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**

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

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<tr>
<th>Organization</th>
<th>Department</th>
<th>Address 1</th>
<th>Address 2</th>
<th>City</th>
<th>State</th>
<th>Zip</th>
<th>Contact Name or Web address</th>
<th>Phone Number</th>
<th>Position</th>
<th>Provided Interview Candidate</th>
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<tbody>
<tr>
<td>Albany Co Affirmative Action</td>
<td>Job Opportunities</td>
<td>112 State St</td>
<td>6 Fl</td>
<td>Albany</td>
<td>NY</td>
<td>12202</td>
<td>Jennifer Clement</td>
<td>518.447.7010</td>
<td>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.</td>
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<tr>
<td>Albany-Colonie Chamber Of Commerce</td>
<td>Job Opportunities</td>
<td>Five Computer Drive South</td>
<td></td>
<td>Albany</td>
<td>NY</td>
<td>12205</td>
<td>Jennifer Sims</td>
<td>518.458.9851</td>
<td>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.</td>
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<tr>
<td>AppleOne</td>
<td>Job Opportunities</td>
<td>1 Marcus Blvd.</td>
<td>Suite 106</td>
<td>Albany</td>
<td>NY</td>
<td>12205</td>
<td>Delilah Reyes</td>
<td>518.591.0181</td>
<td>Assistant Chief Engineer, Fundraising Coordinator, Content and Engagement Manager, Videographer/Editor, Production Manager, Multimedia Reporter and Engagement Producer, Development</td>
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<td>City</td>
<td>State</td>
<td>Zip Code</td>
<td>Contact Person</td>
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<td>Responsibilities</td>
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<td>Berkshire Training &amp; Employment</td>
<td></td>
<td>160 North St</td>
<td>Pittsfield</td>
<td>MA</td>
<td>01201-5104</td>
<td>Thomas McDonough</td>
<td>413.499.2220, Ext 138</td>
<td>Coordinator, Account Executive, Director of Community Engagement and Education.</td>
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<td>Bryant &amp; Stratton</td>
<td></td>
<td>1259 Central Ave</td>
<td>Albany</td>
<td>NY</td>
<td>12205</td>
<td>Brian Gregory</td>
<td>518.437.1802</td>
<td>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.</td>
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<td>Carver Community Ctr</td>
<td></td>
<td>700 Craig St</td>
<td>Schenectady</td>
<td>NY</td>
<td>12305</td>
<td>Carlene Dorman</td>
<td>518.374.8456</td>
<td>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.</td>
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<td>Centro Civico Of Amsterdam Inc</td>
<td></td>
<td>143-145 E Main St</td>
<td>Amsterdam</td>
<td>NY</td>
<td>12010</td>
<td>Ladan Alomar</td>
<td>518.842.3762, Ext 220</td>
<td>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.</td>
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<td>College Of St Rose</td>
<td>Job Opportunities</td>
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<td>Albany</td>
<td>NY</td>
<td>12203</td>
<td>HR Dept</td>
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<tr>
<th>Columbia-Greene Cc</th>
<th>Counseling/Career Svcs</th>
<th>4400 Rte 23</th>
<th>Hudson</th>
<th>NY</th>
<th>12534</th>
<th>William Matthews</th>
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<td>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.</td>
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<th>Corporation for Public Broadcasting</th>
<th>Web Site</th>
<th>401 9th St</th>
<th>NW</th>
<th>Washington</th>
<th>DC</th>
<th>20004</th>
<th><a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a></th>
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518.828.4181 ext. 3396
(202) 879-9600
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<th>Organization</th>
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<th>Address</th>
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<tr>
<td>Emma L. Bowen Fndn For Minority Interests In Media</td>
<td>Sandra Rice</td>
<td>524 West 57th Street</td>
<td>New York</td>
<td>NY</td>
<td>10019</td>
<td>212.975.2545</td>
<td>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.</td>
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<td>Empire State College</td>
<td>Jim Nicosia</td>
<td>Two Union Avenue</td>
<td>Saratoga Springs</td>
<td>NY</td>
<td>12866</td>
<td>518.587.2100</td>
<td>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.</td>
