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EEO Form 396-C

File No.: CBL0021848

Filing Status: **Ready for Review**

251373

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0005028774

Filing Year

2025

Employment Unit ID (EUID)

251373

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

PINE BLUFF CABLE TELEVISION

Operator Address 1

715 S Poplar Ave

Operator City

Pine Bluff

Operator state

AR

Operator Zip Code

71601

State of Employment Office

AR

County of Employment Office

Jefferson

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**

006611

AR0064

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

Pine Bluff Cable TV EEO public report 2025.xlsx

Exhibits

Exhibit Employee Job Descriptions

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

EEO Public File Report for Previous Year

Pine Bluff Cable TV EEO public report 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

2024-2025 FCC EEO Public File Report for Pine Bluff Cable TV, Inc

Employment Unit # 251373

This Report Covers September 1st 2024 to August 31, 2025

Total # of Full-Time Vacancies Filled During Reporting Period: 6
Total # of People Interviewed for Full-Time Vacancies During Reporting Period: 46

Please see attached recruitment source list for contact information

Req #	Postion Title	Recruitment Source used to fill Vancancy	Number of Interviews Referred by each	Number of Hires referred by each Recruitment Source
1594	Warehouse 8/22/2025	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	0	0
		Other Sources	0	0
		Total	0	0
1585	Installer 7/17/2025	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	0	0
		Other Sources	8	3
		Total	8	3
1572	Installer 5/29/2025	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	0	0
		Other Sources	4	1
		Total	4	1
1554	Warehouse 4/14/2025	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	0	0
		Other Sources	4	1
		Total	4	1
1550	Installer 3/20/2025	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	6	0
		Other Sources	0	0
		Total	6	0
1539	Warehouse 2/19/2025	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	3	0
		Other Sources	2	0
	Expired	Total	5	0
1532	Installer	NAACP	0	0
1532	1/17/2025	Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0

		jobs.wehco.com--pinebluffcabletv.com	6	0
		Other Sources	3	0
	Expired	Total	9	0
1508	Service Tech 11/22/2024	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	0	0
		Other Sources	0	0
		Total	0	0
1503	Installer 11/20/2024	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	0	0
		Other Sources	3	1
		Total	3	1
1489	Direct Sales Representative 10/30/2024	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	0	0
		Other Sources	0	0
		Total	0	0
1477	Business Connectivity Expert 10/14/2024	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	4	0
		Other Sources	2	0
		Total	6	0
1476	Business Connectivity Expert 10/14/2024	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	0	0
		Other Sources	0	0
		Total	0	0
1457	Service Tech 9/16/2024	NAACP	0	0
		Jefferson County Workforce	0	0
		SEARK	0	0
		UAPB	0	0
		jobs.wehco.com--pinebluffcabletv.com	0	0
		Other Sources	1	0
		Total	1	0

Pine Bluff Cable TV
Recruitment Source List

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to Notification	Interviewees Referred	Hires Referred
NAACP		Ivan Whitfield	whitfieldivan@yahoo.com	N	0	0
SEARK		Daytra Demmings	870-543-5914 Student Success@Seark.edu	N	0	0
jobs.wehco.com pinebluffcabletv.com	http://jobs.wehco.com			N	19	0
UAPB	1200 North University Drive P.B.	Shirley Cherry	870-575-8000 Cherry@s@pb.edu	N	0	0
Jefferson County Workforce Services Dept.	Post Office Box 8308 Pine Bluff, AR 71611	mail	870-536-5292	N	0	0
Other Sources	Indeed, Walk Ins, Word of Mouth, etc.			N	27	0
Goodwill Industries		Gina Wells	501-372-5100/ Gina's # 501-295-8331 gwells@goodwillar.org	N		6
Jenkins		Gwen Thrower	870-536-0475 gthrower@jenkinsmc.org			

Total

46

6

Pine Bluff Cable TV
 Supplemental Recruitment Initiatives
 Reporting Period: September 1, 2021 - August 31, 2022

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.
6/18/2025	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
May1,2025	Pine Bluff Business Expo	Inform & handout applications to potential applicants	Jeremy Galloway, Carla Freeman, Khie Anderson, Caleb Kimbrell
May 17,2025	Family Fun Day	Inform & handout applications to potential applicants	Jeremy Galloway, Caleb Kimbrell
Septmeber 5, 2025	Jefferson County Broadband Working Group	Inform & handout applications to potential applicants	Jeremy Galloway, Caleb Kimbrell