

KCWD.FM / KNWA-AM  
HARRISON RADIO STATIONS. INC.  
EEO PUBLIC FILE REPORT  
REPORTING PERIOD 2021

**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 AND KRISTEN VARAS PARTICIPATED IN THE VIRTUAL NORTHARK COLLEGE CAREER FAIR IN HARRISON HELD MARCH 8-12  
WE WERE AVAILABLE TO PROVIDE INFORMATION ABOUT BROADCASTING AND THE RADIO INDUSTRY AS WELL AS EMPLOYMENT OPPORTUNITIES WITH HARRISON RADIO STATIONS, INC. APPLICATIONS WERE AVAILABLE 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:** STATION REPRESENTATIVE, MARY VASILOFF AND KRISTEN VARAS PARTICIPATED IN THE VIRTUAL NORTHARK COLLEGE CAREER FAIR IN HARRISON HELD MARCH 8-12  
WE WERE AVAILABLE TO PROVIDE INFORMATION ABOUT BROADCASTING AND THE RADIO INDUSTRY AS WELL AS EMPLOYMENT OPPORTUNITIES WITH HARRISON RADIO STATIONS, INC. APPLICATIONS WERE 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 ADVERTISED ON OUR RADIO STATIONS BETWEEN APRIL AND THE APPLICATION DEADLINE OF MAY 15TH  
HARRISON RADIO STATIONS SALES MANAGER, KRISTEN VARAS MENTORS THE SCHOLARSHIP RECIPIENT THROUGHOUT THE YEAR.

**INITIATIVE #3** DUE TO THE COVID PANDEMIC, OTHER RECRUITMENT EVENTS WERE CANCELLED. IN THE PAST YEARS, THESE EVENTS WERE SUPPORTED AND ATTENDED BY REPRESENTATIVES OF THE STATION. WE CONTINUE OUR COMMUNICATIONS BY MAILING QUARTERLY LETTERS 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 2021-----THERE WERE NO NEW HIRES IN 2021

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

NO NEW HIRES TO REPORT FOR 2021

NEW HIRE EEO REPORT SUMMARY      POSITION/TITLE      DATE HIRED

NO NEW HIRES TO REPORT FOR 2021

**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](http://WWW.JOBS@HARRISONRADIO.COM)
4. SOCIAL MEDIA
5. PERSONAL KNOWLEDGE OF STAFF
6. WORD OF MOUTH REFERRAL OR PREVIOUS EMPLOYEE