

EUID has been updated successfully.



Amend

Print



## EEO Form 396-C

File No.: CBL0021850

Filing Status: **Ready for Review****959765**Reference  
Copy  
OMB Control  
No. 3060-1033

## General Information

## FCC Registration Number (FRN)

0001725522

## Filing Year

2025

## Employment Unit ID (EUID)

959765

## Section I - Identifying Information

Has the identifying information associated  
with this EUID changed?

No

## Operator Legal Name

TAHLEQUAH CABLE TELEVISION CO., INC.

## Operator Address 1

110 E Keetoowah

## Operator City

Tahlequah

## Operator state

OK

## Operator Zip Code

74464

## State of Employment Office

OK

## County of Employment Office

Cherokee

## 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

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**PSID**

000636

**Communities**

OK0199

## Section III - EEO Policy and Program Requirements

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**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

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

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**Job Description**

Professionals

**Exhibit Employee Job Descriptions**

Regional Sales Manager-Resort.pdf

### PART II - Inquiries Concerning EEO Program and Practices

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**SIS Question 3**

Question 3.pdf

**SIS Question 5**

Question 5.docx

**SIS Question 8**

Question 8.docx

### PART III - EEO Public File Report

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**EEO Public File Report for Previous Year**

Tahlequah Cable TV EEO Public Report 2024-2025.xlsx

### Exhibits

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**Exhibit Employee Job Descriptions**

Regional Sales Manager-Resort.pdf

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

Question 3.pdf

Tahlequah Cable TV EEO Public Report 2024-  
2025.xlsx

**SIS Question 5**

Question 5.docx

**SIS Question 8**

Question 8.docx

## Certifications

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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

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**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 FCC EEO Public File Report for Tahlequah Cable TV, Inc**  
**Employment Unit # 959765**  
*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:** 44

