

EEO PUBLIC FILE REPORT
HARRISON RADIO STATION INC. KCWD-FM / KNWA-AM

EEO VACANCY INFORMATION FOR 2014

Position	Hire Source	Responses	Interviews	Recruitment Sources
Sales Position	#8	09	4	#5 #6 #8

NEW HIRE EEO REPORT SUMMARY

1. Neil Elliott POSITION / Full Time / Hired 03/10/2014
2. Lillie Sharrick POSITION /Full Time/ Hired 10/27/2014

PUBLIC FILE REPORT NARRATIVE STATEMENT

**KCWD-FM /KNWA-AM
HARRISON RADIO STATIONS, INC.**

Reporting Period 2014

Harrison Radio Stations, Inc., (KCWD and KNWA) recruit for all open positions. We have attended the Harrison, Arkansas area "Business Expo" every year for the last 11 years. We offered information about broadcasting and our industry as well as employment opportunities with Harrison Radio Stations, Inc. We also provided applications at the Business Expo to all persons interested in a career in broadcasting. Also During this reporting term, Harrison Radio Stations, Inc. We participated with Sgt. Leslie Nichols from the Harrison Police Department with the Police and Kid's Youth Camp. There were 53 area youths that participated in the program. During this reporting period, Harrison Radio Stations Inc. awarded a \$1000.00 scholarship at North Arkansas Community College. This is the Charles W. Dowdy Memorial Scholarship that's awarded each year. Harrison Radio Stations, Inc. sent out letters to our recruitment sources reminding them we are always accepting applications. All Explanations are offered below. The recruitment of minorities and women as well as all who otherwise may not have knowledge of or have an opportunity in broadcasting, is very important to Harrison Radio Stations, Inc. We recruit from our community as well as nationwide by advertising Job openings on our website, www.kcwdradio.com and Arkansas Broadcasters Association's website. Harrison Radio Stations, Inc. is an equal opportunity employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability or genetic information.

INITIATIVE 1. BUSINESS EXPO APRIL 12th

During this reporting term, on April 12, 2014, Harrison Radio Stations, Inc. attended and participated in the Harrison, Arkansas area "Business Expo". Many other Local businesses also participated this year. General Manager Roger Lowery attended and offered information about Harrison Radio Stations Inc., broadcasting in general, and employment opportunities with Harrison Radio Stations, Inc. Mr. Lowery also offered employment applications with our company. The purpose of our participation in this event was to present an overview of KCWD/KNWA and what we do as broadcasters as well as to talk with many interested in career opportunities with our company.

INITIATIVE 2. LADIES SHOW During this reporting term, Saturday June 21, 2014, Harrison Radio Stations, Inc. General Manager, Roger Lowery, hosted this event offering employment opportunities with Harrison Radio Stations Inc. KCWD and KNWA is actively promoting this event.

INITIATIVE 3. HARRISON POLICE DEPARTMENT KID'S YOUTH CAMP

On July 31, 2014, KCWD/KNWA Harrison Radio Stations Inc. participated with Sgt. Leslie Nichols from the Harrison Police Department with the Police and Kid's Youth Camp. There were 53 area youths that participated in the program to get a first hand look into broadcasting.

INITIATIVE 4. CHARLES W. DOWDY MEMORIAL SCHOLARSHIP

Harrison Radio Stations Inc. awarded a \$1000.00 scholarship at North Arkansas Community College. This is the Charles W. Dowdy Memorial Scholarship that's awarded each year.

INITIATIVE 5. ANNUAL OUTREACH LETTERS

During this reporting term, Mr. Roger Lowery sent quarterly letters to North Arkansas College, Penmac Personnel Services, Arkansas Workforce Center, People Link and Arkansas Broadcasters Association. The letters sent asked for active referral participation from each organization. The letter asked each organization to encourage their Job seekers to fill out applications with Harrison Radio Stations, Inc. We also stated that we keep these applications on file for review for any and all vacancies throughout the year.

RECRUITMENT SOURCES UTILIZED:

1. NORTH ARKANSAS COLLEGE
1515 PIONEER DR., HARRISON, AR. 72601
DR. CYNTHIA HORKEY – 870-391-3560
2. PENMAC PERSONNEL SERVICES
106 INDUSTRIAL PARK RD. HARRISON, AR. 72601
MELANIE SAVELLS 870-743-3007
3. ARKANSAS WORKFORCE CENTER
818 HIWAY 62-65 N. HARRISON ARKANSAS, P.O. BOX 280 72601
JANNA KINDALL 870-741-8236
4. PEOPLE LINK 125 INDUSTRIAL PARK RD BLD 2 UNIT E
HARRISON ARKANSAS, 72601
CARLA LOOPER 870-391-3748
5. ARKANSAS BROADCASTERS ASSOCIATION
2024 ARKANSAS VALLEY DRIVE, LITTLE ROCK ARKANSAS, 72212
CONTACT: ANGIE ROBINSON-501-227-7564
WEBSITE: www.arkansasbroadcasters.org
6. HARRISON DAILY TIMES- 111 W. RUSH HARRISON, ARKANSAS 72602
AD DEPARTMENT-870-741-2325
7. WORD-OF-MOUTH REFERRAL
8. STATION ON AIR PROMOTION AND WEBSITE: WWW.KCWDRADIO.COM
9. PERSONAL KNOWLEDGE OF MANAGER