

**WMUR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2024 - November 30, 2025**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local News Reporter Open Date: 2/21/2024 Hire Date: 12/9/2024	2-6, 8-9, 11-12, 15-17, 19-23, 25-31, 34-41	11
Newscast and Technical Director Open Date: 8/27/2024 Hire Date: 12/2/2024	2-6, 8-9, 12, 14-17, 19-23, 25-31, 33-41	29
Local Sales Manager Open Date: 9/16/2024 Hire Date: 1/27/2025	2-9, 12, 15-23, 25-28, 30-31, 35-41	5
Broadcast Production Assistant Open Date: 12/18/2024 Hire Date: 3/25/2025	2-4, 6-9, 12, 15-17, 19-23, 25-28, 30-31, 35-41	7
Local News Producer Open Date: 1/6/2025 Hire Date: 2/3/2025	1-4, 6-9, 12, 15-23, 25-31, 35-41	29
Local News Reporter Open Date: 1/22/2025 Hire Date: 6/16/2025	2-4, 6, 8-9, 11-12, 15-23, 25-28, 30-31, 35-41	11
Local News Producer Open Date: 1/22/2025 Hire Date: 6/8/2025	2-6, 8-9, 12, 15-23, 25-28, 30-31, 34-41	5
Local News Videographer Open Date: 2/3/2025 Hire Date: 3/14/2025	2-4, 6-9, 12, 15-17, 19-23, 25-31, 34-41	7
Local News Reporter Open Date: 2/7/2025 Hire Date: 6/22/2025	2-4, 6-9, 12, 15-23, 25-31, 34-41	7
Business Manager Open Date: 2/12/2025 Hire Date: 4/21/2025	2-4, 6, 8-9, 12, 15-23, 25-28, 30-31, 34-41	18
New Hampshire Chronicle Executive Producer Open Date: 2/26/2025 Hire Date: 9/15/2025	2-9, 12, 14-23, 25-28, 30-31, 34-41	7
Local News Videographer Open Date: 3/5/2025 Hire Date: 5/18/2025	2-9, 12, 15-23, 25-31, 34-41	18
Local News Videographer Open Date: 3/5/2025 Hire Date: 4/14/2025	2-9, 12, 15-23, 25-31, 34-41	29
Senior Writer Producer Open Date: 3/13/2025 Hire Date: 9/22/2025	2-4, 6-9, 12, 15-17, 19-23, 25-28, 30-31, 35-41	7

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Sales Assistant Open Date: 3/14/2025 Hire Date: 8/18/2025	2-6, 8-10, 12, 14-17, 19-23, 25-28, 30-31, 34-41	10
News Director Open Date: 5/5/2025 Hire Date: 8/13/2025	2-9, 12, 15-17, 19-23, 25-28, 30-31, 34-41	7
Newscast Director Open Date: 5/21/2025 Hire Date: 9/27/2025	2-9, 12-23, 25-28, 30-32, 34-41	7
Executive Producer Open Date: 6/9/2025 Hire Date: 9/2/2025	2-4, 6-9, 12, 15-17, 19-23, 25-28, 30-31, 34-41	7
Assignment Editor Open Date: 7/1/2025 Hire Date: 8/24/2025	2-4, 6-9, 12, 15-23, 25-28, 30-31, 34-41	7
News Videographer Open Date: 7/1/2025 Hire Date: 8/18/2025	2-6, 8-9, 12-13, 15-23, 25-28, 30-31, 34-41	13
Weekend Sports Anchor Reporter Open Date: 7/1/2025 Hire Date: 9/22/2025	2-9, 12, 15-23, 25-31, 34-41	29
Local Sales Manager Open Date: 7/30/2025 Hire Date: 10/1/2025	2-4, 6-9, 12, 15-17, 19-23, 25-28, 30-31, 34-41	7
Production Assistant Open Date: 8/6/2025 Hire Date: 10/13/2025	2-9, 12, 14-17, 19-28, 30-31, 33-42	7
Photographer Open Date: 8/6/2025 Hire Date: 9/8/2025	2-6, 8-9, 12-13, 15-17, 19-28, 30-31, 33-41	5
Senior Creative Producer Open Date: 8/18/2025 Hire Date: 11/3/2025	2-4, 6-9, 12, 15-17, 19-23, 25-28, 30-31, 34-41	7
Local News Producer Open Date: 9/2/2025 Hire Date: 10/13/2025	2-4, 6-9, 12, 15-17, 19-23, 25-28, 30-31, 34-41	7

