

**FCC Form 396 Exhibit 3**  
**Narrative Statement Regarding EEO Outreach**

During the license term, the employment unit comprising KPUS(FM), KKPN(FM), and KAJE(FM) (the “Employment Unit”) undertook a number of measures to achieve broad and inclusive outreach in connection with specific station employment opportunities and to disseminate information about broadcasting employment opportunities in general throughout the community that the stations serve.

As reflected in the two attached Annual EEO Public File Reports, the Employment Unit notifies a wide assortment of recruitment sources to broadly disseminate notice of job vacancies to qualified applicants. For example, the Employment Unit posts notifications of vacancies to media trade groups, such as the Texas Association of Broadcasters, and through other methods designed to reach a diverse audience of potential candidates, such as through the Texas Workforce Commission’s Job Search Office. To broaden outreach even further, the Employment Unit advertises job vacancies by contacting regional academic institutions, such as Coastal Bend College – Alice, Del Mar College, and Texas A&M University – Kingsville. The Employment Unit also notifies organizations whose membership includes a substantial number of women and/or minorities, such as the YWCA and the NAACP. During the 2019–20 and 2020–21 reporting periods, the Employment Unit broadly publicized each of the vacancies filled through these and other measures.

In addition, the Employment Unit participates in events and programs sponsored by educational institutions relating to career opportunities in broadcasting. Such events and programs include the Employment Unit’s participation in events like the Education Fair at Texas A&M University – Kingsville on September 10, 2019, and the All Major Career Expo at Texas A&M – Corpus Christi on March 5, 2020. At these events, the Employment Unit’s Business Manager provided attendees with information about career opportunities with the stations.