

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

Employment Unit ID# 013980

Covering the Period from 10/1/2020 – 9/30/2021

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, 2020 – September 30, 2021

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
Fiber Service Technician, Level I (2)	9, 10, 19,20, 21, 22, 23, 24	9
After Hours Call Center CSR	20, 21, 22, 24	22
Network Operations Center (NOC) Support Technician (3)	20, 21, 22, 24	20/23
Civil Engineer	3, 4, 19, 20, 21, 22, 23, 24	22
Engineering Tech	9, 22, 24	22
Apprentice Lineman Level 1	19, 20, 21, 22, 23, 24	22
Water/Sewer Construction Technician, Level 1	9, 10, 19, 20, 21, 22, 23, 24	10
Mechanic II	19, 20, 21, 22, 23, 24	20
Electrician/Maintenance Technician	19, 20, 21, 22, 23, 24	22

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	0
2	Arkansas Democrat-Gazette Contact Person: Susan Webb P.O. Box 2221 Little Rock, AR 72203-2221 501-378-3844	0
3	Paragould Daily Press Contact Person: Melissa Cobb 1401 W Hunt Paragould, AR 72450 870-239-8562	0
4	Jonesboro Sun 518 Carson St Jonesboro, AR 72401 870-935-5525	0
5	Daily Dunklin Democrat P.O. Box 669 Kennett, MO 63857 573-888-4505	0
6	Region 8 Job Link KAIT 8 P. O. Box 790 Jonesboro, AR 72403-0790	0
7	Southeast Missouri/Northeast Arkansas Association Contact Person: Brett Bradford P.O. Box 9 Paragould, AR 72451	0
8	Arkansas Municipal Power Association Contact Person: Richard Arnold P.O. Box 99 Conway, Arkansas, 72033	0
9	Hometown Employment Contact Person: Diane Culver 1801 W. Kingshighway, Suite 11 Paragould, AR 72450 870-215-0555	2
10	Express Employment Professionals Contact Person: Melissa Bowers 2307 Linwood Drive Paragould, AR 72450 (870) 236-4888	2

15	www.jobsarkansas.com	0
16	www.indeed.com	0
17	www.monster.com	0
18	www.glassdoor.com	0
19	Internal PLWC Job Posting Contact Person: Amy Adams 870-239-7700	2
20	PLWC Website (www.paragould.com) Contact Person: Amy Adams 870-239-7700	6
21	PLWC Facebook Page Contact Person: Mandy Pillow 870-239-7700	3
22	Employee Referrals	1
23	Non-Employee Referrals	15
24	Walk-In Applicants	0

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

October 1, 2020 – September 30, 2021

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)		COVID-19 prevented our company from participating in these type of activities.	
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.	Marcus Dowdy, Fiber Department Manager, Todd Boyd, Fiber Headend Technician, Andy Stokes, Lead Technician (coordinating supervisors); Matthew Bennett, Todd Boyd, Alec Gibbs, Aiden Kelley, Justin Moore, Marshall Morgan, Elijah Ritter, Terry Roush, AJ Taylor and Will Turnipseed (training participants)
	11/17 – 11/19/20	Virtual IP Safety Conference	Bill McCracken, Safety Director
	3/8 – 3/11/21	TPC Electrical Troubleshooting	Daniel Roe, Lift Station Maintenance and Jacob Johnston, Lift Station Maintenance
	5/18 – 5/21/21	Class I Wastewater Review	Drew Dickey, Maintenance Operator
	5/24 – 5/26/21	Class IV Wastewater Review	Tiffani Newsom, Senior Chemist
	6/3/21	Virtual Financial Planning in Tough Times – American Public Power Association	Janet Chronister, Director of Finance

	7/17/21	NEC Code Update	Ed Clary & Warren Stipe, Electrician/Maintenance
	7/19 – 7/21/21	Damage Prevention Summit	Jim McDaniel, Sewer Maintenance Supervisor, Teddy Hall, Damage Prevention Supervisor, Brad Buck, Water/Sewer Construction Supervisor, Craig gross, Water/Sewer Assistant Department Manager, Bill McCracken, Safety Director
	8/23 – 8/26/2021	NIGP Purchasing Virtual Conference	Eddie Hester, Purchasing Manager
Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)	Ongoing	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. All outside events were cancelled due to COVID-19.	Marcus Dowdy, Fiber Department Manager, Andy Stokes, Fiber Chief Technician, & Todd Boyd, Fiber Headend Technician.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)	9/4 – 9/28/21	Human Resources Ethics Certificate, Mindedge Learning	Amy Adams, Chief Human Resources Officer
	9/12/21	Promoting Employee Well-being, Mindedge Learning	Amy Adams, Chief Human Resources Officer
	9/22/21	Body Language for Women in Business, Mindedge Learning	Amy Adams, Chief Human Resources Officer
	9/22/21	Emotional Intelligence for Managers, Mindedge Learning	Amy Adams, Chief Human Resources Officer
	9/22/21	Flexible Work Arrangements, Mindedge Learning	Amy Adams, Chief Human Resources Officer

	9/25/21	Hiring, Managing and Developing Talent, Mindedge Learning	Amy Adams, Chief Human Resources Officer
	9/25/21	Buzzworthy Benefits, Mindedge Learning	Amy Adams, Chief Human Resources Officer
	9/27/21	Marijuana and the Workplace, Mindedge Learning	Amy Adams, Chief Human Resources Officer