

## Annual EEO Public File Report

January 24, 2015 to January 23, 2016

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
1	Production Assistant	www.wmht.org	6
2	Production Assistant	www.indeed.com	5
3	Production Engineer	www.indeed.com	6
4	Network Administrator	Word of Mouth	3
5	Electronics Technician	Word of Mouth	3
6	Computer Support Technician	www.monster.com	3
7	Sales Representative	Word of Mouth	7
8	Social Media Coordinator	Word of Mouth	4
9	Interactive Media Assistant	www.indeed.com	3
10	Assistant Chief Engineer	www.indeed.com	6
11	Producer/Director	www.indeed.com	2
12	Electronics Technician	www.tvjobs.com	4
13	Chief Engineer	www.livingstonassociates.net	7
14	Development Assistant	www.wmht.org	6
15	Studio Director/Producer	Word of Mouth	2

## 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	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	1
Albany-Colonie Chamber Of Commerce	Job Opportunities	Five Computer Drive South		Albany	NY	12205	Jennifer Sims	518.458.9851	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director,	

									Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
AppleOne	Job Opportunities	1 Marcus Blvd.	Suite 106	Albany	NY	12205	<a href="mailto:Dreyes@appleone.com">Dreyes@appleone.com</a> Delilah Reyes	518.591.0181	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Berkshire Training & Employment	Job Opportunities	160 North St		Pittsfield	MA	01201-5104	Thomas Mc Donough	413.499.2220, Ext 138	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics

									Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Bryant & Stratton		1259 Central Ave	Albany	NY	12205	Brian Gregory		518.437.1802	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Carver Community Ctr	Job Opportunities	700 Craig St	Schenectady	NY	12305	Carlene Dorman		518.374.8456	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief

									Engineer, Development Assistant, Studio Director/Producer
Career Builder	Posted Via Web Site. No Contact Person						www.Careerbuilder.com		Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Centro Civico Of Amsterdam Inc	Job Opportunities	143-145 E Main St	Amsterdam	NY	12010	Ladan Alomar		518.842.3762, Ext 220	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer,

									Development Assistant, Studio Director/Producer
College Of St Rose	Job Opportunities	Posted Via Web Site. No Contact Person.	432 Western Ave.	Albany	NY	12203	<a href="http://www.strose.edu/">www.strose.edu/</a>		Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Columbia-Greene Cc	Counseling/Career Svcs	4400 Rte 23		Hudson	NY	12534	William Matthews	518.828.4181 ext. 3396	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development

									Assistant, Studio Director/Producer
Corporation for Public Broadcasting	Web Site	Posted Via Web Site. No Contact Person.					<a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a>		Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Emma L. Bowen Fndn For Minority Interests In Media	Sandra Rice	524 West 57th Street	New York	NY	10019	Sandra Rice		212.975.2545	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio

									Director/Producer
Empire State College	Job Opportunities	Two Union Avenue		Saratoga Springs	NY	12866	Jim Nicosia	518.587.2100	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Epilepsy Foundation of Northeast New York	Job Opportunities	3 Washington Sq		Albany	NY	12205	Jeannine Garab	518.456.7501	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief



									Engineer, Development Assistant, Studio Director/Producer
Excelsior College	Job Opportunities	7 Columbia Circle		Albany	NY	12203	Toby Hamlin	518.464.8500	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Fusco Personnel	Job Opportunities	4 Executive Park Drive	Suite B	Albany	NY	12203	Patty Fusco	518.869.6100	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer,

									Development Assistant, Studio Director/Producer
Greater Public	website	Posted Via Web Site. No Contact Person.					<a href="http://www.deiworksite.org/job-line">http://www.deiworksite.org/job-line</a>		Chief Engineer
Journalism Jobs	website	Posted Via Web Site. No Contact Person.					<a href="http://journalismjobs.com/">http://journalismjobs.com/</a>		Chief Engineer
Herkimer County Community College	Placement/Career Planning	100 Reservoir Rd		Herkimer	NY	13350	Emailed to Guy Devitt	315.866.0300 ext. 8744	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Hispanic Outreach Services	Job Opportunities	41 N Main Av		Albany	NY	12203	Kathleen Ide	518.435.1369	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator,

									Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
Hudson Valley Community College	Center for Careers and Employment	80 Vandenburg Av		Troy	NY	12180	Gayle Healy	518.629.7326	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
ITT Technical Institute	Career Services Specialist	13 Airline Drive		Albany	NY	12205	Marty Pellegrino	518.452.9300	Electronics Technician, Electronics Technician	4
Indeed.com	Web Site	Posted Via Web Site. No Contact Person.					www.indeed.com		Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales	22

									Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
Livingston Associates	website	Posted Via Web Site. No Contact Person.					<a href="http://www.livingstonassociates.net/">http://www.livingstonassociates.net/</a>		Chief Engineer	1
Maria College	Career Development Office	700 New Scotland Av		Albany	NY	12208	Sister Renee Cudhea	518.438.3111	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
Mildred Elley	Job Opportunities	Posted Via Web Site. No Contact Person.	855 Central Avenue	Albany	NY	12206	<a href="http://www.mildred-elley.edu/">http://www.mildred-elley.edu/</a>	518.786.0855	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics	

									Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
NAACP-Schenectady	Job Opportunities	P.O. Box 3720		Schenectady	NY	12303	Olivia Adams	518.256-6091	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
National Educational Telecommunications Association	website	Posted Via Web Site. No Contact Person.					<a href="http://www.netaonline.org/jobs.htm">http://www.netaonline.org/jobs.htm</a>		Chief Engineer
Northeast Career Planning	Job Opportunities	28 Colvin Avenue		Albany	NY	12206	Christine Oughton	518.273.0818	Production Assistant, Production Assistant, Production

									Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
NYS Job Bank	NYS Department of Labor	NYS Department of Labor		Albany	NY	12239	Post jobs to this mailbox <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a>  Postings can be seen on <a href="http://newyork.us.jobs/">http://newyork.us.jobs/</a>	518.457-2487	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
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	Production Assistant, Production Assistant, Production Engineer, Network

									Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
Public Media Business Association	Web site	Posted Via Web Site. No Contact Person.					<a href="http://pmbaonline.org/node/312">http://pmbaonline.org/node/312</a>		Chief Engineer	
RPI Minority Student Affairs	Job Opportunities	4600 Academy Hall 110 8th Street		Troy	NY	12180	Stacy Galarneau	518.276.6272	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
Russell Sage College	Career Services	65 First Street		Troy	NY	12180	Emailed to Michael O'Connor	518.244.2272	Production Assistant, Production	

									Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
The Sanctuary for Independent Media		3361 6th Avenue		North Troy	NY	12181	Info@mediasanctuary.org	(518) 272- 2390	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Schenectady County Community College	Career Planning	222 Elston Hall	78 Washington Avenue	Schenectady	NY	12305	Robert Frederick	518.381.1365	Production Assistant, Production Assistant,



									Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
Schenectady Job Training Agency	Adult Program			Schenectady	NY	12305-2302	Emailed to Nancy Delesio	518.344.2772	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
Siena College	Career Center	515 Loudon Rd		Loudonville	NY	12211-1462	Emailed to careermail@siena.edu	518.783.2339	Production Assistant, Production Assistant, Production	1

									Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Skidmore College	Job Opportunities	815 N. Broadway		Saratoga Springs	NY	12866	Penny Loretto	518.580.5790	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
State University College-Oneonta	Career Development Center	Netzer Admin Bldg 110		Oneonta	NY	13820	Michele Parsall	607.436.2534	Production Assistant, Production Assistant, Production Engineer, Network

									Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
SUNY Albany Career Services	Job Opportunities	Posted Via Web Site. No Contact Person.		Albany	NY	12222	<a href="http://www.albany.edu">www.albany.edu</a>	518.437.4900	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
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	Production Assistant, Production Assistant, Production Engineer, Network Administrator,	9

									Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
Tvjobs.Com	Web Site	Posted Via Web Site. No Contact Person.					<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>		Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	3
Union College	Career Development Center	Stanley R. Becker Career Center	807 Union Street	Schenectady	NY	12308	Rochelle Caruso	518.388.6176	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics	

									Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
Unity House	Job Opportunities	33 Second Street		Troy	NY	12180	Mike Maloney	518.272.5917	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
WMHT Internal	Bulletin Board, Web Site	4 Global View		Troy	NY	12180	Valerie Belden and wmht.org	518.880.3531	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician,	12

									Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
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	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
NYSBA	Sandy Messineo	1805 Western Avenue		Albany	NY	12203	Emailed to Sandy Messineo	518.456.8888	Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support

									Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
Media Match	Web Site	Posted Via Web Site. No Contact Person.					<a href="https://www.media-match.com/usa/registration/company.php">https://www.media-match.com/usa/registration/company.php</a>		Production Assistant, Production Assistant, Production Engineer, Network Administrator, Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer
RBR.com/classifieds	Web Site	Posted Via Web Site. No Contact Person.					<a href="http://rbr.com/classifieds/submit-a-media-job/">http://rbr.com/classifieds/submit-a-media-job/</a>		Production Assistant, Production Assistant, Production Engineer, Network Administrator,

									Electronics Technician, Computer Support Technician, Sales Representative, Social Media Coordinator, Interactive Media Assistant, Assistant Chief Engineer, Producer/Director, Electronics Technician, Chief Engineer, Development Assistant, Studio Director/Producer	
Number of Candidates who heard from word of mouth that were interviewed										14

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

During this period, WMHT participated in:

**Job/Career Fairs and Internship Expos:**

- Wednesday February 11, 2015: SUNY Oneonta
- Thursday February 12, 2015: University at Albany
- Tuesday February 17, 2015: Union College
- Thursday April 16, 2015: Dr. King Career Fair



### **Internship Participation with Tech Valley High School – Extreme Exposure 2015**

- The program is designed to enable individual interaction between students and area professionals that help students gain a realistic understanding of an industry or field of study that is practiced in the region. The projects place students in workplaces for as little as a few hours and as long as several weeks and involve dozens of area professionals. The work culminates with presentations by the students to their peers and community members at TVHS.

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

- Emerson College
- Catholic Central High School
- SUNY Oneonta

### **Staff Development- 2015**

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

**Chris Wienk, VP, Radio and David Delaney, Radio Producer attended the following:**

- Triple A Non-Commvention in Philadelphia, May 14-16, 2015.

**Mary Ann Cooper, Corporate Support Representative**

- CSPI Training at PBS in Crystal City Virginia on December 1-3, 2015 and again, same place, January 12-14, 2016

**Mary Gribulis, Interactive Media Director attended the following:**

January 8: PMBA Toolkit: The Future of Membership and How it Impacts Your Station's Business Practices

January 22: NPR Digital Services Station Analytics Insights

January 28: Ready To Learn Research & Evaluation Update

January 29: What Executive Staff Need to Know to Ensure Social Media Success

January 30: Core Publisher Update: Responsive Web Design

February 2: Core Publisher Responsive Theme Switch Kick Off  
February 9: Core Publisher RWD Training Two -- New Features Part 1  
February 10: PBS M&C Webinar: Events of All Sizes  
February 11: Core Publisher RWD Training Three -- New Features Part 2  
February 12: Core Publisher Intro to Block Factory, Header Admin & New Features  
February 12: Lunch and Learn: Bentomatic 2.0  
February 18: NPR Digital Services Station Analytics Insights  
February 19: Core Publisher Responsive FINAL Check In  
February 24: #TwitterAcademy Webinar - Website Cards  
February 26: Lunch and Learn: Closed Captions  
March 3: PBS KIDS Marketing & Communications Monthly Webinar: March 2015  
March 4: Planning Successful Events for Last Days in Vietnam  
March 12: Lunch and Learn: Build a Real SEO Strategy  
March 17: Lunch & Learn: DFP for Video  
April 2: The Math and Science of Social Media: 20 Tips and Tricks for NGOs  
April 7: PBS KIDS M&C Monthly Webinar: April 2015  
April 14: Composer 2 Playlist Widget Redesign  
May 7: Membership Video On Demand Training  
May 11: Young Professionals Workshop  
May 11-13: PBS Annual Meeting  
June 4: Photo Use: Legal and Ethical Issues in the Digital Age  
July 14: How to Launch a Social Media and Content Strategy for Your NGO  
July 23: How to Launch a Social Media Fundraising Strategy in 10 Steps  
July 24: The New Frontier of Digital  
July 27: Core Publisher Update: Persistent Player and Responsive Web Design  
July 30: NPR Digital Services Station Analytics Insights  
August 4: 10 Blogging Best Practices for NGOs  
August 4: PBS.org Redesign Introduction Webinar  
August 12: PMBA Toolkit: HR Corner: Training Public Media's New Leaders  
August 25: How to Create Visual Content for Your NGO  
September 3: FCC Regulations Webinar  
September 9: CPB/PBS/APTS Communications Webinar #2 - Tools for Talking about the Spectrum Auction  
September 15: The Science of Social Networks: 10 Tips and Tricks for NGOs  
September 23: Station Webinar: PBS LearningMedia 101 Training & Updates  
September 24: How to Create Compelling Visual Content for Social Media  
September 25: Livestream Training and On-Boarding  
October 1: Spectrum Update Webinar  
October 6: August Lightbox Results & Insights

