

**PUBLIC FILE REPORT NARRATIVE STATEMENT
KCWD.FM / KNWA-AM
HARRISON RADIO STATIONS. INC.
REPORTING PERIOD 2018
NARRATIVE STATEMENT**

Harrison Radio Stations, Inc., (KCWD-FM & KNWA-AM) recruit for all open positions. We have attended the Harrison, Arkansas area "Business Expo" every year for the last 15 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 this reporting term, Harrison Radio Stations, Inc. awarded the Charles W. Dowdy Memorial Scholarship for \$1,000.00 at North Arkansas Community College. This is the Charles W. Dowdy Memorial Scholarship that is awarded each year. Harrison Radio Stations Inc., in the past have sent quarterly letters to our recruitment sources reminding them we are always accepting applications. However, due to a staff changes these were overlooked. This policy will restart in 2019. The recruitment of minorities and women, as well as all that otherwise may not have knowledge of, or have an opportunity in broadcasting, is important to Harrison Radio Stations Inc. We recruit from our community as well as nationwide by advertising job openings on our website and Arkansas Broadcasting 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.

EEO Public File Report

Harrison Radio Stations Inc. KCWD-FIWK
KNWA-AM
EEO Vacancy Information For 2018

**New Hire EEO Report Summary
Public File Report Narrative Statement**

KCWD-FM / KNWA-AM
Harrison Radio Stations, INC.
Reporting Period 2018
Narrative Statement

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| Positions | Hire | Interviews | Recruitment | Sources Used |
|-----------|----------------------|------------|-------------|--------------|
| Sales | 9-18-18 LILLIE RAVER | 8 | 8 | 3,4,6,8 |

Initiative #1: Business Expo March 20, 2018

During this reporting term, on March 20th, 2018, Harrison Radio Stations Inc. attended and participated in the Business Expo in the Harrison Arkansas area. Information was offered about Harrison Radio Stations Inc., consisting of broadcasting in general, employment opportunities along with employment applications for Harrison Radio Stations Inc. The purpose of participation in this event was to present an overview of KCWD-FM / KNWA-AM and what broadcasters do as well as talk with individuals interested in career opportunities with Harrison Radio Stations INC.

Initiative #2: Ladies Dav Out Show July 30th, 2018

During This Reporting Term, July 30th, 2018 , Harrison Radio Stations INC. hosted the event offering employment opportunitites with Harrison Radio Stations INC. KCWD actively promotes the event.

Initiative #3: Charles W. Dowdy Memorial Scholarship

Harrison Radio Stations, INC. awarded a \$ 1000.00 scholarship to North Arkansas Community College. This is the Charles W. Dowdy Memorial Scholarship that is awarded annually.

Initiative #4: Annual Outreach Letters

During this reporting term, quarterly letters to North Arkansas College, Penmac Services, Arkansas Workforce, People Link and Arkansas Broadcasters Association are normally sent, but due to staff changes these were overlooked but will resume this policy next quarter. The letters Sent ask for advice referral participation from each organization to encourage their job seekers to fill out applications with Harrison Radio Stations,INC. Also stated in these letters the fact that we keep these applications on file for review for any and all vaccines through out the year.

RECRUITMENT SOURCES UTI LIZED:

1. North Arkansas College
151-5 Pioneer Drive, Harrison, Arkansas 72601
2. Penmac Personnel Services
106 Industrial Park Road, Harrison, Arkansas72601
Phone: 870-743-'3007
3. Arkansas Workforce Center
818 Highway 62-65 North Harrison, Arkansas 72601
P.O. Box 280, Harrison, Arkansas 72601.
Phone: 870-741.-8236
4. People Link
125 Industrial Park Road, Building2 - Unit E, Harrison, Arkansas 72601-
Phone: 870-391-3748

5. Arkansas Broadcasters Association
2024 Arkansas Valley Drive, Little Rock, Arkansas 722L2
Contact: Angie Robinson: 501--227 -7564
Website: htr: ://www.a rkbroadcasters.ore/a rkl

6. Harrison Daily Times
1-11- West Rush, Harrison, Arkansas72602
Ad Depa rtm enl: 87 0--l 4l-2325

7. Word-of-Mouth Referral

B. Station On-Air Promotion and Website: www.KCWDRadio.com

9. Personal Knowledge of Manager