

EEO PUBLIC FILE REPORT

For the period from January 27, 2015 to January 26, 2016

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
Morning Show Host	February, 2015	N/A
Sales Person	August, 2015	N/A
Traffic/Receptionist	September, 2015	N/A

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.	Katherine	202-628-8669
9. Sleepers Youth Org.	Lincoln Youth Center 1415 North 9th St. Fort Smith, Ar.	Lee Bell	479-806-5144
10. 1st Church of God In Christ	2037 N. 14th St. Fort Smith, Ar.	Rev. Everett Rainey	479-783-7072

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.

<u>Job Title</u>	<u>Recruitment Source</u>
NONE	N/A

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

Prong 3 MENU Option

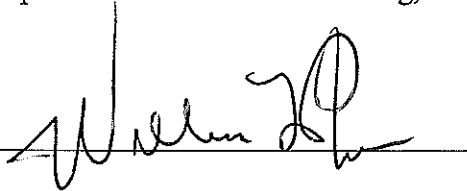
1. We participated in the University of Arkansas-Fort Smith Job Fair in March and October, passing out station information and gathering resumes to be considered should we have an opening.
2. We wrote letters of notification of anticipated job openings to the various agencies and persons mentioned above.
3. We participated in Dr. Martin Luther King, Jr. Day activities, parade, and ran tributes to Dr. King. We also participated with Black History month interviews on our news.

Narrative Statement

Pharis Broadcasting has a staff of 6 fulltime personnel and there is very little turnover. Three fulltime persons left employment during the year, but their positions were not filled, with current personnel assuming their duties due to market economics. 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 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.

Typed name: William L. Pharis

Title: President

Date: January 26, 2015

Telephone: 479-242-1047



University of Arkansas™
FORT SMITH

October 16, 2015

Mr. Tim Garrett
Fort Smith Radio Group
PO Box 908
Fort Smith, AR 72902

Tim:

We sincerely appreciate Fort Smith Radio Group's contribution to the University of Arkansas-Fort Smith Career Fair on Thursday, October 8, 2015.

We had over 400 students and alumni that participated in the event.

We look forward to working with you in the future.

If we can be of any assistance, please do not hesitate to contact us at (479) 788-7017.

Thanks again.

Sincerely,

Ron Orick
Executive Director of Career Services