

## Annual EEO Public File Report

January 24, 2024 to January 24, 2025

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
1	WEXT Music Host & Producer	Instagram	4	3/18/2024
2	Multimedia Journalist & Host	Word of Mouth	3	8/19/2024
3	Production Assistant	Instagram	4	10/21/2024
4	Broadcast Engineer	Indeed.com	4	1/06/2025
5	VP, Chief Technology Officer	Internal Hire*	5	9/30/24
6				
7				
8				
9				

\*Internal hire as *Interim Chief Technology Officer* for a one-year probationary period

## 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	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Albany-Colonie Chamber Of Commerce	Job Opportunities	Five Computer Drive South		Albany	NY	12205	Jennifer Sims	518.458.9851	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
AppleOne	Job Opportunities	1 Marcus Blvd.	Suite 106	Albany	NY	12205	Delilah Reyes	518.591.0181	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Berkshire Training & Employment	Job Opportunities	160 North St		Pittsfield	MA	01201-5104	Thomas Mc Donough	413.499.2220, Ext 138	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Bryant & Stratton		1259 Central Ave		Albany	NY	12205	Brian Gregory	518.437.1802	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Centro Civico Of Amsterdam Inc	Job Opportunities	143-145 E Main St		Amsterdam	NY	12010		518.842.3762, Ext 220	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Columbia-Greene Cc	Counseling/Career Svcs	4400 Rte 23		Hudson	NY	12534	William Matthews	518.828.4181 ext. 3396	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant,	

									Broadcast Engineer, VP CTO
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	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO
Empire State College	Job Opportunities	2 Union Avenue		Saratoga Springs	NY	12866	Jim Nicosia	518.587.2100	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO
Epilepsy Foundation of Northeast New York	Job Opportunities	3 Washington Sq		Albany	NY	12205	Jeannine Garab	518.456.7501	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO
Excelsior College	Job Opportunities	7 Columbia Circle		Albany	NY	12203	Toby Hamlin	518.464.8500	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO
Fusco Personnel	Job Opportunities	4 Executive Park Drive	Suite B	Albany	NY	12203	Patty Fusco	518.869.6100	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO
Herkimer County Community College	Placement/Career Planning	100 Reservoir Rd		Herkimer	NY	13350	Guy Devitt	315.866.0300 ext. 8744	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO
Hispanic Outreach Services	Job Opportunities	41 N Main Av		Albany	NY	12203	Kathleen Ide	518.435.1369	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO
Hudson Valley Community College	Center for Careers and Employment	80 Vandenberg Av		Troy	NY	12180	Gayle Healy	518.629.7326	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO

Indeed.com	Web Site	Posted Via Web Site. No Contact Person.					www.indeed.com		WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	6
Maria College	Career Development Office	700 New Scotland Av		Albany	NY	12208	Sister Renee Cudhea	518.438.3111	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Mildred Elley	Job Opportunities		855 Central Avenue	Albany	NY	12206		518.786.0855	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
NAACP-Schenectady	Job Opportunities	99 Clinton St		Schenectady	NY	12305		518.256-6091	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
NYS Dept of Labor	Workforce Programs	155 Washington Ave		Albany	NY	12210	Marcus Browne Marcus.browne@labor.ny.gov		WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Northeast Career Planning	Job Opportunities	339 Broadway		Menands	NY	12	Christine Oughton	518.273.0818	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
RPI Minority Student Affairs	Job Opportunities	4600 Academy Hall 110 8th Street		Troy	NY	12180	Stacy Galarneau	518.276.6272	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Russell Sage College	Career Services	65 First Street		Troy	NY	12180	Office of Career Planning	518.244.2272	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	

