

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

Covering the Period from 10/1/2023 – 9/30/2024

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 | 0 |
| 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 | 0 |
| 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 |
| 11 | The Salvation Army Cody Sheppard 2125 Harkrider Street Conway, AR 72032 501-329-1712 | Y | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|--|---|---|
| 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 |
| 16 | Protech Solutions, Inc. Debra Jackson 303 W. Capitol, Suite 330 Little Rock, Arkansas 72201 877-226-7000 | Y | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 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 | 12 |
| 19 | Conway Corporation Intranet Contact Person: Rachel Avra 501-548-3007 | N | 1 |
| 20 | Conway Corporation Website (www.conwaycorp.com) Contact Person: Jim Clark 501-504-6458 | N | 28 |
| 21 | Log Cabin Democrat Contact Person: Alisa Martin 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 | 2 |
| 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 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 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 | 7 |
| 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 | Handshake Portal – University of Arkansas | N | 0 |
| 29 | University of Arkansas Pine Bluff – Handshake Portal | N | 0 |
| 30 | Employee Referrals | N | 27 |
| 31 | Non-Employee Referrals | N | 6 |
| 32 | Walk-in Applicants | N | 1 |
| 33 | www.jobsarkansas.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|--|---|---|
| 34 | www.yahooohotjobs.com (Service provided by Log Cabin Democrat) | N | 0 |
| 35 | www.monster.com | N | 0 |
| 36 | www.indeed.com | N | 29 |
| 37 | Unknown source ¹ | N | 3 |
| TOTAL INTERVIEWS OVER 12-MONTH PERIOD | | 0 | 120 |

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

Conway Corporation

RECRUITMENT INITIATIVES FORM

October/01/2023 – September/30/2024

| | 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) | 08/19/2024 - 08/22/2024 | The Independent Show – National Cable Television Cooperatives conference. | Bret Carroll, Chief Executive Officer; Erin Brown, Chief Financial Officer; Crystal Kemp, Chief Marketing Officer; Jason Hansen, Chief Technology Officer; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Jerry Stewart, Administrator, Information Risk & Compliance; Hayden Driskill, Information Security Analyst | |
| | | 2024 | Conway Corporation served on the steering committee of Conway Area Youth Leadership Institute (high school juniors and seniors). | Crystal Kemp, Chief Marketing Officer | |
| | | 2023-2024 | Conway Corporation employees served on the Society of Cable Telecommunication Engineers (SCTE) board | Everett Senclair, Administrator, Network Operations & Brandon Land, Senior Systems Analyst | |
| | | 2024 | Conway Corporation presented the Conway Area Chamber of | Bret Carroll, Chief Executive Officer | |

| | | | | | |
|--|--|-------------------------------|--|--|------------|
| | | | Commerce Minority Enterprise Development Awards | | |
| | | 09/24/2024 | Conway Corporation presented & represented at Conway Area Chamber of Diversity in Business | Bret Carroll, Chief Executive Officer; Eleise Myers, Manager, Business Solutions; Jimmy Dolan, Carrier Relations & Account Development Coordinator; Darrell Yates, Business Solutions Account Executive | |
| | | 11/23/2023 | Conway Corporation sponsored Turkey Trot 5k Thanksgiving at University of Central Arkansas | Bret Carroll, Chief Executive Officer | Co-Sponsor |
| | | 11/24/2024 - 12/23/2024 | Conway Corporation sponsored Illuminate- A Conway Christmas Tradition | Bret Carroll, Chief Executive Officer | Co-Sponsor |
| | | 2024 | Conway Corporation's Chief Marketing Officer was elected to serve on the Mid-America Cable Telecommunications Association Board of Directors as chair. | Crystal Kemp, Chief Marketing Officer | |
| | | Ongoing | Conway Area Chamber CEO luncheons | Eleise Myers, Manager, Business Solutions; Jimmy Dolan, Carrier Relations & Account Development Coordinator; Darrell Yates, Business Solutions Account Executive; Beth Jimmerson, Manager, Marketing & Communications | |
| | | 04/02/2024 - 04/04/2024 | 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 Project Coordinator/Event Specialist; Jaylene Sexton, Manager, Customer Service; Tommy | |

