

**Annual Cable EEO Public File Report
For
Conway Corporation Cable
Conway, Arkansas**

Covering the Period from 10/1/2022 – 9/30/2023

This EEO Public File Report is filed pursuant to Federal Communication Commission's (FCC) equal employment opportunity (EEO) rules for cable television operators. The FCC's Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the cable employment unit during the preceding year, identified by job title.
2. For each such vacancy, the recruitment sources(s) used to fill the specific vacancy, together with the address, contact person, and telephone number of each source (and including organizations entitled to notification of vacancies).
3. The recruitment source that referred the hiree for each full-time vacancy during the preceding year.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of "recruitment initiatives" implemented during the preceding year, if applicable.

The tables which follow have been designed, in the aggregate, to provide the required information.

Conway Corporation maintains EEO Public File Reports for public inspection for five years.

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	University of Central Arkansas Contact Person: Pam Hapner Career Services Department 201 Donaghey Avenue Bernard 314 Conway, AR 72035 501-450-3134	Y	1
2	Hendrix College Contact Person: Jamie Fotioo Associate Director of Career Services 1600 Washington Avenue Conway, AR 72032 501-450-1416	Y	0
3	Central Baptist College Contact Person: Kerry Norris Director of Student Services 1501 College Avenue Conway, AR 72034 501-205-8837	Y	0
4	UACCM Conway - Adult Education Center Contact Person: Reginia Kimbrough 125 S. Center Street Conway, AR 72034 501-450-4810	Y	0
5	Arkansas Department of Workforce Services Contact Person: Diana Kirkdoffer/Larry Woodle Employer Services Interviewer P. O. Box 189 Conway, AR 72033 501-730-9878	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Department of Human Services Transitional Employment Assistance Contact Person: Leah Hutto 1000 E. Siebenmorgan Road Conway, AR 72032 501-730-9954	Y	0
7	UACCM Conway-WAGE Training Center Contact Person: Kathryn Rasure UACCM Conway- Adult Education Center 1537 University Blvd Morrilton, AR 72110 501-450-4810	Y	0
8	U of A Community College In Morrilton Contact Person: Derek Moore Director of Academic Advising and Career Services 1537 University Blvd. Morrilton, AR 72110 501-977-2084	Y	1
9	Pulaski Technical College Contact Person: Dianne Butler Counseling and Career Services 3000 West Scenic Drive North Little Rock, AR 72118 501-771-1000	N	0
10	Arkansas Rehabilitation Services Contact Person: Kristina Jones Business Engagement Representative 1150 N. Museum Road, #1 Conway, AR 72032 501-852-1002	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	The Salvation Army Cody Sheppard 2125 Harkrider Street Conway, AR 72032 501-329-1712	Y	0
12	Globetrotter Enterprises Jesse M. Grayson Placement Officer 2555 Remington Road Conway, AR 72032 501-336-8820	Y	0
13	Central Arkansas Planning and Development District One Stop Manager in Conway Bobby Strobel, Jr. 1500 Museum Road, Suite #109 Conway, AR 72032 501-730-3266	Y	0
14	Little Rock Job Corps Tim Golman Career Technical Training Instructor 6900 Scott Hamilton Road Little Rock, AR 72209 501-618-2598	Y	0
15	Goodwill Industries of Arkansas Jennifer Francomano Central Regional Manager, Career Service Manager 7400 Scott Hamilton Little Rock, AR 72209 501-372-5100	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	Protech Solutions, Inc. Debra Jackson 303 W. Capitol, Suite 330 Little Rock, Arkansas 72201 877-226-7000	Y	0
17	Arkansas Tech University Amanda Johnson Director, Norman Career Services Doc Bryan, Suite 229, 1605 Coliseum Drive Russellville, AR 72801 479-968-0278	N	0
18	Internal Conway Corporation Job Posting Contact Person: Jim Clark 501-504-6458	N	3
19	Conway Corporation Intranet Contact Person: Bobby Heffner 501-450-6000	N	0
20	Conway Corporation Website (www.conwaycorp.com) Contact Person: Jim Clark 501-504-6458	N	29
21	Log Cabin Democrat Contact Person: Crystal Geraldson Display Ads P. O. Box 969 Conway, AR 72033 501-505-1273 ext 273	N	0
22	Arkansas Democrat-Gazette Contact Person: Cassandra Green P. O. Box 2221 Little Rock, AR 72203-2221 501-378-3844	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
23	Conway Cable TV Channel 5 Classified Ads Contact Person: Jeff Matthews Manager, Video Production-Local Programming P. O. Box 99 Conway, AR 72033 501-450-6025	N	0
24	Conway Area Chamber of Commerce Job Bank Website Contact Person: Brad Lacy 900 Oak Street Conway, AR 72032 501-327-7788	N	0
25	Facebook - Social Media Posting of Job Vacancy on Conway Corporation Pages Contact Person: Beth Jimmerson Manager, Marketing & Communications P. O. Box 99 Conway, AR 72033 501-450-6013	N	8
26	Twitter - Social Media Posting of Job Vacancy on Conway Corporation Pages Contact Person: Beth Jimmerson Manager, Marketing & Communications P. O. Box 99 Conway, AR 72033 501-450-6013	N	0
27	Linked In - Social Media Posting of Job Vacancy on Conway Corporation Pages Contact Person: Beth Jimmerson Manager, Marketing & Communications P. O. Box 99 Conway, AR 72033 501-450-6013	N	4
28	University of Arkansas – Handshake Portal	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	University of Arkansas Pine Bluff – Handshake Portal	N	0
30	Employee Referrals	N	23
31	Non-Employee Referrals	N	5
32	Walk-in Applicants	N	2
33	www.jobsarkansas.com	N	0
34	www.yahooohotjobs.com (Service provided by Log Cabin Democrat)	N	0
35	www.monster.com	N	1
36	www.indeed.com	N	14
37	Unknown source ¹	N	12
TOTAL INTERVIEWS OVER 12-MONTH PERIOD			103

