

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

Covering the Period from 10/1/2008 – 9/30/2009

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, 2008 – September 30, 2009**

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 System Technician	1-11, 13-25	20
Fixed Asset Accounting Technician*	1-11, 13-25	20

*Rehire of a former employee.

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 Department of Workforce Services Contact Person: Evelyn Waters Job Services Supervisor P. O. Box 189 Conway, AR 72033 501-730-9873	Y	0
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	Conway WAGE Training Center Contact Person: Shelba Turner, 1500 North Museum Road, Suite 110 Conway, AR 72032 501-730-9868	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	Kforce, Inc. Contact Person: Sally Jackson P. O. Box 2383 Benton, AR 72018 866-491-0101	Y	0
13	Internal Conway Corporation Job Posting Contact Person: Lisa Douglas 501-450-6015	N	0
14	Conway Corporation Intranet Contact Person: Joe Crisafulli 501-450-6000	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
15	Conway Corporation Website (www.conwaycorp.com) Contact Person: Lisa Douglas 501-450-6015	N	3
16	Conway Area Chamber of Commerce Jobs Website (www.conwayjobs.org) Contact Person: Brad Lacy 900 Oak Street, Conway, AR 72032 501-327-7788	N	0
17	Log Cabin Democrat Contact Person: Crystal Geraldson Display Ads P. O. Box 969 Conway, AR 72033 (501) 505-1273 ext 273	N	3
18	Arkansas Democrat-Gazette Contact Person: Sharon Johnese P. O. Box 2221 Little Rock, AR 72203-2221 (501) 378-3565	N	1
19	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	0
20	Employee Referrals	N	3
21	Non-Employee Referrals	N	0
22	Walk-in Applicants	N	0
23	www.jobsarkansas.com	N	0
24	www.yahoohotjobs.com (Service provided by Log Cabin Democrat)	N	0
25	Unknown source ²	N	0
TOTAL INTERVIEWS OVER 12-MONTH PERIOD			10

¹This recruitment source added upon request on April 7, 2009. No vacancies were filled after this source was added.

²This category represents interviewees who declined to identify the referral source upon inquiry.

Conway Corporation
RECRUITMENT INITIATIVES FORM
October/01/2008 – September/30/2009

	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	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)	4/06/09-4/08/09 02/26/09 09/30/09	Arkansas Human Resources State Conference Council on Education in Management – FMLA Hot Topics Arkansas Society of Human Resource Mgmt-2009 Employment Law & Legislative Affairs Conference	Lisa Douglas, Human Resources Director Lisa Douglas, Human Resources Director 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); Brent Brown, Brandon McNew, Jeff Meredith, Brian Robinson, Jason Schaal, Kevin Wilson, Jimmy Young, Will Evans, Jimbo Elliott, Chris Franco, Brent Garren, Justin Kimbrow, Steven Moore, Justin Moore, (training participants)	

<p>3</p>	<p>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)</p>	<p>10/2/08</p>	<p>Conway Corporation participated, as an exhibitor, in Conway Area Chamber of Commerce Business Expo.</p>	<p>Linda Johnson, Mgr, Ad Sales, Communications & Marketing; Crystal Kemp, Marketing/ Communications Coord.;</p>	
		<p>11/19/08</p>	<p>Conway Corporation participated, as an exhibitor, in GIS Day at Alltel Arena, Little Rock, AR.</p>	<p>Chris Boudreaux, GIS Coordinator; James Rains, GIS Technician.</p>	
		<p>12/13/08</p>	<p>Conway Corporation hosted a session of the Faulkner County Youth Leadership Institute (high school juniors and seniors) on the topic of media. Television production was the focus of this session.</p>	<p>Linda Johnson, Mgr, Ad Sales, Communications and Marketing; Crystal Kemp, Marketing / Communications Coord.; Wayne Bailey and John Ary, Production Coordinators; Lisa Douglas, Human Resources Director; Heather Kendrick, Channel 5.</p>	
		<p>08/20/09</p>	<p>Conway Corporation hosted a session of the Faulkner County Leadership Institute on the topic of media. Television production was the focus of this session.</p>	<p>Linda Johnson, Mgr, Ad Sales, Communications and Marketing; Wayne Bailey, Ryan Tucker and John Ary, Production Coordinators; David Keith, Channel 5.</p>	
		<p>09/08/09</p>	<p>Conway Corporation sponsored Arkansas Congressional Minority Enterprise Development Week Conference in Conway, Arkansas. The Arkansas MED Week Program event in Conway was also broadcast on Conway Corporation Cable Channel 5.</p>	<p>Richard Arnold, CEO; Bill Bethea, Asst. to CEO.</p>	
		<p>09/14/09</p>	<p>Conway Corporation representative spoke to 4-H Teen Leaders about job skills.</p>	<p>Richard Arnold, CEO.</p>	

4	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)	12/08/08 4/03/09 4/16/09 08/20/09	Conway Corporation representative spoke to journalism class at Conway High School about career opportunities in Cable TV journalism. University of Central Arkansas Exploring Your Career Field Day. Conway Corporation representative spoke to students at Conway High School about job interviews and careers at Conway Corporation. Conway Corporation representative spoke to high school Geography students about career opportunities in GIS.	Crystal Kemp, Marketing/ Communications Coordinator Lisa Douglas, Human Resources Director Lisa Douglas, Human Resources Director Chris Boudreaux, GIS Coordinator	
5	Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; (v)	Summer 2009 8/09 - current	Provided internship in Cable TV marketing to University of Central Arkansas student Provided internship in Engineering to Conway High School student	Linda Johnson, Mgr, Ad Sales, Communications and Marketing; Lisa Douglas, Human Resources Director Greg Dell, Mgr, Engineering & Planning; Lisa Douglas, Human Resources Director	