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EEO Form 396-C

File No.: CBL0021841

Filing Status: **Ready for Review**

652426

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0001730266

Filing Year

2025

Employment Unit ID (EUID)

652426

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

CAMTEL COMPANY, INC.

Operator Address 1

PO Box 2221, Little Rock, AR 72203

Operator City

Camden

Operator state

AR

Operator Zip Code

71701

State of Employment Office

AR

County of Employment Office

Ouachita

Application Purpose

New Program Report

Supplemental Investigation Sheet (SIS) Required

true

Category of Respondent

Six (6) or more full-time employees during the selected reporting period

Reporting Period Start Date

2024-09-01

Reporting Period End Date

2025-08-31

Section II - Community Information

PSID**Communities**

004004

AR0005

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Disseminated widely EEO Program

Yes

Contacted multiple sources of applicants

Yes

Offered promotions in nondiscriminatory manner

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

Analyzed the results of efforts to recruit hire promote and use services

Yes

Defined responsibility of management

Yes

Conducted continuing program to exclude prejudice

Yes

Conducted continuing review of job structure

Yes

Section IV - Additional Information

FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

Job Description

Professionals

Exhibit Employee Job Descriptions

Area General Manager.pdf

PART II - Inquiries Concerning EEO Program and Practices

SIS Question 3

Question 3.pdf

SIS Question 5

Question 5.docx

SIS Question 8

Question 8.docx

PART III - EEO Public File Report

EEO Public File Report for Previous Year

Camden 2024-2025 EEO Public File Report.xlsx

Exhibits

Exhibit Employee Job Descriptions

Area General Manager.pdf

EEO Public File Report for Previous Year

Camden 2024-2025 EEO Public File Report.xlsx

SIS Question 3

Question 3.pdf

SIS Question 5

Question 5.docx

SIS Question 8

Question 8.docx

Certifications

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

Certifier Information

Certifying Official Name and Signature

Kristin Young

Certifying Official Title

Business Process Specialist

Certifying Official Phone

5013783529

Certifying Official Email

kyoung@wehco.com

Certifying Date Signed

2025-09-17

2024-2025 FCC EEO Public File Report for Cam-tel Company, Inc.

Employment Unit # 652426

This Report Covers September 1, 2024 - August 31, 2025

Total # of Full-Time Vacancies Filled During Reporting Period: 4
Total # of People Interviewed for Full-Time Vacancies During Reporting Period: 7

ce list for recruitment source contact information

Req #	Position Title	Recruitment Source(s) Used to Fill Vacancy	Number of Interviews Referred by Each Recruitment Source	Number of Hires Referred by Each Recruitment Source
1445	Installer	Dept. of Workforce Services	0	0
	8/8/2024	Ark. Joblink website	0	0
		Indeed - job website	0	0
	Closed without hiring	jobs.wehco.com / camdencabletv.com	0	0
		Other Source	0	0
		Total	0	0
1462	Installer	Dept. of Workforce Services	0	0
	9/25/2024	Ark. Joblink website	0	0
		Indeed - job website	0	0
	Closed without hiring	jobs.wehco.com / camdencabletv.com	0	0
		Other Source	0	0
		Total	0	0
1473	Lead CSR	Dept. of Workforce Services	0	0
	10/3/2024	Ark. Joblink website	0	0
		Indeed - job website	0	0
		jobs.wehco.com / camdencabletv.com	0	0
		Other Source	1	1
		Total	1	1
1478	Technical Supervisor	Dept. of Workforce Services	0	0
	10/23/2024	Ark. Joblink website	0	0
	to Dec 4th	Indeed - job website	0	0
	Closed without hiring	jobs.wehco.com / camdencabletv.com	0	0
		Other Source	0	0
		Total	0	0
1496	Installer	Dept. of Workforce Services	0	0
	11/13/2024	Ark. Joblink website	0	0
		Indeed - job website	1	1
		jobs.wehco.com / camdencabletv.com	0	0
		Other Source	1	0
		Total	2	1
1498	Lead CSR	Dept. of Workforce Services	0	0
	11/13/2024	Ark. Joblink website	0	0
		Indeed - job website	0	0
	Closed without hiring	jobs.wehco.com / camdencabletv.com	0	0
		Other Source	0	0
		Total	0	0
1511	Technical Supervisor	Dept. of Workforce Services	0	0
	11/25/2024	Ark. Joblink website	0	0
		Indeed - job website	0	0
		jobs.wehco.com / camdencabletv.com	0	0
	Closed without hiring	Other Source	0	0
		Total	0	0
1514	CSR	Dept. of Workforce Services	0	0
	12/11/2024	Ark. Joblink website	0	0
		Indeed - job website	0	0
	Closed without hiring	jobs.wehco.com / camdencabletv.com	0	0
		Other Source	0	0

