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## 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-FIWKNWA-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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We recruit from our community as well as nationwide by advertising job openings on our website, kcwdradio.com 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.

#### **Positions Hire Interviews Recruitment Sources Used**

Sales 9-18-18 LILLIE RAVEN 8 8 3,4,6,8

#### **Initiative #1: Business Expo March 20, 2018**

During this reporting term, on March 20<sup>th</sup>, 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 Day Out Show July 30<sup>th</sup>, 2018**

During This Reporting Term, July 30<sup>th</sup>, 2018 , Harrison Radio Stations INC. hosted the event offering employment opportunities 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 vacancies throughout the year.

##### **RECRUITMENT SOURCES UTILIZED:**

1. North Arkansas College

151-5 Pioneer Drive, Harrison, Arkansas 72601

2. Penmac Personnel Services

106 Industrial Park Road, Harrison, Arkansas 72601

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, Building 2 - Unit E, Harrison, Arkansas 72601-

Phone: 870-391-3748

5. Arkansas Broadcasters Association

2024 Arkansas Valley Drive, Little Rock, Arkansas 72212

Contact: Angie Robinson: 501--227 -7564

Website: <http://www.arkbroadcasters.org/arkl>

6. Harrison Daily Times

1-11- West Rush, Harrison, Arkansas 72602

Ad Dept: 870-41-2325

7. Word-of-Mouth Referral

B. Station On-Air Promotion and Website: [www.KCWDRadio.com](http://www.KCWDRadio.com)

9. Personal Knowledge of Manager