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EEO Form 396-C

File No.: CBL0025845

Filing Status: **Ready for Review**

3025

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0001717743

Filing Year

2026

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 Assumed 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

2025-10-01

Reporting Period End Date

2026-09-30

Section II - Community Information

PSID

Communities

001130

AR0192

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 2026_EEO_Public_File_Report 2026.docx

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 2026_EEO_Public_File_Report 2026.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**Certifying Official Email**

9/24/26, 11:14 AM

EEO Form - Cable Operations & Licensing System (COALS)

501-450-6000

bret.carroll@conwaycorp.com

Certifying Date Signed

2026-09-24

Bret A. C

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

Covering the Period from 10/1/2025 – 9/30/2026

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.

CONWAY CORPORATION CABLE
EEO PUBLIC FILE REPORT
October 1, 2025– September 30, 2026

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

[illegible]

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: Teresa Murphey 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: Blake Pittman 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	1

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
11	The Salvation Army 2125 Harkrider Street Conway, AR 72032501-329-1712	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	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
13	Little Rock Job Corps Tim Golman Career Technical Training Instructor 6900 Scott Hamilton Road Little Rock, AR 72209 501-618-2598	Y	0
14	Goodwill Industries of Arkansas Jennifer Francomano Central Regional Manager, Career Service Manager 7400 Scott Hamilton Little Rock, AR 72209 501-372-5100	Y	0
15	Protech Solutions, Inc. Debra Jackson 303 W. Capitol, Suite 330 Little Rock, Arkansas 72201 877-226-7000	Y	0
16	Arkansas Tech University Amanda Johnson Director, Norman Career Services Doc Bryan, Suite 229, 1605 Coliseum Drive Russellville, AR 72801 479-968-0278	N	0
17	Internal Conway Corporation Job Posting Contact Person: Rachel Avra 501-514-7292	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	Conway Corporation Intranet Contact Person: Rachel Avra 501-548-3007	N	1
19	Conway Corporation Website (www.conwaycorp.com) Contact Person: Jim Clark 501-504-6458	N	14
20	Log Cabin Democrat Contact Person: Judy Manning Display Ads P. O. Box 969 Conway, AR 72033 501-505-1273 ext. 273	N	0
21	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
22	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
23	Instagram - 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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
24	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	6
25	Handshake Portal – University of Arkansas	N	0
26	University of Arkansas Pine Bluff – Handshake Portal	N	0
27	Employee Referrals	N	19
28	Non-Employee Referrals	N	1
29	Walk-in Applicants	N	0
30	www.jobsarkansas.com	N	2
31	www.yahoohotjobs.com (Service provided by Log Cabin Democrat)	N	0
32	www.monster.com	N	0
33	www.indeed.com	N	8
34	Unknown source ¹	N	1
TOTAL INTERVIEWS OVER 12-MONTH PERIOD		0	65

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

Conway Corporation

RECRUITMENT INITIATIVES FORM

October/01/2025 – September/30/2026

	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)	07/26/2026 - 07/29/2026	The Independent Show – National Cable Television Cooperatives conference.	Brett McDaniel, Chief Operating Officer; Crystal Kemp, Chief Customer Officer; Chris Odom, Regulatory & Risk Management Director; Beth Jimmerson, Manager, Marketing & Communications; Tommy Nolen, Manager, Cable Telecommunications Systems; Roy Grubb, Manager, Network Engineering & Operations; Yaunica McDowell, Communications Coordinator	
		2026	Conway Corporation served as Girl Scout Troop Leader and member of the Faulkner Girl Scouts Service Team.	Crystal Kemp, Chief Customer Officer	
		2025-2026	Conway Corporation employees served on the Society of Cable Telecommunication Engineers (SCTE) Razorback Chapter board	Everett Senclair, Administrator, Network Operations; Tommy Nolen, Manager, Cable Telecommunications Systems; Justin Moore, Superintendent, Telecom Business Class Services	

		2026	Conway Corporation presented the Conway Area Chamber of Commerce Minority Enterprise Development Awards	Bret Carroll, Chief Executive Officer	
		11/27/2025	Conway Corporation sponsored Turkey Trot 5k Thanksgiving at University of Central Arkansas	Bret Carroll, Chief Executive Officer	Co-Sponsor
		11/29/2025 - 12/28/2025	Conway Corporation sponsored Illuminate- A Conway Christmas Tradition	Bret Carroll, Chief Executive Officer	Co-Sponsor
		2025-2026	Conway Corporation's Chief Customer Officer was elected to serve on the Mid-America Cable Telecommunications Association Board of Directors as chair.	Crystal Kemp, Chief Customer 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; Shane Neighbors, Business Solutions Account Executive	
		04/06/2026 - 04/08/2026	Conway Corporation representatives attended the Mid-America Cable Show	Bret Carroll, Chief Executive Officer; Crystal Kemp, Chief Customer Officer; Beth Jimmerson, Manager, Marketing & Communications; Jeff Matthews, Manager, Video Production & Local Programming; Margaret Smith, Marketing Project Coordinator/Event Specialist; Bradley Thompson, Marketing Coordinator; Jaylene Sexton, Manager, Customer Service; Lesia White, Call Center Supervisor; Tommy Nolen;	

