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, 2022 (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 Andrew Vrees, President and General Manager at (603) 641-9022.

*** *** ***
<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Sales Manager</td>
<td>1-4, 6-8, 10-14, 18-19, 21, 23-28, 31, 35, 38, 40-41, 44-45, 48</td>
<td>10</td>
</tr>
<tr>
<td>Digital News Editor</td>
<td>1-4, 6-7, 10-14, 17-19, 21, 23-28, 31-32, 35, 38, 41, 44-45, 48</td>
<td>17</td>
</tr>
<tr>
<td>Chief Videographer</td>
<td>2-4, 6-7, 10-14, 17, 19, 21, 23-28, 31-32, 35, 38, 41, 44-45, 48</td>
<td>10</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-4, 6-8, 11-14, 19, 21, 23-28, 31-32, 35, 38, 40-41, 44-45, 48</td>
<td>40</td>
</tr>
<tr>
<td>Digital Client Service Specialist</td>
<td>1-4, 6-8, 10-14, 18-19, 21, 23-28, 31-32, 35, 38, 41, 44-45, 48</td>
<td>10</td>
</tr>
<tr>
<td>Videographer</td>
<td>2-14, 16-21, 23-33, 35-36, 38-41, 43-45, 47-48</td>
<td>40</td>
</tr>
<tr>
<td>Sales Account Associate</td>
<td>2-3, 7, 9, 11-16, 20-21, 23-24, 26-28, 30-31, 33, 35-36, 39, 41, 43, 45, 47-48</td>
<td>15</td>
</tr>
<tr>
<td>Reporter</td>
<td>6-9, 12-14, 16, 18-21, 23-24, 26-28, 30-31, 33, 35-40, 43, 45, 47-48</td>
<td>40</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>3-4, 6-9, 11-14, 16, 20-21, 23-24, 26-28, 30, 33, 35-36, 39, 41, 43, 45, 47-48</td>
<td>8</td>
</tr>
<tr>
<td>Meteorologist</td>
<td>2-4, 6-9, 11, 13, 15-21, 23-24, 26-28, 30-33, 35-39, 41, 43, 45, 47-48</td>
<td>8</td>
</tr>
<tr>
<td>Executive Producer</td>
<td>2-4, 6-11, 13, 16, 18-21, 23-24, 26-33, 35-39, 41, 43, 45, 47-48</td>
<td>10</td>
</tr>
<tr>
<td>Anchor Reporter</td>
<td>2-4, 6-11, 13, 16, 19-21, 23-24, 26-28, 30-33, 35-41, 43, 45, 47-48</td>
<td>8</td>
</tr>
<tr>
<td>Anchor Reporter</td>
<td>2-4, 6-11, 13, 16, 19-21, 23-24, 26-28, 30-33, 35-41, 43, 45, 47-48</td>
<td>8</td>
</tr>
<tr>
<td>Videographer</td>
<td>2-4, 6-7, 9-11, 13, 16-24, 26-33, 35-41, 43, 45, 47-48</td>
<td>10</td>
</tr>
</tbody>
</table>
## I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Producer</td>
<td>2-4, 6-11, 13, 16-17, 19-21, 23-24, 26-28, 30-33, 35-41, 43, 45, 47-48</td>
<td>10</td>
</tr>
<tr>
<td>Newscast Director-TD</td>
<td>2-4, 6-9, 11, 13, 16, 20-21, 23-24, 26-28, 30-33, 35-36, 38-41, 43, 45, 47-48</td>
<td>8</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>2-3, 7, 9, 11, 13, 16, 18, 20-24, 26-28, 30-33, 35-36, 39, 41-43, 45, 47-48</td>
<td>42</td>
</tr>
<tr>
<td>Newscast Director-TD</td>
<td>2-4, 6-9, 11, 13, 16, 19-21, 23-24, 26-28, 30-33, 35-39, 41, 43, 45, 47-48</td>
<td>8</td>
</tr>
<tr>
<td>Newscast Director-TD</td>
<td>2-4, 6-9, 11, 13, 16, 19-21, 23-24, 26-28, 30-33, 35-39, 41, 43, 45, 47-48</td>
<td>8</td>
</tr>
<tr>
<td>Sports Director</td>
<td>2-4, 6-7, 9-13, 16, 18-21, 23-24, 26-33, 35-36, 38-39, 41, 43, 45, 47-48</td>
<td>10</td>
</tr>
<tr>
<td>Anchor Reporter</td>
<td>1-4, 6-9, 11-13, 16-17, 19-21, 23-24, 26-28, 30-33, 35-36, 39, 41, 43, 45, 47-48</td>
<td>8</td>
</tr>
<tr>
<td>Videographer</td>
<td>1-4, 6-7, 9-13, 16, 18-21, 23-24, 26-33, 35-36, 38-41, 43, 45, 47-48</td>
<td>10</td>
</tr>
<tr>
<td>Reporter</td>
<td>1-4, 6-9, 11-13, 16-21, 23-24, 26-28, 30-36, 38-41, 43, 45, 47-48</td>
<td>8</td>
</tr>
<tr>
<td>Reporter</td>
<td>1-4, 6-9, 11-13, 16-21, 23-24, 26-28, 30-36, 38-41, 43, 45, 47-48</td>
<td>34</td>
</tr>
<tr>
<td>Creative Services Director</td>
<td>1-4, 6-13, 16, 19-21, 23-24, 26-33, 35-36, 38-39, 41, 43, 45, 47-48</td>
<td>8</td>
</tr>
<tr>
<td>Newscast Director-TD</td>
<td>1-4, 6-9, 11, 13, 16, 18-21, 23-24, 26-28, 30-33, 35-36, 38-39, 41, 43, 45, 47-48</td>
<td>8</td>
</tr>
<tr>
<td>Assistant Creative Services Director</td>
<td>1-4, 6-11, 13, 16, 19-21, 23-24, 26-28, 30-33, 35-36, 38-39, 41, 43, 45-48</td>
<td>10</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | 602 Communications  
1011 Lyndhurst Falls Lane  
Knightdale, North Carolina 27545  
Phone: 602-954-8373  
Url: http://www.602communications.com  
Email: gnewell@602tv.graemenewell.com  
Graeme Newell | 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 |
## WMUR-TV

