

Annual EEO Public File Report

January 24, 2021 to January 23, 2022

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	Multi Media Reporter and Producer	Word of mouth	2	4/19/21
2	Director, Digital Content	wmht.org	5	4/19/21
3	Education Producer	Word of mouth	2	8/24/21
4	Receptionist and Traffic Assistant	LinkedIn	3	9/20/21
5	VP, Chief Content and Engagement Officer	Stanton Chase	3	10/1/21
6	Content Producer	Indeed	2	11/29/21
7	Production Specialist	wmht.org	2	1/3/22
8	Broadcast Engineer	Internal Email	1	10/4/21
9	Camera Operator	Internal Email	2	9/1/21

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	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Albany-Colonie Chamber Of Commerce	Job Opportunities	Five Computer Drive South		Albany	NY	12205	Jennifer Sims	518.458.9851	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
AppleOne	Job Opportunities	1 Marcus Blvd.	Suite 106	Albany	NY	12205	Delilah Reyes	518.591.0181	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Berkshire Training & Employment	Job Opportunities	160 North St		Pittsfield	MA	01201-5104	Thomas Mc Donough	413.499.2220, Ext 138	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content	

									and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Bryant & Stratton		1259 Central Ave		Albany	NY	12205	Brian Gregory	518.437.1802	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Carver Community Ctr	Job Opportunities	700 Craig St		Schenectady	NY	12305	Carlene Dorman	518.374.8456	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Centro Civico Of Amsterdam Inc	Job Opportunities	143-145 E Main St		Amsterdam	NY	12010	Ladan Alomar	518.842.3762, Ext 220	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
College Of St Rose	Job Opportunities		432 Western Ave.	Albany	NY	12203	HR Dept		Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Columbia-Greene Cc	Counseling/Career Svcs	4400 Rte 23		Hudson	NY	12534	William Matthews	518.828.4181 ext. 3396	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Corporation for Public Broadcasting	Web Site	401 9th St	NW	Washington	DC	20004	http://www.cpb.org/jobline/	(202) 879-9600	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic

									Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Emma L. Bowen Fndn For Minority Interests In Media	Sandra Rice	524 West 57th Street		New York	NY	10019	Sandra Rice	212.975.2545	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Empire State College	Job Opportunities	Two Union Avenue		Saratoga Springs	NY	12866	Jim Nicosia	518.587.2100	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Epilepsy Foundation of Northeast New York	Job Opportunities	3 Washington Sq		Albany	NY	12205	Jeannine Garab	518.456.7501	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Excelsior College	Job Opportunities	7 Columbia Circle		Albany	NY	12203	Toby Hamlin	518.464.8500	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Fusco Personnel	Job Opportunities	4 Executive Park Drive	Suite B	Albany	NY	12203	Patty Fusco	518.869.6100	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.

Herkimer County Community College	Placement/Career Planning	100 Reservoir Rd		Herkimer	NY	13350	Guy Devitt	315.866.0300 ext. 8744	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Hispanic Outreach Services	Job Opportunities	41 N Main Av		Albany	NY	12203	Kathleen Ide	518.435.1369	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Hudson Valley Community College	Center for Careers and Employment	80 Vandenburg Av		Troy	NY	12180	Gayle Healy	518.629.7326	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Indeed.com	Web Site	Posted Via Web Site. No Contact Person.					www.indeed.com		Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	7
Maria College	Career Development Office	700 New Scotland Av		Albany	NY	12208	Sister Renee Cudhea	518.438.3111	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Mildred Elley	Job Opportunities		855 Central Avenue	Albany	NY	12206		518.786.0855	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer,	

									Camera Operator.
NAACP-Schenectady	Job Opportunities	P.O. Box 3720		Schenectady	NY	12303	Olivia Adams	518.256-6091	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Northeast Career Planning	Job Opportunities	28 Colvin Avenue		Albany	NY	12206	Christine Oughton	518.273.0818	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Office of Intercultural Leadership-The College of Saint Rose	Job Opportunities	Avila Hall	415 Western Avenue	Albany	NY		Office of Intercultural Leadership	518.454.2050	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
RPI Minority Student Affairs	Job Opportunities	4600 Academy Hall 110 8th Street		Troy	NY	12180	Stacy Galarneau	518.276.6272	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.
Russell Sage College	Career Services	65 First Street		Troy	NY	12180	Office of Career Planning	518.244.2272	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.