				Manager, Cable Telecommunication Systems; Justin Moore, Superintendent, Telecom Business Class Services; Wesley Manion, Lead Telecom Installer Technician; Lane McNew, Telecom Business Class Services Technician 2	
		2025-2026	Conway Corporation's Chief Information Officer was nominated to serve on the National Cable Television Cooperatives Board of Directors.	Jason Hansen, Chief Information Officer	
		2025-2026	Conway Corporation representatives served on the Women in Power board.	Crystal Kemp, Chief Customer Officer; Eleise Myers, Manager, Business Solutions	
		2025-2026	Conway Corporation attended the MISO Women in Power Luncheon	Crystal Kemp, Chief Customer Officer; Eleise Myers, Manager, Business Solutions	
		2025-2026	Conway Corporation representative served on the United Way board.	Natalie Arnold, Power Supply Analyst 2	
		05/22/2026	Conway Corporation employees participated in the Society of Cable Telecommunication Engineers (SCTE) Razorback Chapter Cable Games	Tommy Nolen, Manager Cable Telecommunication Systems; Wesley Manion, Lead Telecom Installer Technician; Jake Stewart, Telecom Trouble Technician 3; Lane McNew, Telecom Business Class Services Technician 2; Kyle Freeman, Telecom Construction Technician 2; Cyeth Arendall; Telecom Installer Technician 1; Austin Claggett, Telecom Business Class Services Technician 1	

2	Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; (v)	2025-2026	Provided internship employment in Engineering and Information Technology	Dale Gottsponer, Manager, Engineering & Planning; Brad Sanders, Manager, Information Systems & 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
		2026	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
		Ongoing	Conway Corp presented four \$500 scholarships to Conway High seniors for their performance in the classroom	Bret Carroll, Chief Executive Officer; Jeff Matthews, Manager, Video Production & Local Programming	Sponsor

			and in their respective competitive arenas.		
		Ongoing	Conway Corporation provides funding 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)	10/01/2025 - 09/30/2026	All cable television installers and technicians are provided with 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; Jason Schaal, Telecom Training Coordinator; Ben Lawrence, Senior Foreman, Telecom Construction; Brent Brown, Superintendent, Residential Services; Brent Garren, Senior Foreman, Telecom Maintenance; Justin Moore, Superintendent, Telecom Business Class Services (coordinating supervisors) Wesley Manion, Cyeth Arendall, Scott Bennett, Kyle Freeman, Nathan Hudgens, Jacob Mooningham, Chad Sayers, Brett Taylor, Fisher Standridge, DJ Bilbruck, Justin Maynard, John Spotts, Alex Barlow, Nick Benedict, Andrew Mitchell, James Wade, Andrew Nelson, Matt Stephens, Lane McNew, Austin Clagett, Brian Robinson, James Buggs, Aaron Julian, Aaron Reynolds, Jake Stewart, Justin Kimbrow, Jason Fleming, Gage Hogan, Jacob Keller, Tony Lemke (training participants).	
		10/1/25 – 9/30/26	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, Manager, Jason Schaal, Ben Lawrence, Brent Brown, Brent Garren, Justin Moore, Wesley Manion, Cyeth Arendall, Taylor Bennett, Kyle Freeman, Nathan Hudgens, Jacob Mooningham, Chad Sayers, Brett Taylor, Fisher Standridge, DJ Bilbruck, Justin Maynard, John Spotts, Alex Barlow, Nick Benedict, Andrew Mitchell, James Wade, Andrew Nelson, Matt Stephens, Lane McNew,	

				Austin Clagett, Brian Robinson, James Buggs, Aaron Julian, Aaron Reynolds, Jake Stewart, Justin Kimbrow, Jason Fleming, Gage Hogan, Jacob Keller, Tony Lemke.	
		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	
		2025-2026	Conway Corporation employees attended SPARK! conference	Bret Carroll, Chief Executive Officer	Co-Sponsor
		03/27/2026 - 04/02/2026	Conway Corporation employees attended the American Public Power Association Safety Summit	Brent Fason, Safety & Emergency Management Director	
		04/13/26 – 04/17/26	Conway Corporation employees attended the Innovate Utility Customer Experience (IUCX) Conference	Lesia White, Call Center Supervisor; Jennifer Brannon, Lead Customer Service Specialist; Kendra Caines, Cashier Supervisor	
		Ongoing	Customer Service Training	Jaylene Sexton, Manager, Customer Service; Crystal Kemp, Chief Customer Officer; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, 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	
5	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)	2025-2026	Conway Corporation representative served on the University of Central Arkansas College of Business Advisory Board	Bret Carroll, Chief Executive Officer	
		12/16/2026	Conway Corporation sponsored Conway Symphony Orchestra, Conway Men's Chorus	Bret Carroll, Chief Executive Officer; Jeff Matthews, Manager, Video Production-Local Programming; Wayne Bailey, Senior Production Coordinator; Ashtyn Brown, Production Coordinator; & Javan Massey, Production Coordinator	Co-Sponsor
		05/05/2026 & 05/17/2026	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	Co-Sponsor
		09/03/2026	Conway Corporation employees spoke to a class of Conway High students about video production	Jeff Matthews, Manager, Video Production-Local Programming; Wayne Bailey, Senior Production Coordinator; Ashtyn Brown, Production Coordinator; & Javan Massey, Production Coordinator	
		03/13/2026	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 McDowell, Communications Coordinator; Bradley Thompson, Marketing Coordinator; Electric & Water Departments	

