

Exhibit 3  
Narrative Statement Regarding EEO Program

**KWES-TV/DT, Odessa, TX; KWAB-TV, Big Spring, TX; KTLE-LP, Odessa, TX; KTLN-LP, Midland, TX; and KTXC-FM, La Mesa, TX.** Collectively, these stations form a single employment unit and have achieved broad outreach during the previous two years in the following manner.

In the spring of 2004 a new Human Resource Director was hired, whose responsibility is to ensure broad outreach for our employment positions. At the end of the 2004-year the Human Resource Director sent out letters to all organizations on the current list of over 70 organizations and agencies, which receive notification of job openings at the time they occur, in order to update information. A second letter was sent out for those organizations not responding to the first letter. After a sufficient time passed, the Human Resource Director then updated the list of organizations and removed or added the organizations that had or had not responded. These organizations are included in the annual EEO Public File Report. In addition, any organization requesting job notification has been added to the list for future openings. The stations provide announcements notifying individuals and organizations of the outreach program and that if requested can be added to the notification list. For the vast majority of openings at the stations, ads are aired as commercials that run on the stations at various times throughout the day. The local postings are designed to provide information to interested applicants about the various jobs available at the stations.

The Human Resource Director and many managers regularly attend job fairs in order to inform students and other interested parties of potential openings and opportunities available to them at the stations. In the past two years, the stations have attended four job fairs at various locations throughout Texas and Oklahoma in hopes of reaching a broad outreach of interested applicants. During the past two years the Human Resource Director has also attended regional job fairs for all the television stations that fall under the entire Drewry Communications Company. In addition, an intern program has been developed to provide hands-on training and college credit for students interested in broadcasting.

In addition, the stations continually train management as to current and legal methods of ensuring equal employment opportunity and preventing discrimination. A total of six classes were held and attended by upper level management within the past two years. The station also encourages all personnel to accept speaking engagements at area schools and seminars to educate the students and community on what it takes to work in the broadcasting industry. Various employees spoke at many different speaking engagements within the past two years.

The stations' proudest achievement is the implementation of a new hiring practice for all management and supervisors to ensure equal opportunity and non-discrimination in the hiring process. Throughout the past two years classes were held designed to

provide information to the managers about a more precise way to interview applicants in order to eliminate subjectivity in the hiring process. Using this method, the managers can evaluate each applicant on his or her own merits and experiences, rather than any subjective evaluation, which may inadvertently impact the interview. Using this process and method the managers have successfully hired quality candidates that have, in turn, lowered the turn-over rate within the station.

The Human Resource Director continually evaluates the EEO program to determine success rates of new programs and looks for ways in which to improve practices. By evaluating such things as the notification list it was seen that some organizations on the list were not producing any candidates and therefore another organization would be sought after in hopes of reaching out to more applicants. The station has begun participating with the Careerbuilder.com organization to expand the pool of qualified applicants. This web based organization affiliates with over 900 other companies which in turn posts our job openings and reaches out to a national community and to specific minority groups as well. Since the implementation of a Human Resource Director, the EEO program has effectively grown, matured, and developed into a successful practice within the stations.