October 15: SPI Series: Paid Social Lessons Learned with Facebook Ads  
October 28: Styling Bento: New Features to Know  
October 29: NPR Digital Services Station Analytics Insights  
October 29: What You Need to Know: Station Video Portal Update  
November 3: Advanced Social Fundraising on LinkedIn  
November 3: SPI Series: Station Manager Intro and Demo  
November 11: How To Use Video Effectively for Awareness and Engagement  
November 17: Five Steps to Developing a Successful Donor Cultivation Series  
November 19: Mobile for Good: A How-To Fundraising Webinar for Nonprofits  
November 19: Interested in New Sustainers? Digital Acquisition Campaign Strategies  
November 20: SPI Series: Curate  
December 2: PubMetrics Fall 2015: Digital Trends That Matter  
December 17: NPR Digital Services Station Analytics Insights

**Joe Landor, Interactive Media Assistant attended the following:**

August 11: Core Publisher Training One -- Site Administration Tools and Header Admin  
August 18: Core Publisher Training Two -- Creating Content and Podcasts  
August 25: Core Publisher Training Three -- Information Architecture  
September 1: Core Publisher Training Four -- Creating Stories with Posts  
September 8: Core Publisher Training Five -- Featuring Content in Core Publisher  
September 24: Core Publisher Training Four -- NPR Digital Services Station Analytics Insights  
October 1: Styling Bento: New Features to Know  
October 28: Webinar (Mary's Office)  
October 29: What You Need to Know: Station Video Portal Update  
November 17: How a small station created a big podcast  
November 20: SPI Series: Curate  
December 17: NPR Digital Services Station Analytics Insights

**Danielle Sanzone, Social Media Coordinator:**

November 19: Mobile for Good: A How-To Fundraising for Nonprofits

Valerie Belden, Executive Assistant to CEO, attending the following:

- 6/3/15 Annual Statewide Labor, Employment & HR Conference given by Bond, Schoeneck and King Attorneys

Tim Stah, TV Promotions Producer attended the following:

- December 3 – EditShare Training

**Sharon Sleicher, Director of Member Development attended the following:**

- Online trainings for new web cart solution from ACD 1/13
- EFT Conversion/upgrade trainings with Fairway Payment Solutions, February 2<sup>nd</sup>
- Online webinars from NPR on this online giving tool- one session 10/22
- Online webinar from NPR for Giving Forms/Sage Vault: May 28
- Finger Paint Brand Review Sessions 7/30, 10/21, 12/3, 12/18,
- Choosing the right CRM (Constituent Relationship Management) software with the databank, Sept. 15
- Fundraising ROAR Report Review with CDP Consultant Lo Hartnett, Oct.29
- Passport/MVOD training sessions: Oct. 19, Oct 26, Nov.2, 9 and 16
- Advanced Social Fundraising on LinkedIn online session: November 3
- DMW Peer Best Practices meeting in Dallas, Nov. 4 & 5
- WMHT Donor Centrics FY15 Membership Revenue/Retention Review with Carol Rhine, Nov. 19

