

EEO PUBLIC FILE REPORT

For the period from February 1, 2011 to January 10, 2012

Prepared by: Pharis Broadcsasting, Inc.
(Licensee)

This report covers the following employment unit:

Call Sign	Facility ID Number	Type of Station	City, State	LMA
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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
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1. Sales Manager	July 28, 2011	Not as yet.

There were no additional fulltime openings during the period and no fulltime hirings for the period due to budgetary considerations.

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

Recruitment Source -----	Address -----	Contact Person -----	Telephone Number -----
1. U of A Fort Smith*	5210 Grand Ave Fort Smith, Ar. 72901	Ron Orick	479-788-7000
2. 1st Church of God In Christ*	2037 N. 14th St Fort Smith, Ar. 72901	Rev. Everett Rainey	479-783-7072
3. Bridging the Gap*	2004 S. Old Wire Rd. Rogers, AR.	Leo Cruz	479-466-2211
4. Employment Security Division*	616 Garrison Avenue Fort Smith, Arkansas 72902	Various	479-783-0231
5. Radio Advertising	P.O. Box 908 Fort Smith, Arkansas 72902	Karen Pharis	479-242-1047
6. Carl Albert State College*	Poteau, Oklahoma	Various	918-647-1200
7. National Org. for Women	733 15th St. N.W. Washington, D.C.	Katherine	202-628-8669
8. La Raza	601 N. Greenwood Ave. Fort Smith, Arkansas 72901	Fidel Esquivel	479-785-2526
9. Lincoln Echo	P.O. Box 771 Fort Smith, Arkansas 72901	Napoleon Black	479-783-6830
10. Ninth St. Baptist Church	1023 N. 9th St. Fort Smith, AR.	Rev. A.J. Parrish	479-782-0055
11. Fort Smith Adult Education Center	Rogers and Jenny Lind Fort Smith, Ar. 72902	Gary Udouj	479-785-1232

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

Job Title -----	Recruitment Source -----
Sales Manager	
Total # of interviews	6
Walk-Ins	(1)
Radio Advertising	(2)
UA-Fort Smith	(1)
Employment Security Division	(2)

*Please note that while interviews and recruitment efforts were conducted, it was determined not fill the position at this time due to budgetary considerations.

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

Prong 3 MENU Option

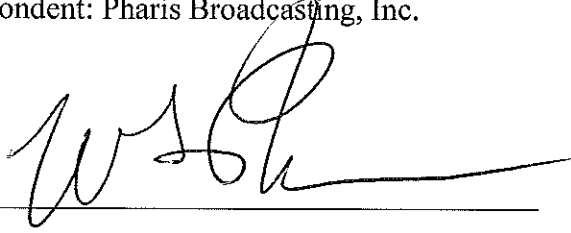
1. The Fort Smith Radio Group (Pharis Broadcasting, Inc.) sponsored the University of Arkansas-Fort Smith Spring Job Fair and had more than 400 attendees (see letter from Ron Orick, Director of Career Services).
2. We wrote letters and e-mails to several of the various agencies and persons mentioned above notifying them of the sales manager post opening.
3. We worked with the Fort Smith Adult Education Center to help with Job Fair activities and to develop lists of applicants for future positions.
4. We participated in Dr. Martin Luther King, Jr., Day activities, drove our station vehicle in the parade, did live broadcasts, and made listeners aware that we are an Equal Opportunity Employer.
5. We participated in the Juneteenth activities, publicizing events and making people aware of our community outreach.

Narrative Statement

Pharis Broadcasting Inc. has a staff of seven fulltime employees and there is very little turnover. No fulltime hires were made in the current EEO report. We will, however, continue to reach out for input from our entire community when new fulltime employees are brought on board.

Name of Respondent: Pharis Broadcasting, Inc.

Signed: _____

A handwritten signature in black ink, appearing to be 'W. S. Ch.', written over a horizontal line.

Title: President

Date: January 10, 2011

Telephone: 479-242-1047