

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

**Covering the Period from 10/1/2021 – 9/30/2022**

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	2
2	Hendrix College Contact Person: Jamie Fotioo Associate Director of Career Services 1600 Washington Avenue Conway, AR 72032 501-450-1416	Y	1
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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
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	0
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	24
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	1

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
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	1
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	3
28	University of Arkansas – Handshake Portal	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
29	University of Arkansas Pine Bluff – Handshake Portal	N	0
30	Employee Referrals	N	19
31	Non-Employee Referrals	N	2
32	Walk-in Applicants	N	0
33	<a href="http://www.jobsarkansas.com">www.jobsarkansas.com</a>	N	0
34	<a href="http://www.yahooohotjobs.com">www.yahooohotjobs.com</a> (Service provided by Log Cabin Democrat)	N	0
35	<a href="http://www.monster.com">www.monster.com</a>	N	0
36	<a href="http://www.indeed.com">www.indeed.com</a>	N	1
37	Unknown source <sup>1</sup>	N	5
<b>TOTAL INTERVIEWS OVER 12-MONTH PERIOD</b>			<b>67</b>

---

<sup>1</sup>This category represents interviewees who declined to identify the referral source upon inquiry.



**Conway Corporation**

**RECRUITMENT INITIATIVES FORM**

**October/01/2021 – September/30/2022**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>DATE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY &amp; SCOPE OF CABLE OPERATOR'S PARTICIPATION</b>	<b>RECRUITING (AND MANAGEMENT STAFF) IN ATTENDANCE</b>	<b>CO-SPONSORS (IF APPLICABLE)</b>
1	<b>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)</b>	07/1/2022	The Independent Show – National Cable Television Cooperatives virtual conference.	Beth Jimmerson, Manager, Marketing & Communications; Crystal Kemp, Chief Marketing Officer; Margaret Smith, Marketing Project Coordinator/Event Specialist; Chris Odom, Manager, Voice Services	
		2022	Conway Corporation served on the steering committee of Conway Area Youth Leadership Institute (high school juniors and seniors).	Crystal Kemp, Chief Marketing Officer	
		2021 - 2022	Conway Corporation representative participated as a board member of Opportunities Matter Arkansas	Bret Carroll, Chief Executive Officer	
		2022	Conway Corporation presented the Conway Area Chamber of	Bret Carroll, Chief Executive Officer	

			Commerce Minority Enterprise Development Awards		
		10/19/2021	Conway Corporation presented Conway Area Chamber of Diversity in Business	Bret Carroll, Chief Executive Officer	
		11/27/2021 - 12/23/2021	Conway Corporation sponsored Illuminate- A Conway Christmas Tradition	Bret Carroll, Chief Executive Officer	Co-Sponsor
		2022	Conway Corporation Chief Marketing Officer elected to serve on the Mid-America Cable Telecommunications Association Board of Directors as treasurer.	Crystal Kemp, Chief Marketing Officer	
		09/13/2022 - 09/14/2022	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	
		2021-2022	Conway Corporation 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	

		2022	National Content & Technology Cooperative- Marketing Lab	Crystal Kemp, Chief Marketing Officer; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist	
		2021-2022	Conway Corporation representative served on the Women in Power board.	Crystal Kemp, Chief Marketing Officer	
		2021-2022	Conway Corporation representative served on the United Way board.	Crystal Kemp, Chief Marketing Officer	
<b>2</b>	<b>Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; (v)</b>	2021-2022	Provided internship employment in Engineering	Greg Dell, Manager, Engineering & Planning; Dale Gottsponer, Electric Systems Senior Engineer; Jim Clark, Human Resources Director	
<b>3</b>	<b>Participate in scholarship programs designed to assist students interested in pursuing a career in multichannel video programming communications (vii)</b>	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

		2022	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
		2022	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
4	<b>Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions (viii)</b>	10/01/2021 - 09/30/2022	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	Jody Smith, Manager, Cable Telecommunication System (coordinating supervisor); Wesley Manion, Andrew Nelson, Alex Bethea, Matthew Stephens, Corey Free, Lane McNew, Jacob Keller, John Spotts, Justin Kimbrow, Brent Garren, Jason Fleming, Jonathan Booth and Tony Lemke (training participants).	
		10/1/21 – 9/30/22	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	Jeff Meriweather, Doug Huckabay, Robert McCray, Brent Brown, Tommy Nolen, Jason Schaal, Brian Robinson, Tony Lemke, Brent Garren, Justin Kimbrow, Jonathon Booth, Jason Fleming, Jacob Stewart, John Davis, Andrew Nelson, Aaron Reynolds, Aaron Julian, Wesley Manion, Corey Free, Ben Lawrence, James Buggs, Justin Moore, Will Evans, Blake Jones, John Spotts, Alex Bethea, Jody Smith, Cable TV Department	
		Ongoing	Conway Corporation partnered with Central Baptist College to provide employees with discounted tuition for courses offered through the college's	Bret Carroll, Chief Executive Officer; Jim Clark, Human Resources Director	

