

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

Covering the Period from 10/1/2019 – 9/30/2020

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	N	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: Regina 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	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

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 Captain Patrishia Knott P.O. Box 1176 Conway, AR 72033 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: Lisa Douglas 501-450-6015	N	0
19	Conway Corporation Intranet Contact Person: Ben Spangler 501-450-6000	N	0
20	Conway Corporation Website (www.conwaycorp.com) Contact Person: Lisa Douglas 501-450-6015	N	7
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	2

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: Beth Jimmerson Mgr, Marketing 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: Crystal Kemp Mgr, Marketing and Public Relations P. O. Box 99 Conway, AR 72033 501-450-6013	N	2
26	Twitter - Social Media Posting of Job Vacancy on Conway Corporation Pages Contact Person: Crystal Kemp Mgr, Marketing and Public Relations 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: Crystal Kemp Mgr, Marketing and Public Relations P. O. Box 99 Conway, AR 72033 501-450-6013	N	0
28	University of Arkansas – Handshake Portal	N	0
29	University of Arkansas Pine Bluff – 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
30	Employee Referrals	N	9
31	Non-Employee Referrals	N	2
32	Walk-in Applicants	N	
33	www.jobsarkansas.com	N	
34	www.yahooohotjobs.com (Service provided by Log Cabin Democrat)	N	
35	www.monster.com	N	0
36	www.indeed.com	N	0
37	Unknown source ¹	N	1
TOTAL INTERVIEWS OVER 12-MONTH PERIOD			24

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

Conway Corporation

RECRUITMENT INITIATIVES FORM

October/01/2019 – September/30/2020

	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)	10/8/2019	Tour of Conway Corp facilities and interview for University of Central Arkansas Supply Chain Management.	Jeff Matthews, Public Relations/Production Specialist		
		10/17/2019	Conway Corporation sponsored Conway Area Chamber of Commerce Business Expo in Conway, Arkansas	Crystal Kemp, Mgr., Marketing & PR; Beth McCullough, Mkt. Coordinator; Jeff Matthews, PR Coordinator; Ben Spangler, Admin, Bus Systems & End User Support; Bart Joyner, Manager, Property and Procurement	Co-Sponsor	

		12/10/2019	Conway Corporation sponsored Conway Area Chamber of Commerce Women in Business Recognition Lunch in Conway, Arkansas	Bret Carroll, Chief Executive Officer; Crystal Kemp, Chief Marketing Officer; LaTisha Sanders Jones, Power Supply Analyst; Beth Jimmerson, Marketing Coordinator; Eleise Myers, Commercial Sales Account Executive; Lisa Douglas, Human Resources Director; Bill Bethea, Assistant to CEO; Jaylene Sexton, Mgr., Customer Service; Nancy Avra, Executive Assistant; Diane Snyder, Secretary Receptionist; Edie Turner, Mgr., Billing Services; Monica Reap, Internal Auditor; Gail Manion, Controller; Natalie Arnold, Eng. Project Coord & Data Specialist; Margaret Smith, Admin Asst; Lesia White, Call Center Supervisor; Jane Harrison, Lead Customer Service Specialist	Co-Sponsor
		2019 - 2020	Conway Corporation served on committee leading Conway Area Youth Leadership Institute (high school juniors and seniors; led media session on 12/17/2019	Crystal Kemp, Chief Marketing Officer,	
		11/5/2019	Conway Corporation executives presented to University of Central Arkansas Leadership Fellows students	Bret Carrol, Chief Executive Officer; Jason Hanson, Chief Technology Officer; Crystal Kemp, Chief Marketing Officer; Greg Dell, Chief Operating Officer; Lisa Douglas, Human Resources Director	
		8/5/2020	Conway Corporation presented Conway Area Chamber of Commerce Minority Enterprise Development Awards	Bret Carrol, CEO	

2	<p>Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; (v)</p>	<p>1/13/20 – 3/16/20</p>	<p>Provided internship employment in Marketing to UCA undergraduate student</p>	<p>Crystal Kemp, Chief Marketing Officer; Jeff Matthews, Public Relations/Production Specialist; Lisa Douglas, Human Resources Director</p>	
3	<p>Participate in scholarship programs designed to assist students interested in pursuing a career in multichannel video programming communications (vii)</p>	<p>Ongoing</p>	<p>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</p>	<p>Bret Carroll, CEO</p>	<p>Sponsor</p>
		<p>Ongoing</p>	<p>Conway Corporation funded an endowed WISH (Women in Support of Hope) scholarship at Central Baptist College</p>	<p>Bret Carroll, CEO</p>	<p>Sponsor</p>
		<p>08/06/2020</p>	<p>Conway Corp presents grant to Conway Public Schools Teacher of the Year award winner</p>	<p>Bret Carroll, CEO</p>	

4	<p>Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions (viii)</p>	<p>10/1/19 – 9/30/20</p>	<p>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</p>	<p>Jody Smith, Mgr., Cable Telecommunication System (coordinating supervisor); Tony Lemke, John Davis, Alex Bethea, Aaron Reynolds, John Spotts, (training participants)</p>	
		<p>10/1/19 – 9/30/20</p>	<p>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</p>	<p>Bob Fason, Shawn Fason, Jeff Meriweather, Jeff Meredith, Doug Huckabay, Robert McCray, Brent Brown, Tommy Nolen, Jason Schaal, Brian Robinson, Tony Lemke, Brent Garren, Jason Kimbrow, Jonathon Booth, Jason Fleming, Jacob Stewart, John Davis, Andrew Nelson, Aaron Reynolds, Aaron Julian, Wesley Manion, Corey Free, Sean Maxfield, Ben Lawrence, Cody Rowlett, James Buggs, Justin Moore, Will Evans, Blake Jones, John Spotts, Alex Bethea, Jody Smith, Cable TV Department</p>	
		<p>ongoing</p>	<p>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.</p>	<p>Bret Carroll, Chief Executive Officer; Lisa Douglas, Human Resources Director</p>	
		<p>11/19/19 – 11/22/19</p>	<p>Certified Utility Safety Professional Program Conference and Expo</p>	<p>Tony Van Pelt, Safety and Emergency Management Director</p>	
		<p>9/14/20 – 9/15/20</p>	<p>APPA Business and Financial Conference</p>	<p>Lisa Douglas, Human Resources Director; DeAnna Smith, Human Resources Specialist; Jim Clark, Human Resources Specialist</p>	