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:gnewell@602tv.graemenewell.com">gnewell@602tv.graemenewell.com</a> Graeme Newell	N	0
2	Asian American Civic Association 87 Tyler St 5th Floor Boston, Massachusetts 02111 Phone : 617 426-9492 Url : <a href="http://aaca-boston.org/site/">http://aaca-boston.org/site/</a> Email : <a href="mailto:info@aaca-boston.org">info@aaca-boston.org</a> Fax : 1-617-482-2316 Wendy Huang	N	0
3	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : <a href="mailto:kwitkoe@Batestech.edu">kwitkoe@Batestech.edu</a> Ken Witkoe	N	0
4	Boston University One Silber Way Boston, Massachusetts 02215 Phone : 617 353 5862 Url : <a href="http://www.bu.edu">http://www.bu.edu</a> Dana Faulconer Manual Posting	N	0
5	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 7042082342 Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> HTV Careers	N	37
6	Colby-Sawyer College 541 Main Street New London, New Hampshire 03257 Phone : 603.526.3765 Career Services Manual Posting	N	0
7	Current Employee	N	27

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8	Delta Sigma Theta Sorority 20 Vernon St Norwood, Massachusetts 02062 Phone : 781-332-2277 Email : bac_dst@yahoo.com Gloria Conley	N	0
9	Emerson College 120 Boylston Street Boston, Massachusetts 02116 Phone : (617) 824-8500 Career Center Manual Posting	N	0
10	Employee Referral	N	1
11	Former Intern	N	2
12	Franklin Pierce University 24 Airport Rd West Lebanon, New Hampshire 03784 Phone : 603-899-1070 Career Services Manual Posting	N	0
13	Google 1600 Amphitheatre Parkway Mountain View, California 94043 Phone : 650-253-0000 Url : www.google.com Career Services Manual Posting	N	3
14	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	6
15	Journalismjobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-508-7386 Url : www.journalismjobs.com Email : contact@journalismjobs.com Career Services	N	0

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16	Keene State College 229 Main Street Keene, New Hampshire 03436 Phone : 603-358-2500 Career Services Manual Posting	N	0
17	Latin American Student Organization 104 Forsyth St Northeastern University Boston, Massachusetts 02115 Phone : 617-373-5845 Url : <a href="http://www.neu.edu.org">http://www.neu.edu.org</a> Email : lasovpexternal@gmail.com Fax : 1-617-373-7888 Jessica Vazquez	N	0
18	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-36000 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Career Services Manual Posting	N	16
19	Massachusetts Rehabilitation Commission 600 Washington Street Boston, Massachusetts 02111 Phone : 617-727-1354 Url : <a href="http://www.mass.gov.com">http://www.mass.gov.com</a> Email : paula.santagati@state.ma.us Paula Santagati	N	0
20	Media Bistro 475 Park Ave S 4th Floor New York, New York 10016 Phone : (800) 205-7792 Url : <a href="http://www.mediabistro.com">www.mediabistro.com</a> Career Services Manual Posting	N	0
21	Merrimack College 315 Turnpike St North Andover, Massachusetts 01845 Phone : 978-837-5000 x3427 Url : <a href="http://www.merrimack.edu.org">http://www.merrimack.edu.org</a> Robert Keohan Manual Posting	N	0

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22	Methuen Community Television 13 Branch Street Methuen, Massachusetts 01844 Phone : 978-689-8627 Email : mhoule@methuentv.org Michelle Houle	Y	0
23	Methuen Community Television 20 Aegean Drive Unit 11 Methuen, Massachusetts 01844 Phone : 978-689-8627 Email : khayden@methuentv.org Karen Hayden	Y	0
24	National Press Photographers Association 120 Hooper Street Athens, Georgia 30602-3018 Phone : 706-542-2506 Akili Ramsess Manual Posting	N	0
25	New England College 98 Bridge Street Henniker, New Hampshire 03242 Phone : 603-428-2000 Caerer Services Manual Posting	N	0
26	NH Association of Broadcasters PO Box 5578 Manchester, New Hampshire 03108 Phone : 603-232-0277 Url : <a href="http://nhab.org/">http://nhab.org/</a> Email : tracy@nhab.org Fax : 1-603-232-0277 Tracy Caruso	N	0
27	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	N	0

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28	Plymouth State University 17 High Street Plymouth, New Hampshire 03264 Phone : (603) 535-5000 Career Services Manual Posting	N	0
29	Previous Applicant	N	9
30	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
31	Saint Anselm College 100 Saint Anselm Drive Manchester, New Hampshire 03102 Phone : 603-641-7000 Career Services Manual Posting	N	0
32	Showbizjobs.com 3579 E. Foothill Blvd. Pasadena, California 91107 Phone : 626-798-4533 Url : <a href="https://www.showbizjobs.com/(626)798-4533">https://www.showbizjobs.com/(626)798-4533</a> Career Services	N	1
33	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org">www.sbe.org</a> Fax : 1-317-846-9120 Scott Jones Manual Posting	N	0
34	South Asian Journalist Association 145 Claridge Dr Sandy Springs, Georgia 30342 Url : <a href="https://saja.org/">https://saja.org/</a> Email : <a href="mailto:sree@sree.net">sree@sree.net</a> Sreenath Sreenivasan	N	0

