

Annual EEO Public File Report

January 24, 2018 to January 23, 2019

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	Content & Engagement Producer (Children and Ed)	www.wmht.org	4	7/23/18
2	Community Engagement Coordinator	www.indeed.com	5	1/22/19
3	Content & Engagement Producer (Civic & Public Affairs)	Gannon’s List	3	6/11/18
4	Content & Engagement Production Assistant	www.monster.com	4	11/12/18
5	Computer Support Technician	www.monster.com	7	12/10/18
6	WEXT Music Host & Program Coordinator	Word of Mouth	7	5/21/18
7	Major Giving Officer, Fundraising	www.indeed.com	6	7/18/18

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	Emailed to Mia Timmons	518.447.7010	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Albany-Colonie Chamber Of Commerce	Job Opportunities	Five Computer Drive South		Albany	NY	12205	Jennifer Sims	518.458.9851	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
AppleOne	Job Opportunities	1 Marcus Blvd.	Suite 106	Albany	NY	12205	Dreyes@appleone.com Delilah Reyes	518.591.0181	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Berkshire Training & Employment	Job Opportunities	160 North St		Pittsfield	MA	01201-5104	Thomas Mc Donough	413.499.2220, Ext 138	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Bryant & Stratton		1259 Central Ave		Albany	NY	12205	Brian Gregory	518.437.1802	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Carver Community Ctr	Job Opportunities	700 Craig St		Schenectady	NY	12305	Carlene Dorman	518.374.8456	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content &	

									Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer
Centro Civico Of Amsterdam Inc	Job Opportunities	143-145 E Main St		Amsterdam	NY	12010	Dina Arroyo	518.842.3762, Ext 220	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer
College Of St Rose	Job Opportunities	Posted Via Web Site. No Contact Person.	432 Western Ave.	Albany	NY	12203	www.strose.edu/		Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer
Columbia-Greene Cc	Counseling/Career Svcs	4400 Rte 23		Hudson	NY	12534	William Matthews	518.828.4181 ext. 3396	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer
Corporation for Public Broadcasting	Web Site	401 9th St	NW	Washington	DC	20004	http://www.cpb.org/jobline/	(202) 879-9600	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer
Current Newspaper	online posting	6930 Carroll Avenue	Suite 625	Takoma Park	MD	20912	http://www.current.org/	301 270-7240 x35	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer
Emma L. Bowen Fndn For Minority Interests In Media	Sandra Rice	524 West 57th Street		New York	NY	10019	Sandra Rice	212.975.2545	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer
Empire State College	Job Opportunities	Two Union Avenue		Saratoga Springs	NY	12866	Jim Nicosia	518.587.2100	Content & Engagement Producer (C&E), Comm Eng

									Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Epilepsy Foundation of Northeast New York	Job Opportunities	3 Washington Sq		Albany	NY	12205	Jeannine Garab	518.456.7501	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Excelsior College	Job Opportunities	7 Columbia Circle		Albany	NY	12203	Toby Hamlin	518.464.8500	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Fusco Personnel	Job Opportunities	4 Executive Park Drive	Suite B	Albany	NY	12203	Patty Fusco	518.869.6100	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Gannon's List	Website	Posted via website					www.gannonslist.com		Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	4
Greater Public	online posting	401 North 3rd Street	Suite 370	Minneapolis	MN	55401	http://greaterpublic.org/job-line	(888) 454-2314	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Herkimer County Community College	Placement/Career Planning	100 Reservoir Rd		Herkimer	NY	13350	Emailed to Guy Devitt	315.866.0300 ext. 8744	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music	

