

Annual EEO Public File Report

January 23, 2025 to January 24, 2026

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	Account Executive (2 positions)	LinkedIn & Indeed	3	7/1/25 & 7/1/25
2	Director, Human Resources	Indeed	4	9/2/25
3	Institutional Advancement Manager	Word of Mouth	4	3/24/25
4	Office Assistant	WMHT.org	3	2/10/25
5	Senior Advancement Officer	Indeed	2	10/14/25
6	Grant Manager	LinkedIn	4	5/19/25
7				
8				

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	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Albany-Colonie Chamber Of Commerce	Job Opportunities	Five Computer Drive South		Albany	NY	12205	Jennifer Sims	518.458.9851	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
AppleOne	Job Opportunities	1 Marcus Blvd.	Suite 106	Albany	NY	12205	Delilah Reyes	518.591.0181	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Berkshire Training & Employment	Job Opportunities	160 North St		Pittsfield	MA	01201-5104	Thomas Mc Donough	413.499.2220, Ext 138	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Bryant & Stratton		1259 Central Ave		Albany	NY	12205	Brian Gregory	518.437.1802	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior	

									Advancement Officer, Grant Manager
Centro Civico Of Amsterdam Inc	Job Opportunities	143-145 E Main St		Amsterdam	NY	12010		518.842.3762, Ext 220	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager
Columbia-Greene Cc	Counseling/Career Svcs	4400 Rte 23		Hudson	NY	12534	William Matthews	518.828.4181 ext. 3396	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager
Empire State College	Job Opportunities	2 Union Avenue		Saratoga Springs	NY	12866	Jim Nicosia	518.587.2100	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager
Epilepsy Foundation of Northeast New York	Job Opportunities	3 Washington Sq		Albany	NY	12205	Jeannine Garab	518.456.7501	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager
Excelsior College	Job Opportunities	7 Columbia Circle		Albany	NY	12203	Toby Hamlin	518.464.8500	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager
Fusco Personnel	Job Opportunities	4 Executive Park Drive	Suite B	Albany	NY	12203	Patty Fusco	518.869.6100	Account Executive (2), Director Human Resources, Institutional

									Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Herkimer County Community College	Placement/Career Planning	100 Reservoir Rd		Herkimer	NY	13350	Guy Devitt	315.866.0300 ext. 8744	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Hispanic Outreach Services	Job Opportunities	41 N Main Av		Albany	NY	12203	Kathleen Ide	518.435.1369	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Hudson Valley Community College	Center for Careers and Employment	80 Vandenberg Av		Troy	NY	12180	Gayle Healy	518.629.7326	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Indeed.com	Web Site	Posted Via Web Site. No Contact Person.					www.indeed.com		Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	11
Maria College	Career Development Office	700 New Scotland Av		Albany	NY	12208	Sister Renee Cudhea	518.438.3111	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Mildred Elley	Job Opportunities		855 Central Avenue	Albany	NY	12206		518.786.0855	Account Executive (2), Director Human Resources,	

									Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
NAACP-Schenectady	Job Opportunities	99 Clinton St		Schenectady	NY	12305		518.256-6091	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
NYS Dept of Labor	Workforce Programs	155 Washington Ave		Albany	NY	12210	Marcus Browne Marcus.browne@labor.ny.gov		Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Northeast Career Planning	Job Opportunities	339 Broadway		Menands	NY	12	Christine Oughton	518.273.0818	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
RPI Minority Student Affairs	Job Opportunities	4600 Academy Hall 110 8th Street		Troy	NY	12180	Stacy Galarneau	518.276.6272	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Russell Sage College	Career Services	65 First Street		Troy	NY	12180	Office of Career Planning	518.244.2272	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	

Schenectady County Community College	Career Planning	222 Elston Hall	78 Washington Avenue	Schenectady	NY	12305	Robert Frederick	518.381.1365	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Schenectady Job Training Agency	Adult Program	HR	434 State St	Schenectady	NY	12305-2302	Nancy Delesio	518.344.2772	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Siena College	Career Center	515 Loudon Rd		Loudonville	NY	12211-1462	Job Opportunities	518.783.2339	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Skidmore College	Job Opportunities	815 N. Broadway		Saratoga Springs	NY	12866	Penny Loretto	518.580.5790	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
WMHT: Social Media Platforms Twitter Facebook linkedIn Instagram							Madison Bell	518.880.3400	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	5
State University College-Oneonta	Career Development Center	Netzer Admin Bldg 110		Oneonta	NY	13820	Michele Parsall	607.436.2534	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer,	