**EEO PUBLIC FILE REPORT**

December 1, 2021 - November 30, 2022

### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
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</tr>
</thead>
</table>
| 6         | Bates College Broadcast/Production Program  
1101 S Yakima Ave  
Tacoma, Washington 98405  
Phone : 253-680-7761  
Email : rrobinson@batestech.edu  
Roland Robinson | N | 0 |
| 7         | Boston University  
One Silber Way  
Boston, Massachusetts  
Phone : 617 353 5862  
Url : http://www.bu.edu  
Dana Faulconer  
Manual Posting | N | 0 |
| 8         | Careers.HearstTelevision.com  
214 N. Tryon St  
Charlotte, North Carolina 28202  
Phone : 7042082342  
Email : htv.careers@hearst.com  
HTV Careers | N | 39 |
| 9         | Colby-Sawyer College  
541 Main Street  
New London, New Hampshire  
Phone : 603.526.3765  
Career Services  
Manual Posting | N | 0 |
| 10        | Current Employee | N | 18 |
| 11        | Delta Sigma Theta Sorority  
20 Vernon St  
Norwood, Massachusetts  
Phone : 781-332-2277  
Email : bac_dst@yahoo.com  
Gloria Conley | N | 0 |
| 12        | Department of Veterans Affairs VR&E  
810 Vermont Ave NW  
Washington, District of Columbia 20420  
Email : employmentsrv.vbaco@va.gov  
Ricardo Amesquita | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 13        | Emerson College  
120 Boylston Street  
Boston, Massachusetts 02116  
Phone: (617) 824-8500  
Career Center  
Manual Posting | N | 0 |
| 14        | EMPath  
10 Perthshire Road  
Brighton, Massachusetts 02135  
Phone: 617-259-2900  
Url: https://www.empathways.org/contact  
Email: kmyers@empathways.org  
Katy Myers | N | 0 |
| 15        | Facebook - Not Directly Contacted by SEU | N | 2 |
| 16        | Franklin Pierce University  
24 Airport Rd  
West Lebanon, New Hampshire 03784  
Phone: 603-899-1070  
Career Services  
Manual Posting | N | 0 |
| 17        | Indeed.com  
177 Broad Street 6th Floor  
Stamford, Connecticut 06901  
Phone:  
Url: www.indeed.com  
Career Services  
Manual Posting | N | 11 |
| 18        | Job posting on internet | N | 18 |
| 19        | Journalismjobs.com  
Oakland, California  
Phone: 510-508-7386  
Email: contact@journalismjobs.com  
Career Services | N | 0 |
| 20        | Keene State College  
229 Main Street  
Keene, New Hampshire 03436  
Phone: 603-358-2500  
Career Services  
Manual Posting | N | 0 |
**WMUR-TV**