¹This category represents interviewees who declined to identify the referral source upon inquiry.

Conway Corporation

RECRUITMENT INITIATIVES FORM

October/01/2022 – September/30/2023

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY & SCOPE OF CABLE OPERATOR'S PARTICIPATION	RECRUITING (AND MANAGEMENT STAFF) IN ATTENDANCE	CO-SPONSORS (IF APPLICABLE)
1.	Participation in at least two events sponsored by organizations representing groups present in the community interested in multichannel video programming distributor employment issues, including conventions, career days, workshops, and similar activities. (iv)	07/30/2023 - 08/02/2023	The Independent Show – National Cable Television Cooperatives conference.	Beth Jimmerson, Manager, Marketing & Communications; Crystal Kemp, Chief Marketing Officer; Jason Hansen, Chief Technology Officer,	
		05/10/2023	Arrive & Thrive- National Cable Television Cooperatives conference	Jason Hansen, Chief Technology Officer; Bill Bethea, Assistant to the Chief Executive Officer	

		2023	Conway Corporation served on the steering committee of Conway Area Youth Leadership Institute (high school juniors and seniors).	Crystal Kemp, Chief Marketing Officer	
		2022 & 2023	Conway Corporation representative participated as a board member of Opportunities Matter Arkansas	Bret Carroll, Chief Executive Officer	
		2023	Conway Corporation presented the Conway Area Chamber of Commerce Minority Enterprise Development Awards	Bret Carroll, Chief Executive Officer	
		10/26/2022	Conway Corporation presented Conway Area Chamber of Diversity in Business	Bret Carroll, Chief Executive Officer; Crystal Kemp, Chief Marketing Officer	
		11/26/2022 - 12/23/2022	Conway Corporation sponsored Illuminate- A Conway Christmas Tradition	Bret Carroll, Chief Executive Officer	Co-Sponsor
		2023	Conway Corporation's Chief Marketing Officer was elected to serve on the Mid-America Cable Telecommunications Association Board of Directors as treasurer.	Crystal Kemp, Chief Marketing Officer	
		04/17/2023 - 04/20/2023	Conway Corporation representatives attended the Mid-America Cable Show	Ashtyn Brown, Production Coordinator; Javan Massey, Production Coordinator; Crystal Kemp, Chief Marketing Officer; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Coordinator	

