

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

Covering the Period from 10/1/2016 – 9/30/2017

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, 2016– September 30, 2017**

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 (3)	1-35	20, 25, 26
Administrative Assistant (2)	1-35	20

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: Rachel Steele Director of Student Services 1501 College Avenue Conway, AR 72034 501-205-8873	Y	0
4	UACCM Conway - Adult Education Center Contact Person: Regina Kimbrough 125 S. Center Street Conway, AR 72034 501-450-4810	Y	0
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	0
6	Department of Human Services Transitional Employment Assistance Contact Person: Leah Hutto 1000 E. Siebenmorgan Road Conway, AR 72032 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	UACCM Conway-WAGE Training Center Contact Person: Kathryn Rasure UACCM Conway- Adult Education Center 125 Center Street Conway, AR 72034 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
11	The Salvation Army Debbie Hendrix Social Service Worker 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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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 Tim Green Central Arkansas Career Service Manager 7400 Scott Hamilton Little Rock, AR 72209 501-372-5100	Y	0
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	1
19	Conway Corporation Intranet Contact Person: Ben Spangler 501-450-6000	N	0
20	Conway Corporation Website (www.conwaycorp.com) Contact Person: Lisa Douglas 501-450-6015	N	8
21	Log Cabin Democrat Contact Person: Crystal Geraldson Display Ads P. O. Box 969 Conway, AR 72033 501-505-1273 ext 273	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Arkansas Democrat-Gazette Contact Person: Susan Webb P. O. Box 2221 Little Rock, AR 72203-2221 501-378-3844	N	0
23	Conway Cable TV Channel 5 Classified Ads Contact Person: Linda Johnson Mgr, Ad Sales and Local Programming 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	4
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	1
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	0
28	Employee Referrals	N	10
29	Non-Employee Referrals	N	3
30	Walk-in Applicants	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
31	www.jobsarkansas.com	N	0
32	www.yahooohotjobs.com (Service provided by Log Cabin Democrat)	N	0
33	www.monster.com	N	0
34	www.indeed.com	N	0
35	Unknown source ¹	N	0
TOTAL INTERVIEWS OVER 12-MONTH PERIOD			27

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

Conway Corporation

RECRUITMENT INITIATIVES FORM

October/01/2016 – September/30/2017

	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)	10/20/16	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	Co-Sponsor
		12/6/16	Conway Corporation sponsored Conway Area Chamber of Commerce Women in Business Recognition Lunch in Conway, Arkansas	Bret Carroll, CFO; Crystal Kemp, Mgr., Marketing & Public Relations; Beth Jimmerson, Marketing Coordinator; Eleise Myers, Commercial Sales Account Executive; Jeff Matthews, Public Relations Coordinator; Jaylene Sexton, Mgr., Customer Service; Lesia White, Call Center Supervisor; Takenya Flack, Customer Accounts Manager; DeAnna Smith, Human Resources Technician; Lisa Douglas, Human Resources Director; Linda Johnson, Mgr., Ad Sales and Local Programming; Edie Turner, Mgr., Billing Services; Nancy Avra, Executive Assistant	Co-Sponsor

		12/3/16	Conway Corporation coordinated 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.	Crystal Kemp, Mgr., Marketing & PR	
		12/4/16	Conway Corporation representative participated as a speaker for Faulkner County Leadership Institute. Topic was Conway Corporation.	Bret Carroll, Chief Financial Officer	
		8/8/17	Conway Corporation participated, as a sponsor and exhibitor, in 13 th annual Conway Area of Commerce Teacher Breakfast and Education Fair.	Crystal Kemp, Manager, Marketing & PR; Beth Jimmerson, Marketing Coordinator; Jeff Matthews, Public Relations Coordinator; Elliott Hendrick, Administrative Assistant; Ben Spangler, Administrator, Business Systems & End User Support	Sponsor
2	Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; (v)	6/17 - 8/17	Provided summer internship employment in Engineering to University of Arkansas engineering student.	Greg Dell, Manager, Engineering & Planning; Lisa Douglas, Human Resources Director	
		6/17 - 9/17	Provided summer and fall internship employment in Engineering for a student of Northeastern University, Boston, MA.	Greg Dell, Manager, Engineering & Planning; 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
4	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions (viii)	9/15/17 10/1/16 – 9/30/17 10/1/16 – 9/30/17	Conway Corporation awarded four scholarships during spring semester 2017 to Conway High School seniors for their performance in the classroom and on the field. 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. 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.	Bret Carroll, CEO; Jeff Matthews, Public Relations Coordinator Jody Smith, Mgr., Cable Telecommunication System (coordinating supervisor); Cody Rowlett, Tony Lemke, Ben Lawrence, Andrew Nelson, Aaron Reynolds, Aaron Julian, Daniel Lary, Wesley Manion, Corey Free; (training participants) 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, Daniel Lary, Sean Maxfield, Ben Lawrence, Cody Rowlett, James Buggs, Justin Moore, Will Evans, Jody Smith, Cable TV Department	Sponsor
		11/6/16 – 11/9/16	APPA Customer Connections Conference	Crystal Kemp, Manager, Marketing and PR; Beth Jimmerson, Marketing Coordinator, Jeff Matthews, PR Coordinator	

