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EEO Form 396-C

File No.: CBL0021849

Filing Status: **Ready for Review**

738163

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0005028832

Filing Year

2025

Employment Unit ID (EUID)

738163

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

EAST ARKANSAS VIDEO, INC

Operator Address 1

PO Box 2221 Little Rock, AR 72203

Operator City

Forrest City

Operator state

AR

Operator Zip Code

72335

State of Employment Office

AR

County of Employment Office

St. Francis

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

003799

AR0120, AR0046, AR0122

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

Director of Marketing Governmental Affairs and Reporting Ad-Corporate.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

East Arkansas Cable TV EEO Public Report 2024-2025.xlsx

Exhibits

Exhibit Employee Job Descriptions

Director of Marketing Governmental Affairs and Reporting Ad-Corporate.pdf

EEO Public File Report for Previous Year

East Arkansas Cable TV EEO Public Report 2024-2025.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

2023 FCC EEO Public File Report for East Arkansas Cable TV, Inc

Employment Unit # 738163

This Report Covers September 1, 2024- August 31 2025

Total # of Full-Time Vacancies Filled During Reporting Period:	6
Total # of People Interviewed for Full-Time Vacancies During Reporting Period:	14

Please see attached recruitment source 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
1513	Installer	Dept. of Workforce Services-FC	0	0
		Dept. of Workforce Services-Helena	0	0
	Posted:12-05-24	NAACP	0	0
		NAACP St. Francis Co	0	0
		jobs.wehco.com	0	0
		Other Source	3	1
		Total	3	1
1534	Installer	Dept. of Workforce Services-FC	0	0
		Dept. of Workforce Services-Helena	0	0
	Posted:01-21-25	NAACP	0	0
		NAACP St. Francis Co	0	0
		jobs.wehco.com	0	0
		Other Source	2	1
		Total	2	1
1542	Maintenance Tech	Dept. of Workforce Services-FC	0	0
		Dept. of Workforce Services-Helena	0	0
	Posted: 02-27-25	NAACP	0	0
		NAACP St. Francis Co	0	0
		jobs.wehco.com	1	1
		Other Source	0	0
		Total	1	1
1552	Installer	Dept. of Workforce Services-FC	0	0
		Dept. of Workforce Services-Helena	0	0
	Posted:04-04-25	NAACP	0	0
		NAACP St. Francis Co	0	0
		jobs.wehco.com	1	0
		Other Source	1	0
		Total	2	0
1569	Installer	Dept. of Workforce Services-FC	0	0
		Dept. of Workforce Services-Helena	0	0
	Posted:05-21-25	NAACP	0	0
		NAACP St. Francis Co	0	0
		jobs.wehco.com	1	1
		Other Source	2	0
		Total	3	1
1570	Installer	Dept. of Workforce Services-FC	0	0
		Dept. of Workforce Services-Helena	0	0
	Posted:05-21-25	NAACP	0	0
		NAACP St. Francis Co	0	0
		jobs.wehco.com	0	0
		Other Source	2	1
		Total	2	1
1573	Installer	Dept. of Workforce Services-FC	0	0
		Dept. of Workforce Services-Helena	0	0
	Posted:06-04-25	NAACP	0	0
		NAACP St. Francis Co	0	0
		jobs.wehco.com	0	0
		Other Source	1	1
		Total	1	1

East Arkansas Cable TV
Recruitment Source List

Employment Unit # 738163

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to Notification	Interviewees Referred	Hires Referred
Dept. of Workforce Services	PO Box 1059, Forrest City, AR 72336			N	0	0
Dept. of Workforce Services	PO Box 279, Helena, AR 72342			N	0	0
NAACP	PO Box 1139, Marianna, AR 72360			N	0	0
NAACP St. Francis Co	PO Box 1341, Forrest City, AR 72336			N	0	0
WEHCO Media and East Arkansas Cable TV websites	jobs.wehco.com,indeed	WEHCO Video	corporateticket@wehco.com	N	3	1
	1790 North Falls Blvd. Suite 2 Wynne, AR 72396					
Cross County Chamber			alexis@crosscountychamber.com			
Other Sources	Walk In, word of mouth, etc.				11	5

Total: 14 6

East Arkansas Video, Inc.
Supplemental Recruitment Initiatives
Reporting Period: September 1, 2023- August 31 2024

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.
6/18/2025	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.	Office Manager, Area Manager
3/6/2025	Job Fair	Cross County Regional Job Fair- potential applicants to apply for the open position that is available. Posted hiring sign as well as handed out job posting and apps.	Management