

BROADCAST MID-TERM REPORT

(For FCC Use Only)
Code No.

Legal Name of the Licensee <i>Pharis Broadcasting, Inc.</i>		
Mailing Address <i>P.O. Box 908 - 323 North Greenwood Ave.</i>		
City <i>Fort Smith</i>	State or Country (if foreign address) <i>AR.</i>	ZIP Code <i>72902</i>
Telephone Number (include area code) <i>479-242-1047</i>		E-Mail Address (if available)
FCC Registration Number (FRN) <i>000376543</i>	Facility ID Number <i>52427</i>	Call Sign <i>KHGG</i>

TYPE OF BROADCAST STATION:

- | | |
|---|--|
| Commercial Broadcast Station | Noncommercial Broadcast Station |
| <input checked="" type="checkbox"/> Radio | <input type="checkbox"/> Educational Radio |
| <input type="checkbox"/> TV | <input type="checkbox"/> Educational TV |
| <input type="checkbox"/> Low Power TV | |
| <input type="checkbox"/> International | |

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (city, state)	Time Brokerage Agreement (check applicable box)
<i>KFPW-FM</i>	<i>26911</i>	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	<i>BARLING, AR.</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<i>KQBK-FM</i>	<i>71701</i>	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	<i>BOONEVILLE, AR</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<i>KFPW</i>	<i>23868</i>	<input checked="" type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV	<i>FORT SMITH, AR</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<i>KH55</i>	<i>52427</i>	<input checked="" type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV	<i>VAN BUREN, AR</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<i>KH55-FM</i>	<i>12231</i>	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	<i>WALDEN, AR</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name <i>MICHELLE A. MCCLURE</i>		Street Address <i>1300 NORTH 17th Street 11th Floor</i>	
City <i>AKLINGTON</i>	State <i>VA</i>	Zip Code <i>22209</i>	Telephone No. <i>(703)-812-0484</i>

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed.

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

SECTION I.

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed <i>William L. Pharis</i>	Name of Respondent <i>WILLIAM L. PHARIS</i>
Title <i>President</i>	Telephone No. (include area code) <i>479-414-8644</i>
Date <i>1-31-2019</i>	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

SECTION II.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME <i>KAREN PHARIS</i>	TITLE <i>General Manager - owner</i>
-----------------------------	---

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

SECTION III.

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

EXHIBIT 1

See following reports.

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

2017 EEO PUBLIC FILE REPORT

EEO PUBLIC FILE REPORT

For the period from January 28, 2017 to January 27, 2018

Prepared by: Pharis Broadcasting, Inc.

(Licensee)

This report covers the following employment unit:

Call Sign	Facility ID #	Type Station	City, State	LMA
KFPW	26911	FM	Barling, AR.	NO
KQBK	71701	FM	Booneville, AR.	NO
KHGG	52427	AM	Van Buren, AR.	NO
KFPW	23868	AM	Fort Smith, AR.	NO
KHGG	12231	FM	Waldron, AR.	NO

The following is a list of all vacancies for fulltime jobs during the previous 12 Months:

Job Title	Date of Opening	Date Filled
Traffic/Mid-Day Personality	October, 2016	June, 2017

B. During the previous 12 months, the following recruitment sources were contacted. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

Recruitment Source	Address	Contact Person	Telephone Number
1. Lincoln Echo	P.O. Box 771 Fort Smith, Ar.	Napoleon Black	479-783-6830
2. UA-Fort Smith	Waldron/Grand Fort Smith, Ar.	Ron Orick Executive Director, Career Services	479-788-7000
3. Ninth St. Baptist Church	1023 N 9th St. Fort Smith, Ar.	Rev. A.J. Parrish Pastor	479-782-0055
4. Radio Advertising	P.O. Box 908	Karen Pharis	479-242-1047
5. La Raza	601 N. Greenwood	Fidel Esquivel	479-785-2526
6. Employment Security Division	616 Garrison Ave Fort Smith, Ar.	Various	479-783-0231
7. Bridging the Gap	2004 Old Wire Road-Leo Cruz Rogers, Arkansas		479-466-2211
8. National Org for Women	733 15th St. N W Washington, D.C.		202-628-8669
9. First Church of God In Christ	2037 N. 14th St. Fort Smith, Ar.	Rev. Everett Rainey	479-783-7072
10. Rep. George McGill	515 N. 6th St. Ft Smith		222-6867

C. The following is a list of the sources for fulltime jobs shown in Section A above And the recruitment source which provided the Hiree for that position.