									Host, Major Giving Officer	
Hispanic Outreach Services	Job Opportunities	41 N Main Av	Albany	NY	12203	Kathleen Ide		518.435.1369	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Hudson Valley Community College	Center for Careers and Employment	80 Vandenberg Av	Troy	NY	12180	Gayle Healy		518.629.7326	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Indeed.com	Web Site	Posted Via Web Site. No Contact Person.				www.indeed.com			Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	8
Livingston Associates'	online posting	3000 Chestnut Ave, Ste 208	Baltimore,	MD,	21211	http://www.livingstonassociates.net/		410 243-1974	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Maria College	Career Development Office	700 New Scotland Av	Albany	NY	12208	Sister Renee Cudhea		518.438.3111	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Mildred Elley	Job Opportunities	Posted Via Web Site. No Contact Person.	855 Central Avenue	Albany	NY	12206	http://www.mildred-elley.edu/	518.786.0855	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	

NAACP-Schenectady	Job Opportunities	P.O. Box 3720		Schenectady	NY	12303	Olivia Adams	518.256-6091	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Northeast Career Planning	Job Opportunities	28 Colvin Avenue		Albany	NY	12206	Christine Oughton	518.273.0818	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
NYS Job Bank	NYS Department of Labor	NYS Department of Labor		Albany	NY	12239	Post jobs to this mailbox nysjobbank@labor.ny.gov Postings can be seen on http://newyork.us.jobs/	518.457-2487	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	1
Office of Intercultural Leadership-The College of Saint Rose	Job Opportunities	Avila Hall	415 Western Avenue	Albany	NY		Emailed to Office of Intercultural Leadership	518.454.2050	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
RPI Minority Student Affairs	Job Opportunities	4600 Academy Hall 110 8th Street		Troy	NY	12180	Stacy Galarneau	518.276.6272	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Russell Sage College	Career Services	65 First Street		Troy	NY	12180	Emailed to Michael O'Connor	518.244.2272	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	

Schenectady County Community College	Career Planning	222 Elston Hall	78 Washington Avenue	Schenectady	NY	12305	Robert Frederick	518.381.1365	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Schenectady Job Training Agency	Adult Program			Schenectady	NY	12305-2302	Emailed to Nancy Delesio	518.344.2772	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Siena College	Career Center	515 Loudon Rd		Loudonville	NY	12211-1462	Emailed to careermail@siena.edu	518.783.2339	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Skidmore College	Job Opportunities	815 N. Broadway		Saratoga Springs	NY	12866	Penny Loretto	518.580.5790	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Social Media Platforms Twitter Facebook wmht									Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	2
State University College-Oneonta	Career Development Center	Netzer Admin Bldg 110		Oneonta	NY	13820	Michele Parsall	607.436.2534	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Society of Broadcast Engineers							www.SBE.org	317.846.9000	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content &	

									Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
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	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	3
Tvjobs.Com	Web Site	Posted Via Web Site. No Contact Person.					http://www.tvjobs.com/		Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Union College	Career Development Center	Stanley R. Becker Career Center	807 Union Street	Schenectady	NY	12308	Rochelle Caruso	518.388.6176	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Unity House	Job Opportunities	33 Second Street		Troy	NY	12180	Mike Maloney	518.272.5917	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
WMHT Internal	Bulletin Board, Web Site	4 Global View		Troy	NY	12180	Valerie Belden and wmht.org	518.880.3531	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	6
Women's Employment & Resource Center	Elizabeth M. Miller	175 Central Avenue	3rd Floor	Albany	NY	12206	Emailed to Elizabeth Miller	518.462.7600 Ext. 184	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	

NYSBA	Sandy Messineo	1805 Western Avenue		Albany	NY	12203	Emailed to Sandy Messineo	518.456.8888	Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Media Match	Web Site	Posted Via Web Site. No Contact Person.					https://www.media-match.com/usa/registration/company.php		Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
RBR.com/classifieds	Web Site	Posted Via Web Site. No Contact Person.					http://rbr.com/classifieds/submit-a-media-job/		Content & Engagement Producer (C&E), Comm Eng Coordinator, Content & Engagement Producer (C&PA), Content & Engagement PA, Computer Support Tech, WEXT Music Host, Major Giving Officer	
Number of Candidates who heard from word of mouth that were interviewed										12

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 participated in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting:

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

- Thursday February 8, 2018: SUNY Oneonta
- Thursday, March 22, 2018: SUNY College and Career Counseling Center
- Thursday, April 12, 2018: Dr. King Career Fair

Internship participation with Tech Valley High School

- Tech Valley High School's annual career exploration program is called I-term. I-Term gives students the opportunity to explore their interests and gain experiential learning in careers. Three students participated for one week each and one student participated for two weeks.