Schenectady County Community College	Career Planning	222 Elston Hall	78 Washington Avenue	Schenectady	NY	12305	Robert Frederick	518.381.1365	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Schenectady Job Training Agency	Adult Program	HR	434 State St	Schenectady	NY	12305-2302	Nancy Delesio	518.344.2772	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Siena College	Career Center	515 Loudon Rd		Loudonville	NY	12211-1462	Job Opportunities	518.783.2339	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Skidmore College	Job Opportunities	815 N. Broadway		Saratoga Springs	NY	12866	Penny Loretto	518.580.5790	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
WMHT: Social Media Platforms Twitter Facebook linkedIn Instagram							Madison Bell	518.880.3400	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	3 Insta 2 LinkedIn
State University College-Oneonta	Career Development Center	Netzer Admin Bldg 110		Oneonta	NY	13820	Michele Parsall	607.436.2534	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Times Union and Monster.com *	Newspaper and online. Times Union participates with Monster.com	News Plaza	Box 1500	Albany	NY	12212	Classified Department- Andre Penn	518.454.5374	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Union College	Career Development Center	Stanley R. Becker Career Center	807 Union Street	Schenectady	NY	12308	Rochelle Caruso	518.388.6176	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Unity House	Job Opportunities	2431 6 <sup>th</sup> Ave		Troy	NY	12180		518.272.5917	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP	

									CTO	
WMHT	Web Site, internal email	4 Global View		Troy	NY	12180	Valerie Belden, Joe Landor - wmht.org	518.880.3531	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	1
Women's Employment & Resource Center	Elizabeth M. Miller	120 Defresst Drive		Troy	NY	12206		518.462.7600 Ext. 184	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
NYSBA	Sandy Messineo	1 Elk Street		Albany	NY	12207	Sandy Messineo	518.456.8888	WEXT Music Host & Producer, Multimedia Journalist & Host, Production Assistant, Broadcast Engineer, VP CTO	
Word of Mouth/Career Fair										8

**\*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  
 ZipRecruiter.com  
 GlassDoor.com  
 Nexxt.com  
 Jobs2Careers.com  
 JuJu.com  
 CareerBliss.com  
 TopUSAJobs.com  
 GetIt Network (over 600 sites)  
 JobG8 Network  
 Talent.com  
 CareerJet.com  
 Upward.Net  
 AboutJobs.com  
 JobLift.com  
 Yakaz.com



Lensa.com  
JobDiagnosis.com  
EmploymentAlert.com  
ClickJobSearch.com  
ClickJobFinder.com  
WorkersBuzz.com  
MyJobHelper.com  
Geebo.com  
JobUngo.com  
CareerAlerter.com  
Wullo.com  
JobSeeq.com  
DriverNation.com  
CandidatePoint.com  
RecommendedJobs.com  
CareerAlerts.com  
StartWire.com  
JobAdXDisplayNetwork

**Premium Monster Postings:**

Monster  
Twitter  
Facebook  
Instagram  
CNN  
Weatherchannel.com  
Monster's partner sites & diversity sites  
Military.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 two **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

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

- Tuesday, March 19, 2024 – Public Media Jobs Virtual Career Fair
- Wednesday, April 10, 2024 – 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.**

- June-August - University of Southern California, 1 Intern, Production Department
- May-August - Rochester Institute of Technology, 1 intern, Production Department

Our team also went off site:

Anthony V. Hayes, President and CEO and Valerie Belden, Special Assistant to the CEO participated in a career café on June 7, 2024. Questar III BOCES and Elementary School 2 in the Troy City School District are partnering to help educate and raise student awareness about the variety of careers that await them around the Capital Region.

The Career Café series welcomes guest speakers to share insights with students highlighting:

- your work and what your business does
- careers in this field of work
- what a day in the life looks like
- what you like about your work
- what was your education pathway
- share work artifacts (examples of work, videos, pictures etc.)

Students will be prepared with questions and welcome the opportunity to learn!

On December 17<sup>th</sup>, 2024 WMHT hosted a group of 10 students from Jefferson Elementary School and Schalmont Middle School who are a part of the special ed program as part of their life skills training programs. This group of students was given the opportunity to learn about television and radio and were given the opportunity to operate TV cameras and use the FM studios. They spent time with the education department as well.

