

EXHIBIT 3

Narrative statement regarding employment outreach practices at WGLT

Station WGLT is guided in its employment practices by its parent institution and licensee, Illinois State University (ISU), an equal opportunity/affirmative action university encouraging diversity. All job searches for full time positions are conducted in compliance with ISU human resources policy and procedure, which can be accessed via www.hr.ilstu.edu/. Searches also comply with ISU's Affirmative Action policy, which involves approval of wording and placement for all advertising, and approval of the candidate pool (for inclusion of protected classes) prior to any interviewing by the search committee.

Position vacancies are posted on the ISU web site (www.hr.ilstu.edu/careers/index.shtml), the HigherEdJobs.com site (www.higheredjob.com/) and the WGLT web site (www.wglt.org). In accordance with ISU policy, position openings are listed in either The Chronicle of Higher Education or Black Issues in Higher Education. Although WGLT has not had open positions since 2002, prior to the promulgation of current FCC rules regarding Equal Employment Opportunity, the four searches conducted between 1999 and 2002 all elected to advertise in Black Issues.

Additional recruitment sources routinely notified of vacancies when they occur include the following:

- National Public Radio Job Listings on the web: www.npr.org/about/jobs/jobopps/index.html
- Corporation for Public Broadcasting Job Listings on the web: www.cpb.org/jobline/
- Current Magazine, 1612 K Street, NW, Suite 704, Washington, DC 20006
- Gays & Lesbians in Public Radio, One Center Street, 26th floor, Suite 4, New York, NY 10007
- Hispanics in Public Radio, c/o KSJV-FM, 5005 E. Belmont Avenue, Fresno, CA 93727
- Native American Public Telecommunications Association, 145 9th Street, Lincoln, NE 68503
- National Association of Blacks in Public Broadcasting, PO Box 73617, Washington, DC 20009
- PUBRADIO (electronic discussion group), listserv@listserve.boisestate.edu
- Local and regional newspapers including The Pantagraph (Bloomington/Normal), The Peoria Journal Star, the Champaign News Gazette, the Chicago Tribune
- Other public radio stations in Illinois
- Local chapters of Association of Women in Communications and Association of Fundraising Professionals

