

Annual EEO Public File Report

January 23, 2023 to January 23, 2024

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	President & CEO	CPB.org	4	1/23/23
2	Education Specialist	Word of Mouth	1	1/23/23
3	Videographer/Editor	Indeed.com	5	2/6/23
4	Content & Engagement Producer	WMHT Email	5	7/1/23
5	VP, Marketing & Communications	Word of Mouth	3	7/5/23
6	Multimedia Journalist & Host	Twitter	4	8/14/23
7	Digital Communications Specialist	Monster.com	3	11/6/23
8	VP, Chief Advancement Officer	LinkedIn	4	1/8/24
9	WMHT Classical Music Host & Producer	CPB.org	9	1/8/24

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	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	
Albany-Colonie Chamber Of Commerce	Job Opportunities	Five Computer Drive South		Albany	NY	12205	Jennifer Sims	518.458.9851	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	
AppleOne	Job Opportunities	1 Marcus Blvd.	Suite 106	Albany	NY	12205	Delilah Reyes	518.591.0181	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	

Berkshire Training & Employment	Job Opportunities	160 North St		Pittsfield	MA	01201-5104	Thomas Mc Donough	413.499.2220, Ext 138	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Bryant & Stratton		1259 Central Ave		Albany	NY	12205	Brian Gregory	518.437.1802	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Carver Community Ctr	Job Opportunities	700 Craig St		Schenectady	NY	12305	Carlene Dorman	518.374.8456	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Centro Civico Of Amsterdam Inc	Job Opportunities	143-145 E Main St		Amsterdam	NY	12010		518.842.3762, Ext 220	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer

College Of St Rose	Job Opportunities	432 Western Ave.		Albany	NY	12203	HR Dept		President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	
Columbia-Greene Cc	Counseling/Career Svcs	4400 Rte 23		Hudson	NY	12534	William Matthews	518.828.4181 ext. 3396	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	
Corporation for Public Broadcasting	Web Site	401 9th St	NW	Washington	DC	20004	http://www.cpb.org/jobline/	(202) 879-9600	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	4
Emma L. Bowen Fndn For Minority Interests In Media	Sandra Rice	524 West 57th Street		New York	NY	10019	Sandra Rice	212.975.2545	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	

Empire State College	Job Opportunities	Two Union Avenue		Saratoga Springs	NY	12866	Jim Nicosia	518.587.2100	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Epilepsy Foundation of Northeast New York	Job Opportunities	3 Washington Sq		Albany	NY	12205	Jeannine Garab	518.456.7501	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Excelsior College	Job Opportunities	7 Columbia Circle		Albany	NY	12203	Toby Hamlin	518.464.8500	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Fusco Personnel	Job Opportunities	4 Executive Park Drive	Suite B	Albany	NY	12203	Patty Fusco	518.869.6100	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer

Herkimer County Community College	Placement/Career Planning	100 Reservoir Rd		Herkimer	NY	13350	Guy Devitt	315.866.0300 ext. 8744	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Hispanic Outreach Services	Job Opportunities	41 N Main Av		Albany	NY	12203	Kathleen Ide	518.435.1369	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Hudson Valley Community College	Center for Careers and Employment	80 Vandenburg Av		Troy	NY	12180	Gayle Healy	518.629.7326	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Indeed.com	Web Site	Posted Via Web Site. No Contact Person.					www.indeed.com		President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer

Livingston Associate							Livingston Associates- Public Media's Search and Strategy Firm		President and CEO	3
Maria College	Career Development Office	700 New Scotland Av		Albany	NY	12208	Sister Renee Cudhea	518.438.3111	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	
Mildred Elley	Job Opportunities		855 Central Avenue	Albany	NY	12206		518.786.0855	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	
NAACP-Schenectady	Job Opportunities	P.O. Box 3720		Schenectady	NY	12303	Olivia Adams	518.256-6091	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	
NYS Dept of Labor	Workforce Programs	155 Washington Ave		Albany	NY	12210	Marcus Browne Marcus.browne@labor.ny.gov		President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer,	

