

2025-2026 FCC EEO Public File Report for Pine Bluff Cable TV, Inc
Employment Unit # 251373
This Report Covers September 1, 2025 - August 31, 2026

Total # of Full-Time Vacancies Filled During Reporting Period: 3
 Total # of People Interviewed for Full-Time Vacancies During Reporting Period: 69

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
1594	Warehouse	NAACP	0	0
		Jefferson County Workforce Services Dept.	0	0
		Economic & Community Development	0	0
	posted 08/22/25	Community Empowerment	0	0
		jobs.wehco.com pinebluffcabletv.com	5	0
	not filled	Other Sources	6	0
		Total	11	0
1604	Installer	NAACP	0	0
		Jefferson County Workforce Services Dept.	0	0
	posted 10/01/25	Pine Bluff Commercial	0	0
		SEARK	0	0
		jobs.wehco.com pinebluffcabletv.com	5	0
	not filled	Other Sources	10	0
		Total	15	0
1609	CSR	NAACP	0	0
		Jefferson County Workforce Services Dept.	0	0
	posted 10/29/26	SEARK	0	0
		jobs.wehco.com pinebluffcabletv.com	0	0
		Indeed.com	0	0
	Will not be filling 10/29/25	Other Sources	4	0
		Total	4	0
1628	Installer	NAACP	0	0
		Jefferson County Workforce Services Dept.	0	0
	posted 03/10/26	Pine Bluff Commercial	0	0
		SEARK	0	0
	not filled	jobs.wehco.com pinebluffcabletv.com	5	0
		Other Sources	4	0
		Total	9	0

1630	Warehouse	NAACP		0	0
		Jefferson County Workforce Services Dept.		0	0
	posted 03/10/26	Pine Bluff Commercial		0	0
		SEARK		0	0
	not filled	jobs.wehco.com pinebluffcabletv.com		0	0
		Other Sources		9	0
		Total		9	0
1641	Installer	NAACP		0	0
		Jefferson County Workforce Services Dept.		0	0
	posted 04/20/26	Pine Bluff Commercial		0	0
		SEARK		0	0
	not filled	jobs.wehco.com pinebluffcabletv.com		0	0
		Other Sources		0	0
		Total		0	0
1642	Warehouse	NAACP		0	0
		Jefferson County Workforce Services Dept.		0	0
	posted 04/20/26	Pine Bluff Commercial		0	0
		SEARK		0	0
		jobs.wehco.com pinebluffcabletv.com		0	0
		Other Sources		9	1
		Total		9	1
1656	Installer (2)	NAACP		0	0
		Jefferson County Workforce Services Dept.		0	0
	posted 06/16/26	Pine Bluff Commercial		0	0
		SEARK		0	0
		jobs.wehco.com pinebluffcabletv.com		5	1
		Other Sources		7	1
		Total		7	2

Pine Bluff Cable TV
Recruitment Source List

September 1, 2025-August 31, 2026

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to Notification	Interviewees Referred	Hires Referred
NAACP	asctreasure5@gmail.com	mail	870-643-2383	Y		
Jefferson County Workforce Services Dept.	Post Office Box 8308 Pine Bluff, AR 71611	mail	870-536-5292	Y		
jobs.wehco.com pinebluffcabletv.com	http://jobs.wehco.com	Maja Baze	mbaze@wehco.com	Y	20	1
SEARK Data Dennings	870-543-5914		Studentsuccess@Seark.edu	Y		
Other Sources	Walk Ins, Word of Mouth, etc.			Y	49	2
Economic & Community Development	716 South Georgia Street	Ms Timara Williams	870543-1820	Y		
Community Development	2501 South Cherry Street	Mr Jermain Anderson	901-331-9036 jernainanderson@ceceemp.y	Y		
Goodwill Industries----- Gina Wells	501-372-5100/ Gina's # 501-295-8331	N	gwells@goodwillar.org	Y		
UAPB - Shirley Cherry	870-575-8461 -1200 North University P.B. 7160 N		Cherrys@uapb.edu	Y		
Jefferson County EEOC	870-536-1219-----1515 State Street P.B. 7160 N			0 Y		
Pine Bluff EEOC	870-671-4918-----1201W. Pullen St. P.B.71602	N		0 Y		

Pine Bluff Cable TV
Supplemental Recruitment Initiatives
Reporting Period: September 1, 2025 - August 31, 2026

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.
6/1/2026	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
5/7/2026	offered job applications, spoke with potential applicants about open positions	PB Regional Chamber of Commerce-Business Expo	Tara Nash, Jeremy Galloway, Gary Wiley, Makheliya Anderson, Carla Freeman
5/16/2026	community event	Sponsor Youth Day	Sponsorship only
8/19/2026	community event	School Supplies To CASA	Khie, Gary, Mike, Deanna Carla, Sara, Deanna

Amend

Print



EEO Form 396-C

File No.: CBL0025923

Filing Status: **Ready for Review****251373**Reference Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0005028774

Filing Year

2026

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 Assumed Name

WEHCO VIDEO, INC.

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

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)

Pine Bluff Cable TV_EUID 251373_092526.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)

Pine Bluff Cable TV_EUID 251373_092526.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

5019184597

Certifying Official Email

kyoung@wehco.com

Certifying Date Signed

2026-09-25