**EEO PUBLIC FILE REPORT**

December 1, 2021 - November 30, 2022

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

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 21        | 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 |
| 22        | LinkedIn.com  
2029 Stierlin Court  
Mountain View, California  
Career Services  
Manual Posting | N | 2 |
| 23        | Massachusetts Rehabilitation Commission  
One Ashburton Place 11th Floor  
Boston, Massachusetts  
Phone : 617-727-1354  
Url : http://www.massgov.com  
Email : paula.santagati@state.ma.us  
Paula Santagati | N | 0 |
| 24        | Media Bistro  
475 Park Ave S 4th Floor  
New York, New York 10016  
Phone : (800) 205-7792  
Url : www.mediabistro.com  
Career Services  
Manual Posting | N | 1 |
| 25        | 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 |
| 26        | Merrimack College  
315 Turnpike St  
North Andover, Massachusetts  
Phone : 978-837-5000 x3427  
Url : http://www.merrimack.edu.org  
Robert Keohan  
Manual Posting | N | 0 |
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<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 27         | Methuen Community Television  
13 Branch Street  
Methuen, Massachusetts 01844  
Phone: 978-689-8627  
Email: mhoule@methuentv.org  
Michelle Houle | Y | 0 |
| 28         | Methuen Community Television  
20 Aegean Drive  
Unit 11  
Methuen, Massachusetts 01844  
Phone: 978-689-8627  
Email: khayden@methuentv.org  
Karen Hayden | Y | 0 |
| 29         | National Press Photographers Association  
120 Hooper Street  
Athens, Georgia 30602-3018  
Phone: 706-542-2506  
Akili Ramsess  
Manual Posting | N | 0 |
| 30         | New England College  
98 Bridge Street  
Henniker, New Hampshire 03242  
Phone: 603-428-2000  
Caerer Services  
Manual Posting | N | 0 |
| 31         | NH Association of Broadcasters  
PO Box 5578  
Manchester, New Hampshire 03108  
Phone: 603-232-0277  
Url: http://nhab.org/  
Email: tracy@nhab.org  
Fax: 1-603-232-0277  
Tracy Caruso | N | 0 |
| 32         | Northwestern University  
620 Lincoln Street  
Evanston, Illinois 60208  
Phone: 847-491-5785  
Dainne Siekmann  
Manual Posting | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</tr>
</thead>
</table>
| 33        | Plymouth State University  
            17 High Street  
            Plymouth, New Hampshire 03264  
            Phone: (603) 535-5000  
            Career Services  
            Manual Posting | N                                                       | 0                                                      |
| 34        | Previous Applicant | N                                                       | 1                                                      |
| 35        | RecruitMilitary  
            422 West Loveland Ave  
            Loveland, Ohio 45140  
            Phone: 5136835020  
            Robert Walker  
            Manual Posting | N                                                       | 0                                                      |
| 36        | Saint Anselm College  
            100 Saint Anselm Drive  
            Manchester, New Hampshire 03102  
            Phone: 603-641-7000  
            Career Services  
            Manual Posting | N                                                       | 0                                                      |
| 37        | Society of Broadcast Engineers  
            9247 North Meridian St. Suite 305  
            Indianapolis, Indiana 46260  
            Phone: 317-846-9000  
            Url: www.sbe.org  
            Fax: 1-317-846-9120  
            Scott Jones  
            Manual Posting | N                                                       | 0                                                      |
| 38        | South Asian Journalist Association  
            , New Hampshire  
            Phone:  
            Url: http://www.sree.com  
            Email: sree@sree.net  
            Sreenath Sreenivasan | N                                                       | 0                                                      |
| 39        | Southern New Hampshire University  
            2500 North River Road  
            Manchester, New Hampshire  
            Phone: 603-645-9793  
            Career Services  
            Manual Posting | N                                                       | 0                                                      |
| 40        | Station Website | N                                                       | 15                                                     |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 41        | Syracuse University  
900 South Crouse Ave  
Syracuse, New York 13244  
Phone : 315.443.1870  
Career Center  
Manual Posting | N | 0 |