| | | | | | |
|--|--|-------------------------------|--|---|--|
| | | | | Nolen; Manager, Telecommunications; Aaron Julian, Telecom Installer Technician 5; Matt Stephens, Telecom Installer Technician 3; Robert McCray, Lead Telecom Installer Technician; James Buggs, Telecom Trouble Technician 3; Nathan Hudgens, Telecom Installer Technician 1; Aaron Reynolds, Telecom Installer Technician 5; Ben Lawrence, Senior Foreman Telecom Construction | |
| | | 2023-2024 | 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 | |
| | | 02/25/2024 - 02/27/2024 | Conway Corporation employee attended the Winter Educational Conference through National Content & Technology Cooperative | Jason Hansen, Chief Technology Officer | |
| | | 09/24/2024 - 09/26/2024 | Conway Corporation attended the Society of Cable Telecommunication Engineers (SCTE) annual Tech Expo | Jason Hansen, Chief Technology Officer; Roy Grubb, Manager, Network Engineering & Operations; Tommy Nolen, Manager Cable Telecommunication Systems; Clint Cook, Headend Engineer; Brent Garren, Senior Foreman, Telecom Maintenance; Michael Clements, Telecommunication Systems Senior Designer; Jason Schaal, Telecom Training Coordinator | |

| | | | | | |
|---|---|-------------------------|--|--|--|
| | | 2023-2024 | Conway Corporation representative served on the Women in Power board. | Crystal Kemp, Chief Marketing Officer | |
| | | 12/13/2023 & 06/20/2024 | Conway Corporation attended the MISO Women in Power Luncheon | Crystal Kemp, Chief Marketing Officer; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator; Eleise Myers, Manager, Business Solutions | |
| | | 2023-2024 | Conway Corporation representative served on the United Way board. | Crystal Kemp, Chief Marketing Officer | |
| | | 05/08/2024 | Conway Corporation employees participated in the Society of Cable Telecommunication Engineers (SCTE) Razorback Chapter Cable Games | Tommy Nolen, Manager Cable Telecommunication Systems; Brent Garren, Senior Foreman, Telecom Maintenance; Jake Stewart, Telecom Trouble Technician 3; Lane McNew, Telecom Installer Technician 4; Matt Stephens, Telecom Installer Technician 3; Kyzer Woods, Telecommunication Systems Designer 1; Jeff Crownover, Telecommunication Systems Senior Engineering Tech; Mike Clements, Telecommunication Systems Senior Designer | |
| | | 03/08/2024 - 03/09/2024 | Conway Corporation representative spoke at the Level Up Conference for Women in Business | Crystal Kemp, Chief Marketing Officer | |
| 2 | Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video | 2023-2024 | Provided internship employment in Engineering | Jason Hansen, Chief Technology Officer & Jim Clark, Human Resources Director | |

| | | | | | |
|---|---|---------|--|---------------------------------------|---------|
| | programming distributor employment; (v) | | | | |
| 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 |
| | | 2024 | 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 |
| | | 2024 | Conway Corp presented four \$500 scholarships to Conway High seniors for their performance in the classroom and in their respective competitive arenas. | Bret Carroll, Chief Executive Officer | Sponsor |
| | | Ongoing | Conway Corporation provides \$82,000 to Public and Private schools in the community. | Bret Carroll, Chief Executive Officer | |