									Grant Manager	
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	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Union College	Career Development Center	Stanley R. Becker Career Center	807 Union Street	Schenectady	NY	12308	Rochelle Caruso	518.388.6176	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
Unity House	Job Opportunities	2431 6 th Ave		Troy	NY	12180		518.272.5917	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
WMHT	Web Site, internal email	4 Global View		Troy	NY	12180	Valerie Belden, Joe Landor - wmht.org	518.880.3531	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	2
Women's Employment & Resource Center	Elizabeth M. Miller	120 Defresst Drive		Troy	NY	12206		518.462.7600 Ext. 184	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office Assistant, Senior Advancement Officer, Grant Manager	
NYSBA	Sandy Messineo	1 Elk Street		Albany	NY	12207	Sandy Messineo	518.456.8888	Account Executive (2), Director Human Resources, Institutional Advancement Manager, Office	

									Assistant, Senior Advancement Officer, Grant Manager	
Number of Candidates who heard from word of mouth or at career fairs that were interviewed										2

***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
JobAdX Display Network

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 three **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:

- Wednesday, February 26, 2025 - The Rensselaer County Regional Chamber of Commerce partnered with Hudson Valley Community College for a Job Fair.
- Wednesday, April 2, 2025 – Public Media Jobs Virtual Career Fair
- Thursday, April 10, 2025 – Dr. King Career Fair
- Wednesday, October 22, 2025 – Troy High School Career Fair (Chris Wienk, VP Radio, attended this event)

- Wednesday, November 5, 2025 - The Rensselaer County Regional Chamber of Commerce partnered with Hudson Valley Community College for a Job 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.

- Spring – Schenectady County Community College, 1 intern, production department
- Spring – Schenectady County Community College 1 intern, FM Department
- Summer - Skidmore College, 1 intern, production department
- Summer - Skidmore College, 1 intern, production department

Our team also participated in the following:

WMHT Education Dept hosted 18 students & 2 teachers from Gloversville High School for a Junior Achievement Job Shadow Day on December 15

Tech Valley HS Station Tour – 1/28/25

Daisy Troop Station Tour & Literacy Activity 2/12/25

Without Walls Station Tour/Podcasting Info Session 4/10/25

WSWHE Boces Station Tour 5/15/25

Career Jam, Siena College 5/28/25 (WMHT Staff attending this event: Mara Drogan, Director of Community Engagement and Education – Patricia Rivers, Education Specialist & Catherine Rafferty, Content and Engagement Producer)

Career Jam at Hudson Valley Community College 10/8/25 (WMHT Staff attending this event: Mara Drogan, Director of Community Engagement and Education – Patricia Rivers, Education Specialist - Catherine Rafferty, Content and Engagement Producer, Ken Kozak, Videographer & Editor & Elliott Ambrosio, Production Assistant)

Homeschool Group Field Trip to WMHT 10/8/25

Staff Development- 2025

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

Content Producer and Traffic Specialist attended the following:

2/19 Hub Mediator Training

8/29 New Camera Training

8/11 Cyber Security Training

10/1 WMHT Editorial Integrity Training

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

PBS Annual Meeting May 19 - 22, 2025
NETA Content PLC - Thursday, Dec. 4th
Executive Content Managers - Sep 4, 2025
WMHT Annual Editorial Integrity Meeting - Oct. 1 2025
Music Rights Webinar - Dec 11, 2025
Public Television Programmer Association - Mon 8/11/2025

Account Executive attended the following:

Media Audit Demo 7/9/2025
Local Broadcast Sales Training 9/26/25

Director of Community Engagement and Education attended:

Station Grants Informational Webinar for the American Revolution Initiative, January 16, 2025
Use Your Data (And Not Your Words) | Indie Lens Pop-Up Workshop, January 23, 2025
Black History Month Celebration, February 5, 2025
Dinosaur Train at NYSM, February 21, 2025
New York State Council on the Social Studies conference, March 6-7, 2025
Capital Region History Day, March 15, 2025
Autism Spectrum Fair, April 1, 2025
Homeschool Day at NYSM, April 10, 2025
Carl the Collector at NYSM, April 18, 2025
WEATHER HUNTERS Series Overview and Launch Roll Out Webinar for Stations, April 23, 2025
School's Out Conference, May 1, 2025
Undercover and Unknown- Arnold, Andre and the Spies of the Lower Hudson, May 20, 2025
Career Jam at Siena College, May 28, 2025
NYS History Conference, June 5-6, 2025
Acoustic Rooster at Barker Park, July 17, 2025
Career Jam at HVCC, October 8, 2025
Early Childhood Conference in the Catskills, October 11, 2025
NYLA Conference, November 6-7, 2025
Sesame Street at NYSM, November 9, 2025
NYSATA conference, November 20-22, 2025

Education Specialist attended the following:

January 28th – Erie Canal 200! Transforming the Past and Future Webinar
February 2025 – Black History Month Celebration
February 21 2025 – Dinosaur Train @ NYS Museum
March 2025 – NYCSS Conference