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35	Southern New Hampshire University 2500 North River Road Manchester, New Hampshire 03106 Phone : 603-645-9793 Career Services Manual Posting	N	0
36	Syracuse University 900 South Crouse Ave Syracuse, New York 13244 Phone : 315.443.1870 Career Center Manual Posting	N	0
37	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Halloway Manual Posting	N	0
38	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting	Y	0
39	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Career Services Manual Posting	N	0
40	University of New Hampshire 89 Main St. Durham, New Hampshire 03824 Phone : 603-862-2070 Career Services Manual Posting	N	0

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41	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
42	ZipRecruiter 604 Arizona Avenue Santa Monica, California 90401 Phone : 877-252-1062 Url : www.ziprecruiter.com Career Services Manual Posting	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>103</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Establishment of a mentoring program	Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company.	63	General Manager Director of News Operations Digital Sales Manager HR Business Manager
2	Ongoing Event	Establishment of a mentoring program	2025 Hearst Mentorship Orientation (HTV) Hearst Television offered a 6-month mentorship program. The goal was to build productive relationships across the company. Employees benefited through career development support, by working in a diverse and inclusive environment, and through Hearst Television's leadership value of helping others succeed. WMUR had 10 participants in the mentorship program who were either "Mentors" or "Mentees." Meeting in person at the station or via Teams with employees from other stations, they discussed career objectives, offered advice, and discussed their station projects.	10	General Manager Managing Editor Broadcast Technologist Account Executive
3	Ongoing Event	Participation in scholarship programs	Emma Bowen Foundation Fellow Program provides multi-year internships to students at leading companies across media, technology, and beyond. Each student works as a paid summer intern for each summer following their selection as an Emma Bowen Foundation Fellow through their college graduation, gaining significant on-the-job training in their field and making connections with colleagues and mentors that last a lifetime. Our fellows graduate with invaluable work experience and a head-start in whichever career they choose.	1	Intern

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
4	6/15/2025	Participation in Job Fairs	Broadcasters Virtual Job Fair. This job fair provided information about jobs available in the broadcast industry, as well as specific positions at WMUR/Hearst. Attendees had the opportunity to apply for great jobs online and begin their careers in New Hampshire's exciting broadcast industry. Minorities and women were strongly encouraged to visit us.	2	HR Business Manager Executive Admin
5	Ongoing Event	Establishment of a mentoring program	Society of Broadcast Engineers Mentorship program is designed to help broadcast engineers who are new to the field. The program partners a new engineer with a more-seasoned professional. This allows the more-experienced person to share his or her gained knowledge, both empirical and practical, with someone new to the field.	1	Broadcast Technologist
6	Ongoing Event	Establishment of a mentoring program	Beginning on 09/08/2025 Hearst Television offered a 6-month mentorship program . John DiStaso Political Fellowship. The goal was to build productive relationships across the company. Employees benefited through career development support, by working in a diverse and inclusive environment, and through Hearst Television's leadership value of helping others succeed.	2	John DiStaso, Intern Asst News Director
7	10/21/2025	Participation in Job Fairs	The Broadcasters Virtual Job Fair provided information about jobs available in the broadcast industry, as well as specific positions at WMUR/Hearst. Attendees had the opportunity to apply for great jobs online and begin their careers in New Hampshire's exciting broadcast industry. Minorities and women were strongly encouraged to visit us.	1	HR Business Manager
8	10/22/2025	Co Sponsoring Job Fair	WMUR was invited to Emerson College to participate in their career fair. WMUR had a booth to discuss employment opportunities with students and met with potential future	2	Executive Admin News Cast Director

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## III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	11/19/2025	Participation in other activities designed by the station employment unit	A new joint initiative with Hearst Television's WMUR will provide Saint Anselm College students and graduates with opportunities to learn about multimedia journalism and the wide-ranging job skills that will benefit future career prospects in many fields. 6 staff members were invited to speak to 50 + to a Saint Anselm College journalism class about the broadcast media industry and what a day in the life in the WMUR newsroom looks like. They spoke upon their career journeys and students were able to ask questions and network with the WMUR employees in attendance.	6	General Manager News Director Senior Executive Producer Creative Services Director