

EUID has been updated successfully.



The record has now been updated



Amend

Print



EEO Form 396-C

File No.: CBL0021169

Filing Status: **Ready for Review****790181**Reference
Copy
OMB Control
No. 3060-1033General Information**FCC Registration Number (FRN)**

0005028857

Filing Year

2025

Employment Unit ID (EUID)

790181

Section I - Identifying Information**Has the identifying information associated with this EUID changed?**

No

Operator Legal Name

WHITE COUNTY VIDEO, INC.

Operator Address 1

1927 W Beebe-Capps Exp.

Operator City

Searcy

Operator state

AR

Operator Zip Code

72143

State of Employment Office

AR

County of Employment Office

White

Application Purpose

New Program Report

Supplemental Investigation Sheet (SIS)**Required**

false

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

000497

Communities

AR0136, AR0734, AR0251, AR0252, AR0239

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

Exhibit 3 (Optional)

White County Cable 2024-2025 filing.pdf

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

PART II - Inquiries Concerning EEO Program and Practices

PART III - EEO Public File Report

Exhibits

Exhibit 3 (Optional)

White County Cable 2024-2025 filing.pdf

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

501-378-3529

Certifying Official Email

kyoung@wehco.com

Certifying Date Signed

2025-08-26

2024 FCC EEO Public File Report for White County Cable TV, Inc

Employment Unit # 790181

This Report Covers September 1, 2024 - August 31, 2025

Total # of Full-Time Vacancies Filled During Reporting Period: 0

Total # of People Interviewed for Full-Time Vacancies During Reporting Period: 0

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
1453	Service Tech Post date:9/10/2024	Career Counseling & Placement	0	0
		Harding University International Students	0	0
		Arkansas Joblink	0	0
		jobs.wehco.com / whitecountycabletv.com	2	0
		Other Source	1	1
		Total	3	1
1535	Plant Manager Post date:02/03/2025	Career Counseling & Placement	0	0
		Harding University International Students	0	0
		Arkansas Joblink	0	0
		jobs.wehco.com / whitecountycabletv.com	1	1
		Other Source	0	0
		Total	1	1
1553	Maintenance Tech Post date:04/10/25	Career Counseling & Placement	0	0
		Harding University International Students	0	0
		Arkansas Joblink	0	0
		jobs.wehco.com / whitecountycabletv.com	1	0
		Other Source	0	0
		Total	1	1
1561	Installer Post date:04/30/25	Career Counseling & Placement	0	0
		Harding University International Students	0	0
		Arkansas Joblink	0	0
		jobs.wehco.com / whitecountycabletv.com	1	0
		Other Source	1	1
		Total	2	1
		Career Counseling & Placement	0	0
		Harding University International Students	0	0
		Arkansas Joblink	0	0
		jobs.wehco.com / whitecountycabletv.com	0	0
		Other Source	0	0
		Total	0	0
		Career Counseling & Placement	0	0
		Harding University International Students	0	0
		Arkansas Joblink	0	0
		jobs.wehco.com / whitecountycabletv.com	0	0
		Other Source	0	0
		Total	0	0

White County Cable TV
Recruitment Source List

Employment Unit # 790181

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to Notification	Interviewees Referred	Hires Referred
Career Counseling & Placement	HU Box 12243, Searcy, AR 72149		501-279-4000	N	0	0
Harding University International Students	HU Box 10883, Searcy, AR 72149		501-279-4000	N	0	0
Arkansas JobLink	arjoblink.arkansas.gov		fax: 501-268-9166	N	0	0
jobs.wehco.com / whitecountycabletv.com	jobs.wehco.com	Wehco Video	corporateticket@wehco.com	N	2	0
Searcy.com	searcy.com		searcy.com	N	0	0
Other Sources	word of mouth, walk in, employee referrals			N	6	2

White County Cable TV

Supplemental Recruitment Initiatives

Reporting Period: September 1, 2024 - August 31, 2025

Employment Unit # 790181

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.
12/5/2023	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.	Office manager
10/11/2024	AR Dpt of Workforce Services Job Fair	job fair to initiate potential applicants to apply for the open positions when available	Office Manager, CSR and warehouse