

KCWD.FM / KNWA-AM  
HARRISON RADIO STATIONS. INC.  
EEO PUBLIC FILE REPORT  
REPORTING PERIOD 2022

**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 BY HARRISON RADIO STATIONS INC.,

STATION REPRESENTATIVE, MARY VASILOFF PARTICIPATED IN THE NORTH ARKANSAS COLLEGE ANNUAL CAREER FAIR IN HARRISON HELD MARCH 10<sup>TH</sup> FROM 10-12 AND THE ASUMH COMMUNITY CAREER EXPO HELD WEDNESDAY, APRIL 13<sup>TH</sup>, 11-1. WE PROVIDED INFORMATION ABOUT BROADCASTING AND THE RADIO INDUSTRY AS WELL AS EMPLOYMENT OPPORTUNITIES WITH HARRISON RADIO STATIONS, INC. APPLICATIONS WERE MADE AVAILABLE TO ALL PERSONS INTERESTED IN A CAREER IN BROADCASTING.

LETTERS ARE MAILED AND EMAILED TO THE LISTED AND OTHER 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:** STATION REPRESENTATIVE, MARY VASILOFF PARTICIPATED IN THE NORTH ARKANSAS COLLEGE ANNUAL CAREER FAIR IN HARRISON HELD MARCH 10<sup>TH</sup> FROM 10-2 AND THE ASUMH COMMUNITY CAREER EXPO HELD WEDNESDAY, APRIL 13<sup>TH</sup>, 11-1. WE WERE AVAILABLE TO PROVIDE INFORMATION ABOUT BROADCASTING AND THE RADIO INDUSTRY AS WELL AS EMPLOYMENT OPPORTUNITIES WITH HARRISON RADIO STATIONS, INC. APPLICATIONS WERE MADE AVAILABLE TO ALL PERSONS INTERESTED IN A CAREER IN BROADCASTING. 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 IN HARRISON, AR. THIS IS ACCESSIBLE NATIONWIDE THROUGH INFORMATION PROVIDED ON OUR WEBSITE. INFORMATION AND INSTRUCTIONS ON OBTAINING AN APPLICATION IS HEAVILY PROMOTED. HARRISON RADIO STATIONS SALES MANAGER, KRISTEN VARAS MENTORS THE SCHOLARSHIP RECIPIENT THROUGHOUT THE YEAR.

**INITIATIVE # 3.** WE CONTINUE OUR COMMUNICATIONS BY MAILING OR EMAILING LETTERS TO THE LISTED 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 2022

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

ON AIR/MARKETING      5,6                      N/A                      N/A                      5,6

SPECIAL NOTE: NEW HIRE WAS A CURRENT PART TIME EMPLOYEE, CHANGED TO FULL TIME

NEW HIRE NAME                                      POSITION/TITLE                                      DATE HIRED

SPREE RAGLAND                                      ON AIR/MARKETING                                      JULY 15, 2022

**RECRUITMENT SOURCES UTILIZED:**

1. HARRISON DAILY TIMES  
WEST RUSH, HARRISON, ARKANSAS 72602  
AD DEPARTMENT: 870--741-2325
2. NORTH ARK COLLEGE  
1515 PIONEER DRIVE  
HARRISON, AR 72601  
870-743-3000
3. STATION ON-AIR PROMOTION AND WEBSITE: [WWW.JOBS@HARRISONRADIO.COM](mailto:WWW.JOBS@HARRISONRADIO.COM)
4. SOCIAL MEDIA
5. PERSONAL KNOWLEDGE OF STAFF
6. WORD OF MOUTH REFERRAL OR PREVIOUS EMPLOYEE