Internship participation with Girls Inc. Eureka!

- This program is designed to help girls in the Capital Region explore careers preparing them for the next step in their education after high school. The program places an emphasis on 'cradle to career' education pipeline in New York State and the Capital Region Workforce. Two students participated for one month.

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

- University at Albany – 3 Students participated for one semester
- North Colonie High School – 1 student participated for one month
- Bethlehem High School – 2 students participated for one semester
- The College of St Rose – 1 student participated for 3 months
- Waldorf School Saratoga Springs - 1 student participated for one month
- Schenectady County Community College - 1 student participated for 3 months
- Albany Academy for Girls – 1 student participated for 2 months

Staff Development- 2018

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

Chris Wienk, VP, Radio attended the following:

Triple A Non-Commvention in Philadelphia, May 15-18, 2018.

Avanti Shirali, Accounts Receivable Specialist attended the following:

Sage Intacct Advantage Conference – 10/22-10/25/18

Sage Intacct Meetup—New York City 5/22/18

Matt Saplin, Chief Engineer attended the following:

3/14/18 – Sexual Harassment Prevention in the Workplace (station-wide training)

4/26/18 – MNC Software, facility monitoring and remote control overview (through SBE)

5/17/18 – Maintaining Civility and Respect in the Workplace (manager training)

5/24/18 – Translator Relocation Program: Life After the FCC Special Displacement Window (offered by PBS to stations being displaced)

8/16/18 - NETA “Rescan Day” (NETA webinar, training on how to plan for and handle interaction with viewers leading up to and after the repack cut-over date)

6/21/18 – T-Mobile translator displacement education session, meeting, and seminar (through SBE)

8/25/18 – FCC webinar, Emergency Alert System and Wireless Emergency Alerts (attended with Cuong Le)

8/30/18 – GatesAir webinar, Audio over IP solutions for radio

9/10 & 9/11 – Rohde & Schwarz, factory-offered transmitter maintenance & operational training

9/13/18 – Burk Technologies webinar, transmitter and facility remote control

10/17/18 – Nautel, “NX Series Transmitters” (manufacturer webinar, radio transmitter efficiency and power-saving configurations)

Is the Certification Chair for the local SBE (Society of Broadcast Engineers) chapter, and attend monthly meetings on various topics related to the broadcast industry.

Justin Rockenstyre, Production Engineer; Dom Figliomeni, Director of Production Services; Zeke Kubisch, Content/Engagement Producer; Chris Hays, VP Content and Community Engagement; Matt Saplin, Chief Engineer attended Ross Video (production switcher webinar – industry needs and solutions from manufacturer on 2/21/18

Mary Gribulis, Interactive Media Director attended the following:

Tuesday, January 16 | Public Media Women in Leadership: Negotiation in Life and Work | Webinar

Wednesday, January 17 | PBS LearningMedia Product Update | Webinar

Thursday, January 18 | Using Psychology to Increase Peer-to-Peer Fundraising | Webinar