		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.
		10/25/16 – 12/6/16	Fundamentals of Word – Commands, Shortcuts, Saving	Mike Clements, CATV/Electric Systems Designer
		10/26/16 – 10/27/16	Viacom Marketing Summit	Crystal Kemp, Manager, Marketing and PR
		12/5/16 – 12/16/16	Lode Data Design Assistant & Drafting Assistant Training	Mike Clements, CATV/Electric Systems Designer; Jeff Crownover, CATV Systems Designer II
		03/09/17 – 11/02/17	Conway Corporation Representative was selected to participate in the Conway Area Leadership Institute	Tony VanPelt, CATV Senior Project Manager
		4/5/17 – 4/7/17	Arkansas Society for Human Resource Management Conference	DeAnna Smith, Human Resources Technician
		4/20/17	Society for Cable Television Engineers Vendor Day	Tony VanPelt, CATV Senior Project Manager
		4/10/17 – 4/13/17	Landis & Gear Conference	Chris Boudreaux, GIS Coordinator; Tracy Moore, Chief Financial Officer
		4/22/17 – 4/27/17	National Association of Broadcasters Show- exhibition and conference dedicated to content trends and technologies for the media and entertainment market.	Wayne Bailey, Production Coordinator
		05/03/17 – 05/05/17	Momentum Thrive Conference	Eleise Myers, Commercial Sales Account Executive
		6/12/17 – 6/15/17	MilSoft Users Conference	Chris Boudreaux, GIS Coordinator; Earnest Taylor, Systems Engineer I

		9/13/17 – 9/14/17	Mid-America Cable Show, Little Rock, Arkansas	Bret Carroll, CEO; Crystal Kemp, Manager, Marketing & PR; Jimmerson, Marketing Coordinator; Jeff Matthews, PR Coordinator; Eleise Myers, Commercial Sales Account Executive; Linda Johnson, Manager, Ad Sales & Local Programming; Darrell Yates, Account Executive; Vance Daniel, Account Executive; Wayne Bailey, Production Coordinator; Ryan Tucker, Production Coordinator; Amanda Jessen, Traffic/Billing/Leased Access Coordinator.	
		7/26/17	Arkansas Compensation Association - Annual Benefits and Compensation Survey Workshop	DeAnna Smith, Human Resources Technician	
5	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)	10/01/16 - 9/30/17	Conway Corporation representative served on the Conway Adult Education Center WAGE Advisory Board, as Board Chair	Lisa Douglas, Human Resources Director	
		10/6/16	Conway Corporation representatives facilitated/conducted mock interviews with University of Central Arkansas Engineering students	Jeff Matthews, Public Relations Coordinator; Tommy Shackelford, Chief Operating Officer	
		10/31/16	Conway Corporation representatives participated in School Reading Day at Ellen Smith Elementary School, Conway, Arkansas	Beth Jimmerson, Marketing Coordinator; Conway Corporation Linemen; Jeff Matthews, Public Relations Coordinator	

		11/6/16	Conway Corporation representatives participated in School Reading Day at Marguerite Vann Elementary School, Conway, Arkansas	Jeff Matthews, Public Relations Coordinator	
		2/23/17	Conway Corporation representatives presented demonstrations to students in Ruth Doyle Middle School Science, Technology, Engineering and Math (STEM) night	Beth McCullough, Marketing Coord.; Jeff Matthews, Public Relations Coord.; Brett McDaniel, Senior Engineer.	
		3/7/17 and 4/5/17	Conway Corporation representative made presentations to class at Conway High School	Jeff Matthews, Public Relations Coordinator	
		4/4/17	Conway Corporation representative conducted mock interviews in a communications class at University of Central Arkansas.	Crystal Kemp, Manager, Marketing & PR	
		4/12/17	Conway Corporation representative spoke to 4 classes of students regarding careers with Conway Corp as part of University of Central Arkansas Exploring Your Career Field Day	Lisa Douglas, Human Resources Director	
		5/12/17	Conway Corporation representatives participated in Spring Round-Up at Theodore Jones Elementary School, Conway, Arkansas	Jeff Matthews, Public Relations Coordinator	

		4/25/17 and 5/1/17	Conway Corporation representative participated in a mock interview (face-to-face survey) of 2 accounting students from University of Arkansas Community College at Morrilton	Tracy Moore, Chief Financial Officer	
		5/22/17	Conway Corporation representatives presented demonstrations to students in Florence Mattison Enrichment Day, Conway, Arkansas	Jeff Matthews, Public Relations Coordinator	
		8/9/17	Conway Corporation presented a \$2000 grant to Conway Public Schools Teacher of the Year	Bret Carroll, CEO; Jeff Matthews, Public Relations Coordinator	Sponsor
		9/15/17	Conway Corporation sponsored a Poster, Essay & Video Contest, themed "My Life, Powered by Conway Corp, open to all PreK-4 th grade students in the Conway Corp service area.	Crystal Kemp, Manager, Marketing & PR	Sponsor
		9/16/17	Conway Corporation hosted a Tailgate Party for University of Central Arkansas home football game.	Tracy Moore, Chief Operating Officer; Jeff Matthews, Public Relations Coordinator; Beth Jimmerson, Marketing Coordinator; Elliott Hendrick, Administrative Assistant.	Sponsor
		9/17/17 - 9/20/17	Professional Development: 2016 APPA Business & Financial Conference	Monica Reap, Internal Auditor; Crystal Kemp, Manager, Marketing & PR; Jason Hansen, Chief Technology Officer	

