

EXHIBIT 3

MORONGO BASIN BROADCASTING EQUAL OPPORTUNITY EMPLOYMENT PROGRAM

NARRATIVE REPORT PERIOD JULY 1, 2015 – JUNE 30, 2017

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 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 were no vacancies in the past 24 months.

Outreach initiatives:

1. Our News Director teaches Broadcast Occupations for the Regional Occupation Program through the County of San Bernardino and the Morongo Unified School District. Classes are a semester in length with two semesters that coincide with the local school districts schedule. As a part of the class each student gets hands on training in broadcasting and is then required to make a demo tape and prepare a resume. Our News Director also helps students with referrals to stations in the area looking for employees.

As a part of the program we actively recruit interns which may lead to a training position. In the past two years, we have had two students participate as interns / trainees, which led to their part-time employment. One was female.

2. Internship Program with local community college: We had one adult student participate in the community college's 100-hour internship program.

3. Career Days: Staff participated in local career days at Twentynine Palms and Yucca Valley high schools, as well as Copper Mountain College.

4. Staff participated in a career fair for Junior High School students at Copper Mountain College.

6. 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.

7. Station Website: Although there have been no full-time vacancies in our sales department, we actively recruit for our sales department through the station website.