

## FCC FORM 396 Exhibit 3 – Narrative Statement

The Pennsylvania State University and WPSU is committed to providing equal employment opportunities to all qualified individuals without regard to their race, color, creed, sexual orientation, religion, national origin, age, gender identity, marital status, disability, military status, citizenship, or any other legally protected status in accordance with applicable local, state, and federal law. WPSU's noncommercial educational stations WPSU-TV and WPSU-FM in State College, Pennsylvania and WPSX-FM in Kane, Pennsylvania are licensed to The Pennsylvania State University. WPSU has achieved broad and inclusive outreach during the past two years in connection with its recruitments for full-time job vacancies and its completion of various non-vacancy-specific employment initiatives and activities.

The Pennsylvania State University and WPSU is committed to and accountable for advancing diversity, equity, inclusion, and sustainability in all of its forms. We embrace individual uniqueness, foster a culture of inclusion that supports both broad and specific diversity initiatives, leverage the educational and institutional benefits of diversity in society and nature, and engage all individuals to help them thrive. We value inclusion as a core strength and an essential element of our public service mission.

As full-time job vacancies occur, WPSU utilizes a variety of recruitment sources to widely disseminate information about openings to qualified candidates. In addition to posting on the Pennsylvania State University job site, WPSU regularly uses the WPSU station website, a variety of internet job sites and employment services, public broadcasting associations and publications and professional organizations and other online sources.

For each vacancy, a search committee is organized of personnel at different levels of authority and responsibility to review applicants. Interviews are conducted using a scorecard that measures specific competencies for that position. New employees participate in an extensive onboarding process and are provided ongoing professional development opportunities through workplace learning, online tutorials, webinars and conferences. Penn State University provides a structured performance management program to evaluate job performance and identify skill development needs.

WPSU participates in non-vacancy specific outreach efforts such as attending career and internship fairs, and student organization events centered around recruitment and professional development.

The station also provides internship, work study and volunteer engagement experiences to help students and potential recruits gain practical work experience while supporting public radio and television.