

## EXHIBIT 3

### MORONGO BASIN BROADCASTING EQUAL OPPORTUNITY EMPLOYMENT PROGRAM

NARRATIVE REPORT PERIOD JULY 1, 2017 – JUNE 30, 2019

**Policy:** It is the policy of our company to hire employees with absolutely no discrimination as to race, sex, religion or physical disability. Our employment base exemplifies this standard. Recruitment and dissemination of job opening information is performed to maximize the prospect of educating and attracting a broad variety of applicants with particular attention given to exposure to minorities and women.

Our company is in a small rural market of under 90,000 people and employs 4 full time people (plus 3 owners). We are a small family run local company, with the corporate owners acting as General Manager, Sales Manager, News Director, Program Director and Operations Manager.

**Vacancies:** There was one vacancy in the past 24 months.

#### **Outreach initiatives to fill the vacancy:**

1. The Stations website [www.z1077FM.com](http://www.z1077FM.com) was utilized
2. A number of other websites were used including the job openings portion of the industry website All Access.
3. Social media sites
4. Industry websites

After a four-month search, a female Latina candidate was hired.

#### **Ongoing outreach:**

1. Internship Program with local colleges: We had one adult student participate in the Cal State San Bernardino semester long internship program. He was later hired part time (20 hours weekly) as a Reporter and Production Technician.
2. Career Days: Staff participated in local career days at Twentynine Palms and Yucca Valley high schools, as well as Copper Mountain College.
3. Marine Base: Staff keeps in constant communication with the Job Development Director at the local Marine Base (emphasis is on wives and dependents) to recruit eligible applicants.
4. Station Website: We actively recruit whether we have any vacancies or not.