									WMHT Classical Music Host and Producer
Northeast Career Planning	Job Opportunities	28 Colvin Avenue		Albany	NY	12206	Christine Oughton	518.273.0818	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
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	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
RPI Minority Student Affairs	Job Opportunities	4600 Academy Hall 110 8th Street		Troy	NY	12180	Stacy Galarneau	518.276.6272	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Russell Sage College	Career Services	65 First Street		Troy	NY	12180	Office of Career Planning	518.244.2272	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music

									Host and Producer
Schenectady County Community College	Career Planning	222 Elston Hall	78 Washington Avenue	Schenectady	NY	12305	Robert Frederick	518.381.1365	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Schenectady Job Training Agency	Adult Program	HR	434 State St	Schenectady	NY	12305-2302	Nancy Delesio	518.344.2772	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Siena College	Career Center	515 Loudon Rd		Loudonville	NY	12211-1462	Job Opportunities	518.783.2339	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer
Skidmore College	Job Opportunities	815 N. Broadway		Saratoga Springs	NY	12866	Penny Loretto	518.580.5790	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer,

									WMHT Classical Music Host and Producer	
WMHT: Social Media Platforms Twitter Facebook linkedIn Instagram									President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	5
State University College-Oneonta	Career Development Center	Netzer Admin Bldg 110		Oneonta	NY	13820	Michele Parsall	607.436.2534	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	
Times Union and Monster.com *	Newspaper and online. Times Union participates with Monster.com	News Plaza	Box 1500	Albany	NY	12212	Classified Department- Clint Orso	518.454.5374	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	1
Union College	Career Development Center	Stanley R. Becker Career Center	807 Union Street	Schenectady	NY	12308	Rochelle Caruso	518.388.6176	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music	

									Host and Producer	
Unity House	Job Opportunities	33 Second Street		Troy	NY	12180	Mike Maloney	518.272.5917	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	
WMHT	Web Site, internal email	4 Global View		Troy	NY	12180	Valerie Belden and wmht.org	518.880.3531	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	4
Women's Employment & Resource Center	Elizabeth M. Miller	175 Central Avenue	3rd Floor	Albany	NY	12206	info@cdwerc.org	518.462.7600 Ext. 184	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer, WMHT Classical Music Host and Producer	
NYSBA	Sandy Messineo	1 Elk Street		Albany	NY	12207	Sandy Messineo	518.456.8888	President and CEO, Education Specialist, Videographer/Editor, Content & Engagement Producer, VP Marketing and Communications, Multimedia Journalist and host, Digital Communications Specialist, VP Chief Advancement Officer,	

									WMHT Classical Music Host and Producer	
Number of Candidates who heard from word of mouth or at career fairs that were interviewed										13

***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
Zip Recruiter
Just Jobs
Glassdoor.com
Jobs2Careers
TopUSAJobs.com
Beyond.com
myjobhelper
careerbliss.com
JobDiagnosis.com
ZipAlerts.com
Startwire.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:

- Tuesday, April 4, 2023 – Job Fair held at The Rivers put on by The Gazette
- Wednesday, March 29, 2023 – Public Media Jobs Virtual Career Fair
- Thursday, April 6, 2023 – 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.

- Summer - SUNY Binghamton, 1 Intern, Production Department
- Spring – Shaker High School, 1 Intern, Production Department
- Winter – Shaker High School, 1 Intern, Production Department

Our team also went off site:

- Catherine Rafferty, Education Producer worked with Cat Eisele's 11th grade English and Social Studies class at Tech Valley High School to advise on scripting writing for their Cost of War podcast project. This took place April 24, 2023. The students then took a field trip to WMHT to learn how to use audio equipment and record their final scripts. This took place on April 28, 2023. On May 4, WMHT staff provided feedback to the students on their work.
- This winter, three Tech Valley High School senior students participated in an "Innovative Solutions Project" with WMHT. The goal of the project is for students to gain “workforce soft skills,” network locally with business partners and hone presentation skills as they critically analyze challenges and present possible solutions to business professionals. The students surveyed their classmates and school community to help advise WMHT on developing ways to engage younger generations with content about climate change on the show "NY&." Catherine Rafferty, education producer, is their facilitator in this work. The project took place between October 20, 2023 - December 13, 2023.

