

**EEO PUBLIC FILE REPORT**

**FOR**

**WMUR-TV**

This EEO Public File Report  
Covers the One-Year Period  
Ending on 11/30/2018

# **EEO Annual Public File Report**

## **WMUR-TV**

This EEO Public File Report is filed in Station WMUR'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, 2018 (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, 603-641-9022.

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**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Executive Producer Open Date: 7/25/2017 Hire Date: 5/7/2018	2-14, 16, 18, 20, 22, 24-30, 33, 35-36, 38	11
Sales Assistant Open Date: 1/8/2018 Hire Date: 2/5/2018	1-14, 16, 18-20, 22, 24-31, 33-36, 38- 39	11
Producer Open Date: 1/10/2018 Hire Date: 5/14/2018	2-7, 9-10, 12-14, 16-20, 22, 24-31, 33- 36, 38-39	10
Account Executive Open Date: 2/21/2018 Hire Date: 5/7/2018	1-5, 7, 9-10, 12-16, 18-22, 24-31, 33-39	10
Newscast Director Open Date: 3/2/2018 Hire Date: 4/22/2018	2-5, 7, 9-14, 16, 18-20, 22, 24-31, 33- 39	11
Public Service Manager Open Date: 4/11/2018 Hire Date: 6/1/2018	2-5, 7, 10-14, 16, 20, 22, 24-30, 32-39	10
Assignment Editor Open Date: 4/11/2018 Hire Date: 7/25/2018	2-5, 7, 10, 12-14, 16, 19-20, 22, 24-30, 33-39	10
Production Assistant Open Date: 4/25/2018 Hire Date: 6/17/2018	2-5, 7, 10, 12-14, 16, 19-20, 22, 24-30, 33-39	10
Producer Open Date: 6/7/2018 Hire Date: 11/12/2018	2-5, 7, 10-14, 16, 19-20, 22-30, 33-39	19

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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 : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	0
2	ABCD, Inc 178 Tremont St Boston, Massachusetts Phone : 617 657-6000 Url : <a href="http://www.bostonabcd.org">http://www.bostonabcd.org</a> Email : <a href="mailto:hr@bostonabcd.org">hr@bostonabcd.org</a> 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 : <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
4	Asian American Journalist Assoc-New England Chapter ., New Hampshire Phone : 781-433-4217 Url : <a href="http://www.aajane.org">http://www.aajane.org</a> Email : <a href="mailto:newengland.aaja@gmail.com">newengland.aaja@gmail.com</a> 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 : <a href="http://www.aaja.org">http://www.aaja.org</a> 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 : <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> Roland Robinson	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
7	Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : <a href="http://www.bu.edu">http://www.bu.edu</a> Dana Faulconer Manual Posting	N	0
8	Cardinal Cushing Spanish Ctr 76 Union Park St Boston, Massachusetts Phone : 617-542-9292 Email : <a href="mailto:shelley_rieman@ccab.org">shelley_rieman@ccab.org</a> Elizabeth Zweig	N	0
9	Career Collaborative, Inc 77 Summer Street 11th Floor Boston, Massachusetts Phone : 617-424-6616 Url : <a href="http://www.careercollaborative.org">http://www.careercollaborative.org</a> Email : <a href="mailto:info@careercollaborative.org">info@careercollaborative.org</a> Chris Berg	N	0
10	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> HTV Careers	N	30
11	Current Employee	N	6
12	Delta Sigma Theta Sorority 20 Vernon St Norwood, Massachusetts Phone : 781-332-2277 Email : <a href="mailto:bac_dst@yahoo.com">bac_dst@yahoo.com</a> Gloria Conley	N	0
13	Department of Veterans Affairs VR&E 810 Vermont Ave NW Washington, District of Columbia 20420 Email : <a href="mailto:ellen.shaw-peterson@va.gov">ellen.shaw-peterson@va.gov</a> Ellen Shaw	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
14	Emma L. Bowen Foundation 524 W 57th St New York, New York 10019 Phone : 212-975-2545 Url : <a href="http://www.cb.com">http://www.cb.com</a> Email : <a href="mailto:Sandra.Rice@nbcuni.com">Sandra.Rice@nbcuni.com</a> Sandra Rice	N	0
15	Employee Referral	N	1
16	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
17	Former Employee	N	1
18	Greater Manchester Chamber of Commerce 54 Hanover Street Manchester, New Hampshire 03101 Phone : 603-666-6600 Career Services Manual Posting	N	0
19	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : <a href="http://www.indeed.com">www.indeed.com</a> Career Services Manual Posting	N	16
20	Latin American Student Organization, NorthEastern University 104 Forsyth St Boston, Massachusetts Phone : 617-373-5845 Url : <a href="http://www.neu.edu.org">http://www.neu.edu.org</a> Email : <a href="mailto:r.torres@neu.edu">r.torres@neu.edu</a> Fax : 1-617-373-7888 R. Torres	N	0
21	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	1

