

EEO PUBLIC FILE REPORT

For the Period from February 1, 2008 to January 31, 2009

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. Local Sales Manager | August 15, 2009 | August 16, 2009 |

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

| Recruitment Source<br>-----        | Address<br>-----  | Contact<br>Person<br>-----                          | Telephone<br>Number<br>----- |
|------------------------------------|---|---|------------------------------|
| 1. Lincoln Echo                    | P.O. Box 771<br>Fort Smith, Ar.                               | Napoleon Black                                      | 479-783-6830                 |
| 2. UA-Fort Smith                   | Waldron/Grand<br>Fort Smith, Ar.                              | Ron Orick<br>Director-Business & Career Development | 479-788-7019                 |
| 3. Ninth St. Baptist Church        | 1023 N 9th St.<br>Fort Smith, Ar.                             | Rev. A.J. Parrish<br>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<br>Division | 616 Garrison Ave<br>Fort Smith, Ar.                           | Various   | 479-783-0231                 |
| 7. Arkansas NAACP                  | P.O. Box 25314<br>Little Rock, Ar. 72221                      | State President                                     | 479-376-7399                 |
| 8. National Org for Women          | 733 15th St. N W<br>Washington, D.C.                          | Katherine   | 202-628-8669                 |
| 9. Sleepers Youth Org.             | Lincoln Youth Center<br>1415 North 9th St.<br>Fort Smith, Ar. | Lee Bell  | 479-806-5144                 |
| 10. 1st Church of God<br>In Christ | 2037 N. 14th St.<br>Fort Smith, Ar.                           | Rev. Everett<br>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.

| Job Title<br>-----                       | Recruitment Source<br>----- |
|--|-----------------------------|
| Sales Manager<br>Total # of interviews 6 |                             |
| Walk-ins                                 | (2)                         |
| UA-Fort Smith                            | (1)                         |
| Radio Advertising                        | (1)                         |
| Employment Security Division             | (1)                         |
| La Raza                                  | (1)                         |

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

Prong 3 MENU Option

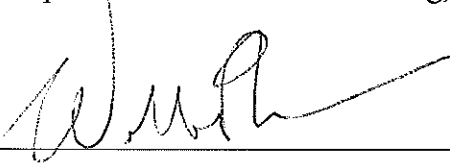
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1. We participated in the University of Arkansas-Fort Smith Job Fair and were a sponsor.
2. We wrote letters of notification of job openings to the various agencies and persons mentioned above.
3. We participated in Dr. Martin Luther King, Jr. Day activities, parade, and ran tributes to Dr. King.
4. We helped with Juneteenth publicity.

Narrative Statement

Pharis Broadcasting has a staff of 8 fulltime personnel and there is very little turnover. Only two staff positions were filled in 2008. We will continue to reach out to our community to diversify our staff.

Name of Respondent: Pharis Broadcasting, Inc.

Signed :  \_\_\_\_\_

Typed name: William L. Pharis

Title: President

Date: January 31, 2010

Telephone: 479-242-1047