		2022-2023	Conway Corporation's Chief Technology Officer nominated to serve on the Arkansas Telecommunications Association and the National Cable Television Cooperatives Board of Directors.	Jason Hansen, Chief Technology Officer	
		07/02/2023	National Content & Technology Cooperative- Marketing Lab	Crystal Kemp, Chief Marketing Officer; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Coordinator	
		2022-2023	Conway Corporation representative served on the Women in Power board.	Crystal Kemp, Chief Marketing Officer	
		2022-2023	Conway Corporation representative served on the United Way board.	Crystal Kemp, Chief Marketing Officer	
		03/10/2023 - 03/11/2023	Conway Corporation representative spoke at the Level Up Conference for Women in Business	Crystal Kemp, Chief Marketing Officer	
		06/28/2023 - 09/15/2023	Conway Corporation provided training room for Dale Carnegie Training	Bret Carroll, Chief Executive Officer	
		05/17/2023	Conway Corporation sponsored & represented at the 2023 Central Arkansas Human	Natalie Arnold, Power Supply Analyst 2 Rachel Avra, Human Resources Specialist	Co-Sponsor

			Resources Association Career Fair		
2.	Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; (v)	2022-2023	Provided internship employment in Technology Division.	Jason Hansen, Chief Technology Officer; Jim Clark, Human Resources Director	
3.	Participate in scholarship programs designed to assist students interested in pursuing a career in multichannel video programming communications (vii)	Ongoing	Conway Corporation's board of directors established permanent scholarship endowments at the University of Central Arkansas, Hendrix College, and Central Baptist College. The endowments will continue a long tradition of supporting higher education in Conway	Bret Carroll, Chief Executive Officer	Sponsor
		Ongoing	Conway Corporation funded an endowed WISH (Women in Support of Hope) scholarship at Central Baptist College	Bret Carroll, Chief Executive Officer	Sponsor
		2023	Conway Corp presents Conway Public Schools Teacher of the Year award winner – award funded through grant from Conway Corporation	Bret Carroll, Chief Executive Officer	Sponsor
		2023	Conway Corp presented four \$500 scholarships to Conway High seniors for their performance in the classroom	Bret Carroll, Chief Executive Officer	Sponsor

			and in their respective competitive arenas.		
4.	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions (viii)	10/01/2022 - 09/30/2023	All cable television installers and technicians are provided training through Society of Cable Telecommunication Engineers. Successful completion of training provides personnel with skills and knowledge needed to qualify them for higher-level positions.	Tommy Nolen, Manager, Cable Telecommunication System (coordinating supervisor); Robert McCray, Aaron Julian, Jacob Keller, Jacob Mooningham, Brett Taylor, Connor Fason, Nathan Hudgens, Chad Sayers, and Austin Clagett (training participants).	
		10/1/22 – 9/30/23	Cable television personnel attend training meetings at local chapter meetings of Society of Cable Telecommunications Engineers. Training provides personnel with skills and knowledge needed to qualify them for higher-level positions.	Tommy Nolen, Jeff Meriweather, Robert McCray, Aaron Julian, Aaron Reynolds, Jacob Keller, Jacob Mooningham, Connor Fason, Nathan Hudgens, Chad Sayers, Brett Taylor, and Austin Clagett, Cable TV Department	
		Ongoing	Conway Corporation partnered with Central Baptist College to provide employees with discounted tuition for courses offered through the college's PACE (Professional Adult College Education) Department.	Bret Carroll, Chief Executive Officer; Jim Clark, Human Resources Director	
		9/18/23 – 9/20/23	APPA Business and Financial Conference	DeAnna Smith, Human Resources Specialist Monica Reap, Internal Auditor	

