# WAMC

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## APPENDIX

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WAMC

aka WAMC Northeast Public Radio
Albany, NY
http://www.wamc.org
(518)465-5233

MISSION

WAMC is chartered by the New York State Board of Regents to "furnish, prepare and present non-profit and non-commercial educational, instructional and cultural radio programs and also non-profit and non-commercial programs (including without limitation, chamber and folk music programs and forums on public affairs) for live audiences which may also be broadcast."

WAMC, Northeast Public Radio, chartered by the NYS Board of Regents in 1981, is a non-commercial, public radio station. With stations and translators in 28 locations throughout the Northeast, WAMC's listening area reaches parts of seven states, including New York, New Jersey, Pennsylvania, Vermont, Massachusetts, Connecticut, and New Hampshire; as well as parts of Canada.

CONTACT
Mrs. Jessica Denue, Grants Director
(518) 465-5233
denue@wamc.org

EIN
22-2400593

RULING YEAR
1992

IRS SUBSECTION
501(c)(3) Public Charity

FOUNDING YEAR
1958

MAIN ADDRESS
318 Central Ave
Albany, NY
12206

AFFILIATION TYPE
Independent Organization

INTERIM CEO/COO
Stacey Rosenberry

BOARD CHAIR
Dorothy Reynolds

SUBJECT AREA
Performing arts
Communication media

NTEE Code
Radio (A34)
Performing Arts Centers (A61)
Media, Communications Organizations (A30)
PROGRAMS

1. Program Overview
   Population(s) served: Adults

2. Earth Wise
   Population(s) served: Adults, Preteens, Adolescents

3. 51%
   Population(s) served: Adults, Women and girls

4. The Academic Minute
   Population(s) served: Adults

POPULATIONS SERVED

1. Preteens
2. Adolescents
3. Adults

COMPLIANCE

- IRS Pub 78 Verified as of July 2024
- IRS BMF 509(a) (1) as of July 09, 2024
- A-133 Audit Required/Performed?
- Conflict of Interest Policy
- Written whistleblower policy

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

TRANSPARENCY MEASURES

- Board Practices Reported?
- Diversity Data Reported?
- 17 Number of Independent Board Members
Programs & Results

Programs

Source: Self-Reported by Organization, June 2024

Program Overview

Population(s) Served: General/Unspecified

WAMC, chartered by the NYS Board of Regents in 1981, is a non-commercial, public radio station. With stations and translators in 28 locations throughout the Northeast, WAMC’s listening area reaches parts of seven states, including New York, New Jersey, Pennsylvania, Vermont, Massachusetts, Connecticut, and New Hampshire; as well as parts of Canada. With over 500,000 monthly listeners, WAMC ranks among the most-listened-to public radio stations in the United States.

The station broadcasts twenty-four hours a day, seven days a week with a schedule of news, information, music, and cultural programming. In addition to programming provided by NPR, to which WAMC subscribes, the station is one of the most prolific producers of original public radio style programming in the country. WAMC produces and broadcasts nine locally aired programs nine nationally-syndicated programs which are broadcast by hundreds of radio stations throughout North America and on Armed Forces Radio.

Earth Wise

Population(s) Served: Adults

Earth Wise is an original, 2-minute, daily radio program designed to build environmental awareness by educating the general public about issues related to the changing environment. This program, offered at no cost to the public, fills the gap between scientifically based conservation information and the general public.

Human society contributes to changes in the environment with most things we do. The cars we drive, the food we eat, the resources we consume, and the places where we live and work all have a great impact on our environment. And, in turn, these ongoing changes have a great impact on us and the other living things with which we share the planet.

51%

Population(s) Served: Adults

In America, women make up more than half the population. Worldwide, women are expected to outnumber men within the next fifty years. While every issue that women face is one that affects us all, there remains a lack of awareness about women’s perspectives.

