

2025-2026 FCC EEO Public File Report for Cam-tel Company, Inc.
Employment Unit # 652426
This Report Covers September 1, 2025 - August 31, 2026

Total # of Full-Time Vacancies Filled During Reporting Period: 1

Total # of People Interviewed for Full-Time Vacancies During Reporting Period: 7

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
1649	CSR	Dept. of Workforce Services	0	0
5/13/2026		Ark. Joblink website	0	0
		Indeed - job website	0	0
	not hired	jobs.wehco.com / camdencabletv.com	0	0
		Other Source	3	0
		Total	3	0
1666	CSR	Dept. of Workforce Services	0	0
6/30/2026		Ark. Joblink website	0	0
		Indeed - job website	0	0
	hired 08/14/26	jobs.wehco.com / camdencabletv.com	0	0
		Other Source	4	1
		Total	4	0
1687	Installer	Dept. of Workforce Services	0	0
9/22/2026		Ark. Joblink website	0	0
		Indeed - job website	0	0
		jobs.wehco.com / camdencabletv.com	0	0
		Other Source	0	0
		Total	0	0

Cam-Tel Company

Employment Unit # 652426

Recruitment Source List

September 1, 2025-August 31, 2026

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to		Interviewees		Hires Referred
				Notification		Referred		
NAACP	1050 Ridge Dr, Camden, AR 71701	Walter Frazier?		N		0		0
Dept. of Workforce Services	237 Jackson St. SW, Camden, AR 71701	Walter Zgleszewski	mailto:Walter.Zgleszewski@arkans	N		0		0
Arkansas JobLink	www.arjoblink.arkansas.gov	Walter Zgleszewski	mailto:Walter.Zgleszewski@arkans	N		0		0
Indeed	www.indeed.com	Chuck Launius	claunius@wehco.com	N		0		0
jobs.wehco.com / camdencabletv.com	jobs.wehco.com	Maja	501.378.3529 or tpunkett@wehco.	N		0		0
Other recruitment sources	Walk In, word of mouth, etc.			N		7		1

7

1

CamTel Company

Supplemental Recruitment Initiatives

Reporting Period: September 1, 2025 - August 31, 2026

Employment Unit # 652426

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.
	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
9/25/2025	Job Fair-SAU Tech	Mike Herr, area manager and Erica Torres, CSR attended and provided applications and employee benefits booklets	Mike Herr and Erica Torres
4-Jun-26	Annual EEO Policy Review	Annual EEO Policy Review, FCC's rules & regulations. Signed EEO Policy, Grievance Policy, and Sexual/Unlawful Harrassment Policy	Mike Herr

Amend

Print



EEO Form 396-C

File No.: CBL0025780

Filing Status: **Ready for Review**Reference Copy
OMB Control
No. 3060-1033**652426**

General Information

FCC Registration Number (FRN)

0001730266

Filing Year

2026

Employment Unit ID (EUID)

652426

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

CAMTEL COMPANY, INC.

Operator Assumed Name

WEHCO VIDEO, INC.

Operator Address 1

PO Box 2221, Little Rock, AR 72203

Operator City

Camden

Operator state

AR

Operator Zip Code

71701

State of Employment Office

AR

County of Employment Office

Ouachita

Application Purpose

New Program Report

Supplemental Investigation Sheet (SIS)

Required

false

Category of Respondent

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

Reporting Period Start Date

2025-09-01

Reporting Period End Date

2026-08-31

Section II - Community Information

PSID

Communities

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)

CamTel Company_EUID 652426_092226.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)

CamTel Company_EUID 652426_092226.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

Workflow Performance Manager

Certifying Official Phone

5013783529

Certifying Official Email

kyoung@wehco.com

Certifying Date Signed

2026-09-22