

EEO PUBLIC FILE REPORT

FOR

WMUR-TV

**This EEO Public File Report
Covers the One-Year Period
Ending on November 30, 2015**

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, 2015 (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 |
|----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-----------------------|
| News Reporter Open Date: 7/3/2014 Hire Date: 12/18/2014 | 2-6, 8-11, 13-19, 21, 28, 30-33, 35-36, 39-40, 42-43 | 15 |
| Writer / Producer Open Date: 7/16/2014 Hire Date: 5/14/2015 | 1-6, 8-11, 13-14, 16-19, 21, 25, 28, 30- 32, 34-36, 39-40, 42-43 | 13 |
| Social Media Producer Open Date: 11/13/2014 Hire Date: 4/1/2015 | 1-5, 8, 10-11, 13-17, 19, 21, 25, 28, 30- 32, 34, 36, 39-40, 42 | 25 |
| Multi-platform Account Executive Open Date: 11/21/2014 Hire Date: 1/12/2015 | 1-5, 8, 10-11, 13-17, 19, 21, 25, 28, 30- 32, 36, 39-40, 42 | 15 |
| Local Sales Assistant Open Date: 12/30/2014 Hire Date: 1/26/2015 | 1-6, 8, 10-14, 16-17, 19, 21, 25, 28, 30- 32, 34, 36-37, 39-40, 42 | 12 |
| Political Reporter For WMUR.com Open Date: 1/15/2015 Hire Date: 4/6/2015 | 2-6, 8, 10-11, 13-14, 16-17, 19, 21, 28, 30-32, 34, 36-37, 39-40 | 13 |
| Associate Producer Open Date: 2/23/2015 Hire Date: 5/20/2015 | 1-6, 8, 10-11, 13-14, 16-17, 19, 21, 25, 28, 30-32, 34, 36-37, 39-40, 42 | 25 |
| Multi-platform Account Executive Open Date: 2/26/2015 Hire Date: 3/16/2015 | 1-6, 8, 10-11, 13-14, 16-17, 19, 21-22, 25, 28, 30-32, 34, 36-37, 39-40, 42 | 22 |
| Producer Open Date: 3/19/2015 Hire Date: 6/1/2015 | 2-6, 8, 10-11, 13-17, 19, 21, 28, 30-32, 34, 36-37, 39-43 | 15 |
| Assignment Editor/Associate Producer Open Date: 4/7/2015 Hire Date: 5/18/2015 | 1-6, 8, 10-11, 13-14, 16-17, 19, 21, 23, 25, 28, 30-32, 34, 36-43 | 23 |
| Graphic Designer/Production Assistant-Weekend Open Date: 4/23/2015 Hire Date: 9/8/2015 | 2, 4-6, 8, 10-11, 13-14, 16-17, 19, 21, 24-26, 28, 30-32, 34, 36-42 | 13 |
| Account Executive- Multi-platform Open Date: 5/1/2015 Hire Date: 6/1/2015 | 1-2, 4-6, 8, 10-11, 13-14, 16-17, 19, 21, 28, 30-32, 34, 36-43 | 43 |
| Account Executive- Multi-platform Open Date: 5/15/2015 Hire Date: 8/31/2015 | 2, 4, 8, 10-11, 13-14, 16-17, 19, 21, 28, 30-32, 34, 36-43 | 43 |
| Producer Open Date: 6/8/2015 Hire Date: 8/10/2015 | 2, 4-6, 8, 10-11, 13-17, 19-21, 25, 28, 30-32, 34, 36-42 | 15 |

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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 |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------|-------------------------------|
| Assignment Editor/Associate Producer Open Date: 8/4/2015 Hire Date: 10/26/2015 | 2, 4-6, 8, 10-11, 13, 15-17, 19-21, 25, 27-32, 34, 36-39, 41-42 | 20 |
| Local Sales Manager Open Date: 8/19/2015 Hire Date: 9/7/2015 | 1-2, 4-8, 10-11, 13, 15-17, 19, 21, 28, 30-32, 34, 36-42 | 15 |

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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 |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 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 | American Council on Education One Dupont Circle NW Washington, District of Columbia 20036 Phone : 202-939-9428 Url : http://www.ace.neche.edu Email : KWimbish@ACENET.EDU Kymberli Wimbish | N | 0 |
| 4 | 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 |
| 5 | 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 |

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|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 6 | 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 |
| 7 | 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 |
| 8 | Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : http://www.bu.edu Dana Faulconer Manual Posting | N | 0 |
| 9 | Bridgewater Television (BTV9) 8 Park Plaza Suite 2240 Boston, Massachusetts Phone : 508 697-1833 Email : j1fw@aol.com Fax : 1-508-697-3320 Career Services | N | 0 |
| 10 | Cardinal Cushing Spanish Ctr 76 Union Park St Boston, Massachusetts Phone : 617-542-9292 Email : shelley_rieman@ccab.org Elizabeth Zweig | N | 0 |
| 11 | 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 |