		Ongoing	Customer Service Training	Jaylene Sexton, Manager, Customer Service; Crystal Kemp, Chief Marketing Officer; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Coordinator; Lesia White, Call Center Supervisor; all Customer Service, Call Center, and Cable TV Installers	
		6/7/2023	UKG HR & Payroll eSymposium	DeAnna Smith, Human Resources Specialist; Jim Clark, Human Resources Director	
		2023	Conway Corporation Representatives participated in the Conway Area Leadership Institute	Roy Grubb, Manager, Network Engineering & Operations	
		05/07/2023 - 05/10/2023	Cybersecurity Summit- America Public Power Association	Jerry Stewart, Administrator, Information Risk & Compliance; Hayden Driskill, Information Security Analyst	
5.	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)	11/02/2022	Conway Corporation represented at the University of Central Arkansas Career Fair	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Coordinator; Alli Whitener, Engineering Project Coordinator & Data Specialist, Jim Clark, Human Resources Director; Scott Hudnall, Senior Technology Project Manager	
		12/08/2022	Conway Corporation employees represented at Carolyn Lewis Elementary Career Day	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Coordinator;	

		05/25/2023	Conway Corporation sponsored and represented at the FAB&T Outlook Conway- panel discussion on workforce education.	Crystal Kemp, Chief Marketing Officer; Beth Jimmerson, Manager, Marketing & Communications;	Co-Sponsor
		4/6/2023	Human Resources Director gave a presentation with law class students from the University of Central Arkansas	Jim Clark, Human Resources Director	
		02/28/2023 & 03/03/2023	Conway Corporation employees read books to classrooms and spoke about the company at Carolyn Lewis Elementary.	Beth Jimmerson, Manager, Marketing and Communications; Margaret Smith, Marketing Coordinator;	
		04/27/2023	Conway Corporation employees greeted students at Carolyn Lewis Elementary.	Bret Carroll, Chief Executive Officer; Jim Clark, Human Resources Director; Crystal Kemp, Chief Marketing Officer; Beth Jimmerson, Manager, Marketing and Communications; Margaret Smith, Marketing Coordinator; DeAnna Smith, Human Resources Specialist; Laura Frizzell, Accountant; Cassie Francisco, Controller; Shelly Smith, Fixed Assets & Job Costing Accountant; Leslie Guffey, Engineering Service Development Technician;	
		06/29/2023	Conway Corporation employees spoke at Meadowlake Day School Career Day	Jeff Matthews, Manager, Video Production-Local Programming; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Coordinator;	
		8/18/2023	Conway Corporation participated, as a sponsor and exhibitor, in the 18 th annual Conway Area of Commerce Teacher Breakfast and Education Fair	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Coordinator; and Yaunica Peten, Communications Coordinator.	Sponsor

		09/07/2023	Conway Corporation employees greeted students at Carolyn Lewis Elementary.	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Coordinator; and Yaunica Peten, Communications Coordinator.	
		Ongoing	Channel 5 provided equipment and hands-on training to Conway High Wampus Cat Athletic Interns	Jeff Matthews, Manager, Video Production-Local Programming; Wayne Bailey, Senior Production Coordinator; Ashtyn Brown, Production Coordinator; & Javan Massey, Production Coordinator	
		Ongoing	Channel 5 providing support and training in class offered at Conway High for students interested sports streaming	Jeff Matthews, Manager, Video Production-Local Programming; Wayne Bailey, Senior Production Coordinator; Ashtyn Brown, Production Coordinator; & Javan Massey, Production Coordinator	
		12/14/2022	Conway Corporation participated and sponsored the Women in Business program hosted by the University of Central Arkansas	Crystal Kemp, Chief Marketing Officer; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Coordinator; Monica Reap, Internal Auditor	
		04/26/2023	2023 Academic Signing Day. Highlights the academic success of Conway's high school seniors.	Bret Carroll, Chief Executive Officer	Co-Sponsor
6.	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)	Ongoing	Training: Hiring, Managing Unconscious Bias, Conducting Interviews.	Jim Clark, Human Resources Director; Rachel Avra, Human Resources Specialist	