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<td>Epilepsy Foundation of Northeast New York</td>
<td>Jeannine Garab</td>
<td>3 Washington Sq</td>
<td>Albany</td>
<td>NY</td>
<td>12205</td>
<td>518.456.7501</td>
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<td>Excelsior College</td>
<td>Toby Hamlin</td>
<td>7 Columbia Circle</td>
<td>Albany</td>
<td>NY</td>
<td>12203</td>
<td>518.464.8500</td>
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<td>Fusco Personnel</td>
<td>Job Opportunities</td>
<td>4 Executive Park Drive Suite B</td>
<td>Albany</td>
<td>NY</td>
<td>12203</td>
<td>Patty Fusco</td>
<td>518.869.6100</td>
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<tr>
<td>Herkimer County Community College</td>
<td>Placement/Career Planning</td>
<td>100 Reservoir Rd</td>
<td>Herkimer</td>
<td>NY</td>
<td>13350</td>
<td>Guy Devitt</td>
<td>315.866.0300 ext. 8744</td>
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<td>Hispanic Outreach Services</td>
<td>Job Opportunities</td>
<td>41 N Main Av</td>
<td>Albany</td>
<td>NY</td>
<td>12203</td>
<td>Kathleen Ide</td>
<td>518.435.1369</td>
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<td>Hudson Valley Community College</td>
<td>Center for Careers and Employment</td>
<td>80 Vandenburgh Av</td>
<td>Troy</td>
<td>NY</td>
<td>12180</td>
<td>Gayle Healy</td>
<td>518.629.7326</td>
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<td>Maria College</td>
<td>Development Coordinator, Account Executive, Director of Community Engagement and Education.</td>
<td>Sister Renee Cudhea</td>
<td>518.438.3111</td>
<td>700 New Scotland Av</td>
<td>Albany</td>
<td>NY</td>
<td>12208</td>
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<tr>
<td>Mildred Elley</td>
<td>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.</td>
<td>518.786.0855</td>
<td>855 Central Avenue</td>
<td>Albany</td>
<td>NY</td>
<td>12206</td>
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<td>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.</td>
<td>518.256-6091</td>
<td>P.O. Box 3720</td>
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<td>28 Colvin Avenue</td>
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<td>NY</td>
<td>12206</td>
<td>Christine Oughton</td>
<td>518.273.0818</td>
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<td>Office of Intercultural Leadership-The College of Saint Rose</td>
<td>Job Opportunities</td>
<td>Avila Hall</td>
<td>Albany</td>
<td>NY</td>
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<td>Office of Intercultural Leadership</td>
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<td>RPI Minority Student Affairs</td>
<td>Job Opportunities</td>
<td>4600 Academy Hall 110 8th Street</td>
<td>Troy</td>
<td>NY</td>
<td>12180</td>
<td>Stacy Galarneau</td>
<td>518.276.6272</td>
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<tr>
<td>Institution</td>
<td>Department</td>
<td>Address</td>
<td>City</td>
<td>State</td>
<td>Zip Code</td>
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<td>Russell Sage College</td>
<td>Career Services</td>
<td>65 First Street</td>
<td>Troy</td>
<td>NY</td>
<td>12180</td>
<td>Office of Career Planning</td>
<td>518.244.2272</td>
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<td>Schenectady County Community College</td>
<td>Career Planning</td>
<td>222 Elston Hall 78 Washington Avenue</td>
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<td>NY</td>
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<td>Robert Frederick</td>
<td>518.381.1365</td>
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<td>Schenectady Job Training Agency</td>
<td>Adult Program</td>
<td>HR 434 State St</td>
<td>Schenectady</td>
<td>NY</td>
<td>12305-2302</td>
<td>Nancy Delesio</td>
<td>518.344.2772</td>
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<tr>
<td>Siena College</td>
<td>Career Center</td>
<td>515 Loudon Rd</td>
<td>Loudonville</td>
<td>NY</td>
<td>12211-1462</td>
<td>Emailed to <a href="mailto:careermail@siena.edu">careermail@siena.edu</a></td>
<td>518.783.2339</td>
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<td>Skidmore College</td>
<td>Job Opportunities</td>
<td>815 N. Broadway</td>
<td>Saratoga Springs</td>
<td>NY</td>
<td>12866</td>
<td>Penny Loretto</td>
<td>518.580.5790</td>
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<tr>
<td>State University College-Oneonta</td>
