

EEO PUBLIC FILE REPORT

FOR

WMUR-TV

This EEO Public File Report

Covers the Period

December 1, 2022 – November 30, 2023

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, 2023 (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
Sales Account Associate Open Date: 3/15/2022 Hire Date: 4/10/2023	2-3, 6-8, 10, 12, 14-15, 17-18, 20-24, 26-32, 34-36, 38-39, 41-42	30
Breaking News and Traffic Anchor Open Date: 4/22/2022 Hire Date: 2/22/2023	2-6, 8, 10-12, 14, 16-18, 20-24, 26-29, 31-32, 34-36, 38-39, 41-42	21
Producer Open Date: 5/16/2022 Hire Date: 4/26/2023	1-8, 10, 12, 14, 16-18, 20-32, 34-36, 38 -39, 41-42	7
Senior Writer Producer Open Date: 9/22/2022 Hire Date: 2/6/2023	1, 3-10, 12, 14, 16-24, 26-29, 31-32, 34 -36, 38-42	7
Assignment Editor Open Date: 10/5/2022 Hire Date: 2/6/2023	1, 3-8, 10, 12, 14-18, 20-24, 26-29, 31- 32, 34-36, 38-42	15
Reporter Open Date: 11/18/2022 Hire Date: 2/7/2023	1, 3, 5-8, 10, 12, 14, 16-18, 20-24, 26- 29, 31-32, 34-36, 38-42	7
Director of Engineering Open Date: 12/2/2022 Hire Date: 2/12/2023	1, 3, 5-10, 12, 14, 16-18, 20-24, 26-29, 31-36, 38-42	7
Broadcast Engineering Maintenance Technician Open Date: 12/23/2022 Hire Date: 2/20/2023	1, 3, 5-8, 10, 12, 14, 16-18, 20-24, 26- 29, 31-36, 38-42	7
Videographer Open Date: 1/5/2023 Hire Date: 3/6/2023	1, 3, 5-10, 12, 14, 16-18, 20-29, 31-32, 34-36, 38-42	7
Production Assistant Open Date: 2/1/2023 Hire Date: 6/20/2023	1, 3, 5-10, 12, 14, 16-18, 20-24, 26-29, 31-32, 34-36, 38-42	9
ENG-SNG Operator/Photographer-Editor Open Date: 2/13/2023 Hire Date: 9/6/2023	1, 3, 5-6, 8-10, 12, 14, 16-18, 20-29, 31 -36, 38-42	9
Videographer Open Date: 2/15/2023 Hire Date: 9/6/2023	1, 3, 5-8, 10, 12, 14-29, 31-32, 34-36, 38-42	19
Sales Assistant Open Date: 3/9/2023 Hire Date: 4/10/2023	1, 3, 5-8, 10, 12-14, 16-18, 20-24, 26- 32, 34-42	7
Digital Sales Manager Open Date: 3/14/2023 Hire Date: 8/14/2023	1, 3, 5-8, 10, 12, 14-24, 26-29, 31-32, 34-36, 38-42	7

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Producer Open Date: 5/10/2023 Hire Date: 6/19/2023	1, 3, 5-8, 10, 12, 14, 16-18, 20-24, 26-29, 31-32, 34-36, 38-42	7
Assignment Editor Open Date: 5/18/2023 Hire Date: 8/24/2023	1, 3, 5-6, 8, 10, 12, 14-24, 26-32, 34-36, 38-42	30
Senior Special Projects Producer Open Date: 6/9/2023 Hire Date: 7/19/2023	3, 5-6, 8, 10, 12, 14, 16-18, 20-24, 26-32, 34-36, 38-42	30
Administrative Assistant Open Date: 6/30/2023 Hire Date: 9/5/2023	3, 5-6, 8, 10, 12, 14-24, 26-29, 31-32, 34-42	19
Producer Open Date: 7/19/2023 Hire Date: 10/26/2023	3, 5-10, 12, 14, 16-18, 20-24, 26-29, 31-32, 34-36, 38-42	7

