

Exhibit 3
EEO Narrative Statement
WAVV

The licensee plans to review and implement a variety of activities that will be designed to enhance its ability to attract qualified job applicants from the local community when full-time hiring opportunities arise. The licensee has created a list of various recruitment sources to advertise future employment vacancies. By including local recruitment sources the licensee believes that it will be able to attract more qualified applicants for future full-time employment vacancies.

The licensee has firmed up its outreach activities and currently is assessing the possibility of implementing an internship program for students attending Florida Gulf Coast University, Edison Community College, participating in job banks, and establishing internal training/mentoring programs to enable current station personnel to acquire the skills necessary for higher-level positions.