Annual EEO Public File Report Form
Mountain Lake Public Telecommunications Council [Call Sign - WCFE]

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): [WCFE and Communities of License] and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning February 1, 2025 to and including January 31, 2026 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "FT POSITIONS HIRED FROM THIS SOURCE" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

MOUNTAIN LAKE PUBLIC TELECOMMUNICATIONS COUNCIL
(Mountain Lake PBS — WCFE-TV in Plattsburgh, NY)
EEO PUBLIC FILE REPORT — Reporting Period February 1, 2025 – January 31, 2026

Full-Time Positions Filled

FT POSITION	TITLE	OPEN	FILLED	RECRUITMENT SOURCE OF HIREE	INTERVIEWED	HIRED
1						
	TOTAL:				**0**	**0**

	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTFICATION
1	Mountain Lake PBS (website) One Sesame Street Plattsburgh, NY 12901	518-563-9770 mountainlake.org		yes
2	NYS Department of Labor 194 US Oval Plattsburgh, NY 12901	518-561-0430 Ext. 3028 Melissa Baretsky Melissa.baretsky@labor.ny.gov		yes
3	In-House Posting/Staff Referral			yes
4	NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203	518-456-8943 Trevor Elmendorf telmendorf@nysbroadcasters.org		yes
5	Vermont Department of Labor – Vermont JobLink 63 Pearl Street Burlington, VT 05401-4331	802-863-7676		yes
6	Corporation for Public Broadcasting – CPB Jobline 401 9th ST NW Washington, DC 20004	202-879-9600 www.cpb.org/jobline		yes
7	Indeed	Indeed.com		
8	United States Dept. of Labor - National Labor Exchange 9002 Purdue Road, Suite 100, Indianapolis, IN 46268 200 Constitution Avenue NW, Washington, DC 20210	usnlx.com/ veterans.gov		
9	LinkedIn	Linkedin.com		
10	NYS Department of Labor – Virtual Career Fair, Business Services	1000 Coffeen St, Watertown, NY 13601 315-786-3647 Aaron Peck Aaron.Peck@labor.ny.gov		
	TOTAL:		**0**	

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Appendix 1 — Vacancy Information

	FT POSITIONS FILLED BY TITLE	RECRUITMENT SOURCE OF HIREE	TOTAL INTERVIEWS FROM ALL RECRUITMENT SOURCES
1			0
	TOTAL INTERVIEWS:		**0**

	FT POSITION FILLED BY TITLE	SOURCES USED TO PUBLICIZE OPENING (# OF INTERVIEWEES)
1		

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Appendix 2 — Recruitment Source Information

	RECRUITMENT SOURCE (CONTACT, ADDRESS, PHONE)	NUMBER OF INTERVIEWEES FROM SOURCE	FT POSITIONS HIRED FROM SOURCE
A	**Mountain Lake PBS (website)** One Sesame Street Plattsburgh, NY 12901 518-563-9770 www.mountainlake.org		
B	**NYS Department of Labor** 194 US Oval Plattsburgh, NY 12901 518-561-0430 Ext. 3028 Melissa Baretsky		
C	**In-House Posting/Staff Referral**		
D	**NYS Broadcasters Association** 1805 Western Avenue Albany, NY 12203 518-456-8943 Trevor Elmendorf		
E	**Vermont Department of Labor – Vermont JobLink** 63 Pearl Street Burlington, VT 05401-4331 802-863-7676		
F	**Corporation for Public Broadcasting – CPB Jobline** 401 9th street NW Washington, DC 20004 202-879-9600 www.cpb.org/jobline		
TOTAL:		**0**	

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Appendix 3 — Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Station(s) Claiming Credit: Mountain Lake Public Telecommunications Council

73.2080 (c) (2) Engage in at least four (if the station employment unit has more than ten full-time employees and is not located in a smaller market) or two (if it has five to ten full-time employees and/or is located entirely in a smaller market) of the following initiatives during each two-year period beginning with the date stations in the station employment unit are required to file renewal applications, or the second, fourth or sixth anniversaries of that date.