Hosted by Jesse King, 51% offers a critical exploration of topics presented via a variety of voices and multiple points of view. Dunne examines a wide sweep of subjects, drawing from events in the news and current research. She engages listeners with insightful investigations of 2-3 relevant issues per 25-minute segment. Issues of equality, motherhood, career, and reproductive rights have been explored with objectivity; recent stories have ranged from sexual assault on college campuses to Japanese subculture that focuses on girls and women.

The Academic Minute

Population(s) Served: Adults

The Academic Minute brings cutting edge academic research from around the world to the general public in a short, engaging radio segment. Aired to a diverse, national and international audience, this program effectively bridges the gap between scholarly study and the general public. Designed to heighten awareness of and stimulate interest in current issues from a variety of disciplines, it demonstrates the relevance of academic research to social, economic, historic and scientific challenges.

Currently aired to 500,000 monthly listeners in the Northeast each weekday, The Academic Minute also has a strong, interactive presence online and on social media. Furthermore, the program is nationally-syndicated and is currently carried by 68 radio stations throughout North America.
RESULTS

Number of broadcast audience members

<table>
<thead>
<tr>
<th>Year</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>475,370</td>
</tr>
<tr>
<td>2022</td>
<td>385,512</td>
</tr>
<tr>
<td>2021</td>
<td>385,329</td>
</tr>
<tr>
<td>2020</td>
<td>372,363</td>
</tr>
<tr>
<td>2019</td>
<td>369,516</td>
</tr>
<tr>
<td>2018</td>
<td>470,000</td>
</tr>
<tr>
<td>2017</td>
<td>546,000</td>
</tr>
<tr>
<td>2016</td>
<td>492,000</td>
</tr>
<tr>
<td>2015</td>
<td>411,000</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program:


Number of donors retained

<table>
<thead>
<tr>
<th>Year</th>
<th>Retained</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>12,313</td>
</tr>
<tr>
<td>2022</td>
<td>16,642</td>
</tr>
<tr>
<td>2021</td>
<td>18,575</td>
</tr>
<tr>
<td>2020</td>
<td>19,682</td>
</tr>
<tr>
<td>2019</td>
<td>17,912</td>
</tr>
<tr>
<td>2018</td>
<td>19,319</td>
</tr>
<tr>
<td>2017</td>
<td>20,249</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program:

Notes: Annual number of active donors/members

Number of unique podcast audience members

<table>
<thead>
<tr>
<th>Year</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>1,417,188</td>
</tr>
<tr>
<td>2022</td>
<td>1,158,128</td>
</tr>
<tr>
<td>2021</td>
<td>12,466</td>
</tr>
<tr>
<td>2020</td>
<td>11,518</td>
</tr>
<tr>
<td>2019</td>
<td>79,154</td>
</tr>
<tr>
<td>2018</td>
<td>40,950</td>
</tr>
<tr>
<td>2017</td>
<td>36,570</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program:

Notes: Total number of annual podcast episode streams/downloads. WAMC now produces 18 podcasts. Note: 2020&21 reported unique listeners to a podcast, omitting individual episode streams/downloads.
CHARTING IMPACT

What is the organization aiming to accomplish?

To provide the community with objective, relevant information through educational and news radio programming.

What are the organization's key strategies for making this happen?

In addition to programming provided by NPR, to which WAMC subscribes, the station is one of the most prolific producers of original public radio style programming in the country. WAMC produces and broadcasts nine locally aired programs, including The Roundtable, which is a multi-award winning, nationally recognized, eclectic talk program. Airing weekdays, the program features news, interviews, in-depth discussion, listener call-ins, music and much more. The Roundtable tackles both serious and lighthearted subjects, looking to explore the many facets of the human condition with civility, respect and responsibility. Other locally aired programs include Live at The Linda, Medical Monday, The Hudson River Sampler, Mid-Day Magazine, Northeast Report, Tim Coakley’s Jazz Show, Vox Pop, and WAMC Bluegrass Time.

