

KCWD.FM / KNWA-AM  
HARRISON RADIO STATIONS. INC.  
EEO PUBLIC FILE REPORT  
REPORTING PERIOD 2020

**NARRATIVE STATEMENT**

HARRISON RADIO STATIONS, INC., (KCWD-FM & KNWA-AM) RECRUIT FOR ALL OPEN POSITIONS.

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 OFFERED EACH YEAR TO LOCAL STUDENTS. HARRISON RADIO STATIONS INC.,

STATION REPRESENTATIVE, MARY VASILOFF ATTENDED THE NORTHARK COLLEGE CAREER FAIR IN HARRISON, THURSDAY, MARCH 12. INFORMATION WAS AVAILABLE ABOUT BROADCASTING AND THE RADIO INDUSTRY AS WELL AS EMPLOYMENT OPPORTUNITIES WITH HARRISON RADIO STATIONS, INC. REPRESENTATIVE ALSO PROVIDED APPLICATIONS TO ALL PERSONS INTERESTED IN A CAREER IN BROADCASTING.

QUARTERLY LETTERS ARE MAILED TO OUR RECRUITMENT SOURCES STATING APPLICATIONS ARE ACCEPTED ALL YEAR AND KEPT ON FILE FOR FUTURE NEED.

THE RECRUITMENT OF MINORITIES AND WOMEN, AS WELL AS ALL THAT OTHERWISE MAY NOT HAVE KNOWLEDGE OF, OR HAVE OPPORTUNITY IN BROADCASTING. IT IS IMPORTANT TO HARRISON RADIO STATIONS INC. TO CONTINUE TO 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:** MARY VASILOFF, TRAFFIC ASSISTANT ATTENDED THE ANNUAL NORTHARK CAREER FAIR MARCH 12, 2020, HOSTED BY NORTHARK COLLEGE IN HARRISON. 12 STUDENTS SHOWED INTEREST IN A CAREER WITH HARRISON RADIO AND WAS PROVIDED APPLICATIONS AND RESUMES WERE RECEIVED. INFORMATION WAS PROVIDED ON THE DIVERSE CAREER OPPORTUNITIES WITHIN OUR RADIO STATION, WHICH 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 DUE TO THE COVID PANDEMIC TWO OTHER RECRUITMENT EVENTS WERE CANCELLED.**

QUARTERLY LETTERS WERE MAILED TO THESE AND OTHER POTENTIAL RECRUITMENT SOURCES, STATING CURRENT JOB OPENINGS, OUR COMPANY POLICY TO KEEP ALL APPLICATIONS AND RESUMES ON FILE FOR FUTURE RESOURCE AND REINFORCING OUR EQUAL OPPORTUNITY EMPLOYMENT POLICY.

**HARRISON RADIO STATIONS INC. KCWD-FM KNWA-AM EEO VACANCY INFORMATION**

**NEW HIRE EEO REPORT SUMMARY 2020**

<u>JOB TITLE</u>	<u>/</u>	<u>SOURCE FOR HIRE</u>	<u>/</u>	<u>RESPONSES</u>	<u>/</u>	<u>INTERVIEWS</u>	<u>/</u>	<u>RECRUITMENT USED</u>
#1 MARKETING SPECIALIST		3		1		1		1,2,3,4,5

<u>NEW HIRE EEO REPORT SUMMARY</u>	<u>POSITION/TITLE</u>	<u>DATE HIRED</u>
1. RICHARD HARNESS	MARKETING SPECIALIST	07/27/2020

**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 STAFF