		05/08/2026	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	
		05/28/2026	Conway Corporation sponsored and represented at the FAB&T Outlook Conway- panel discussion on workforce education.	Bret Carroll, Chief Executive Officer	Co-Sponsor
		11/06/2025 & 03/04/2026	Conway Corporation represented at the University of Central Arkansas Career Fair	Alicia Francis, Training Coordinator & Rachel Avra, Human Resources Specialist	
		04/25/2026	Conway Corporation employees participated in Carolyn Lewis Elementary Enrichment Day	Beth Jimmerson, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator; Bradley Thompson, Marketing Coordinator (Coordinators); Electric Department Employees	
		05/15/2026	Conway Corporation employees participated in Woodrow Cummins Elementary Enrichment Day	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator; Bradley Thompson, Marketing Coordinator (Coordinators); Electric Department Employees; Water Systems Employees	
		05/19/2026	Conway Corporation employees participated in Ida Burns Elementary Enrichment Day	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator; Bradley Thompson, Marketing Coordinator (Coordinators); Electric Department Employees; Water Systems Employees	

		04/25/2026	Conway Corporation employees greeted students at Ida Burns Elementary.	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator; Bradley Thompson, Marketing Coordinator; (Coordinators), Water System Employees; Cable Department Employees; (Greeters)	
		05/18/2026 & 10/30/2026	Conway Corporation employees greeted students at St. Joseph Elementary.	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator; Bradley Thompson, Marketing Coordinator; (Coordinators), Water System Employees; Cable Department Employees; (Greeters)	
		05/21/2026 09/03/2026 & 10/01/2026	Conway Corporation employees greeted students at Woodrow Cummins Elementary.	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator; Bradley Thompson, Marketing Coordinator; (Coordinators), Water System Employees; Cable Department Employees; (Greeters)	
		8/12/2026	Conway Corporation participated, as a sponsor and exhibitor, in the 21 st annual Conway Area of Commerce Teacher Breakfast and Education Fair	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator & Bradley Thompson; Marketing Coordinator	Co-Sponsor
		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,	Sponsor

				Production Coordinator; & Javan Massey, Production Coordinator	
		Ongoing	Conway Corporation participated and sponsored the Women in Business program hosted by the University of Central Arkansas	Crystal Kemp, Chief Customer Officer; Beth Jimmerson, Manager, Marketing & Communications, Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator;	Co-Sponsor
		04/28/2026	2026 Academic Signing Day. Highlights the academic success of Conway's high school seniors.	Bret Carroll, Chief Executive Officer; Jeff Matthews, Manager, Video Production-Local Programming	Co-Sponsor
		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 Customer Officer	
6	Provision of training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)	04/30/2026 - 05/01/2026	2026 Central Arkansas Human Resources Association: ELLA Conference	Jim Clark, Human Resources Director; Alicia Francis, Training Coordinator; Yolonda Harris, Human Resources Specialist; Rachel Avra, Human Resources Specialist	
		Ongoing	Training: Hiring, Managing Unconscious Bias, Conducting Interviews.	Jim Clark, Human Resources Director; Alicia Francis, Training Coordinator; Yolonda Harris, Human Resources Specialist; 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	
		10/1/2025 – 9/30/2026	Conway Corporation employees participated in quarterly committee meetings with the	Jim Clark, Human Resources Director; Alicia Francis, Training Coordinator; Yolonda Harris,	

			Arkansas Municipal Power Association (AMPA)	Human Resources Specialist; Rachel Avra, Human Resources Specialist	
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	Co-Sponsor
		04/06/2026	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 McDowell, Communications Coordinator; Bradley Thompson, Marketing Coordinator; Cable & Water Department Employees	
		10/11/2025	Conway Corporation hosted Meet the Machines	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator & Bradley Thompson; Marketing Coordinator; Cable, Electric & Water Departments	
		09/22/2026	Conway Corporation employees participated in the Faulkner County Fair parade	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator & Bradley Thompson; Marketing Coordinator; Cable, Electric & Water Departments	

		07/01/2026 - 07/02/2026	Conway Corporation employees volunteered with APPA Day of Giving: Conway Ministry Center pantry restock	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator; Bradley Thompson, Marketing Coordinator	
		11/05/2026	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	
		2025-2026	Conway Corporation employees hosted a 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	
		07/31/2026	Conway Corp employees gathered school supplies for the United Way Stuff the Bus annual campaign	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Yaunica McDowell, Communications Coordinator & Bradley Thompson; Marketing Coordinator & Conway Corp Employees	