

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

Covering the Period from 10/1/2015 – 9/30/2016

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, 2015 – September 30, 2016

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
Cashier (2)	1-36	22, 29
Dispatcher/Customer Care Specialist	1-36	23
Mobile Applications Developer	1-36	1
Damage Prevention Technician	1-36	29
Materials Handler	1-36	25
Dispatcher	1-36	23, 29

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	5
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	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	Conway WAGE Training Center Contact Person: Kathryn Rasure Conway Adult Education Center 125 Center Street Conway, AR 72034 501-450-4810	Y	0
8	ITT Technical Institute Contact Person: Darren Blake Director of Career Services 12200 Westhaven Drive Little Rock, AR 72211 1-501-221-4423	Y	0
9	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
10	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
11	Arkansas Rehabilitation Services Contact Person: Yvonne Rowland Business Relations Representative 1150 N. Museum Road, #1 Conway, AR 72032 501-852-1002	Y	0
12	The Salvation Army Debbie Hendrix Social Service Worker P.O. Box 1176 Conway, AR 72033 501-329-1712	Y	0
13	Globetrotter Enterprises Jesse M. Grayson Placement Officer 2555 Remington Road Conway, AR 72032 501-336-8820	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	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
15	Little Rock Job Corps Tim Golman Career Technical Training Instructor 6900 Scott Hamilton Road Little Rock, AR 72209 501-618-2598	Y	0
16	Goodwill Industries of Arkansas Tim Green Central Arkansas Career Service Manager 7400 Scott Hamilton Little Rock, AR 72209 501-372-5100	Y	0
17	Heritage College Career Services 1309 Old Forge Drive Little Rock, AR 72227 501-708-0909	Y	0
18	Protech Solutions, Inc. Debra Jackson 303 W. Capitol, Suite 330 Little Rock, Arkansas 72201 877-226-7000	Y	0
19	Arkansas Tech University Amanda Johnson Director, Norman Career Services Doc Bryan, Suite 229, 1605 Coliseum Drive Russellville, AR 72801 479-968-0278	N	0
20	LeaZign Michael R. Aldridge Regional Sales Manager 725 Cool Springs Blvd Franklin, TN 37067 615-678-0886 479-968-0278	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
21	Internal Conway Corporation Job Posting Contact Person: Lisa Douglas 501-450-6015	N	0
22	Conway Corporation Intranet Contact Person: Ben Spangler 501-450-6000	N	2
23	Conway Corporation Website (www.conwaycorp.com) Contact Person: Lisa Douglas 501-450-6015	N	13
24	Log Cabin Democrat Contact Person: Crystal Geraldson Display Ads P. O. Box 969 Conway, AR 72033 501-505-1273 ext 273	N	2
25	Arkansas Democrat-Gazette Contact Person: Susan Webb P. O. Box 2221 Little Rock, AR 72203-2221 501-378-3844	N	0
26	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
27	Conway Area Chamber of Commerce Job Bank Website Contact Person: Brad Lacy 900 Oak Street Conway, AR 72032 501-327-7788	N	0
28	Social Media Posting of Job Vacancy on Conway Corporation Pages (Facebook, Twitter, etc)	N	2
29	Employee Referrals	N	26
30	Non-Employee Referrals	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
31	Walk-in Applicants	N	0
32	www.jobsarkansas.com	N	0
33	www.yahoohotjobs.com (Service provided by Log Cabin Democrat)	N	0
34	www.monster.com	N	0
35	www.indeed.com	N	0
36	Unknown source ¹	N	1
TOTAL INTERVIEWS OVER 12-MONTH PERIOD			53

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

Conway Corporation

RECRUITMENT INITIATIVES FORM

October/01/2015 – September/30/2016

	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)	10/15/2015	Conway Corporation sponsored Conway Area Chamber of Commerce Business Expo in Conway, Arkansas	Crystal Kemp, Mgr., Marketing & PR; Beth McCullough, Mktg Coord; Jeff Matthews, PR Coordinator; Ben Spangler, Admin, Bus Systems & End User Support	Co-Sponsor
		12/2/2015	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	Co-Sponsor

		4/29/16 - 4/30/16	Conway Corporation representatives participated, as a sponsor and exhibitor, in Toad Suck Daze community festival	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	Co-Sponsor
		12/2/2015	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; Jeff Matthews, PR Coordinator	
		12/5/2015	Conway Corporation representative participated as a speaker for Faulkner County Leadership Institute. Topic was Conway Corporation.	Bret Carroll, Chief Financial Officer	
		8/9/2016	Conway Corporation participated, as a sponsor and exhibitor, in Conway Area of Commerce Teacher Breakfast	Crystal Kemp, Manager, Marketing & PR; Beth Jimmerson, Marketing Coordinator; Jeff Matthews, Public Relations Coordinator; Eleise Myers, Commercial Sales Account Executive	Sponsor
		8/18/2016	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, Mgr., Ad Sales and Local Programming; Ryan Tucker, Production Coordinator; Wayne Bailey, Production Coordinator; Jeff Matthews, PR Coordinator	
		9/27/2016	Conway Corporation sponsored Minority Enterprise Development Awards Luncheon in Conway, Arkansas	Bret Carroll, Chief Financial Officer; Crystal Kemp, Manager, Marketing and Public Relations; Beth Jimmerson, Marketing Coordinator; Jeff Matthews, Public Relations Coordinator; Eleise Myers, Commercial Sales Account Executive; Jaylene Sexton, Mgr., Customer Service; Lesia White, Call Center Supervisor; Lisa Douglas, Human Resources Director	Co-Sponsor