March 2025 – Winifred Goldring Webinar
April 2025 – Autism Spectrum Fair
April 2025 – Homeschool Day
April 2025 – Carl the Collector Event @NYS Museum
May 2025 – Schools Out Conference
May 2025 – Career Jam
June 2025 – Festival of Young Artists
June 2025 – History Conference
August 2025 – WMHT Family Fun Day at Tri City Valley Cats
September 2025 – Jazzed Up Learning with Acoustic Rooster Webinar Special Guest Kwame Alexander
October 2025 – WMHT Annual Editorial Integrity
October 2025 – Early Childhood Conference in the Catskills

Accounts Receivable Specialist attended the following:

Sage AR implementation training 11/13
Sage AR implementation training 11/21
Sage AR implementation training 12/5
Sage AR implementation training 12/12
Sage AR implementation training 12/17

VP, Chief Technology Officer and Team attended the following:

UPS: 12/11/25
Ross switcher: 3/12/25
Ross: router: 3/13/25
DENKI camera: 8/29/25
Cue Script: 9/23/25

Sr Advancement officer Attended the following:

PBS new to public media orientation Dates Oct 15-30
MSB/ROI Solutions database training Dates Oct 15-30

VP Chief Advancement Officer, Interim attended the following:

PMDMC- Public Media Development and Marketing Conference July 7-9 2025

Operations Manager attended the following:

KnowBe4 Security Awareness Training – 7/14/25
NPR App Updates – 7/17/25
Greater Public Webinar – 8/12/25

NPR Music Rights Webinar – 12/11/25

RISE Manager attended the following:

Digital Tools and Programming Files June 2025

Volunteer Management June 2025

Radio Reading Service Programming June 2025

VP Radio attended the following:

Folk Alliance International (professional development conference) -- Feb 19-23, 2025

Northeast Regional Folk Alliance (professional development conference) -- Nov 6-10, 2025

Content and Engagement Producer attended the following:

Exporting and Wrapping for archive SOP — Feb 27

NYS History Conference — June 5-6

Lean Teams, Bold Visions: Project Management in Public Media's Uncertain Era — July 17

PBS Professional Development Summit: Resilience in Times of Change — July 24

What Now? Navigating the Future of Public Media Content Together — August 7

World Canal Conference — September 21-25

From Silos to Synergy: Building Interdepartmental Workflows That Work(NETA) — October 23

December Town Hall PBS — December 17

Director of Corporate Support

PMDMC July 2025

Marketing & Communications Coordinator attended the following:

PBS Town Hall - 2/1/25

Station Video Portal Sitemap Project Overview - 3/6/25

Viewers Like Me Needs YOU! Station Webinar - 3/24/25

Hootsuite Updates April 2025 - 4/29/25

Town Hall: Responding to Funding Threats - 4/21/25

Weather Hunters Series Overview & Launch Roll Out - 4/23/25

AmRev Engagement: Made by Us - 4/22/25

Town Hall: Responding to Funding Threats - 6/10/25

PBS Town Hall - 6/18/25

Town Hall: Preparing for Public Media Funding Loss - 7/2/25

Local Voices, National Reach: Amplifying Public Media Through Existing Platforms - 7/14/25

THE AMERICAN REVOLUTION Station Engagement - 7/30/25

Elections & Civics: From Art to Action - 8/13/25

Town Hall: Mobilizing Support and Securing Public Media's Future - 7/23/25

TPS Long Lead - 8/5/25

Indie Lens Pop-Up 101 - 9/22/25

Creating and Executing an Integrated, Multichannel Fundraising Plan - 10/6/25

Addressing Burnout: Recognizing Signs & Learning Skills to Thrive - 10/14/25

PBS Town Hall - 12/17/25

The Librarians x Indie Lens Pop Up - 12/15/25

Accounting Supervisor attended the following:

Lincoln Financial Employee Connect	Healthy Lifestyle-Webinar	2/19/2025
Lease Crunch	Accounting for Every Lease Type; Real Estate, Equipment and more	4/30/2025
Sage Intacct	Reviewing Dimensions for Accounting software-Webinar	5/14/2025
TIAA	Secure 2.0 Act; Catch-up contributions to Roth	5/14/2025
Sage Intacct	Sage Future User's Conference - 4 days	6/3-6/6/2025
Lease Crunch	Advanced Lease Accounting; Navigating Complex Scenarios under ASC 842	6/26/2025
Lease Crunch	Sale-Leasebacks, Incentives, Acquisitions and Everything in Between	8/26/2025
Sage Intacct	Virtual Meetup; Going Beyond Financial Statements	10/23/2025
e2btek.com	Client training for Sage AR portal setup	12/5/2025
e2btek.com	End user training for Sage AR portal	12/12/2025
Sage Intacct	Lunch'n Learn; Streamlining the AP process	12/16/2025
Lease Crunch	ASC 842 Year-end Wrap Up; Key Lessons and 2025 Practical Insights	12/16/2025
e2btek.com	AR Portal-Automation Review	12/17/2025

All Staff attended a training session on Sexual Harassment Prevention in the Workplace prior to October 31, 2025.

All Staff attended a training session on Cyber Security between the dates of July 14th - August 14th

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.