		Total	0	0
1523	CSR	Dept. of Workforce Services	0	0
	12/20/2024	Ark. Joblink website	0	0
		Indeed - job website	0	0
		jobs.wehco.com / camdencabletv.com	0	0
		Other Source	1	1
		Total	1	1
1525	Technical Supervisor	Dept. of Workforce Services	0	0
	12/30/2024	Ark. Joblink website	0	0
		Indeed - job website	0	0
		jobs.wehco.com / camdencabletv.com	0	0
	Closed without hiring	Other Source	0	0
		Total	0	0
1580	CSR	Dept. of Workforce Services	0	0
	6/26/2025	Ark. Joblink website	0	0
		Indeed - job website	0	0
	to Aug 7th	jobs.wehco.com / camdencabletv.com	1	1
		Other Source	2	0
		Total	3	1

Cam-Tel Company
Recruitment Source List

Employment Unit # 652426

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to Notification	Interviewees Referred	Hires Referred
Zion Hill Baptist Church	117 Maul Rd, Camden, AR 71701	Bishop C L Thompson	870-836-3994	N	0	0
NAACP	1050 Ridge Dr, Camden, AR 71701	Walter Frazier	870-836-5174	N	0	0
Les Jeune Amies	851 Lincoln Dr, Camden, AR 71701	Linda Sims	870-836-7118	N	0	0
Camden News	113 Madison Ave NE, Camden, AR 71701	Colleen Atchley	870-498-8692	N	0	0
Dept. of Workforce Services	237 Jackson St. SW, Camden, AR 71701	Willie Hardy	870-836-5024	N	0	0
Arkansas JobLink	www.arjoblink.arkansas.gov	Joshua Taylor	Joshua.Taylor@Arkansas.gov	N	0	0
Indeed	www.indeed.com	Chuck Launius	claunius@wehco.com	N	1	1
jobs.wehco.com / camdencabletv.com	jobs.wehco.com	Tori Plunkett	501.378.3529 or tplunkett@wehco.com	N	1	1
Other recruitment sources	Walk In, word of mouth, etc.			N	5	2

Total: 7 4

CamTel Company

Supplemental Recruitment Initiatives

Reporting Period: September 1, 2023 - August 31, 2024

Employment Unit # 652426

Date	Initiative	Description/Participation	Participants
Ongoing	Jones/NCTI Education Program	Training program designed to enable employees to acquire skills that could qualify them for higher level positions. The cable system reimburses employees for the cost of the course upon completion and offers bonus payouts for those employees who score a "B" or higher on the final exam.	All field personnel, including supervisors and management, have an opportunity to participate in this training. Administrative staff has the opportunity to take Customer Service and Cable Service Overview courses.
2/1/2024	Management EEO Review and Training	Managers and Supervisors meet with the President and VP of Administration to review methods of ensuring equal employment opportunity and preventing discrimination in the workplace.	Managers and Supervisors
4/23/2024	Job Fair-SAU Tech	System Manager, Jonathon Outlaw attended and provided applications for open positions	Jonathon Outlaw, System Manager