*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 |
|-------|-------------------------------|---------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------|
| 1451  | Customer Service Rep          | United Keetoowah Band                                         | 0                                                        | 0                                                   |
|       | Posted 9/9/24                 | Housing Authority of Cherokee Nation                          | 0                                                        | 0                                                   |
|       |                               | Cherokee Nation of Oklahoma                                   | 0                                                        | 0                                                   |
|       | Hired 10/04/24                | Oklahoma Works - Tahlequah                                    | 3                                                        | 0                                                   |
|       |                               | <a href="https://jobs.wehco.com/">https://jobs.wehco.com/</a> | 2                                                        | 0                                                   |
|       |                               | other source                                                  | 2                                                        | 1                                                   |
|       |                               | <b>Total</b>                                                  | <b>7</b>                                                 | <b>1</b>                                            |
| 1469  | District Sales Representative | United Keetoowah Band                                         | 0                                                        | 0                                                   |
|       | Posted 9/30/24                | Housing Authority of Cherokee Nation                          | 0                                                        | 0                                                   |
|       |                               | Cherokee Nation of Oklahoma                                   | 0                                                        | 0                                                   |
|       | Not Hired                     | Oklahoma Works - Tahlequah                                    | 2                                                        | 0                                                   |
|       |                               | <a href="https://jobs.wehco.com/">https://jobs.wehco.com/</a> | 0                                                        | 0                                                   |
|       |                               | other source                                                  | 0                                                        | 0                                                   |
|       |                               | <b>Total</b>                                                  | <b>2</b>                                                 | <b>0</b>                                            |
| 1480  | Installer                     | United Keetoowah Band                                         | 0                                                        | 0                                                   |
|       | Posted 10/24/24               | Housing Authority of Cherokee Nation                          | 0                                                        | 0                                                   |
|       |                               | Cherokee Nation of Oklahoma                                   | 0                                                        | 0                                                   |
|       | Not Hired                     | Oklahoma Works - Tahlequah                                    | 2                                                        | 0                                                   |
|       |                               | <a href="https://jobs.wehco.com/">https://jobs.wehco.com/</a> | 0                                                        | 0                                                   |
|       |                               | OTHER                                                         | 3                                                        | 0                                                   |
|       |                               | <b>Total</b>                                                  | <b>5</b>                                                 | <b>0</b>                                            |
| 1481  | Installer Technician          | United Keetoowah Band                                         | 0                                                        | 0                                                   |
|       | Posted 10/24/24               | Housing Authority of Cherokee Nation                          | 0                                                        | 0                                                   |
|       |                               | Cherokee Nation of Oklahoma                                   | 0                                                        | 0                                                   |
|       | Hired 11/22/24                | Oklahoma Works - Tahlequah                                    | 0                                                        | 0                                                   |
|       |                               | <a href="https://jobs.wehco.com/">https://jobs.wehco.com/</a> | 0                                                        | 0                                                   |
|       |                               | Other                                                         | 5                                                        | 1                                                   |
|       |                               | <b>Total</b>                                                  | <b>5</b>                                                 | <b>1</b>                                            |
| 1482  | Installer Technician          | United Keetoowah Band                                         | 0                                                        | 0                                                   |
|       | Posted 10/24/24               | Housing Authority of Cherokee Nation                          | 0                                                        | 0                                                   |
|       |                               | Cherokee Nation of Oklahoma                                   | 0                                                        | 0                                                   |
|       | Hired 12/27/24                | Oklahoma Works - Tahlequah                                    | 0                                                        | 0                                                   |
|       |                               | <a href="https://jobs.wehco.com/">https://jobs.wehco.com/</a> | 0                                                        | 0                                                   |
|       |                               | other                                                         | 4                                                        | 1                                                   |
|       |                               | <b>Total</b>                                                  | <b>4</b>                                                 | <b>1</b>                                            |
| 1490  | District Sales Representative | United Keetoowah Band                                         | 0                                                        | 0                                                   |
|       | Posted 10/30/24               | Housing Authority of Cherokee Nation                          | 0                                                        | 0                                                   |
|       |                               | Cherokee Nation of Oklahoma                                   | 0                                                        | 0                                                   |
|       | Not Hired                     | Oklahoma Works - Tahlequah                                    | 0                                                        | 0                                                   |
|       |                               | <a href="https://jobs.wehco.com/">https://jobs.wehco.com/</a> | 0                                                        | 0                                                   |
|       |                               | Other                                                         | 0                                                        | 0                                                   |
|       |                               | <b>Total</b>                                                  | <b>0</b>                                                 | <b>0</b>                                            |