| | | | | | |
|---|---|-------------------------------|---|---|------------|
| 4 | Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher-level positions (viii) | 10/01/2023 - 09/30/2024 | All cable television installers and technicians are provided training through the Society of Cable Telecommunication Engineers (SCTE). Successful completion of training provides personnel with the skills and knowledge needed to qualify them for higher-level positions | Tommy Nolen, Manager, Cable Telecommunication System (coordinating supervisor); Wesley Manion, John Spotts, Justin Kimbrow, Brent Garren, Andrew Nelson, Matt Stephens, Gage Hogan, Lane McNew, Jonathan Booth, Brett Taylor, Connor Fason, Nathan Hudgens, James Wade, Jacob Mooningham, Chad Sayers (training participants). | |
| | | 10/1/23 – 9/30/24 | Cable television personnel attend training meetings at local chapter meetings of the Society of Cable Telecommunications Engineers (SCTE). Training provides personnel with the skills and knowledge needed to qualify them for higher-level positions | Tommy Nolen, Doug Huckabay, Jason Schaal, Jeff Meriweather, Robert McCray, Wesley Manion, Aaron Julian, Brett Taylor, Jacob Mooningham, Austin Clagett, Nathan Hudgens, Chad Sayers, Brent Brown, Brian Robinson, James Buggs, Jake Stewart, Aaron Reynolds, Jacob Keller, Brent Garren, Justin Kimbrow, Jonathan Booth, Jason Fleming, Tony Lemke, Gage Hogan, Justin Moore, Andrew Nelson, Lane McNew, Matt Stephens, Connor Fason, Ben Lawrence, John Spotts, Andrew Mitchell, James Wade, Kyle Freeman, Alex Barlow, & Nick Benedict, 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 | |
| | | 11/02/2023 | Conway Corporation employees attended SPARK! conference | Eleise Myers, Manager, Business Solutions; Jimmy Dolan, Carrier Relations & Account Development Coordinator; Darrell Yates, Business Solutions Account Executive; Jerry Stewart, Administrator, Information Risk & Compliance; Beth Jimmerson, Manager, Marketing & Communications; Margaret | Co-Sponsor |

| | | | | | |
|--|--|-------------------------------|---|--|--|
| | | | | Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator; Bradley Thompson, Marketing Coordinator | |
| | | 04/06/2024 - 04/10/2024 | Conway Corporation employees attended the American Public Power Association Engineers & Operations Conference | Brent Fason, Safety Director | |
| | | 06/07/2024 - 06/12/2024 | Conway Corporation employees attended the American Public Power Association National Conference | Bret Carroll, Chief Executive Officer; Brett McDaniel, Chief Operating Officer | |
| | | 09/08/24 – 09/11/24 | Conway Corporation employees attended the American Public Power Association Business and Financial Conference | Julie Carley, Accountant | |
| | | 10/06/2024 - 10/08/2024 | Conway Corporation employees attended the American Public Power Association Board of Directors Conference | Bret Carroll, Chief Executive Officer | |
| | | 10/26/2024 - 10/30/2024 | Conway Corporation employees attended the American Public Power Association Customer Connections Conference | Crystal Kemp, Chief Marketing Officer; Lesia White; Call Center Supervisor | |
| | | 03/21/2024 | Conway Corporation employee attended Crescent Link training workshop | Kyzer Woods, Telecommunication Systems Designer 1 | |
| | | 10/16/2023 - 10/20/2023 | Conway Corporation employees attended Arkansas GIS Users Symposium & Training | Chris Boudreaux, Operations Systems Coordinator; James Rains, GIS Coordinator; Mike Raney, GIS Technician 2; Joseph Shaw, GIS Technician 1 | |

