

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

**Covering the Period from 10/1/2006 – 9/30/2007**

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 CABLE  
EEO PUBLIC FILE REPORT  
October 1, 2006 – September 30, 2007**

**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	1-13, 15-23	19
Cable TV Installer Trainee	1-13, 15-23	19
Systems Analyst	1-13, 15-24	16
Traffic/Billing/Leased Access Coordinator	1-13, 15-24	13
Local Area Network Technician	1-13, 15-23	12
Customer Care Specialist	1-13, 15-23	15
Wide Area Network Technician	1-13, 15-23	22
Cable TV System Technician	1-13, 15-23	19
Mechanic	1-13, 15-23	16
Cable TV Installer Trainee	1-13, 15-23	19
Wide Area Network Technician	1-13, 15-23	22
Materials Handler	1-24	20
Linux Systems Analyst	1-23	17
WAN Tech/Customer Care Liaison	1-23	19
Cable TV System Technician	1-23	14
Cable TV System Technician	1-23	19

## 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: Mike Caldwell Assistant Director of Career Services 1600 Washington Avenue Conway, AR 72032 501-329-6811	N	0
3	Central Baptist College Contact Person: Sancy Faulk 1501 College Avenue Conway, AR 72034 501-329-2941	Y	0
4	Conway Adult Education Center Contact Person: Ruth Ann Williams 615 E. Robins Street Conway, AR 72032 501-450-4810	Y	0
5	Arkansas Employment Security Department Contact Person: Evelyn Waters Job Services Supervisor P. O. Box 189 Conway, AR 72033 501-730-9873	Y	1
6	Department of Human Services Transitional Employment Assistance Contact Person: Leah Hutto P. O. Box 310 Conway, AR 72033 501-730-9954	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Conway WAGE Training Center Contact Person: Shelba Turner, 1500 North Museum Road, Suite 110 Conway, AR 72032 501-730-9868	Y	0
8	ITT Technical Institute Contact Person: Vickie Summar, Director of Career Services 4520 South University Little Rock, AR 72204 1-800-359-4429	Y	0
9	U of A Community College In Morrilton Contact Person: Lily Kersh Placement Office One Bruce Street Morrilton, AR 72110 501-977-2084	Y	0
10	Pulaski Technical College Contact Person: Steve Young Placement Office 3000 West Scenic Drive North Little Rock, AR 72118 501-771-1000	N	0
11	Arkansas Rehabilitation Services Contact Person: Don Dyer 1150 N. Museum Road, #3 Conway, AR 72032 501-730-9100	Y	0
12	Internal Conway Corporation Job Posting Contact Person: Lisa Douglas 501-450-6015	N	9
13	Conway Corporation Intranet Contact Person: Chris Odom 501-450-6000	N	1
14	Conway Corporation Website (www.conwaycorp.com) Contact Person: Lisa Douglas 501-450-6015 (Added April, 2007)	N	3

<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>
15	Conway Area Chamber of Commerce Jobs Website (www.conwayjobs.org) Contact Person: Brad Lacy 900 Oak Street, Conway, AR 72032 501-327-7788	N	6
16	Log Cabin Democrat Contact Person: Allison Mizell Display Ads P. O. Box 969 Conway, AR 72033 (501) 505-1273 ext 273	N	13
17	Arkansas Democrat-Gazette Contact Person: April Flowers P. O. Box 2221 Little Rock, AR 72203-2221 (501) 378-3565	N	4
18	Conway Cable TV Channel 81 Classified Ads Contact Person: Linda Johnson Communications/Ad Sales Manager P. O. Box 99 Conway, AR 72033 501-450-6025	N	2
19	Employee Referrals	N	16
20	Non-Employee Referrals	N	2
21	Walk-in Applicants	N	1
22	www.jobsarkansas.com	N	2
23	www.hotjobs.com (Service provided by Log Cabin Democrat)	N	2
24	Unknown source <sup>1</sup>	N	3
<b>TOTAL INTERVIEWS OVER 12-MONTH PERIOD</b>			<b>65</b>