73.2080 (c) (2) (i) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions

1. Activity: SUNY Plattsburgh CDC Career Fair 2025
   Date: 3/27/25
   Description: Maria Smith distributed information on public media careers, MLPBS volunteer and employment opportunities, and descriptions for all available station internships. Resumes were collected and participants were guided through the process of selecting and applying to specific internship tracks.
   Participating Employees: Maria Smith
   Host/Sponsor of Activity: SUNY Plattsburgh Career Development Center

2. Activity: North Country Regional Virtual Career Fair
   Date: 10/15/25
   Description: Logan Brody distributed information about all open part-time MLPBS employment opportunities, including the Office Assistant role. Resumes were collected and potential applicants were directed to appropriate sources of information regarding the hiring process.
   Participating Employees: Logan Brody
   Host/Sponsor of Activity: New York State Department of Labor

73.2080 (c) (2) (x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting

1. Activity: Plattsburgh City School District's Superintendent's Day Presentation: "Elevating Youth Voices: Experiential Learning with the Beyond the Peaks Student Film Festival"
   Date: 3/25/25
   Description: MLPBS presented a professional development workshop at the Plattsburgh City School District's Superintendent's Day, sharing information about the Beyond the Peaks Student Film Festival. The session equipped attendees with practical insights into facilitating a classroom-based experiential learning project for high school students using the program's online submission platform and diverse educational resources. It also underscored the festival's focus on empowering students in rural communities by nurturing their creativity and interests in tech, design, and new media career fields.

Participating Employees: Logan Brody
Host/Sponsor of Activity: Plattsburgh City School District

2. Activity: 2025 Peru After-School Career Exploration (PACE) Middle School Career Fair
   Date: 3/28/25
   Description: Rasheed Trombley distributed information on public media careers and internships, MLPBS volunteer and employment opportunities, and offered a hands-on activity giving students experience with camera equipment and broadcast techniques.
   Participating Employees: Rasheed Trombley
   Host/Sponsor of Activity: Peru Central School District

3. Activity: Upward Bound Job Shadow Day
   Date: 5/1/25
   Description: During SUNY Plattsburgh's Upward Bound Job Shadow Day, high school students from 15 school districts in the North Country had the opportunity to shadow professionals in a variety of career pathways. Mountain Lake PBS hosted a guided tour of the station's production studio facilities and meet-and-greet session with staff members to showcase career pathways in television, broadcasting and media.
   Participating Employees: Logan Brody, Thom Hallock, Jennifer Kowalczyk, Maria Smith, Rasheed Trombley
   Host/Sponsor of Activity: SUNY Plattsburgh, Upward Bound Program

4. Activity: ADK Career Connect Regional Career Fair
   Date: 5/9/25
   Description: The ADK Career Connect offers students in grades 9-12 the opportunity to meet local employers and agencies representing all 16 career clusters. This event provided interactive career exploration experiences, as well as job seeking opportunities. Logan Brody and Rasheed Trombley distributed information on public media careers and internships, and MLPBS volunteer and employment opportunities. A hands-on activity giving students experience with camera equipment and broadcast techniques was offered.
   Participating Employees: Logan Brody, Rasheed Trombley
   Host/Sponsor of Activity: CV-TEC, Champlain Valley Educational Services

5. Activity: Northern Adirondack Elementary School Career Day Presentation
   Date: 5/13/25
   Description: Rasheed Trombley and Logan Brody presented information about the work and mission of public media, related careers, and outreach at MLPBS. A hands-on activity giving students experience with camera equipment and broadcast techniques was offered.
   Participating Employees: Logan Brody, Rasheed Trombley
   Host/Sponsor of Activity: Northern Adirondack Elementary School

6. Activity: Saranac Middle School Career Fair
   Date: 5/20/25
   Description: Rasheed Trombley distributed information on public media careers and internships, MLPBS volunteer and employment opportunities, and offered a hands-on activity giving students experience with camera equipment and broadcast techniques.
   Participating Employees: Rasheed Trombley
   Host/Sponsor of Activity: Saranac Central School District

73.2080 (c) (2) (viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

- President and CEO attended:
    - 2025 APTS Public Media Summit – 2/24/25 - 2/26/25 (Washington, DC)
    - Public Media Co. and The Bridgespan Group Webinar: Resilience in Uncertain Times: Scenario and Contingency Planning for Local Public Media – 5/29/25 (Online)
    - NETA Webinar: Reimagining the Station of the Future: Organizational Structures for a New Era – 10/1/25 (Online)
- Promotions Editor and Traffic Specialist attended:
    - Myers Protrack Webinar: Program Length Discoverability & Best Practices – 3/19/25 (Online)
    - Myers Protrack Webinar: Let's Talk about Logs – 5/14/25 (Online)
- All Personnel attended:
    - NYC Commission on Human Rights Online Training: Confronting Sexual Harassment: Tools and Strategies to Create a Harassment-Free Workplace – 7/8/25 - 7/31/25 (Asynchronous, Online)

73.2080 (c) (2) (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:

1. Activity: Employee Assistance Services Program
   Date: Distributed quarterly, 2/1/25 - 1/31/26
   Description: All employees are eligible to use the services offered by Employee Assistance Services (EAS). A quarterly newsletter is delivered to each employee. MLPBS managers are encouraged to attend supervisory trainings offered by EAS. If there are other training opportunities at EAS, staff are encouraged to attend.
   Participating Employees: All management level employees; All non-management level employees
   Host/Sponsor of Activity: Behavioral Health Services North, Employee Assistance Services Program

