

### 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-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	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

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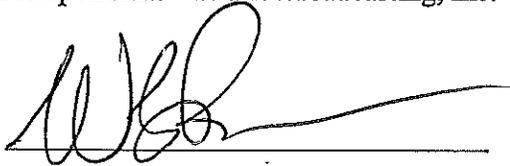
1. We participated in the University of Arkansas-Fort Smith Job Fair in March, passing out station information and gathering resumes to be considered should we decide to fill an opening.
2. We prepared letters of notification of the job opening to the various agencies and persons mentioned above, but 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 :

A handwritten signature in black ink, appearing to read 'W. Pharis', written over a horizontal line.

Typed name: William L. Pharis

Title: President

Date: January 27, 2019

Telephone: 479-242-1047