

## Annual EEO Public File Report

January 23, 2011 to January 24, 2012

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
<b>1</b>	Development Associate	Monster.com	5
<b>2</b>	LJC Producer/Reporter	Tvjobs.com	5
<b>3</b>	Community Engagement Coordinator	Center for Women in Government List Services	14
<b>4</b>	TV Promotions Producer/ Programming Coordinator	Internal Posting	2
<b>5</b>			

## Section 2: Recruitment Source Information

Organization	Department	Address 1	Address 2	City	ST	Zip	Contact Name	Phone Number	Position	Provided Interview Candidate
Albany Co Affirmative Action	Job Opportunities	112 State St	6 Fl	Albany	NY	12202	Emailed to Paula Wilkerson	518-447-7010	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	1
Albany-Colonie Chamber Of Commerce	Job Opportunities	Five Computer Drive South		Albany	NY	12205	Jennifer Sims	518-458-9851	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	
AppleOne	Job Opportunities	1 Marcus Blvd.	Suite 106	Albany	NY	12205		591-0181	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/	

									Programming Coordinator
Berkshire Training & Employment	Job Opportunities	160 North St		Pittsfield	MA	01201-5104	Thomas Mc Donough	413-499-2220, Ext 138	Development Associate. LIC Producer/Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
Bryant & Stratton		1259 Central Ave		Albany	NY	12205	Brian Gregory	518-437-1802	Development Associate. LIC Producer/Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
Carver Community Ctr	Job Opportunities	700 Craig St		Schenectady	NY	12305	Carlene Dorman	518-374-8456	Development Associate. LIC Producer/Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming

									Coordinator
Centro Civico Of Amsterdam Inc	Job Opportunities	143-145 E Main St		Amsterdam	NY	12010	Ladan Alomar	518-842-3762 Ext 220	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
College Of St Rose	Job Opportunities	432 Western Av		Albany	NY	12203	No contact person. Posted online.		Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
Columbia-Greene Cc	Counseling/Career Svcs	4400 Rte 23		Hudson	NY	12534	William Matthews	518-828-4181 ext. 3396	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming

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CPB	Web Site	Posted Via Web Site. No Contact Person.							Development Associate. LJC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	
Emma L. Bowen Fndn For Minority Interests In Media	Sandra Rice	524 West 57th Street	New York	NY	10019	Sandra Rice	212-975-2545		Development Associate. Radio Operations & Production Assistant. LJC Producer/Reporter Producer/Director. Community Engagement Coordinator.	
Empire State College	Job Opportunities	Two Union Avenue	Saratoga Springs	NY	12866		587-2100		Development Associate. LJC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	

Epilepsy Fndn Of Neny	Job Opportunities	3 Washington Sq		Albany	NY	12205	Jeannine Garab	518-456-7501	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
Excelsior College	Job Opportunities	7 Columbia Circle		Albany	NY	12203	Toby Hamlin		Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
Fusco Personnel	Job Opportunities	4 Executive Park Drive	Suite B	Albany	NY	12203		869-6100	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming

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Herkimer Co Comm Coll	Placement/Career Planning	100 Reservoir Rd		Herkimer	NY	13350	Emailed to Guy Devitt	(315) 866- 0300 ext. 8744	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	
Hispanic Outreach Svcs	Job Opportunities	41 N Main Av		Albany	NY	12203	Kathleen Ide	518-435- 1369	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	1
Hudson Valley Cc	Center for Careers and Employment	80 Vandenburgh Av		Troy	NY	12180	Gayle Healy	518-629- 7326	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming	

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Indeed.com	Web Site	Posted Via Web Site. No Contact Person.							Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
Maria College	Career Development Office	700 New Scotland Av		Albany	NY	12208	Sister Renee Cudhea	518-438-3111	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
Mildred Elley	Job Opportunities	855 Central Avenue		Albany	NY	12206		786-0855	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming

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Naacp-Schenectady	Job Opportunities	P.O. Box 3720		Schenectady	NY	12203	Alexander Perryman	518-377-0522	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
New York State Broadcasters Association	Web Site	Sandra Messineo							Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
Northeast Career Planning	Job Opportunities	28 Colvin Avenue		Albany	NY	12206	Christine Oughton		Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming

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Nys Dept Of Civil Service	Affirmative Action Office	NYS Department of Civil Service Alfred E. Smith State Office Building		Albany	NY	12239		518-473-2467	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
Office of Intercultural Leadership- The College of Saint Rose	Job Opportunities	Avila Hall	415 Western Avenue	Albany	NY	12203	Emailed to Dashira Cortes	518-454-2050	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator
PBS	Job Board (Available To All Pbs Stations)	Post Via Website. No Contact Person.							Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming

