

KCWD.FM / KNWA-AM  
HARRISON RADIO STATIONS. INC.  
EEO PUBLIC FILE REPORT  
REPORTING PERIOD 2019

**NARRATIVE STATEMENT**

HARRISON RADIO STATIONS, INC., (KCWD-FM & KNWA-AM) RECRUIT FOR ALL OPEN POSITIONS. STATION REPRESENTATIVES ATTENDED THE NORTHARK COLLEGE CAREER FAIR IN HARRISON. THEY OFFERED INFORMATION ABOUT BROADCASTING AND THE RADIO INDUSTRY AS WELL AS EMPLOYMENT OPPORTUNITIES WITH HARRISON RADIO STATIONS, INC. THEY ALSO PROVIDED APPLICATIONS AT THE BUSINESS EXPO TO ALL PERSONS INTERESTED IN A CAREER IN BROADCASTING. DURING THIS REPORTING TERM, HARRISON RADIO STATIONS, INC. AWARDED THE CHARLES W. DOWDY MEMORIAL SCHOLARSHIP FOR \$1,000.00 TO 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 2020. 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 OTHER LISTED RECRUITMENT SOURCES. 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: KRISTEN SPEER, SALES MANAGER AND MARY VASILOFF, TRAFFIC ASSISTANT ATTENDED THE ANNUAL NORTHARK CAREER FAIR MARCH 7, 2019, HOSTED BY NORTHARK COLLEGE IN HARRISON. THEY SPOKE WITH OVER 15 STUDENTS AND PROVIDED APPLICATIONS AND TOOK RESUMES. INFORMATION WAS PROVIDED ON THE DIVERSE CAREER OPPORTUNITIES WITHIN OUR RADIO STATION. KCWD ACTIVELY PROMOTES THIS EVENT.

INITIATIVE #2: CHARLES W. DOWDY SCHOLARSHIP

HARRISON RADIO STATIONS, INC OFFER THE ANNUAL CHARLES W. DOWDY BUSINESS SCHOLARSHIP TO A STUDENT OF NORTH ARKANSAS COMMUNITY COLLEGE. THIS IS ACCESSIBLE NATIONWIDE THROUGH INFORMATION PROVIDED ON OUR WEBSITE. INFORMATION AND INSTRUCTIONS ON OBTAINING AN APPLICATION IS HEAVILY ADVERTISED ON OUR RADIO STATIONS BETWEEN APRIL AND THE APPLICATION DEADLINE OF MAY 15TH

INITIATIVE #3: KRISTEN SPEER, SALES MANAGER PAIRED WITH DOWDY SCHOLARSHIP WINNER AS MENTOR TO ADVISE HER ABOUT CREATING HER CAREER PATH IN HER INTEREST OF JOURNALISM AND EDITING. TIME WAS USED LEARNING ABOUT CHOOSING A CAREER, INFORMING HER ABOUT THE DIVERSE CAREERS IN RADIO, USING HER SCHOLARSHIP AND RESOURCES TO START CLASSES AND FURTHER HER EDUCATION.

HARRISON RADIO STATIONS INC. KCWD-FIWKNA-AM EEO VACANCY INFORMATION

NEW HIRE EEO REPORT SUMMARY

JOB TITLE / SOURCE FOR HIRE / RESPONSES / INTERVIEWS / RECRUITMENT USED

#1 MARKETING SPECIALIST	3	10	4	1,2,3&4
#2 MARKETING SPECIALIS	3	10	4	1,2,3&4
#3 MARKETING SPECIALIST	2	10	4	1.2.3&4
#4 OFFICE ASSISTANT	2	0	0	7
#5 ON AIR/PRODUCTION	2	0	0	7

NEW HIRE EEO REPORT SUMMARY POSITION/TITLE DATE HIRED

1. JUSTEN SMITH	MARKETING SPECIALIST	1-7-19
2. THOMAS HOFFMAN	MARKETING SPECIALIST	1-8-19
3. VANESSA BYRD	MARKETING SPECIALIST	2-14-19
4. ALLISON WILLIAMS	OFFICE ASSISTANT	7-1-19
5. MIKE ALLEN	ON AIR/PRODUCTION	8-1-19

**RECRUITMENT SOURCES UTILIZED:**

1. HARRISON DAILY TIMES  
WEST RUSH, HARRISON, ARKANSAS 72602  
AD DEPARTMENT: 870--741-2325
2. WORD OF MOUTH REFERRAL OR PREVIOUS EMPLOYEE
3. STATION ON-AIR PROMOTION AND WEBSITE: [WWW.JOBS@HARRISONRADIO.COM](http://WWW.JOBS@HARRISONRADIO.COM)
4. SOCIAL MEDIA
5. PERSONAL KNOWLEDGE OF MANAGER