|      |                                      |                                                               |          |          |
|------|--------------------------------------|---------------------------------------------------------------|----------|----------|
| 1512 | <b>Installer/Technician</b>          | United Keetoowah Band                                         | 0        | 0        |
|      | Posted 12/3/24                       | Housing Authority of Cherokee Nation                          | 0        | 0        |
|      |                                      | Cherokee Nation of Oklahoma                                   | 0        | 0        |
|      | Hired 1/10/25                        | Oklahoma Works - Tahlequah                                    | 2        | 0        |
|      |                                      | <a href="https://jobs.wehco.com/">https://jobs.wehco.com/</a> | 0        | 0        |
|      |                                      | other                                                         | 4        | 1        |
|      |                                      | <b>Total</b>                                                  | <b>6</b> | <b>1</b> |
| 1531 | <b>District Sales Representative</b> | United Keetoowah Band                                         | 0        | 0        |
|      | Posted 1/15/25                       | Housing Authority of Cherokee Nation                          | 0        | 0        |
|      |                                      | Cherokee Nation of Oklahoma                                   | 0        | 0        |
|      | Not Hired                            | Oklahoma Works - Tahlequah                                    | 0        | 0        |
|      |                                      | <a href="https://jobs.wehco.com/">https://jobs.wehco.com/</a> | 0        | 0        |
|      |                                      | other                                                         | 1        | 0        |
|      |                                      | <b>Total</b>                                                  | <b>1</b> | <b>0</b> |
| 1543 | <b>Maintenance Technician</b>        | United Keetoowah Band                                         | 0        | 0        |
|      | Posted 2/27/25                       | Housing Authority of Cherokee Nation                          | 0        | 0        |
|      |                                      | Cherokee Nation of Oklahoma                                   | 0        | 0        |
|      | Not Hired                            | Oklahoma Works - Tahlequah                                    | 1        | 0        |
|      |                                      | <a href="https://jobs.wehco.com/">https://jobs.wehco.com/</a> | 0        | 0        |
|      |                                      | other                                                         | 4        | 0        |
|      |                                      | <b>Total</b>                                                  | <b>5</b> | <b>0</b> |
| 1555 | <b>District Sales Representative</b> | United Keetoowah Band                                         | 0        | 0        |
|      | Posted 4/16/25                       | Housing Authority of Cherokee Nation                          | 0        | 0        |
|      |                                      | Cherokee Nation of Oklahoma                                   | 0        | 0        |
|      | Hired 5/30/25                        | Oklahoma Works - Tahlequah                                    | 0        | 0        |
|      |                                      | <a href="https://jobs.wehco.com/">https://jobs.wehco.com/</a> | 0        | 0        |
|      |                                      | other                                                         | 2        | 1        |
|      |                                      | <b>Total</b>                                                  | <b>2</b> | <b>1</b> |
| 1559 | <b>Maintenance Tech</b>              | United Keetoowah Band                                         | 0        | 0        |
|      | Posted 4/28/25                       | Housing Authority of Cherokee Nation                          | 0        | 0        |
|      |                                      | Cherokee Nation of Oklahoma                                   | 0        | 0        |
|      | Hired 7/11/25                        | Oklahoma Works - Tahlequah                                    | 1        | 0        |
|      |                                      | <a href="https://indeed.com">indeed.com</a>                   | 0        | 0        |
|      |                                      | <a href="https://jobs.wehco.com/">https://jobs.wehco.com/</a> | 2        | 0        |
|      |                                      | Other                                                         | 4        | 1        |
|      |                                      | <b>Total</b>                                                  | <b>7</b> | <b>1</b> |

Tahlequah Cable TV  
Recruitment Source List

Employment Unit # 959765

| Name of Recruitment Source          | Address                                               | Contact         | Telephone Number/Email | Entitled to Notification | Interviewees Referred | Hires Referred |
|-------------------------------------|-------------------------------------------------------|-----------------|------------------------|--------------------------|-----------------------|----------------|
| Cherokee Nation of Oklahoma         | P.O. BOX 948 TAHLEQUAH, OK 74465                      | Michelle        | 918.453.5050           | N                        | 0                     | 0              |
| UNITED KEETOOWAH BAND               | P.O. BOX 746 TAHLEQUAH, OK 74465                      | Brandi Ross     | 918.722.4300           | N                        | 0                     | 0              |
| HOUSING AUTHORITY CHEROKEE NAT      | 1500 HENSLEY DR TAHLEQUAH, OK 74464                   |                 | 918.456.5482           | N                        | 0                     | 0              |
| Oklahoma Works                      | 1295 Skills Ctr Cir, Tahlequah, OK 74464              | --              | 918.207.4780           | N                        | 11                    | 0              |
| jobs.wehco.com tahlequahcabletv.com | jobs.wehco.com                                        | Maja Nowakowska | mnowakowska@wehco.com  | N                        | 4                     | 0              |
| Other Source                        | Walk In, employee referral, office sign, truck decals | --              |                        | Y                        | 29                    | 6              |
| Total:                              |                                                       |                 |                        |                          |                       | 44 6           |

Tahlequah Cable TV

Employment Unit # 959765

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. |
| 18-Jun-25        | 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                                                                                                                                                                                              |
| October 18, 2024 | Job Recruitment<br>Oklahoma Works  | Job Fair, booth designated for job recruitment                                                                                                                                                                                                                                                 | DSR Manager, Alesha Robinson                                                                                                                                                                                          |
| November 7, 2024 | Job Recruitment<br>Work Ready      | Job Fair, booth designated for job recruitment                                                                                                                                                                                                                                                 | System Manager, Ruben Macias                                                                                                                                                                                          |