

## EEO PUBLIC FILE REPORT

For the Period from January 28, 2019 to January 27, 2020

Prepared by: Pharis Broadcasting, Inc.  
(Licensee)

This report covers the following employment unit:

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

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

<u>Job Title</u> -----	<u>Date of Opening</u> -----	<u>Date Filled</u> -----
1. Sales Representative	January 31, 2019	Not as Yet
2. Traffic-Mid-Day Personality	December 1, 2018	December 1, 2019

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. *Mayor George McGill	City of Fort Smith		479-784-2437
11.*Station Web Pages	Bill Pharis		479-242-1047

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 the Traffic-Mid-Day Personality that position. (The Sales Representative position has yet to be filled.)

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

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 and emails of notification of the job openings to the various agencies, companies and persons mentioned above. Through this effort we were able to fill the Traffic-Mid-Day Personality position. We are currently covering the open Sales Representative position with current personnel.
3. We broadcast and streamed public service announcements about Dr. Martin Luther King Day and drove one of our vehicles in the Fort Smith Parade. Black History Month in February was stressed on our newscasts and aired interviews. Cinco de Mayo events were also featured. Native Americans (Cherokee) have been and are on our staff.

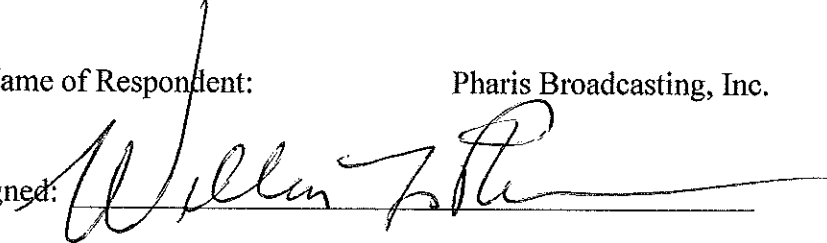
Narrative Statement

Pharis Broadcasting has a staff of 5 fulltime personnel at the present time. One fulltime person left employment during the year (Sales Representative) whose activities for now have been assumed by other personnel. The Traffic/Mid-Day Personality position has finally been filled by the individual who originally had the job. 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 "William L. Pharis", written over a horizontal line. The signature is cursive and extends to the right of the line.

Typed Name: William L. Pharis

Title: President

Date: January 27, 2020

Telephone: 479-242-1047