Job Title -----	Recruitment Source -----
Traffic/Mid-Day Personality	Radio Advertising

D. During the last 12 months, the station employment unit engaged in the following (menu option) initiatives:

Prong 3 MENU option

1. We participated in the University of Arkansas-Fort Smith Job Fair in March and October, passing out station information and gathering resumes to be considered for any openings.
 2. We prepared a format for job openings to be sent to various persons and agencies mentioned above, pending a decision to fill an open position.
 3. We carried public service announcements about Black History Month in February as well as Dr. Martin Luther King observances in the local communities in January. Cinco de Mayo events here were also featured on our newscasts.
-

Narrative Statement

Pharis Broadcasting, Inc., has a staff of five (5) fulltime personnel. A position of Traffic/Mid-Day Personality which was left vacant in October 2016 was filled in June of 2017 by the person who had held the position in the first place. She became aware of our desire to fill the position through our outreach to applicants through our radio outreach, applied and was eligible for re-hire and was.

Name of Respondent: Pharis Broadcasting, Inc.

Signed:  _____

Typed name: William L. Pharis

Title: President

Date: January 30, 2018

Telephone: 479-242-1047

2018 PUBLIC FILE REPORT

EEO PUBLIC FILE REPORT

For the Period from January 28, 2018 to January 27, 2019

Prepared by: Pharis Broadcasting, Inc.
(Licensee)

This report covers the following employment unit:

Call Sign	Facility ID Number	Type of Station	City, State	LMA
KFPW	26911	FM	Barling, AR.	NO
KQBK	71701	FM	Booneville, AR.	NO
KHGG	52427	AM	Van Buren, AR.	NO
KFPW	23868	AM	Fort Smith, AR.	NO
KHGG	12231	FM	Waldron, AR.	NO

The following is a list of all vacancies for fulltime jobs during the previous 12 months:

Job Title	Date of Opening	Date Filled
1. Traffic/Mid-Day Personality	December 1, 2018	Not as Yet

B. During the previous 12 months, the following recruitment sources were contacted. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

Recruitment Source	Address	Contact Person	Telephone Number
1. Lincoln Echo	P.O. Box 771 Fort Smith, Ar.	Napoleon Black	479-783-6830
2. *UA-Fort Smith	Waldron/Grand Fort Smith, Ar.	Ron Orick Executive Director, Career Services	479-788-7000
3. Ninth St. Baptist Church	1023 N 9th St. Fort Smith, Ar.	Rev. A.J. Parrish Pastor	479-782-0055
4. Radio Advertising	P.O. Box 908	Karen Pharis	479-242-1047
5. La Raza	601 N. Greenwood	Fidel Esquivel	479-785-2526
6. Employment Security Division	616 Garrison Ave Fort Smith, Ar.	Various	479-783-0231
7. Bridging the Gap	2004 Old Wire Road- Rogers, Arkansas	Leo Cruz	479-466-2211
8. National Org for Women	733 15th St. N W Washington, D.C.		202-628-8669
9. First Church of God In Christ	2037 N. 14th St. Fort Smith, Ar.	Rev. Everett Rainey	479-783-7072
10. Rep. George McGill	515 N. 6th St. Ft Smith		222-6867

- C. The following is a list of the sources for fulltime jobs shown in Section A above and the recruitment source which provided the Hiree for that position.

Job Title	Recruitment Source
----- Traffic-Mid-Day Personality	----- N/A Work assumed by others

- D. During the last 12 months, the station employment unit engaged in The following (menu option) initiatives:

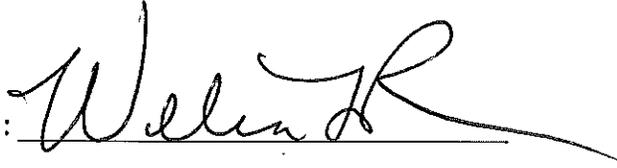
Prong 3 MENU Option

1. We participated in the University of Arkansas-Fort Smith Job Fair in March, passing out station information and gathering resumes to be considered should we decide to fill an opening.
2. We prepared letters of notification of the job opening to the various agencies and persons mentioned above, but have not sent them out awaiting a decision when to fill them. We are currently covering the duties with current personnel.
3. We carried public service announcements about Black History Month in February as well as Dr. Martin Luther King observances in the local communities in January. Cinco de Mayo events here were also featured on our newscasts.

Narrative Statement

Pharis Broadcasting has a staff of less than 5 fulltime personnel at the present time. One fulltime person left employment during the year and that was a traffic/mid-day air personality position which was assumed by current staff. Therefore, no new fulltime hires were made in the current EEO report. We will, however, continue to reach out for input from our entire community and when budget allows will hopefully add new fulltime employees.

Name of Respondent: Pharis Broadcasting, Inc.

Signed: 

Typed name: William L. Pharis

Title: President

Date: January 27, 2019

Telephone: 479-242-1047