Catherine Rafferty: Content and Engagement Producer, Zeke Kubish: Production Manager, Mara Drogan: Director of Community Engagement and Education, Patricia Rivers: Education Specialist participated in the following events:

- Mar 19, Catherine Rafferty & Mara Drogan went Bethlehem HS for podcast project/ Apr 16, Bethlehem HS podcasters came to WMHT

- May 30, Catherine Rafferty, Patricia Rivers, Mara Drogan attended Career Jam @ Schenectady HS
- Jun 11, Early College Career Academy, New Media program Studio Tour
- Oct 9 to Dec 11, Tech Valley HS Innovative Solutions (Catherine Rafferty was lead, WMHT staff also contributed)
- Oct 16, Catherine Rafferty, Patricia Rivers, Mara Drogan attended Career Jam @ HVCC
- Dec 9, Niskayuna HS field trip to WMHT, Catherine Rafferty and Zeke Kubisch

### **Staff Development- 2024**

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

### **TV Promotions Producer attended the following:**

Lift/Lighting Grid workshop 3/14/24

ProTrack training session 4/30/24

WMHT Editorial Integrity Meeting | Schedule and Resources 9/5/24

### **Vice President, Chief Content & Engagement Officer attended the following:**

PBS Executive Leadership Program: June 13 – November 20<sup>th</sup> 2024

Executive Content Managers quarterly sessions Jan -Dec 2024

WMHT Annual Editorial Integrity Session, Sept. 4, 2024

PBS Digital Voltage Workshop at Buffalo Toronto Public Media, June 20<sup>th</sup>, 2024 (also Allison, Madison, Dana, Catherine)

PBS Annual Meeting May 13-15<sup>th</sup>

### **Sr. Advancement Officer attended the following:**

Steal This Idea - Building Relationships with Major Donors | A PBS Lunch & Learn Webinar, Feb 6

MSB High Touch Webinar - Managing Donor Interactions, May 2

Stelter webinar: The Five Key Financial Planning Trends That Will Impact Giving Jul 31

Essential Diversity, Equity & Inclusion Concepts with Jason Benitez, Capital Region Chamber, Sep 24 (I did all three of these staff ones but couldn't find the others)

Staff Meeting, Culture Discussion – Oct 24

FreeWill webinar: A first look at the latest research on Donor-Advised Funds (with special guest Lisa Barr of the National Philanthropic Trust., Nov 19

FreeWill webinar: What the election results mean for the state of giving in 2025. Dec 10

### **Director of Community Engagement and Education attended:**

PBSLM DOMO and Looker dashboards, Visualizations, and How to Use Data, April 23, 2024

PBSLM Greenlighting Process, May 22, 2024

AHA Online Teacher Institute: Native Peoples and the Architecture of US History, Jul 24, 2024

PBS LearningMedia Presents: Making GA4 Analytics Work for You, Aug 29, 2024  
YWCA of the Greater Capital Region, Anti-Racism Workshop, Oct 8, 2024  
From Vision to Reality: Launching an Education Department and Crafting Responsive Content, Oct 24, 2024  
Indie Lens Pop-Up 101, Oct 29, 2024  
ADA to ASL: Making Events Accessible | Indie Lens Pop-Up Workshop, Nov 12, 2024  
Small Team BIG Results! How Montana PBS Produces Content for Teachers with a Small Team, Nov 19, 2024  
PBS LearningMedia Presents: Designing Social Studies Content for PBS Learning Media, Dec 4, 2024  
Use Your Data (And Not Your Words) | Indie Lens Pop-Up Workshop, Jan 23, 2025

**Director of Community Engagement and Education attended:**

PBSLM DOMO and Looker dashboards, Visualizations, and How to Use Data, April 23, 2024  
PBSLM Greenlighting Process, May 22, 2024  
AHA Online Teacher Institute: Native Peoples and the Architecture of US History, Jul 24, 2024  
PBS LearningMedia Presents: Making GA4 Analytics Work for You, Aug 29, 2024  
YWCA of the Greater Capital Region, Anti-Racism Workshop, Oct 8, 2024  
From Vision to Reality: Launching an Education Department and Crafting Responsive Content, Oct 24, 2024  
Indie Lens Pop-Up 101, Oct 29, 2024  
ADA to ASL: Making Events Accessible | Indie Lens Pop-Up Workshop, Nov 12, 2024  
Small Team BIG Results! How Montana PBS Produces Content for Teachers with a Small Team, Nov 19, 2024  
PBS LearningMedia Presents: Designing Social Studies Content for PBS Learning Media, Dec 4, 2024  
Use Your Data (And Not Your Words) | Indie Lens Pop-Up Workshop, Jan 23, 2025

