

**Annual Cable EEO Public File Report
for
Paragould Light Water & Cable
Paragould, Arkansas**

Employment Unit ID# 013980

Covering the Period from 10/1/2016 – 9/30/2017

This EEO Public File Report is filed pursuant to Federal Communication Commission's (FCC) equal employment opportunity (EEO) rules for multi-channel video programming distributors (MVPD). The FCC's Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the cable employment unit during the preceding year, identified by job title.
2. For each such vacancy, the recruitment source(s) used to fill the specific vacancy, together with the address, contact person, and telephone number of each source.
3. The recruitment source that referred the hiree for each full-time vacancy during the preceding year.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment sources utilized in connection with such vacancies.
5. A list and brief description of all "recruitment initiatives" implemented during the preceding year, if applicable.

The tables which follow have be designed, in the aggregate, to provide the required information.

PARAGOULD LIGHT WATER & CABLE
EEO PUBLIC FILE REPORT
October 1, 2016 – September 30, 2017

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
WWTP Chemist (2)	3, 4, 12, 18, 19, 20, 22	4
Cable Service Technician, Level I	4, 17, 18, 19, 20, 21, 22	20
Cable Service Technician, Level I	4, 17, 18, 19, 20, 21, 22	18

II. MASTER RECRUITMENT SOURCES LIST (MRSL)

RS Number	RS Information	No. of Interviewees Referred by RS over 12-month period
1	The Commercial Appeal Contact Person: Sydney 495 Union Avenue Memphis, TN 38103 901-529-5252	
2	Arkansas Democrat-Gazette Contact Person: Susan Webb P.O. Box 2221 Little Rock, AR 72203-2221 501-378-3844	
3	Paragould Daily Press Contact Person: Melissa Cobb 1401 W Hunt Paragould, AR 72450 870-239-8562	4
4	Jonesboro Sun 518 Carson St Jonesboro, AR 72401 870-935-5525	5
5	Daily Dunklin Democrat P.O. Box 669 Kennett, MO 63857 573-888-4505	
6	Region 8 Job Link KAIT 8 P. O. Box 790 Jonesboro, AR 72403-0790	
7	Southeast Missouri/Northeast Arkansas Association Contact Person: Brett Bradford P.O. Box 9 Paragould, AR 72451	
8	Arkansas Municipal Power Association Contact Person: Richard Arnold P.O. Box 99 Conway, Arkansas, 72033	
9	Hometown Employment Contact Person: Diane Culver 1801 W. Kingshighway, Suite 11 Paragould, AR 72450 870-215-0555	

10	Devereux, Nick Instructor of Telecommunications Arkansas State University Technical Center 5504 Krueger Drive Jonesboro, AR 72401 870.680.8724	
11	Pam Towery, EdS, RD, LD Director, Coordinated Program in Dietetics Arkansas State University P.O. Box 910 State University, AR 72467 870-680-8598	
12	Dr. William Burns Chair, Department of Chemistry & Physics Arkansas State University P.O. Box 910 State University, AR 72467 870-680-8598	
13	Arkansas State University Alumni Association Contact Person: Beth Smith Cooper Alumni Center P.O. Box 1990 State University, AR 72467	
14	www.jobsarkansas.com	
15	www.indeed.com	
16	www.monster.com	
17	Internal PLWC Job Posting Contact Person: Amy Adams 870-239-7700	6
18	PLWC Website (www.paragould.com) Contact Person: Amy Adams 870-239-7700	8
19	PLWC Facebook Page Contact Person: Mandy Pillow 870-239-7700	1
20	Employee Referrals	13
21	Non-Employee Referrals	5
22	Walk-In Applicants	

**PARAGOULD LIGHT WATER & CABLE
RECRUITMENT INITIATIVES FORMS**

October 1, 2016 – September 30, 2017

TYPE OF RECRUITMENT INITIATIVE	DATE	BRIEF DESCRIPTION OF ACTIVITY & SCOPE OF CABLE OPERATOR'S PARTICIPATION	RECRUITING (AND MANAGEMENT STAFF) IN ATTENDANCE
Participation in at least two events sponsored by organizations representing groups present in the community interested in multichannel programming distributor employment issues, including conventions, career days, workshops and similar activities. (iv)	05/13/16	PLWC hosted a session of Leadership Paragould discussing Telecommunications and Cable TV. Main focus was Internet speeds and technology and Cable Infrastructure changes.	Darrell Phillips, General Manager/CEO, Farron Toler, Cable Department Manager
Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions (viii)	Ongoing	All cable service installers and technicians are provided training through the National Cable Television Institute. Successful completion of training provides personnel with skills and knowledge needed to qualify them for higher level positions.	Farron Toler, Cable Department Manager, Andy Stokes, Cable Chief Technician, & Chris Lamar, Systems Technician, Level I (coordinating supervisors); Garrett Johnson, Ethan Lindsey, and Blake Isom (training participants)
	9/1/16 – 10/18/16	Essential Skills for Team Leaders	Brian Archer, Teddy Hall, Scott Morton, Justin Pemberton, Kelly Stevens
	9/20/16 – 3/14/17	Dale Carnegie Course	DaRae Roberts, Customer Service Department Manager
	11/7/16	Class 3 Wastewater Class and Exam	Harry Symons
	1/12/17 - 3/30/17	Essentials of Supervision	Bill McCracken, Josh Sisk, and Terry Tripp

<p>Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)</p>	<p>Ongoing</p> <p>2/28/17</p>	<p>Provides two high schools in the community with their own public education and government TV channel. Cable Department Employees assist in training students on cable techniques and service.</p> <p>Exhibitor at the Paragould Chamber Showcase sponsored by the Paragould Chamber of Commerce.</p>	<p>Farron Toler, Cable Department Manager, Andy Stokes, Cable Chief Technician, & Chris Lamar, Construction Technician.</p> <p>Farron Toler, Cable Department Manager, Holly Gordon, Cable Studio Manager, Amy Adams, Human Resources Manager</p>
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Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)	10/20/16	Wage and Hour Update: New Overtime Rules and Regulations	Amy Adams, Human Resources Manager, Mandy Pillow, Human Resources Assistant
	12/8/16	Employee Handbook Updates for 2017: A Critical Refresher on the Most Current Changes to Include, BLR	Amy Adams, Human Resources Manager, Mandy Pillow, Human Resources Assistant
	5/1/17 – 5/2/17	Leading Millennials, Vanderbilt University	Amy Adams, Human Resources Manager and DaRae Roberts, Customer Service Department Manager