| | | | | | |
|--|--|-------------------------------|--|--|--|
| | | 07/08/2024 - 07/11/2024 | Conway Corporation employee attended Spry Point Users Conference | Chris Boudreaux, Operations Systems Coordinator | |
| | | 09/03/2024 - 09/04/2024 | Conway Corporation employees attended the ArcGIS Pro & Utility Network Training | Chris Boudreaux, Operations Systems Coordinator; James Rains, GIS Coordinator; Mike Raney, GIS Technician 2; Joseph Shaw, GIS Technician 1 | |
| | | Ongoing | Customer Service Training | Jaylene Sexton, Manager, Customer Service; Crystal Kemp, Chief Marketing Officer; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator; Bradley Thompson, Marketing Coordinator; Lesia White, Call Center Supervisor; all Customer Service, Call Center, and Cable TV Installers | |
| | | Ongoing | Effective Leadership Training | Alicia Francis, Training Coordinator | |
| | | 10/24/2023 | Forge Cybersecurity Summit | Jerry Stewart, Administrator, Information Risk & Compliance; Hayden Driskill, Information Security Analyst | |
| | | 01/22/2024 | Cybersecurity Summit- America Public Power Association | Jerry Stewart, Administrator, Information Risk & Compliance; Hayden Driskill, Information Security Analyst | |
| | | 03/11/2024 - 12/12/2024 | Conway Corporation Representatives participated in the Conway Area Leadership Institute | Brad Sanders, Manager, Information Systems; Brent Fason, Safety Director | |
| | | 10/04/2023 - 11/30/2023 | Dale Carnegie Communication & Leadership Training | Alicia Francis, Training Coordinator; Bobby Heffner, Technology Support Specialist 2; Nicole Pizzolato, Customer Care Team Leader | |
| | | 02/09/2024 - 05/03/2024 | Conway Corporation employees participated in classes through the Creative Institute of Central | Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica | |

| | | | | | |
|---|--|-------------------------|--|--|--|
| | | | Arkansas on Digital Marketing & Advertising. | Peten, Communications Coordinator; Bradley Thompson, Marketing Coordinator | |
| | | 2023-2024 | Conway Corporation representative served on the University of Central Arkansas College of Business Advisory Board | Bret Carroll, Chief Executive Officer | |
| 5 | Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x) | 2023-2024 | Conway Corporation representative served on the UCA Foundation Board of Directors | Bret Carroll, Chief Executive Officer | |
| | | 11/03/2023 | Conway Corporation representative spoke to class of students at Central Baptist College on Leadership/Company Culture | Bret Carroll, Chief Executive Officer | |
| | | 12/23/2023 | Conway Corporation employees produced Conway Symphony Orchestra, Conway Men's Chorus & Conway Women's Chorus concerts. | Jeff Matthews, Manager, Video Production-Local Programming; Wayne Bailey, Senior Production Coordinator; Ashtyn Brown, Production Coordinator; & Javan Massey, Production Coordinator | |
| | | 04/04/2024 & 05/24/2024 | Conway Corporation employees produced Conway Men's & Women's Spring Concerts for Channel 5 and YouTube | Jeff Matthews, Manager, Video Production-Local Programming; Wayne Bailey, Senior Production Coordinator; Ashtyn Brown, Production Coordinator; & Javan Massey, Production Coordinator | |
| | | 03/08/2024 | Conway Corporation employees read to students at Carolyn Lewis Elementary for enrichment day. | Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator; Bradley Thompson, Marketing Coordinator; | |

| | | | | | |
|--|--|-------------------------------|--|--|--|
| | | 05/24/2024 | Conway Corporation employees produced live broadcast of Conway High School graduation ceremony. | Jeff Matthews, Manager, Video Production-Local Programming; Wayne Bailey, Senior Production Coordinator; Ashtyn Brown, Production Coordinator; & Javan Massey, Production Coordinator | |
| | | 03/29/2024 | Conway Corporation employees read to students at Ellen Smith Elementary for enrichment day. | Bret Carroll, Chief Executive Officer; Kendra Caines, Lead Cashier; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator; Bradley Thompson, Marketing Coordinator | |
| | | 05/23/2024 | Conway Corporation sponsored and represented at the FAB&T Outlook Conway- panel discussion on workforce education. | Crystal Kemp, Chief Marketing Officer; Eleise Myers, Manager, Business Solutions; Jimmy Dolan; Carrier Relations & Account Development Coordinator; Darrell Yates, Business Solutions Account Executive; Shane Neighbors, Business Solutions Account Executive. | |
| | | 05/14/2024 | Conway Corporation employees represented at Carolyn Lewis Elementary Career Day | Joe Bingham, Journeyman Lineman; Si Anthony, Journeyman Lineman; John Stewart, Utility Worker Apprentice; Cory Garrett, Utility Worker Apprentice; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator; Bradley Thompson, Marketing Coordinator | |
| | | 11/01/2023 & 03/06/2024 | Conway Corporation represented at the University of Central Arkansas Career Fair | Alicia Francis, Training Coordinator & Rachel Avra, Human Resources Specialist | |
| | | 09/28/2024 | Conway Corporation employees participated in UCA Family Day | Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator; Bradley Thompson, Marketing Coordinator | |