**Education Specialist attended the following:**

Lean Into Learning with PBS and PBSLM – 1/19  
Creating Content for PBSLM– 1/31  
PBS Greenlighting 5/22  
Species of Concern Invasive Species 5/29  
You Tube for You Too 8/28  
Small Team Big Results 11/19

**Accounts Receivable Specialist attended the following:**

Sage First 100 days zoom seminar- 10/25/24

**Radio Operations Manager attended the following**

NPR Studio Audio Insights: Edison Research Share of the Ear study, July 10, 2024  
Greater Public Media's Advanced Digital Ads for Fundraising, Part 1, July 16, 2024  
Greater Public Media's Advanced Digital Ads for Fundraising, Part 2, July 23, 2024  
NPR Year End Fundraising Plan Webinar, October 2, 2024

**Senior Advancement Officer**

Public Media Development and Marketing August 12th – August 15th

**Managing Editor & Host, NYNow**

Lift/Lighting Grid workshop - March 14 2024

National Association of Black Journalists conference August July 31st to August 4th, 2024

New York Public News Network Beat Mastery Workshop - June 4, 2024

LCA Department of Health Training October 8,2024

**Content and Engagement Producer attended:**

PBS Accelerate Workshop- February 13-15, 2024

Canal Society Symposium - March 2, 2024

Lift/Grid/Lighting Board Workshop - March 14, 2024

Mohawk Watershed Symposium - March 15, 2024

PBS Accelerate Monthly Webinars - March 20, April 17, May 22, June 12, July 17, August 14, August 15

WMHT Break Strategy Session with Lee Hunt - June 12, 2024

PBS Digital Voltage - June 20, 2024

Tools and Tips for Building Effective Digital Content Workflows PBS Webinar - August 20, 2024

Audio Description for Producers PBS Webinar - November 19, 2024

**VP, Chief Advancement Officer attended the**

following:

Public Media Development and Marketing Conference – August 12 -- 15

PBS CSPI Training – September 10 -12 and January 21 - 23

**Content Producer attended the following:**

INPUT International Public Television Conference: May 5th- 9th 2024

PBS VOLTAGE Digital Media Workshop- June 20th 2024

**Payroll & A/P Coordinator attended the following:**

Sage Intacct User Enrichment Workshop: Nonprofit, January 31, 2024

Routable - Platform Training, February 5, 2024

Routable - Platform Training, February 14, 2024

Routable - Platform Training, July 22, 2024

Routable - Platform Training, August 28, 2024  
Routable - Platform Training, August 30, 2024  
Routable - Platform Training, September 4, 2024  
Routable - Platform Training, September 12, 2024  
Routable - Platform Training, September 19, 2024  
Routable - Platform Training, October 15, 2024  
Routable - Platform Training, October 16, 2024  
Routable - Platform Training, November 4, 2024  
Routable - Platform Training, December 12, 2024

**Accounting Supervisor attended the following:**

SAGE INTACCT, Sage Transform User's Conference - February 26-March 1, 2024  
NETA online, Strategic Planning Focus Group April 4, 2024  
SAGE INTACCT, Customer Account Portal Onboarding May 9, 2024  
Bond Schoeneck & King, Labor & Employment Law Update, May 16, 2024  
SAGE INTACCT, Complete Customer Account Portal Onboarding, May 17, 2024  
SAGE INTACCT, Customer Account Portal Check-in, June 6, 2024  
Lease Crunch, Lease modifications and reassessments-under ASC 842, August 28, 2024

**All Staff attended a training session presented by OneGroup on Sexual Harassment Prevention in the Workplace prior to October 31, 2024.**

**All new hires complete the following training sessions:**

- **Slip Trips and Falls**
- **Anti-Harassment**
- **Data Privacy and Information Security 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.

**WMHT staff was led by Jason Benitez, VP DE&I Capital Region Chamber in a series of training sessions:**

- 9/24/24: Essential Diversity, Equity and Inclusion Concepts, Embarking on your DEI Journey
- 10/22/24: Understanding and Addressing Implicit Bias
- 11/4/24: Understanding and Addressing Microaggressions in the Workplace

