

**FCC FORM 396**  
**Exhibit 3 – Narrative Statement**

It is the policy of WOSU Public Media to provide 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 law. WOSU's noncommercial educational stations WOSU-TV and WOSU-FM in Columbus, Ohio are licensed to The Ohio State University.

WOSU Public Media disseminates information on each of our vacancies to outlets which will reach a diverse audience of qualified individuals. All applications are carefully reviewed by Ohio State Human Resources and WOSU Human Resources for information that could reveal age, race, religion, national origin, color, marital status, disability, military status, or citizenship before the applications are provided to search committee members.

For each vacancy at WOSU Public Media, a search committee composed of a mix of station personnel at different levels of authority is convened to review applications and choose applicants to interview. Interviews are performed both in a group setting and individually.

Once hired, WOSU Public Media provides professional development and advancement opportunities to its employees through a structured Performance Management program, which focuses on excellence in job performance, responsiveness to WOSU's goals and vision, and professional and skill development needs.

WOSU also administers non-vacancy-specific outreach efforts such as the following:

**The WOSU Student Involvement Program** is designed to provide students with career-related work experience prior to graduation while meeting the stations' multi-faceted organizational needs. By becoming involved at WOSU, students help support public radio and television, learn new skills, gain practical work experience, and give something back to the community. The program seeks to broaden and enrich the student experience at WOSU and to strengthen the relationship between WOSU Public Media and The Ohio State University by developing partnerships with campus departments and organizations. Students have a long history of being involved at the stations and have worked alongside the full-time staff serving in a variety of roles including but not limited to: production assistants, radio reporters, program assistants, receptionists, and TV Studio assistants. The WOSU Public Media Student Involvement program evolved out of strategic planning initiatives led by General Manager, Tom Rieland. The process identified the need to better coordinate and enrich the student involvement experience at the stations.

**Technical Production Practicum**, a 1-credit course offered through The Ohio State University Theatre Department. The course is directed by Paul Peloquin, WOSU Studio Supervisor, and features mid-level station employee involvement to instruct students on topics including camera operation, radio announcing, and TV field production.

**Employee Performance Management**, WOSU Public Media provides professional development and advancement opportunities to its employees through a structured Performance Management program, which focuses on excellence in job performance, responsiveness to WOSU's goals and vision, and professional and skill development needs.