

NARRATIVE STATEMENT

FCC Form 396 EXHIBIT 3

Stations WUCF TV and WUCF FM, Orlando, FL

WUCF TV and FM believe that the collaboration achieved through a diverse workforce enhances our ability to positively impact the community we now serve. We are committed to growing and maintaining a workforce that is representative of our service area and encompasses our differences including, but not limited to, race, ethnicity, gender, age, sexual orientation, religion, socio-economic status, physical ability, marital status, and veteran status.

WUCF TV and FM are licensed to the University of Central Florida where encouragement of and respect for diverse viewpoints, experiences and intellectual pursuits is the cornerstone of success. Hence, WUCF TV and FM are compelled to conform to all university and state hiring policies and procedures. All employment is controlled and overseen by UCF's Human Resources department. UCF hiring procedures for administrative and professional employees can be viewed at <https://hr.ucf.edu/prospective-employees/>

The University of Central Florida hiring policy provides for equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, age, sex, marital status, disability, military status, citizenship, or any other legally protected status in accordance with applicable local, state, and federal laws.

Recruitment for all full-time employment opportunities at WUCF TV and FM takes place through an open and fair process which encourages a diverse candidate pool. UCF's Human Resources makes available online all job postings. WUCF TV and FM additionally posts vacancies in relevant broadcasting related job sites such as the Corporation for Public Broadcasting's Jobline <http://cpb.org/jobline> as well as with a number of additional recruitment organizations including industry-specific, job-specific, geographic region-specific, national and general sites. After the pre-announced close of a position recruitment period, each candidate pool shall be analyzed for diversity using the candidate's self-reported data. Should the candidate pool be deemed not diverse enough, the position may be reopened and additional measures taken until the desired candidate diversity level is attained.

With an eye toward achieving widespread dissemination of vacancy and broadcast career information to diverse segments of its local community, WUCF TV and FM are also dedicated to completing longer-term recruitment initiatives as required by the FCC's EEO regulations. On-going initiatives include activities such as attending job fairs, student internships, and participating in programs sponsored by educational institutions relating to broadcasting career opportunities.

WUCF TV and FM offer desirable employment opportunities. The university provides a multitude of training and development programs to enrich an employee's skill-set <https://hr.ucf.edu/current-employees/learning-organizational-effectiveness/>. WUCF TV and FM also provide opportunities for student internships for students enrolled in the university's Radio-Television, and Education Programs. Seasoned staff mentors train new employees in good broadcasting practices and procedures.