WAMC also produces nine nationally-syndicated programs which are broadcast by hundreds of radio stations throughout North America and on Armed Forces Radio. Earth Wise is a two-minute segment designed to build environmental awareness by educating the general public about issues related to the changing environment. The Academic Minute brings cutting edge academic research from around the world to a broad audience in an engaging, 2.5 minute segment. 51% is a twenty-five minute program that educates the general public about issues related to women and society on a variety of topics—the environment, healthcare, our children, politics, the arts—anything that concerns citizens of the global community. Other nationally syndicated programs include Person, Place, Thing, The Best of our Knowledge, The Book Show, The Capitol Connection, The Legislative Gazette, and The Media Project.

What are the organization's capabilities for doing this?

WAMC broadcasts twenty-four hours a day, seven days a week with a schedule of non-commercial news, information, music, and cultural programming. With a mission to provide the community with objective, relevant information through educational and news radio programming, WAMC has, for 30+ years, also consistently demonstrated a strong commitment to the arts. In addition to programming provided by NPR, to which WAMC subscribes, the station produces and broadcasts nine locally-aired programs as well as nine nationally-syndicated programs (which are broadcast by hundreds of radio stations throughout North America).

WAMC broadcasts a total of 16 music programs; several are produced by WAMC, such as Live at The Linda, Hudson River Sampler, Tim Coakley Jazz Show, and WAMC Bluegrass Time. Others are nationally-syndicated programs such as Thistle and Shamrock, Afropop Worldwide, and Grateful Dead Hour. WAMC’s award-winning talk radio program, The Roundtable, regularly invites artists such as creative writers, film artists, dancers, and many more, to the program to discuss their art.

The Linda's public programs also satisfy the organization's mission to provide programming that reflects the diversity of both its live and listening audiences. The Linda's programming reflects artistic excellence through a commitment to presenting top-quality artists. It also has a special interest in developing and advancing new or emerging artists.

What have and haven't they accomplished so far?

WAMC has been awarded numerous New York State Broadcasters Association Awards, New York State Associated Press Awards, and Communicator Awards and has been nominated for countless other awards throughout their 60 year history. WAMC continues to assess programming based on the ever changing needs and concerns of local, regional and national importance.

2022 Awards
WAMC received a Regional Edward R. Murrow Award in the category News Documentary for its Oral History of the Capitol Siege.
New York State Broadcasters Association – 2022
WAMC is the proud recipient of three Excellence in Broadcasting Awards in the 56th annual New York State Broadcasters Association contest.

Outstanding Election Coverage, for coverage of elections in Pittsfield and North Adams

Outstanding Live Local Coverage, for coverage of the summer standoff between demonstrators and Albany Police outside a downtown police station

Outstanding Podcast, for "A New York Minute in History."
Financials

FISCAL YEAR START: 07/01
FISCAL YEAR END: 06/30

Financial Trends Analysis

Business Model Indicators

<table>
<thead>
<tr>
<th>Profitability</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted surplus (deficit) before depreciation</td>
<td>$797,686</td>
<td>$866,033</td>
<td>$2,409,955</td>
<td>$159,875</td>
<td>-$382,725</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>11.3%</td>
<td>12.4%</td>
<td>35.8%</td>
<td>2.2%</td>
<td>-4.9%</td>
</tr>
<tr>
<td>Unrestricted surplus (deficit) after depreciation</td>
<td>$315,739</td>
<td>$402,437</td>
<td>$1,916,394</td>
<td>-$371,976</td>
<td>-$962,890</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>4.2%</td>
<td>5.4%</td>
<td>26.5%</td>
<td>-4.8%</td>
<td>-11.4%</td>
</tr>
</tbody>
</table>