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|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 12 | Career Connections NH 74 Northeastern Blvd Nashua, New Hampshire 03062 Phone : 603-880-7184 Url : http://www.careerconnectionsnh.com/ Career Services Manual Posting | N | 1 |
| 13 | Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : htv.careers@hearst.com HTV Careers | N | 22 |
| 14 | Crittention Women's Union One Washington Mall Boston, Massachusetts Phone : 617-259-2900 Url : http://www.liveworkthrive.org Email : eharper@liveworkthrive.org E. Harper | N | 0 |
| 15 | Current Employee | N | 9 |
| 16 | Delta Sigma Theta Sorority 20 Vernon St Norwood, Massachusetts Phone : 781-332-2277 Email : bac_dst@yahoo.com Gloria Conley | N | 0 |
| 17 | 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 |
| 18 | Emerson College Career Services 120 Boylston Street Boston, Massachusetts 02116 Phone : 617-824-8586 Url : http://www.emerson.edu/alumni/benefits/career-serv Email : careers@emerson.edu Kathy Tanner | N | 0 |

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|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 19 | 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 |
| 20 | Employee Referral | N | 3 |
| 21 | EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting | N | 0 |
| 22 | Former Employee | N | 1 |
| 23 | Former Intern | N | 1 |
| 24 | Greater Manchester Chamber of Commerce 54 Hanover Street Manchester, New Hampshire 03101 Phone : 603-666-6600 Career Services Manual Posting | N | 1 |
| 25 | Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting | N | 23 |
| 26 | Job Board | N | 1 |
| 27 | Journalismjobs.com . Oakland, California Phone : 510-508-7386 Career Services Manual Posting | N | 1 |

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|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 28 | 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 |
| 29 | LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting | N | 1 |
| 30 | 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 |
| 31 | 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 |
| 32 | Merrimack College 315 Turnpike St North Andover, Massachusetts Phone : 978-837-5000 x3427 Url : http://www.merrimack.edu.org Email : keohanr@merrimack.edu Fax : 1-978-837-5247 Robert Keohan | N | 0 |
| 33 | National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : 866-964-2765 ext 2718 Url : http://careerservices.nabj.org Stephanie McGee Manual Posting | N | 0 |

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|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 34 | 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 |
| 35 | New Hampshire Employment Security 300 Hanover Street Manchester, New Hampshire Phone : 603.656.6524 Url : http://www.nh.gov/nhes Email : cynthia.A.fotino@nhes.nh.gov Fax : 1-603-627-7982 Cynthia Fotino | N | 0 |
| 36 | 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 |
| 37 | NH Kids Count 2 Delta Drive Concord, New Hampshire 03301 Phone : 603-225-2264 Email : jdejoie@nhkidscount.org John DeJoie Prong 2 Start Date: 12/30/2014 | Y | 0 |
| 38 | RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting | N | 0 |

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|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------------------------------|
| 39 | South Asian Journalist Association . ., New Hampshire Phone : . Url : http://www.sree.com Email : sree@sree.net Sreenath Sreenivasan | N | 0 |
| 40 | TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting | N | 0 |
| 41 | TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting | N | 0 |
| 42 | 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 |
| 43 | Word of Mouth Referral | N | 7 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 71 |

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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 | 3/20/2015 | 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. 5 students enrolled in the Production internship during 2015. | 1 | Production Manager |
| 2 | 4/1/2015 | Participation in scholarship programs | New Hampshire Association of Broadcasters Scholarship Program 2015. Advertised program on TV, setup registration on website, contributed money to scholarship fund and judged applicants | 1 | General Manager |
| 3 | 4/15/2015 | Participation in Job Fairs | During the National Association of Broadcasters (NAB) Annual Conference in Las Vegas, the National Association of Broadcasters Education Foundation (NABEF) hosted a Career Fair. Two Hearst Television representatives attended the career fair representing all HTV locations. The two representatives met with over 100 prospective applicants for open positions throughout HTV. | 2 | Director of Engineering Chief Engineer |
| 4 | 4/30/2015 | Participation in Job Fairs | Participated in New Hampshire Association of Broadcasters Job Fair | 5 | News Director Promotions Director Production Director Technical Director |
| 5 | 10/7/2015 | Participation in Job Fairs | Participated in Southern New Hampshire University's Career Expo | 5 | News Director Promotions Director Production Manager Technical Director |