

**FCC Form 396 Employment Program
Report Stations WCNY-FM/TV, Syracuse,
NY**

**Exhibit three
Narrative Statement**

WCNY is dedicated to reaching a broad, diverse population when publicizing job openings, utilizing multiple recruitment resources. These include online platforms like Syracuse.edu, Indeed.com, CNY job Boards, social media platforms like Facebook, LinkedIn, and others such as CareerBuilder, Craigslist, Facebook, LinkedIn, Handshake, Purple Briefcase, and WCNY's website. We have built and continue to nurture strong relationships with local universities, colleges, technical schools, unions, and trade agencies, depending on the nature of the position.

WCNY reviews its Equal Employment Opportunity (EEO) program and policies annually to ensure compliance with federal and state standards. We conduct thorough assessments of compensation and promotions to ensure fairness across the organization. Any changes to policies will be communicated to employees. The Employee Handbook is also reviewed annually to ensure it reflects best practices and legal requirements.

The Human Resources team evaluates recruitment efforts to ensure that they do not adversely impact any group. We regularly update our outreach sources and review the competencies, skills, and abilities required for job openings to ensure that the standards are current, job-related, and necessary for business needs.

WCNY values and encourages diversity among its employees, including differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other unique characteristics that strengthen our organization.

The Vice President of Human Resources assesses the selection process to ensure that it does not negatively impact any racial, ethnic, disability, sexual orientation, nationality, age, or gender group. If any adverse impact is identified, WCNY evaluates whether the criteria used are job-related. To minimize adverse impact, WCNY may use neutral interview questions and assemble interview panels that reflect diversity in gender, race, and ethnicity. WCNY believes that diverse perspectives enhance learning and promote respect for cultural diversity, particularly in television production and film.

WCNY's diversity initiatives are not limited to recruitment and selection but also apply to areas such as compensation and benefits, professional development, training, promotions, transfers, social and recreational programs, and the overall creation of an inclusive work environment. We are committed to equal employment opportunity and ensuring access to services and programs for individuals with disabilities. This includes providing reasonable accommodation to qualified individuals with disabilities to help them perform essential job functions.

The policy applies to all employment practices, including recruitment, job applications, testing, hiring, training, discipline, compensation, promotions, and transfers. It is designed to prevent discrimination against racial, ethnic, and religious groups, as well as women, older workers, individuals with disabilities, pregnant workers, LGBTQI+ individuals, and other underrepresented groups.

WCNY will continue to implement strategies that foster an equitable and inclusive environment, attracting and retaining candidates from diverse and nontraditional backgrounds. We are committed to eliminating bias in hiring decisions, gathering, and using workforce data, supporting new employees, and effectively managing and responding to EEO complaints.