Schenectady County Community College	Career Planning	222 Elston Hall	78 Washington Avenue	Schenectady	NY	12305	Robert Frederick	518.381.1365	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Schenectady Job Training Agency	Adult Program	HR	434 State St	Schenectady	NY	12305-2302	Nancy Delesio	518.344.2772	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Siena College	Career Center	515 Loudon Rd		Loudonville	NY	12211-1462	Emailed to careermail@siena.edu	518.783.2339	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Skidmore College	Job Opportunities	815 N. Broadway		Saratoga Springs	NY	12866	Penny Loretto	518.580.5790	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Social Media Platforms Twitter Facebook linkedIn Instagram									Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	3
State University College-Oneonta	Career Development Center	Netzer Admin Bldg 110		Oneonta	NY	13820	Michele Parsall	607.436.2534	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer,	

									Camera Operator.	
Stanton Chase	Website	400 E Pratt Street, Suite 420		Baltimore	MD	21202	www.stantonchase.com		*VP Chief Content and Engagement Officer.	3
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	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Tvjobs.Com	Web Site	Posted Via Web Site. No Contact Person.					http://www.tvjobs.com/		Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Union College	Career Development Center	Stanley R. Becker Career Center	807 Union Street	Schenectady	NY	12308	Rochelle Caruso	518.388.6176	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Unity House	Job Opportunities	33 Second Street		Troy	NY	12180	Mike Maloney	518.272.5917	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
WMHT	Web Site, internal email	4 Global View		Troy	NY	12180	Valerie Belden and wmht.org	518.880.3531	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	6

Women's Employment & Resource Center	Elizabeth M. Miller	175 Central Avenue	3rd Floor	Albany	NY	12206	info@cdwerc.org	518.462.7600 Ext. 184	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
NYSBA	Sandy Messineo	1 Elk Street		Albany	NY	12207	Sandy Messineo	518.456.8888	Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Media Match	Web Site	Posted Via Web Site. No Contact Person.					https://www.media-match.com/usa/registration/company.php		Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
RBR.com/classifieds		Attn HR	331 SE Mizner Blvd	Boca Raton	FL	33432			Multimedia Reporter & Producer, Director of Digital Content, Education Producer, Receptionist & Traffic Assistant, VP Chief Content and Engagement Officer, Content Producer, Production Specialist, Broadcast Engineer, Camera Operator.	
Number of Candidates who heard from word of mouth that were interviewed										3

***NOTE:** The 2022 annual report was revised in connection with preparing for the audit, at the advice of counsel. The report lists that all job openings were posted with Stanton Chase. The only position posted to Stanton Chase was VP, Chief Content and Engagement Officer. The 2022 report was corrected to fix this error.

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:

*Participated in at least 4 **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:

- Wednesday, March 31, 2021 – Public Media Jobs Virtual Career Fair
- Thursday, April 8, 2021 – Dr. King Virtual Career Fair
- Tuesday, July 20 – 22, 2021 – Times Union 3 Day Virtual Career Fair
- Thursday, December 9, 2021 – Department of Labor Virtual 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.

- Due to the pandemic we were not able to utilize interns this year.

Staff Development- 2021

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

Development Officer attended the following:

NETA Conference January 25 – 28, 2021

PBS Annual Meeting May 2021 May 10 – 12

PMBA All Access Annual Conference June 2 -4 2021

Veritus Group: Certification Course for Major Gift Fundraisers July 1, 2021 – September 30, 2021

Development Officer attended the following:

Veritus Major Gift Academy - March 15-November 26. 2021 (Got ¾ of the way through, will complete in 2022)