Monday, January 22 CDP Analytics Engine: 2018 Roadmap Update | Webinar

Wednesday, February 7 | Facebook Updates - What do stations need to know about Facebook? | Webinar
Tuesday, March 6 | TechCon Agenda Preview | Webinar
Thursday, March 8 | The Future of Peer-to-Peer: Big Data | Webinar
April 4-6 | Public Broadcasting Service Technology Conference | Las Vegas
Tuesday, April 17 | Digital Playbook Webinar Series Kick Off | Webinar
Friday, April 20 | Introducing Station Exchange: User Training | Webinar
April 24-25 | Public Broadcasting Service Digital Voltage Workshop | WMHT Studios
Thursday, April 26 | Extend Your Event Fundraising with Facebook | Webinar
Thursday, May 4 | Little Women Pilot Kick Off Pilot 2 | Phone Call
Thursday, May 17 | Maintaining Respect and Civility in the Workplace - Training Session for Managers | WMHT
Thursday, May 24 | Peer-to-Peer Fundraising When Disaster Strikes | Webinar
Wednesday, June 27 | Passport Progress | Webinar
Tuesday, August 7 | Public Broadcasting Service Brand Refresh for the Digital Age | Webinar
Tuesday, August 14 A Lot with a Little: Doing the Most with Limited Digital Resources | Webinar
Thursday, August 16 | How to Maximize Your Engagement Efforts Around The Great American Read | Webinar
Thursday, December 13 | Breaking Down Barriers Organizationally With an Audience-Centric Approach | Webcast

Joe Landor, Interactive Media Assistant attended the following:

PBS KIDS M&C Monthly Update: January 2018 | Webinar | 1/9
Smart Speakers 101 | Webinar | 1/31
Tech Trends | Webinar | 2/1
NPR Station Analytics Insights for February | Webinar | 2/27
Sexual Harassment Prevention in the Workplace Training | WMHT | 3/14
Future of Publishing & Content Sharing | Webinar | 4/17
NETA TGAR Webinar | Webinar | 4/19
Introducing Station Exchange: User training with Q&A | Webinar | 4/20
Nonprofit Training Track: Your Website-Creating an Optimized Road Map That's Accessible to All | Webinar | 5/16
Maintaining Respect and Civility in the Workplace - Training Session | Webinar | 5/17
Inclusive Design at PBS KIDS with a Focus on Universal Design for Learning and Accessibility | Webinar | 8/9
How To Think About Data, Not Just Access It | Webinar | 8/22
Bento 3: Ready, Set, Launch! | Webinar | 8/28
Content, Marketing, and Fundraising, Oh My! Break Down Silos and Build Digital Audience Engagement (PMDMC '18 Session) | Webinar | 9/19
Children's Media & Education Monthly Update: Oct 2018 | Webinar | 10/2
Supporting People with Disabilities | Webinar | 10/9

SAS OnDemand Launch Call | Webinar | 10/24

Children's Media & Education Monthly Update: Nov 2018 | Webinar | 11/6

Webinar: How to Improve Compliance & Accessibility with Automated Transcription & Captioning | Webinar | 11/8

Danielle Sanzone, Social Media Coordinator attended the following:

Using Psychology to Increase Peer-to-Peer Fundraising | Webinar | January 18, 2018

Photoshop Basics | Albany, NY | January 30, 2018

Data Visualization | UAlbany | February 2, 2018

Facebook Updates - What do stations need to know about Facebook? | Webinar | February 7, 2018

How to Recruit and Manage Amazing Event Committees | Webinar | February 20, 2018

Amplifying Fundraising with Social Media Influencers | Webinar | February 22, 2018

The Great American Read station webinar | Webinar | February 27, 2018

Graphic Design Basics | Albany, NY | March 7, 2018

NETA TGAR Webinar | Webinar | April 19, 2018

Excel Basics | Troy, NY | May 2, 2018

Maintaining Respect and Civility in the Workplace - Training Session | WMHT Board Room | May 17, 2018

Facebook Fundraising/Insights Advanced Tutorial | Albany, NY | June 20, 2018

PBS Books & Library of Congress National Book Festival | Webinar | August 14, 2018

Webinar Details: Indie Lens Pop-Up Season Launch Webinar with 'Dawnland' Filmmaker | Webinar | August 15, 2018

How to Maximize Your Engagement Efforts Around The Great American Read | Webinar | August 16, 2018

