

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

**Covering the Period from 10/1/2009 – 9/30/2010**

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, 2009 – September 30, 2010**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Cable TV Installer Trainee (2)	1-12, 15-27, 29	17, 21
Cashier	1-12, 15-27, 29	22
Local Area Network Technician	1-13, 15-27, 29	23
Dispatch/Utility	1-13, 15-17, 19-27, 29	19
Cable TV Installer Trainee	1-13, 15-17, 19-27, 29	22
Cable TV Installer Trainee	1-13, 15-17, 19-27, 29	22
Serviceman *	1-13, 15-17, 19-27, 29	22
Information Systems Technician II	1-13, 15-17, 19-27, 29	19
Headend Technician	1-13, 15-17, 19-29	15

\*Rehire of a former employee.

## II. MASTER RECRUITMENT SOURCE LIST (MRS�)

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: Leigh Lassiter-Counts Associate Director of Career Services 1600 Washington Avenue Conway, AR 72032 501-450-1416	N	0
3	Central Baptist College Contact Person: BJ Sullivan Career Services 1501 College Avenue Conway, AR 72034 501-329-6872	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/Larry Woodle 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	ITT Technical Institute Contact Person: Jen Hartman Career Services Specialist 4520 South University Little Rock, AR 72204 1-800-359-4429	Y	0
9	U of A Community College In Morrilton Contact Person: Lynn Baker Placement Office One Bruce Street Morrilton, AR 72110 501-977-2084	Y	0
10	Pulaski Technical College Contact Person: Dianne Butler Placement Office 3000 West Scenic Drive North Little Rock, AR 72118 501-771-1000	N	0
11	Arkansas Rehabilitation Services Contact Person: Don Dyer Employment Coordinator 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

<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>
13	The Salvation Army <sup>1</sup> Debbie Hendrix Social Service Worker 950 Carson Cove Suite 106 Conway, AR 72034 501-329-1712	Y	0
14	Globetrotter Enterprises <sup>2</sup> Jesse Grayson Placement Officer 2555 Remington Road Conway, AR 72032 501-336-8820	Y	0
15	Internal Conway Corporation Job Posting Contact Person: Lisa Douglas 501-450-6015	N	3
16	Conway Corporation Intranet Contact Person: Joe Crisafulli 501-450-6000	N	0
17	Conway Corporation Website (www.conwaycorp.com) Contact Person: Lisa Douglas 501-450-6015	N	11
18	Conway Area Chamber of Commerce Jobs Website <sup>3</sup> (www.conwayjobs.org) Contact Person: Brad Lacy 900 Oak Street, Conway, AR 72032 501-327-7788	N	0
19	Log Cabin Democrat Contact Person: Crystal Geraldson Display Ads P. O. Box 969 Conway, AR 72033 (501) 505-1273 ext 273	N	10

<sup>1</sup> This recruitment source added upon request on November 3, 2009.

<sup>2</sup> This recruitment source added upon request on August 22, 2010.

<sup>3</sup> This recruitment source was no longer available after 12/31/2009.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
20	Arkansas Democrat-Gazette Contact Person: Sharon Johnese P. O. Box 2221 Little Rock, AR 72203-2221 (501) 378-3565	N	1
21	Conway Cable TV Channel 5 Classified Ads Contact Person: Linda Johnson Communications/Ad Sales Manager P. O. Box 99 Conway, AR 72033 501-450-6025	N	2
22	Employee Referrals	N	11
23	Non-Employee Referrals	N	2
24	Walk-in Applicants	N	0
25	www.jobsarkansas.com	N	0
26	www.yahoohotjobs.com (Service provided by Log Cabin Democrat)	N	1
27	<a href="http://www.indeed.com">www.indeed.com</a>	N	2
28	Society of Cable Telecommunication Engineers <sup>4</sup>	N	0
29	Unknown source <sup>5</sup>	N	6
<b>TOTAL INTERVIEWS OVER 12-MONTH PERIOD</b>			49

<sup>4</sup> This recruitment source added by Conway Corporation August, 2010.

<sup>5</sup> This category represents interviewees who declined to identify the referral source upon inquiry.

**Conway Corporation**  
**RECRUITMENT INITIATIVES FORM**  
**October/01/2009 – September/30/2010**

	<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	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)	04/14/10 - 04/16/10  09/29/10 - 09/30/10	Arkansas Human Resources State Conference  Arkansas Society of Human Resource Mgmt-2010 Employment Law & Legislative Affairs Conference	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); Jason Schaal, Will Evans, Chris Franco, Justin Moore, Brent Garren, Jeff Meredith, Justin Kimbrow (training participants)	

3	<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>	10/07/09	<p>Conway Corporation participated, as an exhibitor, in Conway Area Chamber of Commerce Business Expo</p>	<p>Linda Johnson, Mgr, Ad Sales, Communications &amp; Marketing; Crystal Kemp, Marketing/ Communications Coord.;</p>	
		12/05/09	<p>Conway Corporation hosted a Boy Scout troop tour of Channel 5 Production Facilities</p>	<p>Crystal Kemp, Marketing / Communications Coord.;</p>	
		12/12/09	<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>Wayne Bailey and Ryan Tucker, Production Coordinators</p>	
		12/12/09	<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 Ryan Tucker, Production Coordinators; Lisa Douglas, Human Resources Director; Heather Kendrick and Jeff Matthews, Channel 5.</p>	
		01/12/10	<p>Conway Corporation hosted a Boy Scout troop tour of Engineering Building</p>	<p>Earnest Taylor and Dale Gottsponer, Electrical Engineers</p>	
		08/19/10	<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 and Ryan Tucker, Production Coordinators; Heather Kendrick, Jeff Matthews and David Keith, Channel 5.</p>	

4	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)	12/07/09	Conway Corporation participated, as an exhibitor, in Technology Extravaganza at Bob Courtway Middle School	Crystal Kemp, Marketing/ Communications Coordinator	
		12/14/09	Conway Corporation representative spoke to journalism classes at Conway High School about career opportunities in Cable TV journalism	Crystal Kemp, Marketing/ Communications Coordinator	
		02/02/10	Conway Corporation hosted two students from Conway High School as part of Junior Achievement Groundhog Job Shadow Day	Lisa Douglas, Human Resources Director; Greg Dell, Manager, Eng. & Planning; Brett McDaniel and Dale Gottsponer, Engineers	
		03/10	Conway Corporation representative participated in student mock interviews at St. Joseph High School	Tracy Moore, Manager, Accounting Services	
		4/02/10	University of Central Arkansas Exploring Your Career Field Day	Lisa Douglas, Human Resources Director	
		10/01/09 - 09/30/10	Conway Corporation representative served on the Advisory Council of the Conway Area Career Center	Greg Dell, Manager, Eng. & Planning	
		09/22/10	Conway Corporation representative participated in student mock interviews with University of Central Arkansas Career Accounting Department	Tracy Moore, Manager, Accounting Services	

5	Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; (v)	10/09-05/10	Provided internship in Engineering to Conway High School student	Greg Dell, Mgr, Engineering & Planning; Lisa Douglas, Human Resources Director	
		06/10-08/10	Provided internship in Information Technology to Arkansas State University - Beebe student	Brad Sanders, Mgr, Information Systems; Joe Crisafulli, Admin., Information Systems; Lisa Douglas, Human Resources Director	
		8/10 - current	Provided internship in Mass Communications to University of Central Arkansas student	Linda Johnson, Mgr, Ad Sales, Communications and Marketing; Lisa Douglas, Human Resources Director	