

Exhibit 3

KLJY/KPVR/KHZR (FM)

EEO Narrative

Covering the period from October 1, 2018- September 30, 2019

Gateway Creative Broadcasting, the licensee of KLJY/KPVR/KHZR (FM) is a religious broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C.F.R. 73.2080 (c) (1); Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, Gateway Creative Broadcasting makes reasonable, good faith efforts to recruit applications, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation.

During the designated period KLJY/KPVR/KHZR (FM) engaged in the following outreach recruitment activities:

Internship Program: Internship opportunities are available to local students of area secular and Christian universities.

Scholarships: KLJY has created the "Impact Award" for local high school seniors. This award is a \$5000 scholarship.