Revenue Composition

<table>
<thead>
<tr>
<th>Total revenue (unrestricted &amp; restricted)</th>
<th>$7,922,709</th>
<th>$7,900,851</th>
<th>$8,926,551</th>
<th>$7,774,367</th>
<th>$7,363,637</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenue, % change over prior year</td>
<td>-7.5%</td>
<td>-0.3%</td>
<td>13.0%</td>
<td>-12.9%</td>
<td>-5.3%</td>
</tr>
<tr>
<td>Program services revenue</td>
<td>42.9%</td>
<td>37.2%</td>
<td>26.0%</td>
<td>36.5%</td>
<td>37.7%</td>
</tr>
<tr>
<td>Membership dues</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Investment income</td>
<td>0.3%</td>
<td>0.6%</td>
<td>0.5%</td>
<td>1.3%</td>
<td>1.0%</td>
</tr>
<tr>
<td>Government grants</td>
<td>6.0%</td>
<td>7.3%</td>
<td>15.1%</td>
<td>6.0%</td>
<td>7.0%</td>
</tr>
<tr>
<td>All other grants and contributions</td>
<td>44.9%</td>
<td>50.8%</td>
<td>54.0%</td>
<td>50.8%</td>
<td>51.8%</td>
</tr>
<tr>
<td>Other revenue</td>
<td>5.9%</td>
<td>4.2%</td>
<td>4.3%</td>
<td>5.4%</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

Expense Composition

<table>
<thead>
<tr>
<th>Total expenses before depreciation</th>
<th>$7,054,360</th>
<th>$6,993,292</th>
<th>$6,739,406</th>
<th>$7,201,730</th>
<th>$7,835,240</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total expenses, % change over prior year</td>
<td>-1.3%</td>
<td>-0.9%</td>
<td>-3.6%</td>
<td>6.9%</td>
<td>8.8%</td>
</tr>
<tr>
<td>Personnel</td>
<td>54.8%</td>
<td>53.7%</td>
<td>55.7%</td>
<td>53.8%</td>
<td>53.3%</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>1.1%</td>
<td>1.3%</td>
<td>1.2%</td>
<td>1.3%</td>
<td>1.0%</td>
</tr>
<tr>
<td>Occupancy</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Interest</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Pass-Through</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.2%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>All other expenses</td>
<td>44.1%</td>
<td>45.0%</td>
<td>43.0%</td>
<td>44.6%</td>
<td>45.3%</td>
</tr>
</tbody>
</table>
Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$7,536,307</td>
<td>$7,456,888</td>
<td>$7,232,967</td>
<td>$7,733,581</td>
<td>$8,415,405</td>
</tr>
<tr>
<td>One Month of Savings</td>
<td>$587,863</td>
<td>$582,774</td>
<td>$561,617</td>
<td>$600,144</td>
<td>$652,937</td>
</tr>
<tr>
<td>Debt Principal Repayment</td>
<td>$0</td>
<td>$0</td>
<td>$658,700</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Fixed Asset Additions</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$841,542</td>
<td>$0</td>
</tr>
<tr>
<td>Total Full Costs (estimated)</td>
<td>$8,124,170</td>
<td>$8,039,662</td>
<td>$8,453,284</td>
<td>$9,175,267</td>
<td>$9,068,342</td>
</tr>
</tbody>
</table>

Capital Structure Indicators

Liquidity

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Months of cash</td>
<td>4.4</td>
<td>6.8</td>
<td>5.6</td>
<td>4.4</td>
<td>3.1</td>
</tr>
<tr>
<td>Months of cash and investments</td>
<td>6.5</td>
<td>8.9</td>
<td>11.4</td>
<td>9.3</td>
<td>7.8</td>
</tr>
<tr>
<td>Months of estimated liquid unrestricted net assets</td>
<td>6.7</td>
<td>7.8</td>
<td>11.6</td>
<td>9.7</td>
<td>7.7</td>
</tr>
</tbody>
</table>

