

		Other Source (Word of Mouth, Internal Posting, etc.)			
		Total			
		jobs.WEHCO.com/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
September 1, 2025-August 31, 2026

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to Notification	Interviewees Referred	Hires Referred
jobs.welco.com / vicksburgvideo.com			501-378-3529	N	0	0
MultiChannel News	225 State St, Ste 300, New London, CT 06320	Maja Baze clientservices@yourmembership.com	727-497-6565	N	0	0
SCTE	225 State St, Ste 300, New London, CT 06320	clientservices@yourmembership.com	727-497-6565	N	0	0
Mississippi National Guard	james.t.barry.mil@mail.mil	James T. Barry	601-313-6598	N	0	0
Mississippi Department of Employment Security	jliparker@mdes.ms.gov	Larry J. Parker	662-226-2911	n	0	0

Vicksburg Video Employment unit #5500
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.
June 3, 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.	James Givens & Audrey Peebles
June 3, 2026	EEO Training	Reviewed company policies & procedures (EEO, grievance, sexual harassment) to stay in compliance for the year	all staff
October 14, 2025	job fair	Vicksburg area job fair-took applications onsite and also gave out job descriptions	James Givens

Amend

 Print

EEO Form 396-C

File No.: CBL0025929

Filing Status: **Ready for Review****5500**Reference Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0001740513

Filing Year

2026

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 Assumed Name

WEHCO VIDEO, INC

Operator Address 1

PO Box 2221, Little Rock, AR 72203

Operator City

Vicksburg

Operator state

MS

Operator Zip Code

39183

State of Employment Office

MS

County of Employment Office

Warren

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)

Vicksburg Video_EUID 5500_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)

Vicksburg Video_EUID 5500_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