

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

EEO VACANCY INFORMATION FOR 2015

Positions	Hire Source	Responses	Interviews	Recruitment Sources
Sale Positions	# 8	04	2	# 5 - # 6 - # 8

NEW HIRE EEO REPORT SUMMARY

1. Bill Dolan	Position / Full-Time / Hired 03/13/2015
---------------	---

PUBLIC FILE REPORT NARRATIVE STATEMENT

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

Reporting Period 2015

NARRATIVE STATEMENT

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 12 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. participated with Sgt. Leslie Nichols from the Harrison Police Department in the Police and Kids Youth Camp. There were 53 area youths that participated in the program. Also, 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. sent out a letter to our recruitment sources reminding them we are always accepting applications. The recruitment of minorities and women, as well as all that otherwise may not have knowledge of or have an opportunity in broadcasting, is imperative 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 18TH

During this reporting term, on April 18, 2015, Harrison Radio Stations Inc. attended and participated in the Business Expo in the Harrison, Arkansas area. General Manager, Roger Lowery, attended and offered information about Harrison Radio Stations, Inc. Information consisted 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/KNWA and what broadcasters do as well as talk with individuals interested in career opportunities with Harrison Radio Stations, Inc.

INITIATIVE 2: LADIES SHOW

During this reporting term, Saturday, June 20, 2015, Harrison Radio Stations, Inc. General Manager, Roger Lowery, hosted the event offering employment opportunities with Harrison Radio Stations, Inc. KCWD actively promotes the event.

INITIATIVE 3: HARRISON POLICE DEPARTMENT KIDS YOUTH CAMP

On July 31, 2015, KCWD/KNWA Harrison Radio Stations, Inc. participated with Sgt. Leslie Nichols from the Harrison Police Department with the Police Kids 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 \$1,000.00 scholarship at North Arkansas Community College. This is the Charles W. Dowdy Memorial Scholarship that is awarded annually.

INITIATIVE 5: ANNUAL OUTREACH LETTERS

During this reporting term, General Manager, Roger Lowery, sent quarterly letters to North Arkansas College, Penmac Services, Arkansas Workforce, People Link and Arkansas Broadcasters Association. The letters sent asked for active referral participation from each organization. The letters 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 thorough out the year.

RECRUITMENT SOURCES UTILIZED:

1. North Arkansas College
1515 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/ark/>
6. Harrison Daily Times
111 West 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