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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 5 Third Street San Francisco, California Phone : 781-433-4217 Url : http://www.aajane.org Email : newengland.aaja@gmail.com Sagita Chandra	N	0
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@Batestech.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
6	Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : http://www.bu.edu Dana Faulconer Manual Posting	N	0
7	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 7042082342 Email : htv.careers@hearst.com HTV Careers	N	32
8	Colby-Sawyer College 541 Main Street New London, New Hampshire Phone : 603.526.3765 Career Services Manual Posting	N	0
9	Current Employee	N	12
10	Delta Sigma Theta Sorority 20 Vernon St Norwood, Massachusetts Phone : 781-332-2277 Email : bac_dst@yahoo.com Gloria Conley	N	0
11	Department of Veterans Affairs VR&E 810 Vermont Ave NW Washington, District of Columbia 20420 Email : employmentsrv.vbaco@va.gov Ricardo Amesquita	N	0
12	Emerson College 120 Boylston Street Boston, Massachusetts 02116 Phone : (617) 824-8500 Career Center Manual Posting	N	0
13	Former Employee	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
14	Franklin Pierce University 24 Airport Rd West Lebanon, New Hampshire 03784 Phone : 603-899-1070 Career Services Manual Posting	N	0
15	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	10
16	Journalismjobs.com On-line computer site Oakland, California Phone : 510-508-7386 Email : contact@journalismjobs.com Career Services	N	0
17	Keene State College 229 Main Street Keene, New Hampshire 03436 Phone : 603-358-2500 Career Services Manual Posting	N	0
18	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
19	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	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
21	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
22	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
23	Methuen Community Television 13 Branch Street Methuen, Massachusetts 01844 Phone : 978-689-8627 Email : mhoule@methuentv.org Michelle Houle	Y	0
24	Methuen Community Television 20 Aegean Drive Unit 11 Methuen, Massachusetts 01844 Phone : 978-689-8627 Email : khayden@methuentv.org Karen Hayden	Y	0
25	National Press Photographers Association 120 Hooper Street Athens, Georgia 30602-3018 Phone : 706-542-2506 Akili Ramsess 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
26	New England College 98 Bridge Street Henniker, New Hampshire 03242 Phone : 603-428-2000 Caerer Services Manual Posting	N	0
27	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
28	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	N	0
29	Plymouth State University 17 High Street Plymouth, New Hampshire 03264 Phone : (603) 535-5000 Career Services Manual Posting	N	0
30	Previous Applicant	N	6
31	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
32	Saint Anselm College 100 Saint Anselm Drive Manchester, New Hampshire 03102 Phone : 603-641-7000 Career Services Manual Posting	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
33	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
34	South Asian Journalist Association 145 Claridge Dr Sandy Springs, Georgia Phone : . Url : https://saja.org/ Email : sree@sree.net Sreenath Sreenivasan	N	0
35	Southern New Hampshire University 2500 North River Road Manchester, New Hampshire 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	Temp Agency	N	2
38	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	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
39	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
40	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Career Services Manual Posting	N	0
41	University of New Hampshire 89 Main St. Durham, New Hampshire 03824 Phone : 603-862-2070 Career Services Manual Posting	N	0
42	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:			75

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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	12/9/2022	Participation in Job Fairs	The employment unit advertised, promoted, and participated in the NHAB Virtual Job fair for the week of 12/5/2022 to 12/9/2022. Resumes were submitted and sent to department heads for review.	1	Business Manager
2	1/30/2023	Establishment of an intern program designed to assist members of the community	WMUR welcomed 4 John DiStaso Political Fellows throughout the year to join their News department for 1 semester. As an HTV John DiStaso Fellow, the Fellow learned how a television station operates and contributed to the operation. Fellows work closely with members of the political team on several projects including daily political coverage, 2024 election-related coverage, and WMUR's weekly political show, "CloseUP".	3	Political Director News Director Executive Producer Assistant News Director
3	3/10/2023	Participation in Job Fairs	The employment unit advertised, promoted, and participated in the NHAB Virtual Job fair for the week of 03/06/2023 to 03/10/2023. Resumes were submitted and sent to department heads for review.	1	Business Manager
4	Ongoing Event	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. WMUR had 1 Sales Account Associate during the reporting period.	4	Digital Sales Manager General Sales Manager Local Sales Manager National Sales 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
5	6/9/2023	Participation in Job Fairs	The employment unit advertised, promoted, and participated in the NHAB Virtual Job fair for the week of 06/05/2023 to 06/09/2023. Resumes were submitted and sent to department heads for review.	1	Business Manager
6	6/30/2023	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	General Sales Manager Managing Editor
7	7/19/2023	Participation in scholarship programs	Participation in NHAB Scholarship. Station General Manager, as a NHAB Board Member, helped select award winners. Awarded scholarships to three students.	1	President & General Manager
8	9/15/2023	Participation in Job Fairs	The employment unit advertised, promoted, and participated in the NHAB Virtual Job fair for the week of 9/11/2023 to 9/15/2023. Resumes were submitted and sent to department heads for review.	1	Business Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	10/2/2023	Establishment of a mentoring program	On February 1, 2023, Hearst Television offered a 6-month inaugural 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 28 participants in the mentorship program who were either "Mentors" or "Mentees." Meeting in person at the station or via Zoom with employees from other stations, they discussed career objectives, offered advice, and discussed their station projects. Some of the participants were Adam, Producer, Matthew, Assignment Editor, Cynthia, Sales Assistant, and Stephanie, Director.	28	News Director President & GM Business Manager Managing Editor