

**EEO Narrative Statement**  
**WMHT Educational Telecommunications**

WMHT Educational Telecommunications (WMHT), is the licensee of the following noncommercial educational stations:

WMHT-FM, Schenectady, NY  
WRHV(FM), Poughkeepsie, NY  
WEXT(FM), Amsterdam, NY  
WMHT(TV), Schenectady-Albany, NY

WMHT is committed to building a diverse and inclusive workplace and strongly encourages members of traditionally underrepresented communities to apply for job openings. WMHT is dedicated to providing broad outreach regarding job listings at the stations. WMHT recruits from a variety of sources, including the Albany Times Union (including distribution through both the Time Union's diversity package and the Times Union's social media package), the College of Saint Rose, the Hudson Valley Community College, Russell Sage College, Siena College, Skidmore College, Union College, and the NAACP – Schenectady. WMHT also lists job vacancies with the New York State Broadcasters Association with and the Corporation for Public Broadcasting's Jobline, as well as Indeed.com and LinkedIn. All job openings are also listed on WMHT's website.

WMHT regularly hosts student interns from the University of Albany and through a program of Girls Incorporated of the Greater Capital Region (although this has transitioned to off-site programs during the pandemic). WMHT also regularly participates in area job fairs. WMHT provides its staff with a multitude of training programs designed to enable station personnel to acquire skills need for higher-level position. WMHT also provides training for management personnel, as well as all WMHT staff, to ensure equal employment opportunity and to prevent discrimination. This has included training sessions on sexual harassment prevention in the workplace, as well as on unconscious bias.