		Ongoing	Customer Service Training	Jaylene Sexton, Mgr., Customer Service; Crystal Kemp, Manager, Marketing and PR; Lesia White, Call Center Supervisor; all Customer Service, Call Center and Cable TV Installers	
		10/19 – 09/20	Conway Corporation Representatives participated in the Conway Area Leadership Institute	Jimmy Dolan, Carrier Relations & Account Development Coordinator	
		7/15/2020	Arkansas Compensation Association - Annual Benefits and Compensation Survey Workshop	DeAnna Smith, Human Resources Technician; Lisa Douglas, Human Resources Director	
5	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)	2019 – 2020	Conway Corporation representative served on University of Central Arkansas College of Business Advisory Board	Bret Carroll, Chief Executive Officer	
		1/27/2020	Conway Corporation representatives presented demonstrations to students in St. Joseph School Career Day	Jeff Matthews, Public Relations/Production Specialist; Trey Lieblong, Environmental Coordinator; Lisa Douglas, Human Resources Director; Donnie Lock, Senior Substation Repairman/Lineman; Tommy Nolen, Senior Foreman, Telecommunications Systems; Brent Brown, Foreman, CATV Trouble; Margaret Smith, Administrative Assistant; Beth Jimmerson, Manger, Marketing/Communications; Trevor Voegele, Water Systems Engineer	

		01/25/2020	Conway Corporation representatives presented demonstrations to University of Central Arkansas Bear Explorers –STEM for Middle School students.	Trey Lieblong, Environmental Coordinator; Trevor Voegele, Water Systems Engineer	
		4/8/2020	Human Resources Director participated in project interviews with University of Central Arkansas students	Lisa Douglas, Human Resources Director	
		4/20/2020	Presentation given to University of Central Arkansas Employment Law class by Conway Corp's Human Resources Director	Lisa Douglas, Human Resources Director	
		7/31/2020	Conway Corp participated, as a sponsor and exhibitor, in 16 th annual Conway Area of Commerce Teacher Breakfast and Education Fair	Jeff Matthews, Public Relations/Production Specialist; Beth Jimmerson, Marketing Coordinator	Sponsor
		10/2019-03/2020	Channel 5 provided equipment and hands-on training to Conway High Wampus Cat Athletic Interns	Ryan Tucker, Senior Programming Coordinator	
		9/16/2020	Conway Corp participated in the Intentional and Inclusive Leadership program hosted by the University of Central Arkansas Women's Leadership Network	Lisa Douglas, Human Resources Director; Crystal Kemp, Chief Marketing Officer	

6	<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)</p>	Ongoing	<p>Training: Hiring, Managing Unconscious Bias, Conducting Interviews.</p>	<p>Lisa Douglas, Human Resources Director All Hiring Managers</p>	
		9/14/20 – 9/15/20	<p>APPA Business and Financial Conference</p>	<p>Lisa Douglas, Human Resources Director; DeAnna Smith, Human Resources Specialist; Jim Clark, Human Resources Specialist</p>	
		9/3/2020	<p>2020 Managers & Supervisors Conference by Central Arkansas Human Resources Association</p>	<p>Jeff Matthews, Public Relations/Production Specialist; Cory Cox, Dispatch Coordinator; Beth Jimmerson, Manager, Marketing and Communications; Yolonda Harris, Admin Asst, Human Resources; Tony Van Pelt, Safety & Emergency Mgmt Director; Erin Brown, Power Supply Analyst</p>	
		7/15/2020	<p>Arkansas Compensation Association - Annual Benefits and Compensation Survey Workshop</p>	<p>Lisa Douglas, Human Resources Director; DeAnna Smith, Human Resources Specialist</p>	
7	<p>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)</p>	2020	<p>Conway Corp CEO serves on Opportunity Matters Arkansas (OMA) board</p>	<p>Bret Carroll, Chief Executive Officer</p>	

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
Multi-Channel Video Program Distributor EEO Program Annual Report Read <u>INSTRUCTIONS</u> Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. - 20200922ABR

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 CONWAY CORPORATION

MSO Name:

B. Employment Unit's Mailing Address
 1307 PRAIRIE STREET
 P. O. BOX 99

City CONWAY	State AR	Zip Code 72034-
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FCC Registration Number:
 0001717743

Emp. Unit ID # 3025

Application Purpose

New Program Report
 Amendment to Program Report

Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
 FAULKNER COUNTY, AR

D. Category of Respondent (check applicable box)

Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
 Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 08/06/2020 - 08/19/2020

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			
<input type="button" value="Menu"/>			

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation.

Exhibit 2

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.

Exhibit 3

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SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed <i>Bret A. C.</i>	Title CHIEF EXECUTIVE OFFICER
Date 9/20/2020	Name of Respondent BRET A. CARROLL
Telephone No. (include area code) 5014506000	

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).

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