

EEO PUBLIC FILE REPORT

FOR

WMUR-TV

**This EEO Public File Report
Covers the One-Year Period
Ending on November 30, 2016**

EEO Annual Public File Report

WMUR-TV

This EEO Public File Report is filed in Station WMUR-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one year time period ending November 30, 2016 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- * The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- * The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Jeff Bartlett, President and General Manager, 100 South Commercial Street, Manchester, NH 03101.

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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
National Sales Manager Open Date: 9/10/2015 Hire Date: 1/4/2016	1-10, 12-14, 16, 20-23, 25-28, 30-35	10
News Videographer Open Date: 9/28/2015 Hire Date: 12/3/2015	2-5, 7-10, 12-14, 16, 18, 20-23, 25-27, 30-31, 33-35	18
Reporter/Anchor Open Date: 9/28/2015 Hire Date: 4/14/2016	2-5, 7-14, 16, 20-23, 25-27, 30-31, 33- 35	11
News Producer Open Date: 9/28/2015 Hire Date: 1/4/2016	2-5, 7-14, 16, 20-23, 25-27, 30-31, 33- 35	11
Digital Client Services Manager Open Date: 10/30/2015 Hire Date: 1/4/2016	1-5, 7-10, 12-14, 16, 18, 20-23, 25-27, 30-31, 33-35	18
News Producer Open Date: 12/4/2015 Hire Date: 6/6/2016	2-5, 7-14, 16, 20-23, 25-27, 30-31, 33- 35	10
Web Producer Open Date: 12/4/2015 Hire Date: 4/5/2016	2-5, 7-10, 12-14, 16, 20-23, 25-27, 30- 31, 33-35	10
Assignment Editor/Digital Producer Open Date: 12/4/2015 Hire Date: 2/1/2016	2-5, 7-10, 12-14, 16, 19-27, 30-31, 33- 35	19
Local Sales Assistant Open Date: 2/2/2016 Hire Date: 3/21/2016	1-10, 12-14, 16, 20-27, 30-31, 33-35	10
Account Executive Open Date: 3/17/2016 Hire Date: 5/31/2016	1-4, 6-10, 12-14, 16-18, 20-24, 26-27, 30-31, 33-35	18
Director Open Date: 3/22/2016 Hire Date: 6/9/2016	2-4, 6-10, 12-14, 16-17, 20-27, 29-31, 33-35	29
Director Open Date: 3/22/2016 Hire Date: 7/5/2016	2-4, 6-10, 12-14, 16-17, 20-27, 29-31, 33-35	10
Anchor/Reporter Open Date: 4/18/2016 Hire Date: 8/8/2016	1-5, 7-10, 12-14, 16-17, 20-27, 30-31, 33-35	10
Reporter Open Date: 8/2/2016 Hire Date: 10/31/2016	2-10, 12-17, 20-27, 30-31, 33-35	15

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	ABCD, Inc 178 Tremont St Boston, Massachusetts Phone : 617 657-6000 Url : http://www.bostonabcd.org Email : hr@bostonabcd.org Fax : 1-617-423-7693 Robert Cord	N	0
3	Asian American Civic Association 87 Tyler St 5th Floor Boston, Massachusetts Phone : 617 426-9492 Url : http://aaca-boston.org/site/ Email : info@aaca-boston.org Fax : 1-617-482-2316 Wendy Huang	N	0
4	Asian American Journalist Assoc-New England Chapter ., New Hampshire Phone : 781-433-4217 Url : http://www.aajane.org Email : newengland.aaja@gmail.com Sagita Chandra	N	0
5	Asian American Journalists Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 ext 103 Url : http://www.aaja.org Thuy-Tu Tran Manual Posting	N	0
6	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : http://www.bu.edu Dana Faulconer Manual Posting	N	0
8	Cardinal Cushing Spanish Ctr 76 Union Park St Boston, Massachusetts Phone : 617-542-9292 Email : shelley_rieman@ccab.org Elizabeth Zweig	N	0
9	Career Collaborative, Inc 77 Summer Street 11th Floor Boston, Massachusetts Phone : 617-424-6616 Url : http://www.careercollaborative.org Email : info@careercollaborative.org Chris Berg	N	0
10	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : htv.careers@hearst.com HTV Careers	N	13
11	Current Employee	N	4
12	Delta Sigma Theta Sorority 20 Vernon St Norwood, Massachusetts Phone : 781-332-2277 Email : bac_dst@yahoo.com Gloria Conley	N	0
13	Department of Veterans Affairs VR&E 810 Vermont Ave NW Washington, District of Columbia 20420 Email : ellen.shaw-peterson@va.gov Ellen Shaw	N	0