<td>Career Development Center</td>
<td>Netzer Admin Bldg 110</td>
<td>Oneonta</td>
<td>NY</td>
<td>13820</td>
<td>Michele Parsall</td>
<td>607.436.2534</td>
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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.
<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Address</th>
<th>City</th>
<th>State</th>
<th>Phone</th>
<th>Contact Person</th>
<th>Phone Number</th>
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<td>Times Union and Monster.com *</td>
<td>Newspaper and online. Times Union participates with Monster.com</td>
<td>News Plaza</td>
<td>Albany</td>
<td>NY</td>
<td>12212</td>
<td>Classified Department- Veronica Holcomb</td>
<td>518.454.5374</td>
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<td>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.</td>
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<td>Newspaper and online. Times Union participates with Monster.com</td>
<td>Box 1500</td>
<td>Albany</td>
<td>NY</td>
<td>12212</td>
<td>Classified Department- Veronica Holcomb</td>
<td>518.454.5374</td>
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<tr>
<td>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.</td>
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<tr>
<td>Union College</td>
<td>Career Development Center</td>
<td>Stanley R. Becker Career Center</td>
<td>807 Union Street</td>
<td>Schenectady</td>
<td>NY</td>
<td>12308</td>
<td>Rochelle Caruso</td>
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<td>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.</td>
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<td>33 Second Street</td>
<td>Troy</td>
<td>NY</td>
<td>12180</td>
<td>Mike Maloney</td>
<td>518.272.5917</td>
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<tr>
<td>WMHT</td>
<td>Valerie Belden</td>
<td>4 Global View</td>
<td>518.880.3531</td>
<td>Production Manager, Multimedia Reporter and Engagement Producer, Development Coordinator, Account Executive, Director of Community Engagement and Education.</td>
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<tr>
<td>Women's Employment &amp; Resource Center</td>
<td>Elizabeth M. Miller</td>
<td>175 Central Avenue, 3rd Floor</td>
<td>518.462.7600 Ext. 184</td>
<td>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.</td>
<td></td>
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<tr>
<td>NYSBA</td>
<td>Sandy Messineo</td>
<td>1 Elk Street</td>
<td>518.456.8888</td>
<td>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.</td>
<td></td>
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<td>Media Match</td>
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<td>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.</td>
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| RBR.com/classifieds | Attn HR | 331 SE Mizner Blvd | Boca Raton | FL | 33432 | 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.

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:

<table>
<thead>
<tr>
<th>AfricanAmericanHires.com</th>
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<tr>
<td>AllBilingualJobs.com</td>
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<td>AllHispanicJobs.com</td>
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<td>AllLGBTJobs.com</td>
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<td>AllSpanishJobs.com</td>
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<td>AsianHires.com</td>
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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
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 Summitt, 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) 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 25th 2022 (Don't remember the exact date, it was sometime that week)
NETA Programming Session - January 24th 2022
Broadcast Bootcamp Training - October 26th 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 1st
Content Depot Training June 1st

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
- Cap[ital. 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 31st through June 3rd
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
Capital Region and Adirondack Film Alliance Industry Day, May 19th 2022
PBS Annual Meeting: DEI Meetup: Excellent Leadership and How It Supports DEI May 25, 2022
CPB DTP Leadership Track – Aug 5, 2022 – April 30th 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.