| | | | | | |
|--|--|------------|--|---|-------------|
| | | 11/01/2023 | Conway Corporation employees greeted students at Florence Mattison Elementary. | Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator; Bradley Thompson, Marketing Coordinator | Co- Sponsor |
| | | 12/07/2023 | Conway Corporation employees greeted students at Carolyn Lewis Elementary. | Eleise Myers, Manager, Business Solutions; Jimmy Dolan, Carrier Relations & Account Development Coordinator; Darrell Yates, Business Solutions Account Executive; Brent Fason, Safety Director; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator; Bradley Thompson, Marketing Coordinator | |
| | | 06/18/2024 | Conway Corporation employees represented at Meadowlake Day School Career Day. | Jeff Matthews, Manager, Video Production-Local Programming; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator & Bradley Thompson; Marketing Coordinator | |
| | | 08/08/2024 | Conway Corp employees volunteered at Pine Street School Supply Drive- Backpack program. | Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator & Bradley Thompson; Marketing Coordinator | |
| | | 8/14/2024 | Conway Corporation participated, as a sponsor and exhibitor, in the 19 th annual Conway Area of Commerce Teacher Breakfast and Education Fair | Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator & Bradley Thompson; Marketing 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 | Co-Sponsor |
| | | Ongoing | Channel 5 provides support and training in class offered at Conway High for students interested in sports streaming | Jeff Matthews, Manager, Video Production-Local Programming; Wayne Bailey, Senior Production Coordinator; Ashtyn Brown, Production Coordinator; & Javan Massey, Production Coordinator | |
| | | 12/13/2023 | Conway Corporation participated and sponsored the Women in Business program hosted by the University of Central Arkansas | Beth Jimmerson, Manager, Marketing & Communications, Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator; | |
| | | 05/1/2024 | 2024 Academic Signing Day. Highlights the academic success of Conway's high school seniors. | Bret Carroll, Chief Executive Officer | |
| | | 2024 | Conway Corporation representative participated in a Women's leadership mentorship program at the University of Central Arkansas | Crystal Kemp, Chief Marketing Officer | Co-Sponsor |
| | | Ongoing | Training: Hiring, Managing Unconscious Bias, Conducting Interviews. | Jim Clark, Human Resources Director; Rachel Avra, Human Resources Specialist | |

| | | | | | |
|---|---|-------------------------------|---|--|--|
| 6 | Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv) | 04/11/2024 - 04/12/2024 | 2024 Central Arkansas Human Resources Association: ELLA Conference | Jim Clark, Human Resources Director; DeAnna Smith, Human Resources Specialist; Alicia Francis, Training Coordinator; Yolonda Harris, Human Resources Technician; 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 | |
| | | 10/1/2023 - 9/30/2024 | American Public Power Association Diversity Advisory Group Member | Jim Clark, Human Resources Director | |
| | | 6/18/2024 | 2024 Managers & Supervisors Conference by Central Arkansas Human Resources Association | Daniel Lawrence, Superintendent, Water Treatment Plant; Kody Miller, Superintendent, Wastewater Plant; Cassie Fransisco, Controller; Jerry Stewart, Administrator, Cybersecurity & Compliance; DeAnna Smith, Human Resources Specialist; Ronson Smith, Electric Systems Senior Engineer; Brent Fason, Safety Director; Rachel Avra, Human Resources Specialist | |
| | | Ongoing | 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 | |

