

EUID has been updated successfully.



Amend

Print



EEO Form 396-C

File No.: CBL0021847

Filing Status: **Ready for Review****693505**Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0001729243

Filing Year

2025

Employment Unit ID (EUID)

693505

Section I - Identifying Information

Has the identifying information associated
with this EUID changed?

No

Operator Legal Name

HOPE COMMUNITY TV, INC.

Operator Address 1

PO Box 2221, Little Rock, AR 72203

Operator City

Hope

Operator state

AR

Operator Zip Code

71801

State of Employment Office

AR

County of Employment Office

Hempstead

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

003714

Communities

AR0018, AR0029

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

Regional Sales Manager-Resort.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 YearHope Community TV EEO Public File Report
2024-2025.xlsx

Exhibits

Exhibit Employee Job Descriptions

Regional Sales Manager-Resort.pdf

EEO Public File Report for Previous Year**SIS Question 3**

Question 3.pdf

Hope Community TV EEO Public File Report
2024-2025.xlsx

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 Hope Community TV, Inc
Employment Unit # 693505
This Report Covers September 1, 2024 - August 31, 2025

Total # of Full-Time Vacancies Filled During Reporting Period: 2
Total # of People Interviewed for Full-Time Vacancies During Reporting Period: 2

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
	CSR	Department of Workforce Services	0	0
1548	Date	Arkansas Joblink	0	0
	3/13/2025	Indeed	0	0
		jobs.wehco.com	0	0
		Other Sources	1	1
		Total	1	1
	Installer	Department of Workforce Services	0	0
1562	Date	Arkansas Joblink	0	0
	5/29/2025	Indeed	0	0
		jobs.wehco.com	0	0
	Closed without hiring	Other Sources	0	0
		Total	0	0
	Installer	Department of Workforce Services	0	0
1583	Date	Arkansas Joblink	0	0
	7/8/2025	Indeed	0	0
	8/19/2025	jobs.wehco.com	0	0
		Other Sources	1	1
		Total	1	1

Hope Community TV
Recruitment Source List

Employment Unit # 693505

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to Notification	Interviewees Referred	Hires Referred
Ward Chapel AME	323 E. Laurel St., Prescott, AR 71857		870-887-3583	N		
Beebe Memorial AME	416 Hazel St., Hope, AR 71801		870-777-2112	N		
Roland A. Hicks Memorial Scholarship	P.O. Box 548, Hope, AR 71802			N		
NAACP	P.O. Box 761 Texarkana, AR 75501	D. Ulysses Brewer		N		
Department of Workforce Services	700 S. Elm St., Hope, AR 71801	Bryan Sanders	870-777-3421; bryan.sander@arkansas.gov	N		
Arkansas job Link Website	www.arjoblink.arkansas.gov	Bryan Sanders	870-777-3421; bryan.sander@arkansas.gov	n		
Indeed	www.indeed.com			N		
jobs.wehco.com	115 E. Capitol Ave, Little Rock, AR 72201	WEHCO Video	corporateticket@wehco.com	N		
Other Sources	e.g. walk-ins, word of mouth, transfer			N	2	2

Hope Community TV Employment Unit # 693505
 Supplemental Recruitment Initiatives
 Reporting Period: September 1, 2024- August 31, 2025

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.
6/1/2025	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.	Managers and Supervisors
8/26/2025	Job Fair-SAU Tech	Mike Herr, area manager and Erica Torres, CSR attended and provided applications and employee benefits booklets	Mike Herr and Erica Torres