2. Activity: NYC Commission on Human Rights Online Training, Confronting Sexual Harassment: Tools and Strategies to Create a Harassment-Free Workplace
   Date: Asynchronous, 7/8/25 - 7/31/25
   Description: All management and non-management level personnel attended the online NYC Commission on Human Rights' online sexual harassment prevention training.
   Participating Employees: All management level employees; All non-management level employees
   Host/Sponsor of Activity: NYC Commission on Human Rights

73.2080 (c) (2) (v) Establishment of an internship program designed to assist members in the community to acquire skills needed for broadcast employment:

1. Activity: NYSBA 2025 Internship Program
   Date: 2/1/25 - 1/31/25
   Description: Mountain Lake PBS hosted six, 180-hour paid internships. The NYSBA Internship Program is an on-the-job-training program where employers are reimbursed for wages.
   Participating Employees: Logan Brody, Thom Hallock, Paul Larson, Jennifer Kowalczyk, Connor Ryan, Harland Kissel, Kolin Kriner, Mehek Chhabra, Christian Grotto, Grant Hochmuth
   Host/Sponsor of Activity: Mountain Lake PBS; New York State Broadcasters Association

73.2080 (c) (2) (xi) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting:

1. Activity: Filmmaking 101 Workshop Series: Pre-Production Session - Beyond the Peaks Student Film Festival
   Date: 2/11/25
   Description: Mountain Lake PBS hosted a free virtual workshop for students at Ballston Spa High School. Students learned pre-production techniques and storytelling best practices. This included a focus on story/plot building, character development, creating scripts and storyboards, and drafting a pre-production checklist. Students also gained insight into the festival entry categories. The workshop culminated with a Q&A with a Mountain Lake PBS editor/producer.
   Participating Employees: Logan Brody, Michael Hansen
   Host/Sponsor of Activity: Mountain Lake PBS
   Funders: Cloudsplitter Foundation; Lake Placid Institute for the Arts and Humanities

2. Activity: Filmmaking 101 Workshop Series: Production & Post-Production Session - Beyond the Peaks Student Film Festival
   Date: 3/11/25
   Description: Mountain Lake PBS hosted a virtual workshop focused on production and post-production for students at École Secondaire de la Baie St Francois. This session provided students with the opportunity to enhance their media creation skills and insight into production and post-production techniques and best practices. This included key audio/video techniques, editing programs and libraries; insight into filmmaking equipment; and how to pick the right test audience. Students also gained insight into the festival entry categories. The workshop culminated with a Q&A with a Mountain Lake PBS editor/producer.
   Participating Employees: Logan Brody, Michael Hansen
   Host/Sponsor of Activity: Mountain Lake PBS
   Funders: Cloudsplitter Foundation; Lake Placid Institute for the Arts and Humanities

3. Activity: Filmmaking 101 Workshop Series: Production & Post-Production Session - Beyond the Peaks Student Film Festival
   Date: 3/21/25
   Description: Mountain Lake PBS hosted a virtual workshop focused on production and post-production for students at Northwood School. This session provided students with the opportunity to enhance their media creation skills and insight into production and post-production techniques and best practices. This included key audio/video techniques, editing programs and libraries; insight into filmmaking equipment; and how to pick the right test audience. Students also gained insight into the festival entry categories. The workshop culminated with a Q&A with a Mountain Lake PBS editor/producer.
   Participating Employees: Logan Brody, Michael Hansen
   Host/Sponsor of Activity: Mountain Lake PBS
   Funders: Cloudsplitter Foundation; Lake Placid Institute for the Arts and Humanities

4. Activity: Filmmaking 101 Workshop Series: Mentorship & Project Review Session - Beyond the Peaks Student Film Festival
   Date: 4/22/25
   Description: Mountain Lake PBS hosted a virtual mentorship workshop for students at École Secondaire de la Baie St Francois. This session provided students with the opportunity to gain insight into filmmaking best practices and enhance their media creation skills. A professional filmmaker reviewed and advised on their in-progress video submissions to the festival. A Mountain Lake PBS editor/producer and education staff member facilitated the experience.
   Participating Employees: Logan Brody, Michael Hansen
   Host/Sponsor of Activity: Mountain Lake PBS
   Funders: Cloudsplitter Foundation; Lake Placid Institute for the Arts and Humanities

