

EEO PUBLIC FILE REPORT

FOR

WMUR-TV

This EEO Public File Report

Covers the Period

December 1, 2021 – November 30, 2022

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.

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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
Local Sales Manager Open Date: 9/17/2021 Hire Date: 12/13/2021	1-4, 6-8, 10-14, 18-19, 21, 23-28, 31, 35, 38, 40-41, 44-45, 48	10
Digital News Editor Open Date: 9/29/2021 Hire Date: 1/3/2022	1-4, 6-7, 10-14, 17-19, 21, 23-28, 31- 32, 35, 38, 41, 44-45, 48	17
Chief Videographer Open Date: 10/4/2021 Hire Date: 1/3/2022	2-4, 6-7, 10-14, 17, 19, 21, 23-28, 31- 32, 35, 38, 41, 44-45, 48	10
Account Executive Open Date: 10/8/2021 Hire Date: 2/7/2022	1-4, 6-8, 11-14, 19, 21, 23-28, 31-32, 35, 38, 40-41, 44-45, 48	40
Digital Client Service Specialist Open Date: 10/8/2021 Hire Date: 7/24/2022	1-4, 6-8, 10-14, 18-19, 21, 23-28, 31- 32, 35, 38, 41, 44-45, 48	10
Videographer Open Date: 10/28/2021 Hire Date: 5/11/2022	2-14, 16-21, 23-33, 35-36, 38-41, 43- 45, 47-48	40
Sales Account Associate Open Date: 11/9/2021 Hire Date: 1/3/2022	2-3, 7, 9, 11-16, 20-21, 23-24, 26-28, 30-31, 33, 35-36, 39, 41, 43, 45, 47-48	15
Reporter Open Date: 11/16/2021 Hire Date: 5/16/2022	6-9, 12-14, 16, 18-21, 23-24, 26-28, 30- 31, 33, 35-40, 43, 45, 47-48	40
Digital Sales Manager Open Date: 12/13/2021 Hire Date: 1/3/2022	3-4, 6-9, 11-14, 16, 20-21, 23-24, 26- 28, 30, 33, 35-36, 39, 41, 43, 45, 47-48	8
Meteorologist Open Date: 2/8/2022 Hire Date: 7/25/2022	2-4, 6-9, 11, 13, 15-21, 23-24, 26-28, 30-33, 35-39, 41, 43, 45, 47-48	8
Executive Producer Open Date: 2/8/2022 Hire Date: 6/1/2022	2-4, 6-11, 13, 16, 18-21, 23-24, 26-33, 35-39, 41, 43, 45, 47-48	10
Anchor Reporter Open Date: 2/8/2022 Hire Date: 5/27/2022	2-4, 6-11, 13, 16, 19-21, 23-24, 26-28, 30-33, 35-41, 43, 45, 47-48	8
Anchor Reporter Open Date: 2/8/2022 Hire Date: 5/27/2022	2-4, 6-11, 13, 16, 19-21, 23-24, 26-28, 30-33, 35-41, 43, 45, 47-48	8
Videographer Open Date: 2/8/2022 Hire Date: 5/1/2022	2-4, 6-7, 9-11, 13, 16-24, 26-33, 35-41, 43, 45, 47-48	10

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer Open Date: 2/8/2022 Hire Date: 5/6/2022	2-4, 6-11, 13, 16-17, 19-21, 23-24, 26-28, 30-33, 35-41, 43, 45, 47-48	10
Newscast Director-TD Open Date: 2/18/2022 Hire Date: 4/11/2022	2-4, 6-9, 11, 13, 16, 20-21, 23-24, 26-28, 30-33, 35-36, 38-41, 43, 45, 47-48	8
Sales Assistant Open Date: 2/18/2022 Hire Date: 7/25/2022	2-3, 7, 9, 11, 13, 16, 18, 20-24, 26-28, 30-33, 35-36, 39, 41-43, 45, 47-48	42
Account Executive Open Date: 3/15/2022 Hire Date: 6/1/2022	2-3, 7-9, 11, 13, 16, 20-21, 23-24, 26-28, 30, 32-33, 35-36, 38-39, 41, 43, 45, 47-48	8
Newscast Director-TD Open Date: 4/8/2022 Hire Date: 7/3/2022	2-4, 6-9, 11, 13, 16, 19-21, 23-24, 26-28, 30-33, 35-39, 41, 43, 45, 47-48	8
Newscast Director-TD Open Date: 4/8/2022 Hire Date: 6/19/2022	2-4, 6-9, 11, 13, 16, 19-21, 23-24, 26-28, 30-33, 35-39, 41, 43, 45, 47-48	8
Sports Director Open Date: 4/13/2022 Hire Date: 7/1/2022	2-4, 6-7, 9-13, 16, 18-21, 23-24, 26-33, 35-36, 38-39, 41, 43, 45, 47-48	10
Anchor Reporter Open Date: 4/22/2022 Hire Date: 7/1/2022	1-4, 6-9, 11-13, 16-17, 19-21, 23-24, 26-28, 30-33, 35-36, 39, 41, 43, 45, 47-48	8
Videographer Open Date: 5/4/2022 Hire Date: 6/29/2022	1-4, 6-7, 9-13, 16, 18-21, 23-24, 26-33, 35-36, 38-41, 43, 45, 47-48	10
Reporter Open Date: 5/4/2022 Hire Date: 10/25/2022	1-4, 6-9, 11-13, 16-21, 23-24, 26-28, 30-36, 38-41, 43, 45, 47-48	8
Reporter Open Date: 5/4/2022 Hire Date: 10/14/2022	1-4, 6-9, 11-13, 16-21, 23-24, 26-28, 30-36, 38-41, 43, 45, 47-48	34
Creative Services Director Open Date: 5/13/2022 Hire Date: 6/20/2022	1-4, 6-13, 16, 19-21, 23-24, 26-33, 35-36, 38-39, 41, 43, 45, 47-48	8
Newscast Director-TD Open Date: 8/3/2022 Hire Date: 8/28/2022	1-4, 6-9, 11, 13, 16, 18-21, 23-24, 26-28, 30-33, 35-36, 38-39, 41, 43, 45-48	8
Assistant Creative Services Director Open Date: 8/10/2022 Hire Date: 9/1/2022	1-4, 6-11, 13, 16, 19-21, 23-24, 26-28, 30-33, 35-36, 38-39, 41, 43, 45-48	10

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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 : 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

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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

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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
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

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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	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.mass.gov.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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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

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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	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			108

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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	1/3/2022	Establishment of training programs for station personnel	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.	3	General Sales Manager Local Sales Manager National Sales Manager
2	2/9/2022	Provision of training to management	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.	1	President & General Manager
3	2/10/2022	Provision of training to management	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.	1	President & General Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	3/7/2022	Participation in Job Fairs	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.	1	Business Manager
5	5/13/2022	Listing of each upper-level category opening in a job bank or newsletter	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.	2	Business Manager President & General Manager
6	6/6/2022	Participation in Job Fairs	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.	1	Business Manager
7	6/30/2022	Establishment of training programs for station personnel	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.	2	Business Manager Senior Producer
8	7/13/2022	Participation in scholarship programs	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.	1	President & General Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	9/12/2022	Participation in Job Fairs	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.	1	Business Manager