

EUID has been updated successfully.



The record has now been updated



Amend

Print



EEO Form 396-C

File No.: CBL0021175

Filing Status: **Ready for Review****193079**Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0005028675

Filing Year

2025

Employment Unit ID (EUID)

193079

Section I - Identifying Information

Has the identifying information associated
with this EUID changed?

No

Operator Legal Name

LONGVIEW CABLE TELEVISION CO., INC.

Operator Address 1

711 N High St

Operator City

Longview

Operator state

TX

State of Employment Office

TX

County of Employment Office

Gregg

Application Purpose

New Program Report

Supplemental Investigation Sheet (SIS)
Required

true

Category of Respondent

Reporting Period Start Date

2024-09-01

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

Reporting Period End Date
2025-08-31

Section II - Community Information

PSID
005139

Communities
TX0350, TX0210

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
Corporate Engineer Job Description 0625-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
Longview Kilgore Cable TV EEO Public Report
2024-2025_DWT.xlsx

Exhibits

Exhibit Employee Job Descriptions

Corporate Engineer Job Description 0625-
Corporate.pdf

EEO Public File Report for Previous Year
Longview Kilgore Cable TV EEO Public Report
2024-2025_DWT.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

FCC EEO Public File Report for Longview Cable TV, Inc
Employment Unit # 193079
This Report Covers September 1, 2024 - August 31, 2025

Total # of Full-Time Vacancies Filled During Reporting Period: 24
Total # of People Interviewed for Full-Time Vacancies During Reporting Period: 59

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
1449	Installer	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	0	0
		Longview Cable TV Advertising	0	0
		Indeed	4	3
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	4	3
1450	Service Technician	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	3	1
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	3	1
1452	Maintenance Tech	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	2	1
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	2	1
1486	Maintenance Technician	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	2	1
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	2	1
1485	Service Technician	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	0	0
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	0	0
1484	Installer	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	2	2
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	2	2
1487	Direct Sales Representative	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	1	0
		Longview Cable TV Advertising	0	0
		Indeed	0	0

		Facebook	0	0
		East Texas Workforce	1	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	2	0
1507	Warehouse clerk	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	2	1
		Longview Cable TV Advertising	0	0
		Indeed	1	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	3	1
1529	Direct Sales Representative	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	2	1
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	2	1
1528	Locator	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	3	1
		Longview Cable TV Advertising	0	0
		Indeed	1	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	4	1
1533	Installer	jobs.wehco.com longviewcabletv.com	1	0
		Other Source	4	2
		Longview Cable TV Advertising	0	0
		Indeed	1	0
		Facebook	0	0
		East Texas Workforce	2	1
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	8	3
1540	Customer Service Representative	jobs.wehco.com longviewcabletv.com	1	0
		Other Source	2	1
		Longview Cable TV Advertising	0	0
		Indeed	7	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	10	1
1547	Maintenance Technician	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	2	1
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	2	1
1551	Service Technician	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	1	1
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	1	1
1557	Service Technician	jobs.wehco.com longviewcabletv.com	0	0

		Other Source	0	0
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	0	0
1565	Installer	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	1	1
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	6	3
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	7	4
1571	Maintenance Technician	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	2	2
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	2	2
1575	Service Technician	jobs.wehco.com longviewcabletv.com	0	0
		Other Source	1	0
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	1	0
1581	Direct Sales Representative	jobs.wehco.com longviewcabletv.com	0	0
		other source	1	0
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	1	0
1588	Installer	jobs.wehco.com longviewcabletv.com	0	0
		other source	1	1
		Longview Cable TV Advertising	0	0
		Indeed	0	0
		Facebook	0	0
		East Texas Workforce	0	0
		NAACP	0	0
		House of Hope Womens Center	0	0
		Total	1	1
1591	Direct Sales Representative	jobs.wehco.com longviewcabletv.com		
		other source		
		Longview Cable TV Advertising		
		Indeed		
		Facebook		
		East Texas Workforce		
		NAACP		
		House of Hope Womens Center		
		Total		
1592	Service Technician	jobs.wehco.com longviewcabletv.com		
		other source		
		Longview Cable TV Advertising		
		Indeed		
		Facebook		
		East Texas Workforce		
		NAACP		
		House of Hope Womens Center		

		Total		
1593	Business Connectivity Expert	jobs.wehco.com longviewcabletv.com		
		other source	2	1
		Longview Cable TV Advertising		
		Indeed		
		Facebook		
		East Texas Workforce		
		NAACP		
		House of Hope Womens Center		
		Total	2	

Longview Cable TV
Recruitment Source List

Employment Unit # 193079

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to Notification	Interviewees Referred	Hires Referred
WEHCO's Website	Jobs. wehco.com; longviewcabletv.com	Tiae Compton	tplunkett@wehco.com	N	2	0
Walk In, employee referral, office sign, truck decals	Varies	Christine Jinter Coordinator	Other Source	N	34	17
Indeed Online Job Recruiting Website	https://employers.indeed.com/#jobs		https://employers.indeed.com/#jobs	N	14	3
East Texas Workforce Commission Website	2430 S. High St., Longview, TX 75601	Terrence Mathis	903-758-1783; terrence.mathis@twc.state.tx.us	N	9	4
NAACP Chapter 6197 Letter	PoBox 8862, Longview, TX 75605	Pres. James Jones	430-558-8142	N	0	0
House of Hope Women's Center Letter	3011 West Marshall Ave Longview, TX 75601	Helen Johnson	903-295-0904; info@ahopeforwomen.org	N	0	0
					59	24

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.	Managers and Supervisors-Mark Johnson, Earl Allgood, Michael Cato, , Mandy Mahan, Don Deem
Job fair-Texas Workforce-December 10, 2024	Job Fair	A table was set up that displayed applications for various positions.	Mandy Mahan, Christine Jointer
Job fair-Texas Workforce-June 12, 2025	Job Fair	A table was set up that displayed applications for various positions.	Mandy Mahan, Christine Jointer