Staff Development- 2023

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

Radio Operations Manager attended the following:

Webinar: NPR Share of Ear Update – 2/14/23

Webinar: NPR Network Brand Rollout – 2/22/23

Webinar: How to make your two-ways great – 3/14/23
Webinar: NPR Music Rights Agreements – 3/16/23
Anti-Harassment Training for Employees (New York) – 8/25/23

Education Producer attended the following:

Audio workshop - February 17, 2023
Lighting workshop - February 21, 2023
NYSCSS Conference - March 9-10, 2023
NYSTEEA Conference - March 17, 2023
PBSLM Creating Accessible documents - May 11, 2023
INPUT Taipei - May 13-19, 2023
SNS training - May 23, 2023
Lighting workshop II - August 30, 2023
Editorial Integrity training - September 5, 2023
NETA Conference (virtual) - September 12-14, 2023
Public Media Women in Leadership mentorship circle - September 15, 2023 (monthly through February 2024)
Performance Based Learning Assessment (PBLA) conference - September 19, 2023
Capital Region Film Alliance Networking Event - September 20, 2023
SUNY AI Symposium - October 16, 2023
PBS Annual Meeting Virtual Breakouts - October 24-26, 2023
CTE TAC In-person Regional Sharing - October 27, 2023
Northeast Filmmaker Lab Networking - November 3, 2023

Account Executive, Corporate Support attended the following:

Dec 1 Greater Public FCC Guidelines
Dec 5 Greater Public Getting Creative

Director of Community Engagement & Education attended the following:

PBS LearningMedia Templates, Training, and Publishing Best Practices, 1/12/2023
PBSLM Content Creation: Process and Approach Conversation, 1/18/2023
Lunch & Learn with WQED & WPSU: Remake Learning Days Events, 1/19/2023
Publishing Best Practices for PBS LearningMedia, Part I: Producing & Clearing Content, 1/20/2023
PBS Standards and Best Practices , 2/16/2023
How to Make Your Content Sparkle in the CMS, 3/23/2023
Accessibility Workshop w/ LaVant Consulting, 3/30/2023
Creating Accessible Documents, 5/11/2023

Mandatory Training: Performance Setting Goals, 7/19/2023
Training to Use Lattice for Setting Goals, 7/31/2023
PBS KIDS Brand Training Session, 8/17/2023
PBS Editorial Standards & Practices , 9/5/2023
Harassment Training, 9/13/2023
Strategies for Success: Building Effective Classroom Content on PBS LearningMedia, 10/26/2023
Planning for Greenlighting on PBS LearningMedia, 12/18/2023

Digital Producer attended the following:

Audio Workshop (February 17th 2023)
Lighting Workshop I (February 21st 2023)
Lighting Workshop II (August 30th 2023)

VP, Marketing and Communications attended the following:PBS Standards & Practices 8/30

KnowB4 Security Awareness Training 10/13
Creating Strong Passwords 10/13
Mobile Device Security 10/13
DEI Summit 9/20
NETA 2023 Conference 9/11 - 9/14
PBS Annual Meeting 10/24- 10/26
PBS Kids Brand Training 8/17
Anti-Harassment Training for Managers 8/16
Anti-Harassment Training for Employees 7/28
Data Privacy & Information Security 8/11
Slip, Trip, Fall Prevention 8/14
Information Security 8/14

Institutional Advancement Manager attended the following:

Public Media Giving Days Webinar – 3/6/2023
Performance Setting Goals on Lattice training – 7/19/2023
Sexual Harassment Prevention training – 8/2023
ROI solutions self-pace training for CRM database and email marketing tool Iterable – 8/22/2023 to 1/24/2024
TRAC Media Development Workshop – 1/17/2024 to 1/19/2024

Accounting Supervisor attended the following:

