

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

Covering the Period from 10/1/2018 – 9/30/2019

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, 2018– September 30, 2019**

I. VACANCY LIST

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

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|-------------------------------|--|---------------------------|
| Cable TV Installer Trainee | 1-37 | 20 |
| Cable TV Field Worker | 1-37 | 30 |
| Cashier | 1-37 | 31 |
| Utility Worker Apprentice | 1-37 | 30 |
| Damage Prevention Technician | 1-37 | 30 |
| Safety Coordinator | 1-37 | 18 |
| System Analyst I | 1-37 | 30,31 |
| Broadband Voice Services Tech | 1-37 | 18 |
| Utility Worker Apprentice | 1-37 | 30 |
| Power Supply Analyst | 1-37 | 30 |
| Customer Care Specialist | 1-37 | 18,25,30 |
| Human Resources Specialist | 1-37 | 30 |
| Production Coordinator | 1-37 | 18 |
| Customer Service Specialist | 1-37 | 18 |

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: Reginia Kimbrough 125 S. Center Street Conway, AR 72034 501-450-4810 | Y | 2 |
| 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 | 2 |

| 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: Yvonne Rowland Business Relations 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 | 18 |
| 19 | Conway Corporation Intranet Contact Person: Ben Spangler 501-450-6000 | N | 5 |
| 20 | Conway Corporation Website (www.conwaycorp.com) Contact Person: Lisa Douglas 501-450-6015 | N | 36 |
| 21 | Log Cabin Democrat Contact Person: Crystal Geraldson Display Ads P. O. Box 969 Conway, AR 72033 501-505-1273 ext 273 | N | 2 |
| 22 | Arkansas Democrat-Gazette Contact Person: Cassandra Green P. O. Box 2221 Little Rock, AR 72203-2221 501-378-3844 | N | 1 |

| 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 | 6 |
| 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 | 6 |
| 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 | 35 |
| 31 | Non-Employee Referrals | N | 7 |
| 32 | Walk-in Applicants | N | 0 |
| 33 | www.jobsarkansas.com | N | 1 |
| 34 | www.yahooohotjobs.com (Service provided by Log Cabin Democrat) | N | 0 |
| 35 | www.monster.com | N | 0 |
| 36 | www.indeed.com | N | 4 |
| 37 | Unknown source ¹ | N | 3 |
| TOTAL INTERVIEWS OVER 12-MONTH PERIOD | | | 128 |

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

Conway Corporation

RECRUITMENT INITIATIVES FORM

October/01/2018 – September/30/2019

| | 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) | 10/17/2018 | 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 |
| | | 12/4/2018 | 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; Linda Johnson, Mgr., Ad Sales and Local Programming; Edie Turner, | Co-Sponsor |

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| | | | | Mgr., Billing Services; Monica Reap, Internal Auditor; Gail Manion, Controller; | |
| | | 2018 - 2019 | Conway Corporation served on steering committee of Conway Area Youth Leadership Institute (high school juniors and seniors). | Crystal Kemp, Mgr., Marketing & PR; Jeff Matthews, Public Relations Coordinator | |
| | | 2018 - 2019 | Conway Corporation representative participated Arkansas Women in Power | Beth Jimmerson, Marketing Coordinator | |
| | | 2019 | Conway Corporation representative participated as board member of Opportunities Matter Arkansas, | Beth Jimmerson, Marketing Coordinator | |
| 2 | Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; (v) | 5/20 – 8/7 | Provided summer internship employment in Marketing to Facebook Career Connections match | Crystal Kemp, Chief Marketing Officer; Beth Jimmerson, Marketing Coordinator; Lisa Douglas, Human Resources Director | |
| | | 9/15/19 – 9/30/19 | Provided fall internship employment in Engineering | Greg Dell, Manager, Engineering & Planning; Dale Gottsponer, Electric Systems Senior Engineer, Lisa Douglas, Human Resources Director | |
| | | 9/19/19 | Provided student job shadowing to a high school student in engineering | Brett McDaniel, Manager, Engineering and Planning; Ronson Smith, Electric Systems Engineer | |

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|----------|---|----------------------|---|--|---------|
| | | 9/15/19 – 9/30/19 | Provided fall internship employment in Engineering | Greg Dell, Manager, Engineering & Planning; Dale Gottsponer, Electric Systems Senior Engineer, Lisa Douglas, 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, CEO | Sponsor |
| | | 10/25/2018 | Conway Corporation funded an endowed WISH (Women in Support of Hope) scholarship at Central Baptist College | Bret Carroll, CEO | Sponsor |
| 4 | Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions (viii) | 10/1/18 – 9/30/19 | 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, Mgr., Cable Telecommunication System (coordinating supervisor); Cody Rowlett, Corey Free, Andrew Nelson, Wesley Manion, Aaron Reynolds, Jake Stewart, Aaron Julian, Blake Jones, Sean Maxfield (training participants) | |
| | | 10/1/18 – 9/30/19 | 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 | 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 | |

