

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- 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
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Traffic/Mid-Day Personality	Radio Advertising

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

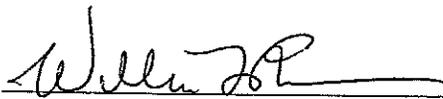
Prong 3 MENU option

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