TIAA, Secure 2.0 Act is now law webinar, 1/19/2023

CLA, Data-driven Board Reporting, 2/15/2023
Lincoln Financial EmployeeConnect, Tools to Handle Stress webinar, 3/8/2023
Sage Intacct, Non-Profit Update, 3/8/2023
CDPHP, Making the Most of Your Health Plan, 3/9/2023
Intacct-NY User's Group, Virtual Meet-Up Discussion on Dashboard Reporting, 3/21/2023
CAPTRUST, Anticipating changes due to Secue 2.0 becoming a law (passed end of 2022), 3/22/2023
TIAA & Deloitte, 2022 Form 5500 Process, 4/19/2023
Sage Intacct, Virtual Meet-Up Reporting Overview, April 20, 2023
Sage Intacct, Saving Time with Bank Reconciliation, 5/9/2023
Mandatory Training, Performance Setting Goals, 7/19/2023
Lattice, Training on how to use for setting goals, 7/31/2023
Sage Intacct, Virtual User's Group Meet-Up, 8/22/2023
Lincoln Financial EmployeeConnect, Creating Psychological Safety in the Workplace webinar, 9/13/2023
Sage Intacct, Non-Profit Update Webinar, 9/13/2023
TIAA, Secure 2.0 Act-What's Next? Update Webinar, 9/14/2023
Sage Intacct, Virtual Meet-Up ABCD's of Reporting, 9/20/2023
M&T Bank, Cybersecurity & Fraud 2023: Emerging Threats & Trends Webinar, 10/3/2023
Key Bank, Learn How to Avoid Becoming Target of Cyberattacks Webinar, Oct 31, 2023
Lincoln Financial EmployeeConnect, Communications Skills Refresh! Webinar, Nov 8, 2023
Bond Shoeneck & King, Emplment Law Academy, Nov 14, 2023
TIAA, Retirement Seminar, November 30, 2023
PMBA, The State OF AI: How it Might Help Station Admin & Oper Teams Webinar, Dec 13, 2023
Bonadio, Leases: What You Need to Know After 1 Year, Dec 15, 2023
Lease Crunch, Lease Management: Navigating Beyond Compliance Webinar, Dec 19, 2023

Traffic Operations Manager attended the following:

Digital Transformation Project Coaching Call #5, February 2, 2023
Digital Transformation Project Peer Group Meeting, February 23, 2023
Protrack 7 Kick Off Call, March 1, 2023
Protrack 7 Training, March 22, 2023
Protrack 7 Training, March 23, 2023
Digital Transformation Project Topic Specific Learning, March 29 2023
Digital Transformation Project Coaching Call #6, April 12, 2023
Digital Transformation Project Peer Group Meeting May, 1, 2023
Digital Transformation Project Closing Sessions May 2-4, 2023
Mandatory Training: Performance/Setting Goals (Lattice) July 19, 2023
Annual Prevention of Sexual Harassment Training, August 30, 2023

Opening Session PBS Annual Meeting, October 24, 2023
Building Your Own Interdepartmental Audience Data Team, October 25, 2023
TAC (Traffic Advisory Committee) Presents: Traffic Jam October 25, 2023
PBS Annual Meeting Building a YouTube Channel with Lasting Impact, October 26, 2023

RISE Manager attended the following:

Making Good Radio May 16th 2023

Director, Membership & Mid-Level Giving attended the following:

Public Media Giving Days Webinar 2/16/23
DAC2: Reinventing A Positive Culture of Fundraising at Your Station Webinar 3/22/23
Public Media Development & Marketing Conference 7/11 to 7/13, 2023
Training to Use Lattice for Setting Goals 7/31/23
WMHT | donorCentrics Overall Program Assessment Report Review 9/19/23
WMHT |donorCentrics Red Radio Benchmarking Meeting 1/9/24
Local on National Content Program Onboarding Overview 1/18/24
ROI solutions self paced training- with weekly Zoom check ins for new CRM database RevCRM and new marketing email tool (Iterable) 8/22/23 to 1/24/24

Customer Service Coordinator attended the following:

ROI solutions self paced training- with weekly Zoom check ins for new CRM database RevCRM and new marketing email tool (Iterable) 8/22/23 to 1/24/24

Sr. Advancement Officer attended the following:

Ensuring A Successful Major Gifts Mindset (and Tools To Help) | A CSPI Lunch & Learn Webinar – Feb 28, 2023
Spectrum Custom Webinar, March 8, 2023
Unlock The Philanthropic Potential Of Your Donor File And Deepen Donor Relationships, March 15, 2023
PMDMC Conference, July 10-13, 2023
Training: Performance Setting Goals, July 19, 2023
Use Lattice for Setting Goals, July 31

RevCRM Training -self directed; August 1, 2023 – January 23, 2024

Senior Advancement Officer attended:

Mandatory Training: Performance Setting Goals, 7/19/2023

Training to Use Lattice for Setting Goals, 7/31/2023

PBS Editorial Integrity Standards, 9/ 5/2023

Harassment Training, 9/13/2023

Revolution CRM (New Data Base) Training Modules 8/22/2023 – 10/27/2023, including:

- Accounts and Contracts 9/1/2023
- Constituent Care 9/15
- Account Flags 9/29
- Gift Management 10/13
- Specialty Gifts 10/27

Family Learning Coordinator:

New York State Office Information & Technology Services

30 Favorite Story Time books Oct. 12, 2023 1:30-3pm

presenter Alexandria Cardinal – Albany Public Library

Education Specialist attended the following:

Security Awareness Training, 1/31/23

Webinar - PBS KIDS & PBS LearningMedia, 2/7/23

PBS Standards and Best Practices, 2/16/23

Spectrum Custom Webinar with WMHT, March 8 @ 9:30 AM ET March 8th

PBS Standards and Best Practices, 2/16/2023

How to Make Your Content Sparkle in the CMS, 3/23/2023

Creating Accessible Documents, 5/11/2023

PBS LearningMedia webinar, 6/6/23

Mandatory Training: Performance Setting Goals, 7/19/2023

Sexual Harassment Training, 8/16/23

PBS KIDS Brand Training Session, 8/17/2023

PBS Editorial Standards & Practices, 9/5/2023

Strategies for Success: Building Effective Classroom Content on PBS LearningMedia, 10/26/2023
PBS LearningMedia webinar 11/7
PBS LearningMedia webinar 12/5/23
Planning for Greenlighting on PBS LearningMedia, 12/18/2023

Institutional Advancement Manager attended the following:

Public Media Giving Days Webinar – 3/6/2023
Performance Setting Goals on Lattice training – 7/19/2023
Sexual Harassment Prevention training – 8/2023
ROI solutions self-pace training for CRM database and email marketing tool Iterable – 8/22/2023 to 1/24/2024
TRAC Media Development Workshop – 1/17/2024 to 1/19/2024

Content & Engagement Producer attended:

Audio Workshop, February 17, 2023
Lighting Workshop , February 21, 2023
Spectrum Custom Webinar, March 8, 2023
SNS Training, May 23, 2023
Performance Setting Goals, July 19, 2023
Lighting Workshop II, August 30, 2023
Editorial Integrity Training, September 5, 2023
Sexual Harassment Training, September 7, 2023

Content and Engagement Producer attended the following:

PBS Editorial Standards & Practices , 9/5/2023
PBS Standards and Best Practices , 2/16/2023

All Staff attended a training session on Sexual Harassment Prevention in the Workplace prior to October of 2023.

All Staff attended a training session on Goal Setting on July 31, 2023

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.

The leadership team attended a DEI Summit on September 20th, 2023 described below:

The 2023 Diversity, Equity and Inclusion Summit provides an opportunity to learn new approaches and best practices to help elevate your organization's diversity, equity, and inclusion strategies. Content presented will equip employers with tools to promote a greater sense of belonging within the workplace and region as a whole.

Participants will have an opportunity to engage with keynote speakers and panelists through presentations and audience Q&A. Participants will also receive a copy of the book Inclusive 360*, Proven Solutions for an Equitable Organization, by Bernadette Smith.