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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
22	Massachusetts Rehabilitation Commission One Ashburton Place 11th Floor Boston, Massachusetts Phone : 617-727-1354 Url : <a href="http://www.mass.gov">http://www.mass.gov</a> Email : <a href="mailto:paula.santagati@state.ma.us">paula.santagati@state.ma.us</a> Paula Santagati	N	0
23	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
24	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com/">http://www.medialine.com/</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
25	Merrimack College 315 Turnpike St North Andover, Massachusetts 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
26	Methuen Community Television 13 Branch Street Methuen, Massachusetts 01844 Phone : 978-689-8627 Email : <a href="mailto:mhoule@methuentv.org">mhoule@methuentv.org</a> Michelle Houle  Prong 2 Start Date: 1/4/2016	Y	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
27	Methuen Community Television 20 Aegean Drive Unit 11 Methuen, Massachusetts 01844 Phone : 978-689-8627 Email : khayden@methuentv.org Karen Hayden  Prong 2 Start Date: 5/7/2017	Y	0
28	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Jose McMurray Manual Posting	N	0
29	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 : <a href="mailto:tracy@nhab.org">tracy@nhab.org</a> Fax : 1-603-232-0277 Tracy Caruso	N	0
30	NH Kids Count 2 Delta Drive Concord, New Hampshire 03301 Phone : 603-225-2264 Email : <a href="mailto:amy@nhhungersolutions.com">amy@nhhungersolutions.com</a> Career Services  Prong 2 Start Date: 12/30/2014	Y	0
31	NH Works 45 South Fruit Street Concord, New Hampshire 03301 Phone : 603-228-4083 Career Services Manual Posting	N	0
32	Non-Employee Referral	N	1



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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
34	South Asian Journalist Association . ., New Hampshire Phone : . Url : <a href="http://www.sree.com">http://www.sree.com</a> Email : <a href="mailto:sree@sree.net">sree@sree.net</a> Sreenath Sreenivasan	N	0
35	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	1
36	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
37	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  Prong 2 Start Date: 1/22/2018	Y	0
38	Urban League of Eastern Massachusetts 88 Warren Street Roxbury, Massachusetts Phone : 617-442-4519 Url : <a href="http://www.ulem.org">http://www.ulem.org</a> Email : <a href="mailto:acervin@ulem.org">acervin@ulem.org</a> Fax : 1-617-442-0562 Career Services	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
39	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>57</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	12/18/2017	Participation in Job Fairs	We advertise/promote and then participated in NHAB Virtual Job Fair for week of 12/18/2017-12/22/2017. Resumes are submitted and sent to department heads for review.	1	Business Manager
2	1/1/2018	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 and Summer semesters.5 students participated in the Production internship during the period covered by this report.	1	Production Manager
3	4/11/2018	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, WMUR-TV listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including AAJA, NAHJ, and others.	0	
4	5/11/2018	Participation in scholarship programs	Participation in NHAB Scholarship. Awarded one \$5,000 scholarship and four \$2,500 scholarships.	1	President & General Manager
5	6/25/2018	Participation in Job Fairs	We advertise/promote and then participated in NHAB Virtual Job Fair for week of 6/25/2018 – 6/29/2018. Resumes are submitted and sent to department heads for review.	1	Business Manager

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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>
6	8/29/2018	Provision of training to management	Hearst's Director of Veteran Recruiting visited the station to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	4	News Director Business Manager General Manager Production Manager
7	11/19/2018	Participation in Job Fairs	We advertise/promote and then participated in NHAB Virtual Job Fair for week of 9/10/2018 - 9/14/2018. Resumes are submitted and sent to department heads for review.	1	Business Manager