		Ongoing	Conway Corporation Diversity, Equality & Inclusion Employee Resource Group meetings	Bret Carroll, Chief Executive Officer; Jim Clark, Human Resources Director	
		10/1/2022 – 9/30/2023	American Public Power Association Diversity Advisory Group Member	Jim Clark, Human Resources Director	
		6/13/2023	2023 Managers & Supervisors Conference by Central Arkansas Human Resources Association	DeAnna Smith, Human Resources Specialist; Brent Fason, Safety Director, Beth Jimmerson, Manager, Marketing and Communications; Cassie Francisco, Controller; Kendra Caines, Lead Cashier; Daniel Lawrence, Superintendent, Water Plant; Reece Martin, Chief Plant Operator; Tom Makara, Inventory Control Coordinator.	
7.	Participate in other activities designed by the employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities. (xvi)	April 2023	Conway Corporation sponsored Poster, Essay, and Video Contest open to all students, K-12, in Conway Public School System.	Bret Carroll, Chief Executive Officer; Crystal Kemp, Chief Marketing Officer	

		10/03/2022	Conway Corporation hosted students from the Creative Institute to tour facilities and discuss careers in our industry.	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Coordinator; and Jeff Matthews, Manager, Video Production-Local Programming	
		03/23/2023	Channel 5 hosted students from Willow Roots School to discuss careers in our industry.	Jeff Matthews, Manager, Video Production-Local Programming	
		Ongoing	Arnold Innovation Center: facility powered by Conway Corporation to provide office space for startups, entrepreneurs, and small business owners to launch, collaborate & grow.	Bret Carroll, Chief Executive Officer	

Amend

 Print



EEO Form 396-C

Reference Copy
OMB Control No.
3060-1033

File No.: CBL0010126

Filing Status: **Ready for Review**

3025

General Information

FCC Registration Number (FRN)

0001717743

Filing Year

2023

Employment Unit ID (EUID)

3025

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

CONWAY CORPORATION

Operator Address 1

P.O. Box 99

Operator City

CONWAY

Operator state

AR

Operator Zip Code

72034

State of Employment Office

AR

County of Employment Office

Arkansas

Application Purpose

New Program Report

Supplemental Investigation Sheet (SIS) Required

false

Category of Respondent

Six (6) or more full-time employees during the selected reporting period

Reporting Period Start Date

2022-10-01

Reporting Period End Date

2023-09-30

Section II - Community Information

PSID

001130

Communities

AR0192

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Contacted multiple sources of applicants

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

Defined responsibility of management

Yes

Conducted continuing review of job structure

Yes

Disseminated widely EEO Program

Yes

Offered promotions in nondiscriminatory manner

Yes

Analyzed the results of efforts to recruit hire promote and use services

Yes

Conducted continuing program to exclude prejudice

Yes

Section IV - Additional Information

Exhibit 3 (Optional)

FCC 2023_EEO_Public_File_Report 2023 (002).pdf

FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

PART II - Inquiries Concerning EEO Program and Practices

PART III - EEO Public File Report

Exhibits

Exhibit 3 (Optional)

FCC 2023_EEO_Public_File_Report 2023 (002).pdf

Certifications

I certify that to the best of my knowledge, information and belief, all statements contained in this filing are true and correct. WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Certifier Information

Certifying Official Name and Signature

Bret Carroll

Certifying Official Phone

501-450-6000

Certifying Date Signed

2023-09-27

Certifying Official Title

Chief Executive Officer

Certifying Official Email

bret.carroll@conwaycorp.com