Balance Sheet Composition

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
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<tbody>
<tr>
<td>Cash</td>
<td>$2,587,757</td>
<td>$3,953,482</td>
<td>$3,164,518</td>
<td>$2,663,688</td>
<td>$2,045,368</td>
</tr>
<tr>
<td>Investments</td>
<td>$1,255,999</td>
<td>$1,238,251</td>
<td>$3,211,565</td>
<td>$2,930,953</td>
<td>$3,030,099</td>
</tr>
<tr>
<td>Receivables</td>
<td>$574,313</td>
<td>$437,262</td>
<td>$501,747</td>
<td>$539,644</td>
<td>$528,706</td>
</tr>
<tr>
<td>Gross land, buildings, and equipment (LBE)</td>
<td>$13,011,023</td>
<td>$13,311,566</td>
<td>$13,732,851</td>
<td>$14,574,393</td>
<td>$14,885,729</td>
</tr>
<tr>
<td>Accumulated depreciation (% of LBE)</td>
<td>59.9%</td>
<td>62.0%</td>
<td>63.7%</td>
<td>63.6%</td>
<td>65.6%</td>
</tr>
<tr>
<td>Liabilities (as % of assets)</td>
<td>8.2%</td>
<td>12.9%</td>
<td>5.9%</td>
<td>5.9%</td>
<td>25.4%</td>
</tr>
<tr>
<td>Unrestricted net assets</td>
<td>$9,181,430</td>
<td>$9,583,867</td>
<td>$11,500,261</td>
<td>$11,128,285</td>
<td>$10,165,395</td>
</tr>
<tr>
<td>Temporarily restricted net assets</td>
<td>$0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Permanently restricted net assets</td>
<td>$0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Total restricted net assets</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Total net assets</td>
<td>$9,181,430</td>
<td>$9,583,867</td>
<td>$11,500,261</td>
<td>$11,128,285</td>
<td>$10,165,395</td>
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Key Data Checks

Material Data Errors

<table>
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<th></th>
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<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit's financial condition. Please consult the 990s of any potentially related affiliates for additional information.

- Formulas for key metrics
- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
Operations

Source: Self-Reported by Organization, June 2024

INTERIM CEO/COO

Stacey Rosenberry

Stacey Rosenberry, Interim CEO and Chief Operating Officer. Stacey began her career at WAMC in 2005. For the past 6 years, Stacey has been responsible for the overall technical broadcast operations of WAMC and led the management of station, transmitter and translator facilities and sites. As Interim CEO, she leads the award-winning journalists and news bureaus across New York and Massachusetts, broadcasting in parts of seven states and oversees the daily operations of WAMC. Stacey holds a AAS in Journalism and a BS in Broadcast Communications.

NUMBER OF EMPLOYEES

Source: IRS Form 990

<table>
<thead>
<tr>
<th>YEAR</th>
<th>EMPLOYEES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>57</td>
</tr>
<tr>
<td>2012</td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td></td>
</tr>
<tr>
<td>2022</td>
<td></td>
</tr>
</tbody>
</table>

BOARD CHAIR

Dorothy Reynolds
Retired Professor
Term: 2021 - 2024

BOARD CO-CHAIR

Anne Erickson
Massage Therapist
Term: 2021 - 2025

BOARD MEMBERS

Mary Ballou
Administrative Assistant

Robert Norris
Educator

Janet Axlerod
Attorney

Ira Fusfeld
Publisher

Will Little
Businessman

Dan Bazile
Broadcaster

Dottie Reynolds
Hudson Valley Community College

Anthony Capce
Central Avenue Business Improvement District

David Ford
Albany Medical Center

Kevin O’Connor
FirstLight Fiber

Blair Horner
Exec. Dir.