GoToWebinar - Ditching the Snail Mail; National Estate Planning Toolkit Cultivation Strategies & Techniques | PBS Corporate Support Performance Initiative January 21, 2021
Contributor Development Partnership SendGrid software training: Feb 8 and Feb 18
Pentara Webinar – Donor Stories in Planned Giving Marketing Mar 3
Members Service Bureau – Tableau Software Training – Mar 11
Audience Diversity Research from NPR – Apr 9
Fulfilling Your Major Gift Potential Using FY20 Benchmarks Data – NPR – May 27
Analytics – Discovering your Top Planned Giving Prospects – Crescendo June 8
The Elusive, Ever-Changing and Shape-Shifting Planned Giving Donor – Stelter June 23
Public Media Development and Marketing Conference- multiple sessions: July
Cross Discipline Fundraising: Promote & Sell Planned Giving Campaigns – PBS August 24
Easy, Breezy Donation Form Testing – Greater Public Oct 27

Music Director attended the following:

Public Radio Program Directors Virtual Conference, “Redefining Public Media” 9/13-15
Creating Diversity on air Webinar, 10/6

Receptionist/Traffic Assistant attended the following:

(10/26) Best Promo Practices – The Programming Service
(11/09) DOMO Audience Analytics Webinar – American Public Television Fall Marketplace
(11/10) A Day in the Life of Traffic – PBS ETAC
(11/11) Research Based Scheduling – American Public Television Fall Marketplace

Director, Digital Content attending the following:

September 14 – Sexual Harassment Training
September 28 – Diversity in the Workplace Training
October 2021 – PBS TechCon - How to Successfully Translate a Broadcast Program Into Digital
October 2021 – PBS TechCon - Make It Multi-Platform: Reaching Audiences with Purposeful Digital Content

FM Operations Manager attended the following:

9/14 Prevention of Sexual Harassment
9/28 Diversity in the Workplace
11/22 Workplace Safety
NPR Webinars:
10/29/21 “Station Analytics Webinar: Station Digital Trends + Social”

11/3/21 “NPR Digital Fundraising & Podcast Subscription Service Update”

11/12/21 NPR Live Video: “Where are we in the fight to tame the COVID pandemic?”

VP, Radio attended the following:

8/9 Audio Production training - individual support from independent producer

9/13-15 PRPD Conference (virtual) several sessions each day.

10/5 ENCO training with on-site trainer

Accounts Payable Specialist attended the following:

Sage Intacct Transform 11/10 – 11/11/2021

Paychex Flex 2/15/2021

Interactive Media Assistant attended the following:

March 18 - Bento Conference 2021

March 19 - Bento 3 Filer Improvement Discussion

March 31 One-Click Donate Webinar

April 8 - Run Intelligent: Digital Transformation Strategies for Forward Looking SMBs

September 14 - Prevention of Sexual Harassment - Mandatory Training

September 28 - Diversity in the Workplace Training - Mandatory

October 18-28 PBS TechCon (cannot pinpoint which date I attended)

May 10-12 PBS Annual Meeting

Social Media Coordinator attended the following:

January 25 – NETA Conference: Creating a Community of Belonging

January 26 – NETA Conference: Tweens and Teens – Public Media’s Missing Audience

February 25 - Visual Storytelling Workshop

March 2 – Hearken Training

March 4 – Demographic Data on Hearken

March 4 – Visual Storytelling Workshop

March 11 – Uncovering the Online Giving Experience: A Mystery Donor Perspective

March 11 – Digital Storytelling for Business, Social Media
March 18 – Bento Conference/Training
March 25 – Public Media Women in Leadership workshop
March 26 – Eventbrite Training
March 31 – One Click Donate Webinar
April 8 – Digital Transformation Strategies
April 13 – PBS Editorial Standards – What it means to be fair
April 21 – FCC Policy Updates
April 22 – OVEE Audience Experience training
April 29 – OVEE Video Content 101
May 12 – PBS Annual Meeting virtual networking
September 14 – Sexual Harassment Training
September 28 – Diversity in the Workplace Training
October 20 – PBS TechCon: Data workshop
October 26 – PBS TechCon: Shifting Your Editorial Experience to the Cloud

Director of Traffic attended the following:

1/5/21 Paychex Training
1/25-28 NETA Conference (virtual)
8/24/21 Employee Experience Committee
9/8/21 Employee Experience Committee meeting #2
9/14/21 Prevention of Sexual Harassment
9/28/21 Diversity in the Workplace Training
10/5/21 Employee Experience Meeting Presentation
10/18-28 PBS TechCon (virtual)
11/10/21 ETAC: A Day in the Life of Traffic
11/29/21 Information Security and Slips, Trips, and Falls

Content and Engagement Producer, Education attended the following:

PBS Tech Con, Oct 18-28

VP, Chief Content and Engagement officer attended the following:

PBS Tech Con, Oct 18-28
APT Fall Marketplace Nov 9-11
NYSEDC Virtual Meeting 10.27, 3:00 - 3:45pm Future of Work Infotainment Session
New York State Economic Development Council.
Post Production Workflow in 2021: Hybrid Teams and Management
10/14/21 1-2:30pm

Executive Content Manager Public Media Learns - All Member Meet-up 10/25/21 1-2pm
Countering Mis/Disinformation-Media and Law Enforcement/India Project 10/19/21 10-11am
Vision 2022: An Imperative for Public Media's Future 11/10/21 3-4:15pm

Director of Corporate Support attending the following:
2/17 GoToWebinar - Pandemic Sales Strategies

Content and Engagement Producer attended the following:
1/5 – Webex training time card entry
2/25 – EditShare training
9/14 – Prevention of Sexual Harassment
9/28 – Diversity in the Work Place
11/30 – Online Training Slip, Trip and Fall Prevention
11/30 – Information Security

Membership Manager attended the following:
Sendgrid (email tool) training with MSB 2/8, 2/18 3/10
Gravyty (mid level donor portfolio AI tool) training 8/2/21
NGOC/Salesforce Dashboard building – 8/5/21
Focus on Digital fundraising Webinar 11/18/21
One Click Donate training 3/31
Pledge reporting tool webinar 5/13/21
Giving Tuesday fundraising webinar 9/28/21
Realizing the magic of mid level donors webinar 10/14/21

General Accounting Coordinator attended the following:

1/5/2021	Paychex- George Graham	Admin Training in payroll system
1/7/2021	Paychex- George Graham	Admin Training in payroll system
1/12/2021	Paychex- Alyssa Simone	Admin Training in payroll system
1/13/2021	Bonadio	Highlights of the 2nd Stimulus Bill
1/19/2021	NETA	NETA Conference platform tour
1/21/2021	UHY LLP	PPP Round II Webinar
1/25-		
1/28/2021	NETA	Virtual Conference: 1PM-5:30PM each day
2/3/2021	Whiteman Osterman&Hanna	Guidance on Fed, State and COVID related leave laws
2/11/2021	Cap Com	Role of Emotional Intelligence in Managing Difficult Conversations

2/12/2021	Current/Centralcast	Talking TechTransitions:Engineering New Paths for Public Media
3/30/2021	The Bonadio Group/Goldberg Segalla	Hot Topics and Recent Developments in Employment & Labor Law
5/27/2021	Sage-Intacct	New York User Group Meeting-Virtual
06/01-		
06/04/21	PMBA	Annual Conference-Virtual
9/14/2021	Workplace Mandatory Training	Prevention of Sexual Harassment
9/28/2021	Workplace Mandatory Training	Diversity in the Workplace
11/3/2021	UHY	Technical webinar-Lease Accounting
Nov-21	The One Group	Mandatory online training module- Information Security
Nov-21	The One Group	Mandatory online training module- Slips, Trips and Falls
11/10-		
11/11/21	Sage-Intacct	Annual Conference-Virtual
12/9/2021	UHY LLP- CPA's	Annual Not-For-Profit Update; Accounting Standards Update, Cybersecurity etc

All Staff attended a training session on Sexual Harassment Prevention in the Workplace on September 14, 2021.

All Staff attended a training session on Diversity in the Workplace on September 28, 2021

All Staff attended the training session: Slip, trip and Fall prevention

All Staff attended the training session: 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.