5. Activity: Station Tour, Champlain Valley Educational Services Student Group
   Date: 5/16/25
   Description: Mountain Lake PBS offers guided tours of the station's production studio facilities to learners of all ages from the Adirondacks, Champlain Valley, and Montréal. Private and school group tours include meet and greet sessions with staff members and hands-on experiences showcasing career pathways in television, broadcasting and media.
   Participating Employees: Logan Brody, Jennifer Kowalczyk, Rasheed Trombley
   Host/Sponsor of Activity: Mountain Lake PBS

6. Activity: Station Tour, Rouses Point Elementary School
   Date: 6/10/25
   Description: Mountain Lake PBS offers guided tours of the station's production studio facilities to learners of all ages from the Adirondacks, Champlain Valley, and Montréal. Private and school group tours include meet and greet sessions with staff members and hands-on experiences showcasing career pathways in television, broadcasting and media.
   Participating Employees: Logan Brody, Jennifer Kowalczyk, Rasheed Trombley
   Host/Sponsor of Activity: Mountain Lake PBS

7. Activity: Filmmaking 101 Workshop Series: Pre-Production Session - Beyond the Peaks Student Film Festival
   Date: 11/12/25
   Description: Mountain Lake PBS hosted a free virtual workshop for students at École Secondaire de la Baie St Francois. Students learned pre-production techniques and storytelling best practices. This included a focus on story/plot building, character development, creating scripts and storyboards, and drafting a pre-production checklist. Students also gained insight into the festival entry categories. The workshop culminated with a Q&A with a Mountain Lake PBS editor/producer.
   Participating Employees: Logan Brody, Michael Hansen
   Host/Sponsor of Activity: Mountain Lake PBS
   Funders: Adirondack Community Foundation

8. Activity: Station Tour, Champlain Valley Educational Services Student Group
   Date: 11/20/25
   Description: Mountain Lake PBS offers guided tours of the station's production studio facilities to learners of all ages from the Adirondacks, Champlain Valley, and Montréal. Private and school group tours include meet and greet sessions with staff members and hands-on experiences showcasing career pathways in television, broadcasting and media.
   Participating Employees: Jennifer Kowalczyk, Maria Smith, Thom Hallock
   Host/Sponsor of Activity: Mountain Lake PBS

9. Activity: Station Tour, Cumberland Head Elementary School
   Date: 12/16/25
   Description: Mountain Lake PBS offers guided tours of the station's production studio facilities to learners of all ages from the Adirondacks, Champlain Valley, and Montréal. Private and school group tours include meet and greet sessions with staff members and hands-on experiences showcasing career pathways in television, broadcasting and media.
   Participating Employees: Logan Brody, Jennifer Kowalczyk, Michael Hansen
   Host/Sponsor of Activity: Mountain Lake PBS

10. Activity: Filmmaking 101 Workshop Series: Pre-Production Session - Beyond the Peaks Student Film Festival
    Date: 1/7/26
    Description: Mountain Lake PBS hosted two free virtual workshops for students at Ballston Spa High School. Students learned pre-production techniques and storytelling best practices. This included a

focus on story/plot building, character development, creating scripts and storyboards, and drafting a pre-production checklist. Students also gained insight into the festival entry categories. The workshops culminated with a Q&A with a Mountain Lake PBS editor/producer.
Participating Employees: Logan Brody, Michael Hansen
Host/Sponsor of Activity: Mountain Lake PBS
Funders: Adirondack Community Foundation

11. Activity: Filmmaking 101 Workshop Series: Production & Post-Production Session - Beyond the Peaks Student Film Festival
    Date: 1/20/26
    Description: Mountain Lake PBS hosted a virtual workshop focused on production and post-production for students at École Secondaire de la Baie St Francois. This session provided students with the opportunity to enhance their media creation skills and insight into production and post-production techniques and best practices. This included key audio/video techniques, editing programs and libraries; insight into filmmaking equipment; and how to pick the right test audience. Students also gained insight into the festival entry categories. The workshop culminated with a Q&A with a Mountain Lake PBS editor/producer.
    Participating Employees: Logan Brody, Michael Hansen
    Host/Sponsor of Activity: Mountain Lake PBS
    Funders: Adirondack Community Foundation

12. Activity: Filmmaking 101 Workshop Series: Pre-Production Session - Beyond the Peaks Student Film Festival
    Date: 1/21/26
    Description: Mountain Lake PBS hosted a free virtual workshop for students at Northwood School. Students learned pre-production techniques and storytelling best practices. This included a focus on story/plot building, character development, creating scripts and storyboards, and drafting a pre-production checklist. Students also gained insight into the festival entry categories. The workshop culminated with a Q&A with a Mountain Lake PBS editor/producer.
    Participating Employees: Logan Brody, Michael Hansen
    Host/Sponsor of Activity: Mountain Lake PBS
    Funders: Adirondack Community Foundation