Sandy Waxgiser
Anne Erickson  
Massage Therapist

Joseph Browdy  
Atty Retired

JP Miller  
Principal, Empire Report

Malcolm Nance  
Retired Naval Intelligence

Michael Spain  
Journalist, retired
# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

## FISCAL YEAR 2023

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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2022

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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

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# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

## FISCAL YEAR 2020

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# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

**FISCAL YEAR 2019**

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### HIGHEST PAID EMPLOYEES

#### FISCAL YEAR 2023

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#### HIGHEST PAID EMPLOYEES

#### FISCAL YEAR 2022

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#### HIGHEST PAID EMPLOYEES

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## HIGHEST PAID EMPLOYEES

### FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deborah Barrow</td>
<td>UNDERWRITING REP</td>
<td>$133,257</td>
<td>$7,922</td>
<td>$0</td>
</tr>
<tr>
<td>Mary Golding</td>
<td>UNDERWRITING REP</td>
<td>$128,912</td>
<td>$7,076</td>
<td>$0</td>
</tr>
<tr>
<td>Josephine Harvey</td>
<td>UNDERWRITING REP</td>
<td>$124,821</td>
<td>$9,411</td>
<td>$0</td>
</tr>
<tr>
<td>Anne Piccolo</td>
<td>UNDERWRITING REP</td>
<td>$118,811</td>
<td>$8,788</td>
<td>$0</td>
</tr>
</tbody>
</table>

## HIGHEST PAID EMPLOYEES

### FISCAL YEAR 2019

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deborah Barrow</td>
<td>UNDERWRITING REP</td>
<td>$147,270</td>
<td>$7,525</td>
<td>$0</td>
</tr>
<tr>
<td>Josephine Harvey</td>
<td>UNDERWRITING REP</td>
<td>$141,720</td>
<td>$8,991</td>
<td>$0</td>
</tr>
<tr>
<td>Mary Golding</td>
<td>UNDERWRITING REP</td>
<td>$137,156</td>
<td>$6,931</td>
<td>$0</td>
</tr>
<tr>
<td>Anne Piccolo</td>
<td>UNDERWRITING REP</td>
<td>$114,550</td>
<td>$8,547</td>
<td>$0</td>
</tr>
</tbody>
</table>
## Paid Preparers
### FISCAL YEAR 2023

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>UHY ADVISORS NY INC</td>
<td>14-1555429</td>
<td>4 TOWER PLACE EXECUTIVE PARK 7TH, ALBANY NY 12203 USA</td>
<td>518-449-3166</td>
</tr>
</tbody>
</table>

## Paid Preparers
### FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>UHY ADVISORS NY INC</td>
<td>14-1555429</td>
<td>4 TOWER PLACE EXECUTIVE PARK 7TH, ALBANY NY 12203 USA</td>
<td>518-449-3166</td>
</tr>
</tbody>
</table>

## Paid Preparers
### FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>UHY ADVISORS NY INC</td>
<td>14-1555429</td>
<td>4 TOWER PLACE EXECUTIVE PARK 7TH, ALBANY NY 12203 USA</td>
<td>518-449-3166</td>
</tr>
</tbody>
</table>
**BOARD LEADERSHIP PRACTICES**

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

**BOARD ORIENTATION & EDUCATION**

Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?

Yes

**CEO OVERSIGHT**

Has the board conducted a formal, written assessment of the chief executive within the past year?

Yes

**ETHICS & TRANSPARENCY**

Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?

Yes

**BOARD COMPOSITION**

Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?

Yes

**BOARD PERFORMANCE**

Has the board conducted a formal, written self-assessment of its performance within the past three years?

Yes
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization’s leader identifies as:

- **Race & Ethnicity**: White/Caucasian/European
- **Gender Identity**: Female, Not transgender
- **Sexual Orientation**: Decline to state
- **Disability Status**: Person without a disability

### Race & Ethnicity

<table>
<thead>
<tr>
<th>Role</th>
<th>Asian/Asian American</th>
<th>Black/African American</th>
<th>Hispanic/Latino/Latinx</th>
<th>Middle Eastern/North African</th>
<th>Native American/Alaskan</th>
<th>Native Hawaiian/Pacific Islander</th>
<th>White/Caucasian/European</th>
<th>Multi-Racial/Multi-Ethnic/a( )</th>
<th>People who prefer to identify with another race or ethnicity</th>
<th>Unknown or decline to state</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board</td>
<td>0%</td>
<td>15%</td>
<td>6%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>65%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Staff</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>97%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Senior</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Gender Identity

