future while meeting the needs of local, diverse audiences, CPB is supporting a Digital Transformation Program for 80 public media organizations in 2022-2023. This virtual program, developed and provided by the Poynter Institute for Media Studies, provides a customized curriculum designed to help public media general managers adapt their organizational culture to more effectively deploy a digital-first, audience-centric approach. The program provides coaching and resources to help organizations become more agile and leverage digital content, platforms, and data to maximize business outcomes, including growing and engaging new and existing public media audiences and converting them to loyal members and donors.

**All Staff attended a training session on Sexual Harassment Prevention in the Workplace on September 13 & 14, 2022.**

**All Staff attended a training session on Diversity in the Workplace on September 27, 2022**

**All Staff had to complete the training session: Anti-Harassment Training For Employees – NY prior to November of 2022.**

**All Staff had to complete the training session: Data Privacy and Information Security prior to November of 2022.**

**Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**

HR Dept attends training on updates in human resources and transfers that information to management level personnel by attending Jackson Lewis human resources seminars and a Statewide Labor, Employment & HR Conference given by Bond, Schoeneck and King Attorneys.