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14	Emma L. Bowen Foundation 524 W 57th St New York, New York 10019 Phone : 212-975-2545 Url : http://www.cb.com Email : Sandra.Rice@nbcuni.com Sandra Rice	N	0
15	Employee Referral	N	2
16	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
17	Greater Manchester Chamber of Commerce 54 Hanover Street Manchester, New Hampshire 03101 Phone : 603-666-6600 Career Services Manual Posting	N	0
18	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	3
19	Journalismjobs.com . Oakland, California Phone : 510-508-7386 Career Services Manual Posting	N	1
20	Latin American Student Organization, NorthEastern University 104 Forsyth St Boston, Massachusetts Phone : 617-373-5845 Url : http://www.neu.edu.org Email : r.torres@neu.edu Fax : 1-617-373-7888 R. Torres	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Massachusetts Rehabilitation Commission One Ashburton Place 11th Floor Boston, Massachusetts Phone : 617-727-1354 Url : http://www.mass.gov Email : paula.santagati@state.ma.us Paula Santagati	N	0
22	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/ Email : medialine@medialine.com Mark Shilstone	N	0
23	Merrimack College 315 Turnpike St North Andover, Massachusetts Phone : 978-837-5000 x3427 Url : http://www.merrimack.edu Email : keohanr@merrimack.edu Fax : 1-978-837-5247 Robert Keohan	N	0
24	Methuen Community Television 13 Branch Street Methuen, Massachusetts 01844 Phone : 978-689-8627 Email : mhoule@methuentv.org Michelle Houle	Y	0
25	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahj.org Jose McMurray Manual Posting	N	0
26	NH Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 3101 Phone : 603-627-9600 Url : http://nhab.org/ Email : info@nhab.org Fax : 1-603-627-9603 Career Services	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	NH Kids Count 2 Delta Drive Concord, New Hampshire 03301 Phone : 603-225-2264 Email : info@nhkidscount.org Career Services	Y	0
28	Non-Employee Referral	N	1
29	Previous Employee	N	1
30	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	1
31	South Asian Journalist Association . ., New Hampshire Phone : . Url : http://www.sree.com Email : sree@sree.net Sreenath Sreenivasan	N	0
32	Spots N Dots 1635 Old Hwy 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 800-978-7635 Gene McKay Manual Posting	N	1
33	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	1
34	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Urban League of Eastern Massachusetts 88 Warren Street Roxbury, Massachusetts Phone : 617-442-4519 Url : http://www.ulem.org Email : acervin@ulem.org Fax : 1-617-442-0562 Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/7/2016	Participation in Job Fairs	We advertise/promote and then participated in NHAB Virtual Job Fair for week of 03/07/16 - 03/11/16. Resumes are submitted and sent to department heads for review.	1	Business Manager
2	3/20/2016	Establishment of an intern program designed to assist members of the community	Internship program for college students in Broadcasting fields of study. Internships were in the Spring, Summer and Fall semesters. 8 students participated in the Production internship during the period covered by this report.	1	Production Manager
3	4/1/2016	Participation in scholarship programs	New Hampshire Association of Broadcasters Scholarship Program 2016. Advertised program on TV, setup registration on website, contributed money to scholarship fund and judged applicants	1	President/General Manager
4	6/27/2016	Participation in Job Fairs	We advertise/promote and then participated in NHAB Virtual Job Fair for week of 06/27/16 - 07/01/16. Resumes are submitted and sent to department heads for review.	1	Business Manager
5	9/12/2016	Participation in Job Fairs	We advertise/promote and then participated in NHAB Virtual Job Fair for week of 09/12/16 - 09/16/16. Resumes are submitted and sent to department heads for review.	1	Business Manager
6	10/4/2016	Participation in Job Fairs	Participated in the SNHU Career Expo	5	News Director Promotions Director Production Manager Asst Chief Engineer