<table>
<thead>
<tr>
<th>Role</th>
<th>Female</th>
<th>Male</th>
<th>Non-binary</th>
<th>People who prefer to identify with another gender identity</th>
<th>Unknown or decline to state</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board</td>
<td>44%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Staff</td>
<td>56%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Senior</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Transgender Identity

No data

### Sexual Orientation

No data

### Disability

<table>
<thead>
<tr>
<th>Role</th>
<th>Person with a disability</th>
<th>Person without a disability</th>
<th>Unknown or decline to state</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board</td>
<td>0%</td>
<td>92%</td>
<td>0%</td>
</tr>
<tr>
<td>Staff</td>
<td>0%</td>
<td>99%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Equity Strategies  Last Updated: 01/12/2023

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. Learn More

Data

✓ We review compensation data across the organization (and by staff levels) to identify disparities by race.

✓ We disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.

✓ We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.

Policies and processes

✓ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

✓ We have community representation at the board level, either on the board itself or through a community advisory board.

✓ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.

✓ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.
## Appendix

### Key Documents

#### IRS Forms 990

- 2023 990T
- 2022 990T
- 2021 990T
- 2020 990T
- 2019 990T

#### IRS Forms 990T

- 2015 990T
- 2014 990T
- 2013 990T
- 2012 990T
- 2011 990T

#### Audited Financial Statements

- 2023 Audited Financial Statement
- 2022 Audited Financial Statement
- 2021 Audited Financial Statement

#### Key Organization Documents

- Letter of Determination
- 2009 Annual Report
- 2008 Annual Report
- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
**WAMC**

Aka WAMC Northeast Public Radio

318 Central Ave
Albany, NY 12206

- **Foundation Status Code:** PC*
- Public charity described in section 509(a)(1) or (2)

---

**IRS Publication 78 Details**

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wamc</td>
<td>Albany, NY</td>
<td>July 2024</td>
</tr>
</tbody>
</table>

**EIN**

22-2400593

- **Deductibility status description**: A public charity (50% deductibility limitation).

**Verified with most recent Internal Revenue Bulletin**

July 22, 2024

---

**IRS Business Master File Details**

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Most recent IRS BMF</th>
<th>Reason for Non-Private Foundation Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>WAMC</td>
<td>July 09 2024</td>
<td>Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)</td>
</tr>
</tbody>
</table>

**EIN**

22-2400593

**IRS subsection**

This organization is a [501(c)(3) Public Charity](#)

**Ruling date**

03/1992

- **Foundation Code**

15

- **Foundation Code Description**

Organization which receives a substantial part of its support from a governmental unit or the general public

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

---

On September 8, 2011, the IRS issued [regulations](#) which eliminated the advance ruling process for a section 501(c)(3) organization. [Learn more](#)

- The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which ‘type’ can’t be determined).

- **IRS Revenue Procedure 2011-33** allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee’s public charity classification under section 509 (a) (1), (2) or (3).

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**GuideStar Charity Check Data Sources**

- GuideStar acquires all IRS data directly from the Internal Revenue Service.
- **IRS Publication 78 (Cumulative List of Organizations)** lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.
- **IRS Internal Revenue Bulletin (IRB)** lists changes in charitable status since the last Publication 78 release. Between the release of this Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.
- **IRS Business Master File** lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.
- The [IRS Automatic Revocation of Exemption List](#) contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.
- The Foundation Status Code is a value derived by mapping the codes found on the 990PF filing instructions to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.
- The Office of Foreign Assets Control (OFAC) [Specially Designated Nationals (SDN) list](#) contains organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.

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