

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

**Covering the Period from 10/1/2007 – 9/30/2008**

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, 2007 – September 30, 2008**

**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>
Headend Technician	1-24	12
Local Area Network Administrator	1-24	16
Systems Analyst	1-24	16
Local Area Network Technician	1-24	12
Video Encoder / Production Coordinator	1-24	19
Cable TV Installer Trainee	1-24	19
Cable TV Installer Trainee	1-24	16
Cable TV Installer Trainee	1-24	16
Cashier	1-24	12
Customer Care Specialist	1-24	19
Customer Care Specialist	1-24	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 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	ITT Technical Institute Contact Person: Reba Crenshaw, 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: 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	6
13	Conway Corporation Intranet Contact Person: Joe Crisafulli 501-450-6000	N	0
14	Conway Corporation Website (www.conwaycorp.com) Contact Person: Lisa Douglas 501-450-6015	N	5

<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	0
16	Log Cabin Democrat Contact Person: Crystal Geraldson 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	2
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	1
19	Employee Referrals	N	7
20	Non-Employee Referrals	N	0
21	Walk-in Applicants	N	0
22	www.jobsarkansas.com	N	0
23	www.yahooohotjobs.com (Service provided by Log Cabin Democrat)	N	1
24	Unknown source <sup>1</sup>	N	4
<b>TOTAL INTERVIEWS OVER 12-MONTH PERIOD</b>			<b>39</b>

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

**Conway Corporation**  
**RECRUITMENT INITIATIVES FORM**  
**October/01/2007 – September/30/2008**

	<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)	4/23/08-4/25/08  5/22/08  8/14/08  9/14/08-9/17/08  9/22/08	Arkansas Human Resources State Conference  Central Arkansas Human Resources Association: Supervisor's Seminar – The Gateway to Supervisory Success  Central Arkansas Human Resources Association: Diversity Seminar  American Public Power Asso Business & Fin. Conference: Human Resources & Training  Conway Corporation Human Resources Director provided: Supervisory Training in fair and nondiscriminatory performance evaluations	Lisa Douglas, Human Resources Director  Joe Crisafulli, Local Area Network Administrator; Roy Grubb, Administrator, Broadband Services; Randy Lukas, Headend Engineer  Lisa Douglas, Human Resources Director  Lisa Douglas, Human Resources Director  Tony Van Pelt, Electric/CATV Systems Designer II; Dale Gottsponer, Electric Systems Engineer; Chris Boudreaux, GIS Coordinator; Brett McDaniel, Water Systems Engineer; Roy Grubb, Admin, Broadband Services; Randy Lukas, Headend Engineer; Joe Crisafulli, Local Area Network Admin; Greg Dell, Manager, Engineering & Planning	

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); Clint Cook, Service Technician/Headend Technician; Jason English, Installer Technician; Brian Robinson, Installer; Brandon McNew, Installer Trainee; Will Evans, Installer Trainee; Cody Rowlett, Installer; Cody Andrews, Installer Trainee; Jimbo Elliott, Installer; Chris Franco, Installer Trainee; Steven Moore, Installer Trainee; Kevin Wilson, 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)	11/14/07  8/21/08	Conway Corporation participated, as an exhibitor, in GIS Day at Alltel Arena, Little Rock, AR  Conway Corporation hosted a session of the Faulkner County Leadership Institute on the topic of media. Television production was the focus of this session.	Chris Boudreaux, GIS Coordinator; James Rains, GIS Technician.  Linda Johnson, Mgr, Ad Sales, Communications and Marketing; Crystal Kemp, Marketing / Communications Coord.; Wayne Bailey and John Ary, Production Coordinators; David Keith, Channel 5.	

4	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)	10/1/07	Conway Corporation representatives spoke to journalism class at Conway High School about career opportunities in Cable TV journalism	David Keith and Heather Kendrick, Channel 5	
		10/02/07	Conway Corporation participated in the Greenbrier High School College Night and Career Fair	Lisa Douglas, Human Resources Director; Robert Meek, Journeyman Lineman; Tommy Nolen, Service Technician; Chad Hogan, Utility Worker	
		10/10/07	Conway Corporation participated in Conway High School Career Day	Lisa Douglas, Human Resources Director; Tracy Moore, Manager, Accounting Services; Chad Hogan, Utility Worker; Clint Cook, Service Technician; Robert Meek, Journeyman Lineman; Dale Gottsponer, Electrical Systems Engineer; Brett McDaniel, Water Systems Engineer; Heather Kendrick, David Keith and Jeff Matthews, Channel 5	
		12/17/07	Conway Corporation representative spoke to Girl Scout troop about career opportunities in Cable TV journalism	Heather Kendrick, Channel 5	
		2/6/08	Conway Corporation representative spoke to students at Conway High School about job interviews	Lisa Douglas, Human Resources Director	
		3/1/08	Conway Corporation representative spoke to students at Conway Christian School about career opportunities in Cable TV journalism	Heather Kendrick, Channel 5	

		4/4/08	University of Central Arkansas Exploring Your Career Field Day	Lisa Douglas, Human Resources Director	
		5/23/08	Conway Corporation representative spoke to journalism class at Conway High School about career opportunities in Cable TV journalism	Jeff Matthews, Channel 5	
		9/25/08	Conway Corporation representative spoke to human resources class at University of Central Arkansas about career opportunities in human resources	Lisa Douglas, Human Resources Director	
5	Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; (v)	Spring, 08	Provided internship in media production to Conway High School student	Linda Johnson, Mgr, Ad Sales, Communications and Marketing; Lisa Douglas, Human Resources Director	
		06/08 – 08/08	Provided internship in information technology to University of Arkansas Community College at Morrilton student	Brad Sanders, Manager, Information Systems; Lisa Douglas, Human Resources Director	
		Fall, 08	Provided internship in media production to University of Central Arkansas student	Linda Johnson, Mgr, Ad Sales, Communications and Marketing; Lisa Douglas, Human Resources Director	