

KCWD.FM / KNWA-AM
HARRISON RADIO STATIONS. INC.
EEO PUBLIC FILE REPORT
REPORTING PERIOD 2023

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 A STUDENT OF 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, RICHARD HARNESS PARTICIPATED IN THE NORTH ARKANSAS COLLEGE ANNUAL CAREER FAIR IN HARRISON HELD MARCH 16TH. HE 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 IS IMPORTANT TO HARRISON RADIO STATIONS INC. WE 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, RICHARD HARNESS PARTICIPATED IN THE NORTH ARKANSAS COLLEGE ANNUAL CAREER FAIR IN HARRISON HELD MARCH 16. HE WAS 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. 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 2023

<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>
ON AIR/MARKETING		5,6		N/A		N/A		5,6
MARKETING		7		12		3		3,7

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

<u>NEW HIRE NAME</u>	<u>POSITION/TITLE</u>	<u>DATE HIRED</u>
LAURI ROTTMAYER	MARKETING	3/27/23
KAYLEE WATERS	MARKETING	7/20/23

RECRUITMENT SOURCES UTILIZED:

1 NORTH ARK COLLEGE
HARRISON, AR 72601
870-743-3000

2. AR Workforce

3. STATION ON-AIR PROMOTION AND WEBSITE: WWW.JOBS@HARRISONRADIO.COM

4. SOCIAL MEDIA

5. PERSONAL KNOWLEDGE OF STAFF

6. WORD OF MOUTH REFERRAL OR PREVIOUS EMPLOYEE

7. INDEED.COM

8. People Link Staffing Solutions

9. ABA – LITTLE ROCK

10. Penmac Staffing Services –