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

**Conway Corporation**  
**RECRUITMENT INITIATIVES FORM**  
**October/01/2006 – September/30/2007**

	<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>
<b>1</b>	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)	10/12/06	Central Arkansas Human Resources Association: Diversity Summit	Lisa Douglas, Human Resources Director	
5/09/07		Central Arkansas Human Resources Association: Supervisor's Seminar – Fitting the Pieces Together	Lonnie McCoy, Electronics/Electrical Technician; Doug Huckabay, Sr. System Technician; Jeff Meriweather, Supt., Cable TV Installation; Michael Rodriguez, Installer Technician; Robert McCray, Service Technician; Bob Fason, Supt., CATV Maintenance; Mike Clements, Sr. System Technician; Brooks Bright, Supt., CATV Construction; Paul Jones, Locator/Fac. Maintenance; Brett McDaniel, Water Systems Engineer; Electric/CATV Systems Designer		
08/30/07 – 06/27/07		Conway Corporation Human Resources Director provided: Supervisory Training in fair and nondiscriminatory performance evaluations	Bill Fulmer, Supt, Wastewater Plant; Keith Rains, Supt, Water Plant; Gary Nolen, Supt., Water Dist. Systems; Terry Davidson, Supt., Transportation; Jim Lawrence, Locator Foreman;		

				Randy Horton, Asst. Mgr., Materials; George Heintzen, Dir., Power Supply/Major Accts.; Lisa Douglas, Human Resources Director	
2	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions (viii)	Ongoing	All cable television installers and technicians are provided training through National Cable Television Institute. Successful completion of training provides personnel with skills and knowledge needed to qualify them for higher level positions.	Glenn King, Manager, CATV Systems; Jody Smith, Assistant Mgr., CATV Systems (coordinating supervisors); Tommy Nolen, Service Technician; Clint Cook, Service Technician; Brent Brown, Installer Technician; Jason English, Installer Technician; Curt McClung, Installer; Brian Robinson, Installer; Brandon McNew, Installer Trainee; Will Evans, Installer Trainee; Cody Rowlett, Installer Trainee (training participants)	
3	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)	12/16/06	Conway Corporation hosted a session of the Faulkner County Youth Leadership Institute on the topic of media. Television production was the focus of this session.	Linda Johnson, Communications /Ad Sales Manager; Crystal Kemp, Marketing / Communications Coord.; Steve Stone; Production Coordinator; Lisa Douglas, Human Resources Director	

		08/16/07	Conway Corporation hosted a session of the Faulkner County Leadership Institute on the topic of media. Television production was the focus of this session.	Linda Johnson, Communications /Ad Sales Manager; Crystal Kemp, Marketing / Communications Coord.; Wayne Bailey and John Ary, Production Coordinators	
4	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)	10/17/06	Conway Corporation participated in the Greenbrier High School College Night / Job Fair.	Lisa Douglas, Human Resources Director; Robert Meek, Journeyman Lineman; Tommy Nolen, Service Technician; Chad Hogan, Utility Worker	
		01/11/07	Conway Corporation representative spoke to journalism class at Conway High School about career opportunities in Cable TV marketing.	Crystal Kemp, Marketing Coordinator	
		03/07/07	Conway Corporation participated in the University of Central Arkansas Spring Job Fair.	Lisa Douglas, Human Resources Director	
		04/06/07	Conway Corporation participated in University of Central Arkansas Exploring Your Career Field Day	Lisa Douglas, Human Resources Director	

5	Participation in other activities reasonably calculated by the unit 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	Conway Corporation is a partner with the Conway WAGE (Workforce Alliance for Growth in the Economy) Training Center, which is a community-based work force development program which addressed the need to improve the basic skills of the unemployed.	Lisa Douglas, Human Resources Director	
---	--	---------	--	--	--