

INITIATIVES

The employment unit engaged in the following broad outreach initiatives:

Hosted/Sponsored Job Fairs: Albany Job Fair- www.albanyjobfair.com
The Holiday Inn Express Conference
Center in Latham, NY
July 16, 2021
www.albanyjobfair.com

Adirondack Broadcasting's Glens Falls, NY Cluster were represented at this company sponsored job fair at the Holiday Inn Express in Latham and online at www.albanyjobfair.com. Applicable resumes were shared with the management of the Glens Falls cluster of radio stations. The Glens Falls, NY stations was represented by Tom Jacobsen- GM for Glens Falls –Adirondack Broadcasting.

Albany Job Fair- www.albanyjobfair.com
The Holiday Inn Express Conference
Center in Latham, NY
October 6, 2021
www.albanyjobfair.com

Adirondack Broadcasting's Glens Falls, NY Cluster were represented at this company sponsored job fair at the Holiday Inn Express in Latham and online at www.albanyjobfair.com. Applicable resumes were shared with the management of the Glens Falls cluster of radio stations. The Glens Falls, NY stations was represented by Tom Jacobsen- GM for Glens Falls –Adirondack Broadcasting.

**Attended/ Participant Job
Fairs:**

SUNY Adirondack Virtual Job Discovery
April 22, 2021

Adirondack Broadcasting's Glens Falls, NY Cluster were represented at this Virtual Job Fair which was held from 10am-2pm. Tom Jacobsen-GM for Glens Falls, NY Adirondack Broadcasting attended and interacted with job seekers who submitted resumes.

Adirondack Regional Chamber of
Commerce Business Expo
November 17, 2021

Adirondack Broadcasting's Glens Falls, NY Cluster were represented at the ARCC Business Expo held from 4pm-7pm. Tom Jacobsen-GM for Glens Falls, NY Adirondack Broadcasting represented the Glens Falls, NY stations.

Radio Station Tour:

December 6, 2021 Adirondack Broadcasting conducted a studio tour for Boy Scout Troop 56 from Hudson Falls, NY. The participants got to see the on-air studio operations and record a greeting and were shown the board operation techniques as well as how commercials are prepared.

Internship Program:

Adirondack Broadcasting has an ongoing internship program. Supervised by department managers after approvals by the General Manager and Corporate HR Department, interns work in various departments and are paid. Through the internship program, part-time employment and full-time employment has resulted over the years. Positions have been filled in promotions, marketing and other areas. Adirondack Broadcasting hosted a paid intern from the SUNY Adirondack Communications Program from 8/30/21 through 10/21/21 for a 120 hour program which they received course credit for.

**Management Training for
Anti-Harassment February
2021 for Current Associates:**

Annually, all associates, including management receive online Anti-harassment training. The training is provided by a benefits firm, Benetech that has a platform of online training tools for a variety of benefits and employment subjects. This training is required for all new hires as well as once during the calendar year. The training

encompasses federal and statutory provisions concerning sexual harassment and harassment based on disability, age, gender, religion, pregnancy and sexual orientation and provides available remedies as well as our compliant procedure. The online training is approximately one hour and is interactive throughout the presentation requiring the associate to engage by answering questions to gage their understanding of the material being presented.