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| | | | | Maxfield, Ben Lawrence, Cody Rowlett, James Buggs, Justin Moore, Will Evans, Blake Jones, John Spotts, Alex Bethea, Jody Smith, Cable TV Department | |
| | | 10/01/18 – 9/30/19 | 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; Lisa Douglas, Human Resources Director | |
| | | 11/4/18 – 11/7/18 | APPA Customer Connections Conference | Crystal Kemp, Chief Marketing Officer; Jaylene Sexton, Mgr., Customer Service; Lesia White, Call Center Supervisor | |
| | | 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 | |
| | | October 2018 | Excel – University of Central Arkansas | Yolonda Harris, Administrative Assistant – Human Resources | |
| | | 10/22-10/25/18 | Society for Cable Television Engineers – ISBE Cable Tec Expo – 2018 | Clint Cook, Headend Engineer; Roy Grubb, Manager, Network Engineering & Operations | |
| | | 11/4/18 – 11/7/18 | KronosWorks - Software Users Conference | Lisa Douglas, Human Resources Director; Yolonda Harris, Human Resources Administrative Assistant; Cassie Francisco, Accountant | |

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| | | 10/18 – 06/19 | Conway Corporation Representatives participated in the Conway Area Leadership Institute | Brett McDaniel, Manager, Engineering & Planning; Beth Jimmerson, Marketing Coordinator; Shawn Fason, Monitoring & Security Systems Administrator | |
| | | 4/19 | National Cable Television Co-op Marketing Confab | Crystal Kemp, Chief Marketing Officer | |
| | | July, 2019 | Conway Corporation hosted state-wide training for cable and broadband technicians. Sponsored by Society for Cable Television Engineers – Razorback Chapter, technicians from Conway Corp, Fidelity and Ritter Communications came together to sharpen their skills and learn from each other. | Tommy Nolen, CATV Training/Special Projects Coordinator; Brent Garren, Broadband Specialist; Justin Kimbrow, System Technician; Justin Moore, Business Premises Specialist; Brent Brown, Senior Service Technician; John Spotts, Installer; James Buggs, Business Premises Specialist; Jonathan Booth, System Technician; Ben Lawrence, Senior Construction Technician; | |
| | | 07/28/19 – 07/31/19 | National Cable Television Coop – The Independent Show, Chicago, IL | Bret Carroll, CEO; Crystal Kemp, Chief Marketing Officer; Jason Hansen, Chief Technology Officer; Bill Bethea, Assistant to CEO; Lisa Douglas, Human Resources Director | |
| | | 9/25/19 – 9/27/19 | Mid-America Cable Show, Kansas City, Kansas | Bret Carroll, CEO; Crystal Kemp, Chief Marketing Officer; Beth Jimmerson, Marketing Coordinator; Jaylene Sexton, Manager, Customer Service; Lesia White, Call Center Supervisor; Tommy Nolen, CATV Training/Special Projects Coordinator | |
| | | 7/23/19 – 7/25/19 | Community Development Institute - Participation in Year Two course at University of Central Arkansas | Jeff Matthews, Public Relations Coordinator | |

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| | | 7/10/19 | Arkansas Compensation Association - Annual Benefits and Compensation Survey Workshop | DeAnna Smith, Human Resources Technician; Lisa Douglas, Human Resources Director | |
| | | 10/22/18 – 10/25/18 | Society for Cable Television Engineers Expo | Clint Cook, Headend Engineer; Roy Grubb, Manager, Network Engineering & Operations | |
| 5 | Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x) | 9/2018 – 05/2019 | Conway Corporation representatives participated in School Reading Day at Conway Public Schools elementary school classes, Conway, Arkansas | Jeff Matthews, Public Relations Coordinator; Bret Carroll, Chief Executive Officer | |
| | | 2018 – 2019 | Conway Corporation representative served on University of Central Arkansas College of Business Advisory Board | Bret Carroll, Chief Executive Officer | |
| | | 2019 | Conway Corporation representatives presented demonstrations to students in St. Joseph School Career Day | Jeff Matthews, Public Relations Coordinator; Donnie Lock, Senior Substation Repairman/Lineman | |