A Look at Social Media Updates and Tools | Albany, NY | October 14, 2018

Zeke Kubisch, Content Engagement Producer; Mary Gribulis, Interactive Media Director; Nicole Van Slyke, Content Engagement Producer; Matt Rogowicz, Content Engagement producer; Joe Landor, Interactive Media Assistant; Danielle Sanzone, Social Media Coordinator; Sharon Sleicher, Director of Membership; attended:

April 24-25 | Public Broadcasting Service Digital Voltage Workshop | WMHT Studios

Sharon Sleicher, Director of Member Development attended the following:

March 14, 2018 Sexual Harassment Prevention in Workplace training

March 29, 2018 Greater Public Radio Benchmarks webinar

June 6, 2018 Greater Public Steal This Idea webinar

June 14, 2018 Target Analytics Annual State of the System RADIO webinar

September 13, 2018 PBS Passport Best Practices webinar

Sept 25, 2018 PBS Google Ad Group Test webinar

October 2, 2018 Target Analytic Station Review FY18 RADIO webinar

October 29 -31st, 2018 DMW Client Conference on Digital Marketing at WFAE, Charlotte, NC

December 4, 2018 On air pledge talent training

December 4, 2018 Public Media Mid-Market RADIO Peer Review with Target Analytics webinar

Marie McGowty, Payroll and General Accounting Coordinator attended the following:

2/12/2018 Bonadio Tax Uncertainty: The Tax Cuts and Jobs Act of 2017 Seminar in Albany

3/14/2018 Workplace Training Sexual Harassment prevention in the workplace Training

3/15/2018 Capital Communications

4/18/2018 Bond Breakfast Briefing: Navigating Sexual Harassment

5/22/2018 Intacct Customers MeetUp Intacct - Networking, presentations and discussions

6/14/2018 BST & Co. New Financial Reporting Rules for Nonprofit Organizations

7/18/2018 PMBA webinar Addressing & Mitigating Implicit Bias

9/12/2018 Whiteman Osterman & Hanna NYS PFL

9/21/2018 Hodgson Russ Sexual Harassment Prevention

9/27/2018 Jackson/Lewis webinar NY's Sexual Harassment prevention Policy & Training Req

10/23-10/26/18 Intacct User's conference

11/1/2018 Bond Schoeneck & King Labor/Employment Briefing

Julie Raskin, VP Finance and Accounting attended the following:

1/17/2018 PMBA Toolkit: Ownership Report and Radio Online Public File Deadlines Loom-Webinar

2/12/2018 The Bonadio Group: Tax Uncertainty: The Tax Cuts and Jobs Act of 2017

3/7/2018 PBS Translator Relocation Program Webinar

3/14/2018 Sexual Harassment Prevention in the Workplace Training

4/18/2018 Bond breakfast briefing: Time's Up: Navigating Sexual Harassment in an Evolving Legal and Cultural Landscape

4/25/18 Preparing for New York State and New York City's New Sexual Harassment Prevention Mandates: What Employers Should Consider Now- Webinar

5/22/2018 Sage Intacct Meetup NYC

5/24/2018 Translator Relocation Program: Life After the FCC Special Displacement Window

May 29 through June 2 PMBA Conference.

7/25/18 GoToWebinar - CPB Compliance: What You Need To Do (it's more than you think!)

9/27/18 GoToWebinar - New York's New Sexual Harassment Prevention Policy and Training Requirements – Are You Ready?

10/23- 10/26/18 Sage Intacct Conference Nashville Tenn

11/1/2018 Bond's Fall 2018 Labor & Employment Breakfast Briefings

All staff were invited to attend a pledge host training with BaBette Davidson on December 4th, 2018.

All Staff attended a training session on Sexual Harassment Prevention in the Workplace on March 14, 2108 and a training session on Maintaining Respect and Civility in the Workplace on May 22, 2018.

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.