**Joanne Shay, Director of Data Management attended the following:**

- Passport/MVOD training sessions: Oct. 19, Oct 26, Nov.2, 9 and 16
- EFT Conversion/upgrade trainings with Fairway Payment Solutions, February 2<sup>nd</sup>
- Followup EFT Conversion trainings with Team Approach staff on June 8, 11 and 12
- Online webinar from NPR for Giving Forms/Sage Vault: May 28
- WMHT Donor Centrics FY15 Membership Revenue/Retention Review with Carol Rhine, Nov. 19

**Lynn Valentino, Membership Services Team Leader attended the following:**

- Online trainings for new web cart solution from ACD 1/13
- Online webinars from NPR on this online giving tool- one session 10/22
- PBS Passport/MVOD online webinar overview June 3
- Endicia – shipping solution online trainings and installation – Feb 11, March 3 & 4
- WMHT Donor Centrics FY15 Membership Revenue/Retention Review with Carol Rhine, Nov. 19

**Keren Carmeli, Membership Fulfillment Coordinator attended the following:**

Online trainings for new web cart solution from ACD 1/13  
Online webinars from NPR on this online giving tool- one session 10/22  
PBS Passport/MVOD online webinar overview June 3  
Endicia – shipping solution online trainings and installation – Feb 11, March 3 & 4  
Crowdfunding for Pledge Webinar with Susannah Winslow, Membership Director KLRU, Oct. 13  
Mercy Street Webinar on Key Marketing Strategies with Betsega Bekele, Oct. 29  
WMHT Donor Centrics FY15 Membership Revenue/Retention Review with Carol Rhine, Nov. 19

**Katherine Jetter, Vice President, Education attended the following:**

1/15 – Early Childhood Webinar “How Documenting Children's Learning is Much More than Display: Reflecting teachers' and children's thinking”  
1/22 – NETA Webinar “Evaluation 101”  
2/4 Early Childhood Webinar “Technology and Digital Media in the Early Years: Big Ideas, Best Practices and Future Directions”  
3/11 NYS Library Conference “Ready to Read”  
4/8 Search Institute Webinar “Just Ask Them: Engaging Young People to Strengthen Out-of-School Time Program Quality”  
4/20 Erikson Graduate School Child Development Webinar “Pioneering Literacy in the Digital Age”  
4/29 CPB/RTL Webinar “Parent-Educator Resource Webinar”  
5/5 Albany Medical College Training seminar “Reach Out and Read”  
5/10 -5/13 PBS Annual Meeting  
5/14 Early Childhood Webinar “Screen Use for Children Under 3: Research-Based Guidelines for Screen Sense”  
5/19 – 6/9 (1hr/week) Idealware Webinar “How to Use Data to Transform Your Organization”  
5/21 CPB Webinar “American Graduate Stories of Champions” grant guidelines  
5/28 Erikson Graduate School Child Development Webinar “Technology as a Tool for Social-Emotional Development: What We Can Learn from Fred Rogers’ Approach”  
6/17-6/18 NYS PTV Education meeting w/ SED  
6/24 Early Childhood Webinar “Engaging and Empowering Families of Young Children in the Digital Age”  
7/8 City of Albany Summer Youth Employment Training  
8/6 -8/7 Games in Education Symposium at Tech Valley HS  
8/11-8/12 NYSED “Uncommon Approaches to the Common Core Conference”  
8/27 NETA Webinar “Aligning AmGrad and RTL”  
9/1 Albany Medical College Training seminar “Reach Out and Read”  
10/14 Erikson Institute Webinar “Technology Tools for Strengthening Communities”  
10/21 Cap Region BOCES Advisory Board Meeting  
12/8 PBS Learning Media Webinar “Content Contributor working Group”

**NETA Professional Development Conference Oct. 5-6**

Tampa FL

Workshops – Integrating Ed Mission into Fundraising, Hands-on Learning Beyond Screen, Collaboration Maximized Impact, Cradle to Career, Current Trends & New Approaches

**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.