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RPI Minority Student Affairs	Job Opportunities	4600 Academy Hall 110 8th Street		Troy	NY	12180	Stacy Galarneau	518-276-6272	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	
Russell Sage College	Career Svcs	65 First Street		Troy	NY	12180	Emailed to Michael O'Connor	518-244-2272	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	
Schenectady County Community College	Career Planning	222 Elston Hall	78 Washington Avenue	Schenectady	NY	12305	Robert Frederick	518-381-1365	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming	

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Schenectady Job Training Agency	Adult Program	332 State St		Schenectady	NY	12305-2302	Nancy Delesio	518-344-2772	Development Associate. LIC Producer/Reporter. Community Engagement Coordinator. TV Promotions Producer/Programming Coordinator
Siena College	Career Ctr	515 Loudon Rd		Loudonville	NY	12211-1462	Debra A. DelBelso	518-783-2339	Development Associate. LIC Producer/Reporter. Community Engagement Coordinator. TV Promotions Producer/Programming Coordinator
Skidmore College	Job Opportunities	815 N. Broadway		Saratoga Springs	NY	12866	Penny Loretto		Development Associate. LIC Producer/Reporter. Community Engagement Coordinator. TV Promotions Producer/Programming

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State University College-Oneonta	Career Development Ctr	Netzer Admin Bldg 110		Oneonta	NY	13820	Michele Parsall	607-436-2534	Development Associate. LIC Producer/Reporter. Community Engagement Coordinator. TV Promotions Producer/Programming Coordinator	
SUNY Albany Career Services	Job Opportunities	Science Library-G50	1400	Albany	NY	12222	Philippe Abraham	518-437-4900	Development Associate. LIC Producer/Reporter. Community Engagement Coordinator. TV Promotions Producer/Programming Coordinator	1
Times Union and Monster.com	Newspaper and online at Monster.com	News Plaza	Box 1500	Albany	NY	12212	Classified Department		Development Associate. LIC Producer/Reporter. Community Engagement Coordinator. TV Promotions Producer/Programming	9

									Coordinator	
Tvjobs.Com	Web Site	Posted Via Web Site. No Contact Person.							Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	1
Union College	Career Development Ctr	Stanley R. Becker Career Center	807 Union Street	Schenectady	NY	12308	Rochelle Caruso	518-388-6176	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	
Unity House	Job Opportunities	2431 6th Avenue		Troy	NY	12180	Mike Maloney		Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming	

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WMHT Internal	Bulletin Board, Web Site	4 Global View		Troy	NY	12180	Valerie Flouton	518-880- 3531	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	5
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	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	
Current Newspaper and Current.org							Online at Current.org		LIC Producer/ Reporter.	2

Center for Women in Government	135 Western Avenue	Albany	NY	12222	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	1
Sanctuary for Independent Media	PO Box 35	Troy	NY	12181	Development Associate. LIC Producer/ Reporter. Community Engagement Coordinator. TV Promotions Producer/ Programming Coordinator	1

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WMHT**

During this period, WMHT participated in:

**Internship Program with Albany High School**

- Current Program began in October 2011 (will run through the school year).
- Albany High School- Communication and Performing Arts School.
- Three students participated in each four-week session (3 sessions per year).
- Designed to help students explore careers in broadcasting.
- Students act as interns for 4 weeks and are given the opportunity to witness and experience the daily activities of a public television and radio station.
- A WMHT staff member evaluates students.

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

- The New School of Radio and Television
- SUNY Oneonta
- College of St. Rose
- Mohonasen High School
- Oakwood University
- University at Albany
- Niskayuna High School
- Boston University
- University of Michigan
- CUNY Hunter in NYC

### **Staff Development- 2011**

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

Chris Wienk, VP of Radio, attendee The Triple A Non-Comm (5/18-21) and Public Radio Program Directors' Conference (9/20-24/11)

Paul Hoagland, Senior VP Station Manager attended the National Association of Broadcasters convention in Las Vegas, April 11-13, 2011

Michael Keefe-Feldman, Online Managing Editor, received ongoing webinar training

Scott Sauer, Senior VP for Development and Development staff attended the PBS Annual Meeting May 15-19

Sharon Sleicher attended the DEI Conference July 12-15

WMHT's Underwriting Team has participated in the following:

Topic: Selling Underwriting Without Numbers

Date: Wednesday, January 26, 2011

Topic: PBS Connect

Date: Thursday, January 27th

Topic: APPS New Services Webinar  
Date: Tuesday February 22  
Topic: The State of the Halo Effect - 2010 NPR Underwriting Research  
Date: March 8  
Topic: PBS Arts Fall Festival/August Update & Marketing Plans  
Date: August 8

Barbara Lukas, Family Learning Coordinator attended the following:

March 18-19 Celebration of Teaching & Learning WNET NYC  
August 22, 2011 Games in Education Symposium  
August 23, 2011 Games in Education Symposium  
October 25, 2011 REL Webinar: Developing Preschool Language and Literacy Keynote -Dr. Timothy Shanahan Univ. Ill Chicago Ctr. for Literacy  
Panelists - present research and strategies targeted at developing language and literacy skills at preschool level.  
November 9, 2011 New York State Parenting Education Partnership meeting  
NYSPEP Parenting Educator Credentialing Orientation  
November 10, 2011 Grant Center Webinar  
December 7, 2011 Workforce Development

Amanda Lester, Community Engagement Coordinator attended:

September 2011:  
WNYT Education Forum for Teachers  
Webinar: Making Relevant Content: Program Directors on Engaging Communities  
Webinar: Using Social Media to Enhance Service and Sustainability  
Webinar: Project Voice Scape: Integrating Youth Media Making  
Webinar: American Graduate Communications Resources  
Webinar: The Grant Center: Expanded Learning Opportunities? Expanded Opportunities for Public Media  
October 2011:  
NCME Community Conversation Support Call  
NETA Conference, October 18-20  
Webinar: Simple Steps to Community Conversations  
Webinar: AGCEG Grantee Meeting: Mid-Point Check-In  
Webinar: Project Voice Scape  
Webinar: Common Core Math Standards  
Webinar: PBS Learning Media 101  
Webinar: Leveraging Technology to Drive Student Outcomes

November 2011:

Conference Call: NETA Community Engagement Council

Support Call: AGCEG Grantee Phone Call

Support Call: Aaron Levy-Continuing Community Conversations

Webinar: Making and Impact With Women and Girls Lead & Support Call

Webinar: Funding and Sustainability Plan for American Graduate

Webinar: Harwood Institute-Infusing Public Knowledge

Webinar: Common Assessments-What You Need to Know

Webinar: Harwood Institute- New Partners, New Voices: Can Public Media and Newspapers Join Forces to Engage Communities?

December 2011:

Conference: Challenges Facing Women in the Workforce: Accessing High Quality Affordable Child Care, Desmond Inn, Albany, Sponsored by the Workforce Development Institute

Conference: Eastern NY Rural School Summit, University at Albany East Campus, Sponsored by CASDA

Webinar: The Harwood Institute- Picking the Right Partners

Katherine Jetter, VP Education attended:

January 11 – 15, 2011 NETA Conference (National Education Telecommunications Assoc)

February 10 – NYS Parenting Education Partnership Webinar – New Parenting Toolkit

February 16 – CPB Community Hub Webinar

February 22 – United Way of the Greater Capital Region Leadership Meeting

February 24 – APTS (Association of Public Television Stations) Federal Funding Prospects and the President's Budget

March 14 - United Way of the Greater Capital Region Leadership Meeting

March 17-19 – Celebration of Teaching and Learning

March 25 & 26 – Adobe Youth Voices Training

April 3 – Albany Academy Mental Health Programs for Families

April 11 - United Way of the Greater Capital Region Education Work Group Report

April 14 – Shift Your Thinking Turn Outward – National Center for Media Engagement Webinar

April 15 - Community Engagement Grants - National Center for Media Engagement Webinar

April 27 - Community Engagement for the Classical Station - National Center for Media Engagement Webinar

April 28 – NYS Education Dept. Common Core Standards Webinar

May 15 - Technologies in Education Conference – College of St. Rose

June 27 - The Grant Center: Public Broadcasting's Premier Source for Grantseekers – APTS

July 12 - United Way of the Greater Capital Region – Education Task Force

July 14 - Promise Neighborhoods Planning Grant Pre-Application Webinar – US Dept. of Education

July 14th - An ED 101 Primer - US Dept. of Education

July 28th - Who's on First? State and Federal Roles and Responsibilities for Education - US Dept. of Education

August 11th - Fixing What's Broken in No Child Left Behind - US Dept. of Education

August 25th - Leading Their Profession: Teachers and Education Policy - US Dept. of Education

August 3 – IDS (Information Delivery Services) Conference – Albany Law School  
August 10 – Game Based Learning Webinar – Ed Web Net  
August 31 - Simple Steps to Community Conversations – NCME  
September 26 – Education Forum – Common Core Standards  
October 6 - Policy Challenges Webinar: Supporting the Transition to the Common Core State Standards in Mathematics – Regional Education Laboratory  
October 13- Project VoiceScape Webinar – Adobe Youth Voices  
October 18-20 – NETA Conference  
November 9 - WGBH Presents: Bringing Martha Speaks Reading Buddies to Your Community - Webinar  
Misc. Monthly Professional development webinars from NETA, PBS Education and Learning

**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.