6	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)	10/1/16-9/30/17 (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
		December 2016	American Public Power Association – Customer Service Management (CCM) Certification Program - designation that participants earn by completing the program will provide them with the tools to be effective service providers in today's demanding business environment.	Jaylene Section, Manager, Customer Service -- earned CCM Certification
		02/19/17 – 02/22/17	National Cable Television Cooperative Winter Educational Conference	Crystal Kemp, Manager, Marketing and PR
		4/5/17 – 4/7/17	Arkansas Society for Human Resource Management Conference	Lisa Douglas, Human Resources Director
		5/5/17	2017 Leadercast – Chamber Event sponsored by Conway Corporation	Crystal Kemp, Mgr., Marketing & PR; Bret Carroll, CEO
		6/10/17 - 6/14/17	2017 APPA National Conference	Bret Carroll, CEO
		7/26/17	Arkansas Compensation Association - Annual Benefits and Compensation Survey Workshop	Lisa Douglas, Human Resources Director
		9/17/17 – 9/20/17	APPA Business and Financial Conference	Monica Reap, Internal Auditor; Jason Hansen, Chief Technology Officer; Crystal Kemp, Manager, Marketing & PR

7	<p>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)</p>	11/19/16	<p>Conway Corporation representative made a presentation to Sparks After School Program</p>	<p>Jeff Matthews, Public Relations Coordinator</p>	
		4/11/17	<p>Conway Corporation representatives gave presentation on Electric and Energy Smart program to Independent Living Services.</p>	<p>Crystal Kemp, Mgr., Marketing and Public Relations; David Avra, Manager, Major Accounts and Energy Efficiency</p>	
		4/23/17	<p>Conway Corporation hosted a community-wide open house, giving tours of newly constructed Customer Care Center.</p>	<p>Bret Carroll, CEO; Tracy Moore, CFO; Tommy Shackelford, COO; Jason Hansen, CTO; Crystal Kemp, Manager, Marketing & PR; Beth Jimmerson, Marketing Coordinator; Jeff Matthews, PR Coordinator; Eleise Myers, Commercial Sales Account Executive; and many more</p>	
		4/26/17	<p>Conway Corporation representative gave a tour of Conway Corp facilities and functions to Cub Scout den.</p>	<p>Jeff Matthews, PR Coordinator</p>	
		4/30/17	<p>Conway Corporation representatives participated, as a sponsor and exhibitor, in Toad Suck Daze community festival.</p>	<p>Crystal Kemp, Mgr., Marketing and Public Relations; Beth Jimmerson, Marketing Coordinator; Jeff Matthews, PR Coordinator; Jim Moore and crew team, Mgr., Electric Distribution System; Joe Crisafulli, Mgr., Facilities & Emergency Management</p>	Sponsor

		8/14/17	Conway Corporation gave a tour of Conway Corp Customer Care Center to the Lions Club.	Bill Bethea, Assistant to the CEO	
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Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
Program Annual Report Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. - 20170919AAP

SECTION I IDENTIFYING INFORMATION			
A. Name of Operator: CONWAY CORPORATION			
MSO Name:			
B. Employment Unit's Mailing Address 1307 PRAIRIE STREET P. O. BOX 99			
City CONWAY	State AR	Zip Code 72034-	
FCC Registration Number: 0001717743			
Emp. Unit ID # 3025			
Application Purpose			
<input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report			
<input type="checkbox"/> Supplemental Investigation Sheet (SIS) Attached			
C. County and State in which unit's employment office is located FAULKNER COUNTY, AR			
D. Category of Respondent (check applicable box)			
<input type="radio"/> Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V <input checked="" type="radio"/> Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached			
E. Pay Period Covered by this Report (inclusive dates) 08/10/2017 - 08/23/2017			
F. Attachments: (See "Exhibit" buttons, below.)			
SECTION II COMMUNITY INFORMATION			
System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
Review the list of communities served on the previous year's submission and attach as Exhibit [Exhibit 1] A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation.
 [Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information. [Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed <i>Bret A. Carroll</i>	Title CHIEF EXECUTIVE OFFICER
Date 8/25/2017	Name of Respondent BRET A. CARROLL
Telephone No. (include area code) 5014506000	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Exhibits

Federal Communications Commission

FCC MB - CDBS Electronic Filing

Account number: 335421

**Description: FCC 396-C MULTI-CHANNEL VIDEO PROGRAM
DISTRIBUTOR EEO PROGRAM ANNUAL REPORT**

Application Reference Number: 20170919AAP

Successfully filed at Sep 19 2017 2:45PM

Based on the information supplied, no fee is required.

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