2	Participate in scholarship programs designed to assist students interested in pursuing a career in multichannel video programming communications (vii)	6/16/2016	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.	Richard Arnold, CEO	Sponsor
		8/18/2016	Conway Corporation awarded two scholarships during spring semester 2016 through donations to the Single Parent Scholarship Fund of Faulkner County	Richard Arnold, CEO; Jeff Matthews, Public Relations Coordinator	Sponsor
		9/27/2016	Conway Corporation awarded five scholarships during spring semester 2016 to Conway High School seniors for their performance in the classroom and on the field.	Richard Arnold, CEO; Jeff Matthews, Public Relations Coordinator; Linda Johnson, Manager, Ad Sales and Local Programming	Sponsor
3	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions (viii)	10/1/15 – 9/30/16	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.	Jody Smith, Mgr., Cable Telecommunication System (coordinating supervisor); Cody Rowlett, Tony Lemke, James Buggs, Ben Lawrence, Jason Fleming, Sean Maxfield, Jacob Stewart, John Davis, Andrew Nelson, Aaron Reynolds, Aaron Julian, Daniel Lary, Wesley Manion, Corey Free; Tommy Nolen (training participants)	

		10/1/15 – 9/30/16	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.	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	
		09/26/16 – 09/29/16	Professional Development: 2016 Society of Cable Telecommunications Engineers Cable-Tec Expo, Philadelphia, PA	Shawn Fason, Security & Monitoring Services Administrator; Tommy Nolen, CATV Training/Special Projects Coordinator	
		10/19/15 - 10/21/15	APPA Customer Connections Conference	Jaylene Sexton, Mgr., Customer Service; Crystal Kemp, Manager, Marketing and PR; Lesia White, Call Center Supervisor	
		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.	
		10/13/15 - 10/16/15	Society for Cable Television Engineers Cable-Tec Expo	Mike Clements, CATV/Elec Systems Designer I	
		11/3/2015	Training Workshop: Fred Pryor Seminar Dealing with Difficult People	Takenya Flack, Customer Accounts Mgr.; Phyllis Stubbs, Sr. Customer Service Specialist; Sheila Fraser, Customer Care Specialist	
		11/3/2015	Professional Development: 2016 National Cable TV Co-op Conference	Richard Arnold, CEO; Jason Hansen, CTO; Crystal Kemp, Mgr., Marketing & PR; Johnny Adams, Board Member; Steve “Bo” Conner, Board Member; Lindsay Henderson, Board Member; Brad Teague, Board Member	
		12/21/2015	Class AR State Board of Public Accountancy - GASB 67/68 Workshop	Bret Carroll, CFO	

		4/6/2016 - 4/7/2016	State Conference, Society for Cable Television Engineers - Razorback Chapter	Randy Lukas, Manager, Headend Operations	
		4/7/2016	Society for Cable Television Engineers Vendor Day	Tony VanPelt, CATV Senior Project Manager; Jeff Crownover, CATV Systems Designer II, Mike Clements, CATV/Elec Systems Designer I	
		4/9/2016	Wonderware Application Service R2 Training - Certification Program	Zach Leach, SCADA/Network Systems Administrator	
		5/22/2016	CCNA/CCENT/CCDA/CCNA: Security Quad Training - Certification Program	Zach Leach, SCADA/Network Systems Administrator	
		7/27/2016	Arkansas Compensation Association - Annual Workshop	DeAnna Smith, Human Resources Technician	
		9/2/2016 - 9/4/2016	Professional Development; Mid-America Cable Show	Bret Carroll, Chief Financial Officer; Linda Johnson, Mgr., Ad Sales & Local Programming; Jaylene Sexton, Mgr., Customer Service; Crystal Kemp, Manager, Marketing and PR, Beth Jimmerson, Marketing Coord., Leisa White, Call Center Supervisor; Ryan Tucker, Ryan Tucker, Production Coordinator	
		9/18/16 - 9/21/16	Professional Development: 2016 APPA Business & Financial Conference	Monica Reap, Internal Auditor; DeAnna Smith, Human Resources Technician; Jason Hansen, Chief Technology Officer	
4	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)	10/1/2015 - 9/30/2016	Conway Corporation representative served on the Conway Adult Education Center WAGE Advisory Board, as Board Chair	Lisa Douglas, Human Resources Director	