			PACE (Professional Adult College Education) Department.		
		8/10/2022	Conway Corporation employees attended Inspire Conway	Brett McDaniel, Manager, Engineering & Planning; Dale Gottsponer, Electric Systems Senior Engineer; Rachel Avra, Human Resources Specialist; Mark Ferguson, Water Systems Senior Engineer; Eleise Myers, Business Solutions Sales Engineer; Darrel Yates, Account Executive; Jeff Crownover, Telecommunications Systems Senior Designer	
		9/18/22 – 9/21/22	APPA Business and Financial Conference	DeAnna Smith, Human Resources Specialist	
		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; Lesia White, Call Center Supervisor; all Customer Service, Call Center and Cable TV Installers	
		5/5/2022	UKG HR & Payroll eSymposium	DeAnna Smith, Human Resources Specialist; Jim Clark, Human Resources Director	
		2022	Conway Corporation Representatives participated in the Conway Area Leadership Institute	Darrell Yates, Account Executive	

		7/20/22	Arkansas Compensation Association - Annual Benefits and Compensation Survey Workshop	DeAnna Smith, Human Resources Specialist; Jim Clark, Human Resources Director	
		02/10/2022	Conway Corporation employees participated in Arkansas State Chamber of Commerce leadership training: What city/town leaders need to know.	Monica Reap, Internal Auditor	
5	<b>Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)</b>	2021-2022	Conway Corporation representative served on the University of Central Arkansas College of Business Advisory Board	Bret Carroll, Chief Executive Officer	
		05/26/2022	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; Tracy Moore, Chief Financial Officer	Co-Sponsor
		4/6/2022	Human Resources Director gave a presentation with law class students from the University of Central Arkansas	Jim Clark, Human Resources Director	
		04/05/2022	Chief Financial Officer gave a presentation with accounting class students from the University of Central Arkansas	Tracy Moore, Chief Financial Officer	
		8/19/2022	Conway Corporation participated, as a sponsor and exhibitor, in the 17 <sup>th</sup> annual Conway Area of Commerce	Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist; Javan Massey, Production Coordinator	Sponsor

			Teacher Breakfast and Education Fair		
		10/2021-09/2022	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	
		10/2021-09/2022	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	
		12/14/2021	Conway Corporation participated and sponsored the Women in Business program hosted by the University of Central Arkansas	Crystal Kemp, Chief Marketing Officer; DeAnna Smith, Human Resources Specialist; Rachel Avra, Human Resources Specialist; Yolonda Harris, Human Resources Technician; Laura Frizzell, Payroll & Accounts Payable Professional; Monica Reap, Internal Auditor; Beth Jimmerson, Manager, Marketing & Communications; Margaret Smith, Marketing Project Coordinator/Event Specialist	
		04/2022	2022 Academic Signing Day. Highlights the academic success of Conway's high school seniors.	Bret Carroll, Chief Executive Officer	Co-Sponsor
		2022	Conway Corporation representative participated in a Women's leadership mentorship program at the University of Central Arkansas	Crystal Kemp, Chief Marketing Officer	

6	<b>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)</b>	Ongoing	Training: Hiring, Managing Unconscious Bias, Conducting Interviews.	Jim Clark, Human Resources Director; Rachel Avra, Human Resources Specialist	
		7/14/2022	2021 Central Arkansas Human Resources Association: Diversity, Equity, and Inclusion Best Practices & Pitfalls	DeAnna Smith, Human Resources Specialist	
		Ongoing	Conway Corporation Diversity, Equality & Inclusion Employee Resource Group meetings	Bret Carroll, Chief Executive Officer; Jim Clark, Human Resources Director	
		10/1/2021 – 9/30/2022	American Public Power Association Diversity Advisory Group Member	Jim Clark, Human Resources Director	
		7/21/2022	2022 Managers & Supervisors Conference by Central Arkansas Human Resources Association	DeAnna Smith, Human Resources Specialist	



		7/20/2022	Arkansas Compensation Association - Annual Benefits and Compensation Survey Workshop	Jim Clark, Human Resources Director; DeAnna Smith, Human Resources Specialist	
		2/23/2022	Cigna Seminar: Working Together: Diversity in the Workplace	Jim Clark, Human Resources Director	
7	<b>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)</b>	April 2022	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	
		7/11/2022	Conway Corporation Channel 5 employees collaborated with the local Boys & Girls Club in a fundraising initiative	Jeff Matthews, Manager, Video Production-Local Programming; Wayne Bailey, Senior Production Coordinator; Ashtyn Brown, Production Coordinator; & Javan Massey, Production Coordinator	

--	--	--	--	--	--

Amend

Print



# EEO Form 396-C

Reference Copy  
OMB Control  
No. 3060-1033

File No.: CB20001626

Filing Status: **Ready for Review**

## 3025

### General Information

**FCC Registration Number (FRN)**

0001717743

**Filing Year**

2022

**Employment Unit ID (EUID)**

3025

### Section I - Identifying Information

**Has the identifying information associated with this EUID changed?**

Yes

**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**

2021-10-01

**Reporting Period End Date**

2022-09-30

### Section II - Community Information

### 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

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

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**

2022-09-26