| 42        | Temp Agency | N | 1 |
| 43        | TV Jobs  
PO Box 4116  
Oceanside, California 92052  
Phone : 760-754-8177  
Url : http://www.tvjobs.com  
Mark Halloway  
Manual Posting | N | 0 |
| 44        | TVB  
120 Wall Street, 15th Floor  
New York, New York 10005  
Phone : 212-935-5631  
Email : htv.careers@hearst.com  
Career Services | N | 0 |
| 45        | University of Colorado at Boulder  
1511 University Avenue #478 UCB  
Boulder, Colorado 80309  
Phone : (303) 492-5480  
Url : http://colorado.edu/  
Christine Mahoney  
Manual Posting | Y | 0 |
| 46        | University of Michigan  
515 E Jefferson St  
Ann Arbor, Michigan 48109  
Career Services  
Manual Posting | N | 0 |
| 47        | 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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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>48</td>
<td><a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 108
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/3/2022</td>
<td>Establishment of training programs for station personnel</td>
<td>The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.</td>
<td>3</td>
<td>General Sales Manager, Local Sales Manager, National Sales Manager</td>
</tr>
<tr>
<td>2/9/2022</td>
<td>Provision of training to management</td>
<td>Hearst Television General Managers participated in an hour-long EEO training session presented by legal counsel. Topics included background and updates on the current EEO regulatory environment for broadcasters, including developments around EEO Form 395-B; discussion of the requirements of the FCC’s EEO rule, including methods of ensuring equal employment opportunity and preventing discrimination; and practical considerations related to EEO programs for broadcast employment units.</td>
<td>1</td>
<td>President &amp; General Manager</td>
</tr>
<tr>
<td>2/10/2022</td>
<td>Provision of training to management</td>
<td>Hearst Television General Managers participated in a workplace diversity training event presented by Dr. Janet Reid, PhD and Vincent R. Brown titled, Diversity, Equity, and Inclusion Dialogue and Learning Session. The session focused on the various dimensions of diversity and several different strategies to achieve equality, equity and inclusion in the workplace. The session also addressed different communication strategies. The overall goal was to provide training to station executive management about methods of ensuring equal opportunities and inclusion in the workplace.</td>
<td>1</td>
<td>President &amp; General Manager</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
<th>Date</th>
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<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/3/2022</td>
<td>Participation in Job Fairs</td>
<td>The employment unit advertised, promoted, and participated in the NHAB Virtual Job fair for the week of 03/07/2022 to 03/11/2022. Resumes were submitted and sent to department heads for review.</td>
<td>1</td>
<td>Business Manager</td>
</tr>
<tr>
<td>5/5/2022</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>During the reporting period, the employment unit listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including Asian American Civic Association, AAJA, SAJA, Latin American Student Organization, North Eastern University.</td>
<td>2</td>
<td>Business Manager President &amp; General Manager</td>
</tr>
<tr>
<td>6/6/2022</td>
<td>Participation in Job Fairs</td>
<td>The employment unit advertised, promoted, and participated in the NHAB Virtual Job fair for the week of 06/06/2022 to 06/10/2022. Resumes were submitted and sent to department heads for review.</td>
<td>1</td>
<td>Business Manager</td>
</tr>
<tr>
<td>7/6/2022</td>
<td>Establishment of training programs for station personnel</td>
<td>The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 10 week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.</td>
<td>2</td>
<td>Business Manager Senior Producer</td>
</tr>
<tr>
<td>8/7/2022</td>
<td>Participation in scholarship programs</td>
<td>Participation in NHAB Scholarship. Station General Manager, as a NHAB Board Member, helped select award winners. Awarded one $5,000 scholarship, four $2,500 scholarships, and six $500 scholarships.</td>
<td>1</td>
<td>President &amp; General Manager</td>
</tr>
</tbody>
</table>
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<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>9/12/2022</td>
<td>Participation in Job Fairs</td>
<td>The employment unit advertised, promoted, and participated in the NHAB Virtual Job fair for the week of 9/12/2022 to 9/16/2022. Resumes were submitted and sent to department heads for review.</td>
<td>1</td>
<td>Business Manager</td>
</tr>
</tbody>
</table>