		10/30/2015	Conway Corporation representatives participated in School Reading Day at Ellen Smith Elementary School, Conway, Arkansas	Crystal Kemp, Manager, Marketing and PR; Conway Corporation Linemen; Jeff Matthews, Public Relations Coordinator	
		11/2/2015	Conway Corporation representatives participated in School Reading Day at Marguerite Vann Elementary School, Conway, Arkansas	Jeff Matthews, Public Relations Coordinator	
		2/25/2016	Conway Corporation representatives presented demonstrations to students in Ruth Doyle Middle School Science, Technology, Engineering and Math (STEM) night	Crystal Kemp, Manager, Marketing and PR; Beth McCullough, Marketing Coord.; Jeff Matthews, Public Relations Coord.; Trey Lieblong, Environmental Coordinator; Brett McDaniel, Sr. Engineer; Jim Moore, Manager, Electric Distribution System	
		4/1/2016	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	
		4/14/2016	Conway Corporation representatives participated in Spring Round-Up at Theodore Jones Elementary School, Conway, Arkansas	Jeff Matthews, Public Relations Coordinator	
		4/1/2016	Conway Corporation representative served as a judge at Future Business Leaders of America Conference	Jeff Matthews, Public Relations Coordinator	
		4/20/2016	Conway Corporation representative served as Master of Ceremonies at Conway High Wampus Cats Sports Luncheon	Jeff Matthews, Public Relations Coordinator	

		5/3/2016	Conway Corporation representative participated in a mock interview (face-to-face survey) of accounting student from University of Arkansas Community College at Morrilton	Tracy Moore, Manager, Accounting, Compliance & Risk Management	
		5/6/2016	Conway Corporation representatives presented demonstrations to students in Florence Mattison Enrichment Day, Conway, Arkansas	Crystal Kemp, Manager, Marketing and PR; Beth McCullough, Marketing Coord.; Jeff Matthews, Public Relations Coord.; Jim Moore, Manager, Electric Distribution System; Henry Mason, Sr. Lineman; Conway Corp Linemen	
		5/15/2016	Conway Corporation representative attended graduation ceremony at Conway Adult Education Center, Conway, AR, to present GED Credentials, WAGE Certificates and ESL Advancements. A representative also attended to present certificates to graduates	Lisa Douglas, Human Resources Director	
		9/6/2016	Conway Corporation presented a \$2000 grant to Conway Public Schools Teacher of the Year	Richard Arnold, CEO; Jeff Matthews, Public Relations Coordinator	Sponsor
5	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)	10/11/15 – 10/13/15	APPA Legal Conference	Bill Bethea, Assistant to CEO	

		10/1/15-9/30/16 (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;	
		Jan-16	American Public Power Association – Public Power Manager (PPM) Certification Program. Focuses on Six leadership principals: accountability, character, community, empowerment, service and sustainability.	Bret Carroll, Chief Financial Officer – earned PPM Certification	
		5/6/2016	2016 Leadercast – Chamber Event sponsored by Conway Corporation	Crystal Kemp, Mgr., Marketing & PR; Beth McCullough, Marketing Coordinator; Jeff Matthews, Public Relations Coordinator; Lesia White, Call Center Supervisor; Brittney McCaig, Customer Accounts Specialist	Co-Sponsor
		6/11/16 - 6/15/16	2016 APPA National Conference	Bret Carroll, CFO	
		6/19-16 – 6/22/16	2016 Society of Human Resource Management Annual Conference	Lisa Douglas, Human Resources Director	
		7/27/2016	Arkansas Compensation Association - Annual Workshop	Lisa Douglas, Human Resources Director	

6	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)	10/24/2015	Conway Corporation representative served as Master of Ceremonies for Soaring Wings Marathon and Uprise Fellowship Event	Jeff Matthews, Public Relations Coordinator	
		11/4/2015	Conway Corporation presented student Energy Smart Essay Contest in Conway, Arkansas	Crystal Kemp, Mgr., Marketing & PR; Beth McCullough, Mktg Coordinator; Jeff Matthews, Public Relations Coordinator	Sponsor
		11/12/2015	Conway Corporation representative served as Master of Ceremonies for Court Appointed Special Advocates' annual Festival of Chairs	Jeff Matthews, Public Relations Coordinator	
		12/12/2015	Conway Corporation representative Hosted Conway Junior Auxiliary Frozen Feet 5K	Jeff Matthews, Public Relations Coordinator	
		2/1/2016	Conway Corporation Representative served as a judge at Future Business Leaders of America Conference	Jeff Matthews, Public Relations Coordinator	
		2/6/2016	Conway Corporation Representative Hosted Arkansas Children's Hospital's Freezin' for a Reason 5K	Jeff Matthews, Public Relations Coordinator	

		4/1/2016	Conway Corporation Representative at American Cancer Society Relay for Life	Jeff Matthews, Public Relations Coordinator	
		5/5/2016	Conway Corporation Representative Hosted Jim Stone 5K	Jeff Matthews, Public Relations Coordinator	
		9/13/2016	Conway Corporation Representative participated in Celebrate Reading Month at Pediatrics Plus	Jeff Matthews, Public Relations Coordinator	