| | | | | | |
|---|--|------------|--|---|--|
| 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) | 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 | |
| | | 04/08/2024 | Conway Corporation participated in the Build my Future Expo brings exposure to trade jobs to students across Central Arkansas | Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator; Bradley Thompson, Marketing Coordinator | |
| | | 09/14/2024 | Conway Corporation hosted Meet the Machines | Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator & Bradley Thompson; Marketing Coordinator; Cable, Electric & Water Departments | |
| | | 09/17/2024 | Conway Corporation employees participated in the Faulkner County Fair parade | Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica Peten, Communications Coordinator & Bradley Thompson; Marketing Coordinator; Cable, Electric & Water Departments | |
| | | 06/07/2024 | Conway Corporation employees volunteered with APPA Day of Giving: Conway Ministry Center pantry restock | Beth Jimmerson, Manager, Marketing & Communications; | |

| | | | | | |
|--|--|------------|---|---|--|
| | | 11/23/2023 | Conway Corporation employees produced the Conway Youth Football Super Bowl for the Conway Rotary Club | Jeff Matthews, Manager, Video Production-Local Programming; Wayne Bailey, Senior Production Coordinator; Ashtyn Brown, Production Coordinator; & Javan Massey, Production Coordinator | |
| | | 2023-2024 | Conway Corporation employees hosted monthly community focused talk show called Here & There | Jeff Matthews, Manager, Video Production-Local Programming; Wayne Bailey, Senior Production Coordinator; Ashtyn Brown, Production Coordinator; & Javan Massey, Production Coordinator | |
| | | 08/08/2024 | Conway Corporation received the Large Employer Campaign of the Year award by United Way of Central Arkansas | Tommy Nolen, Manager Cable Telecommunication Systems; Natalie Arnold, Power Supply Analyst 2 | |
| | | | | | |
| | | | | | |

Amend

Print



EEO Form 396-C

File No.: CBL0016302

Filing Status: **Ready for Review**

3025

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0001717743

Filing Year

2024

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

true

Category of Respondent

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

Reporting Period Start Date

2023-10-01

Reporting Period End Date

2024-09-30

Section II - Community Information

PSID

Communities

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Disseminated widely EEO Program

Yes

Contacted multiple sources of applicants

Yes

Offered promotions in nondiscriminatory manner

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

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

Yes

Defined responsibility of management

Yes

Conducted continuing program to exclude prejudice

Yes

Conducted continuing review of job structure

Yes

Section IV - Additional Information

Exhibit 3 (Optional)

FCC 2024_EEO_Public_File_Report Working
FINAL.docx

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

Job Description

Officials and Managers

Exhibit Employee Job Descriptions

Manager, Cable Telecommunication Systems -
2020.docx

PART II - Inquiries Concerning EEO Program and Practices

SIS Question 1

FCC SIS #1.docx

SIS Question 4

FCC SIS #2.docx

PART III - EEO Public File Report

EEO Public File Report for Previous Year

FCC 2024_EEO_Public_File_Report Working
FINAL.docx

Exhibits

Exhibit 3 (Optional)

FCC 2024_EEO_Public_File_Report Working
FINAL.docx

Exhibit Employee Job Descriptions

Manager, Cable Telecommunication Systems -
2020.docx

EEO Public File Report for Previous Year

SIS Question 1

FCC SIS #1.docx

SIS Question 7
FCC SIS #3.docx

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 Title

Chief Executive Officer

Certifying Official Phone

501-450-6000

Certifying Official Email

bret.carroll@conwaycorp.com

Certifying Date Signed

2024-09-18