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| | | 02/2019 | Conway Corporation representatives presented demonstrations to students in Ruth Doyle Middle School Science, Technology, Engineering and Math (STEM) night | Crystal Kemp, Chief Marketing Officer; Lee Tedford, Manager, Water Systems; Brandon Land, Senior Systems Analyst, Andrew Goodwin, Mobile Solutions Architect, Brent Brown, Senior System Technician; Jeff Matthews, Public Relations Coordinator; Margaret Smith, Marketing Administrative Assistant; Beth Jimmerson, Marketing Coordinator; Jim Moore, Manager, Electric Distribution System; Si Anthony, Apprentice Lineman; Nathan Ball, Journeyman Lineman; Ben Spangler, Administrator, Business Systems & End User Support; Tommy Nolen, CATV Training/Special Projects Coordinator | |
| | | May 2019 | Conway Corporation representative served as host of Conway High School Wampus Cat All-Sports Recognition Banquet | Jeff Matthews, Public Relations Coordinator; Crystal Kemp, Chief Marketing Officer | Sponsor |
| | | 8/6/2019 | Conway Corporation participated, as a sponsor and exhibitor, in 15 th annual Conway Area of Commerce Teacher Breakfast and Education Fair | Jeff Matthews, Public Relations Coordinator; Beth Jimmerson, Marketing Coordinator | Sponsor |
| | | 8/8/2019 | Conway Corporation sponsored Off the Clock: UCA Purple Passion, a Chamber of Commerce event to kick off the 2019 Football Season at University of Central Arkansas | Jeff Matthews, Public Relations Coordinator; Beth Jimmerson, Marketing Coordinator; Crystal Kemp, Chief Marketing Officer | Sponsor |

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| | | 9/8/19 | Conway Corporation hosted a Tailgate Party for University of Central Arkansas home football game | Jeff Matthews, Public Relations Coordinator; Beth Jimmerson, Marketing Coordinator; Crystal Kemp, Chief Marketing Officer | Sponsor |
| 6 | Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv) | 10/1/18-9/30/19 (Qtrly) | Quarterly Training: Harassment, Sex, Religion and Beyond. Small groups of up to 18 employees, including managers, are trained in preventing discrimination, led by Human Resources Director | Lisa Douglas, Human Resources Director | |
| | | 4/3/2019–4/5/2019 | Arkansas Society for Human Resource Management Conference | DeAnna Smith, Sr. Human Resources Technician; Lisa Douglas, Human Resources Director | |
| | | 5/22/2019 | Basic Supervisor Training Seminar, by law firm Cross, Gunter, Witherspoon and Galchus | Jeff Matthews, Public Relations Coordinator | |
| | | 5/3/2019 | 2019 Leadercast – Chamber Event sponsored by Conway Corporation | Jeff Matthews, Public Relations Coordinator; Tony VanPelt, Safety Director; Beth Jimmerson, Marketing Coordinator | Co-Sponsor |
| | | 6/7/2019-6/12/2019 | 2019 APPA National Conference | Bret Carroll, Chief Executive Officer; Michael Chapman, Director, Power Supply/Major Accounts | |
| | | 6/20/2019 | 2019 Managers & Supervisors Conference by Central Arkansas Human Resources Association | Tommy Nolen, Training and Special Projects Coordinator; Brent Fason, Safety Coordinator; Shawn Fason, Monitoring & Security Systems Administrator; Dale Gottsponer, Electric System Senior Engineer; Jeff Crownover, CATV Systems Designer; Mark Ferguson, Water Systems Engineer; Chris Boudreaux, Operations System Coordinator; Yolonda Harris, Human Resources Administrative | |

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|---|--|--------------------|---|---|----------|
| | | | | Assistant; DeAnna Smith, Human Resources Specialist; Jaylene Sexton, Customer Service Manager; Lesia White, Call Center Supervisor; Jeff Matthews, Public Relations Coordinator; Frank Fason, Senior Foreman; Lee Tedford, Manager, Water Systems; Beth Jimmerson, Marketing Coordinator. | |
| | | 7/10/19 | Arkansas Compensation Association - Annual Benefits and Compensation Survey Workshop | Lisa Douglas, Human Resources Director; DeAnna Smith, Human Resources Specialist | |
| | | 8/29/2019 | Basic Supervisor Training Seminar, by law firm Cross, Gunter, Witherspoon and Galchus | Beth Jimmerson, Marketing | |
| 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) | 5/3/2019 | Chamber Event sponsored by Conway Corporation – Toad Suck Daze Community Festival | Crystal Kemp, Chief Marketing Officer; Jeff Matthews, Public Relations Coordinator; Lee Tedford, Manager, Water Systems; Cory Garrett, Utility Worker; Brett McDaniel, Manager, Engineering & Planning; Jim Moore, Manager, Electric Distribution System; Si Anthony, Apprentice Lineman; Donnie Lock, Senior Lineman; Gordon Valentine, Underground Service Technician; Blake Henderson, Groundman; Cling Jones, Journeyman Lineman; Kyle Troxler, Groundman; Tylor McPherson, Groundman; Kaleb Barkley, Meterman. | 5/3/2019 |
| | | April – June, 2019 | Conway Corporation representative hosted Braves Field night (baseball program for children with disabilities) | Jeff Matthews, Public Relations Coordinator; Electric Department personnel | |