

[Amend](#)[Print](#)

EEO Form 396-C

File No.: CBL0021843

Filing Status: **Ready for Review**

5500

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0001740513

Filing Year

2025

Employment Unit ID (EUID)

5500

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

VICKSBURG VIDEO, INC.

Operator Address 1

PO Box 2221, Little Rock, AR 72203

Operator state

MS

Operator Zip Code

39183

Operator City

Vicksburg

State of Employment Office

MS

County of Employment Office

Warren

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

007215

Communities

MS0196, MS0072

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

2024-2025 Vicksburg EEO Public File Report.xls

Exhibits

Exhibit Employee Job Descriptions

Corporate Engineer Job Description 0625-Corporate.pdf

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

2024-2025 Vicksburg EEO Public File Report.xls

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

		2021 FCC EEO Public File Report for Vicksburg Video, Inc.		
		Employment Unit # 5500		
		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:	3	
		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
1456	Customer Service Representative	jobs.WEHCOCOM/VicksburgVideo.com		
	hired someone but they took another job before they started.	NCTE		
		Outreach Programs MNG-MDHS-MDES		
		Indeed.com		
		Other Source (Word of Mouth, Internal Posting, etc.)	1	1
		Total	1	1
1464	customer service rep.	jobs.WEHCOCOM/VicksburgVideo.com		
	9/25/24-10/18/24	NCTE		
		Outreach Programs MNG-MDHS-MDES		
		Indeed.com		
		Other Source (Word of Mouth, Internal Posting, etc.)		
		Total		
1465	Installer	jobs.WEHCOCOM/VicksburgVideo.com		
	9/25/24-10/18/24	NCTE		
		Outreach Programs MNG-MDHS-MDES		
		Indeed.com	1	1
		Other Source (Word of Mouth, Internal Posting, etc.)		
		Total	1	1
1494	customer service rep	jobs.WEHCOCOM/VicksburgVideo.com		
	11/06/24-11/26/24	NCTE		
		Outreach Programs MNG-MDHS-MDES		
		Indeed.com		
		Other Source (Word of Mouth, Internal Posting, etc.)	1	
		Total	1	0
		jobs.WEHCOCOM/VicksburgVideo.com		
		NCTE		
		Outreach Programs MNG-MDHS-MDES		
		Indeed.com		
		Other Source (Word of Mouth, Internal Posting, etc.)		
		Total		
		jobs.WEHCOCOM/VicksburgVideo.com		
		NCTE		
		Outreach Programs MNG-MDHS-MDES		
		Indeed.com		
		Other Source (Word of Mouth, Internal Posting, etc.)		
		Total		

Vicksburg Video, Inc
Recruitment Source List

Employment Unit # 5500

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to Notification	Interviewees Referred	Hires Referred
jobs.wehco.com / vicksburgvideo.com		Tiae Compton	501-378-3529	N		
indeed.com		Tiae Compton	501-378-3529	N	1	1
MultiChannel News	225 State St, Ste 300, New London, CT 06320	clientservices@yourmemberships.com	727-497-6565	N		
SCTE	225 State St, Ste 300, New London, CT 06320	clientservices@yourmemberships.com	727-497-6565	N		
Mississippi National Guard	James.t.barry.mil@mail.mil	James T. Barry	601-313-6598	N		
Other (walk-in, employee referral, office sign, truck decals)						
Vicksburg Office						2
Total:						3
						2

Vicksburg Video
 Supplemental Recruitment Initiatives
 Reporting Period: September 1, 2024 - August 31, 2025

Employment unit #5500

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.
July 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.	James Givens & Audrey Peebles
July 1, 2025	EEO Training	Reviewed company policies & procedures (EEO, grievance, sexual harassment) to stay in compliance for the year	all staff
October 15, 2024	job fair	Vicksburg area job fair-took applications onsite and also gave out job descriptions	Audrey Peebles, Greg Fletcher & Paul Garza