

## EXHIBIT 3

### EEO Narrative Statement

During the period covered for this EEO report, SummitMedia Hawaii radio stations successfully used broad outreach tactics for the recruitment and hiring for the eighteen full-time positions that became available. The job requirements and responsibilities ranged diversely and included roles within each of the departments including Management, Programing, Administration, Sales and Marketing.

When recruiting candidates for full-time employment, the station used a number of sources to disseminate the job listings. Ads were placed on several websites locally and nationally including Craigslist, AllAccess.com, Broadcast Compliance Services and Community Organizations, Goodwill Industries of Hawaii, Hirehawaii.com which is Hawaii's Unemployment Services website, along with colleges and universities locally and the continental U.S. Commercials were also placed on all of our radio stations and websites.

The Stations implemented and executed its first Job Fair with a successful turnout which ended up in the hiring of 4 full time employees.

In addition to the Public Announcements, our stations have become a learning center for local schools and colleges/universities. This includes Hawaiian History and Language through Hawaiian Music and even includes our Boy Scouts/Girl Scouts Troops coming to learn and receive their communication badges. Student groups schedule dates and times to tour the stations with teachers and chaperones. One representative from each department is asked to speak and a group Q&A completes the tour.

Our stations provide constant communication on a daily basis, both internally amongst employees, as well as in the community where referrals and awareness of job opportunities is highly regarded. Interest of employment opportunities come through our offices often regardless of current openings or job postings. We review each applicant and respond accordingly.