

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. - 20160928ADH

SECTION I IDENTIFYING INFORMATION		
A. Name of Operator: CAMTEL COMPANY, INC.		
MSO Name: WEHCO VIDEO, INC.		
B. Employment Unit's Mailing Address PO BOX 2221		
City LITTLE ROCK	State AR	Zip Code 72203-
FCC Registration Number: 0001730266		
Emp. Unit ID # 652426		
Application Purpose		
<input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report		
<input type="checkbox"/> Supplemental Investigation Sheet (SIS) Attached		
C. County and State in which unit's employment office is located OUACHITA, AR		
D. Category of Respondent (check applicable box)		
<input type="radio"/> Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V		
<input checked="" type="radio"/> Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached		
E. Pay Period Covered by this Report (inclusive dates) 09/02/16 - 09/15/16		
F. Attachments: (See "Exhibit" buttons, below.)		

SECTION II COMMUNITY INFORMATION			
System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
Review the list of communities served on the previous year's submission and attach as Exhibit A any [Exhibit 1] additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation. [Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.

[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Title VP OF ADMINISTRATION
Date 9/28/2016	Name of Respondent CHARLOTTE DIAL
Telephone No. (include area code) 5013783529	

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).

Exhibits

2015 FCC EEO Public File Report for Cam-tel Company, Inc.
Employment Unit # 652426
This Report Covers October 1, 2015 - September 30, 2016

Total # of Full-Time Vacancies Filled During Reporting Period: 0
Total # of People Interviewed for Full-Time Vacancies During Reporting Period: 0

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
518	installer	Zion Hill Baptist Church	0	0
	opened 10/01/15	NAACP	0	0
		Les Jeune Amies	0	0
	*Closed position 10/05/15	Camden News	0	0
	Employee returned to this position.	Dept. of Workforce Services	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

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to Notification	Interviewees Referred	Hires Referred
Zion Hill Baptist Church	117 Maul Rd, Camden, AR 71701	Bishop C L Thompson	870-836-3994	N	0	0
NAACP	1050 Ridge Dr, Camden, AR 71701	Walter Frazier	870-836-5174	N	0	0
Les Jeune Amies	851 Lincoln Dr, Camden, AR 71701	Linda Sims	870-836-7118	N	0	0
Camden News	113 Madison Ave NE, Camden, AR 71701		870-836-8192	N	0	0
Dept. of Workforce Services	237 Jackson St. SW, Camden, AR 71701		870-836-5024	N	0	0
jobs.wehco.com / camdencabletv.com	jobs.wehco.com	Tonia Sluppick	501.378.3529	N	0	0
Other recruitment sources	Walk In, word of mouth, etc.			N	0	0

Supplemental Recruitment Initiatives

Reporting Period: October 1, 2015 - September 30, 2016

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.
Mar-16	Management EEO Review and Training	During Bi-annual General Manager's meeting, Managers meet with the President and VP of Administration to review methods of ensuring equal employment opportunity and preventing discrimination in the workplace.	Area Manager
July or August, annually	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
22-Feb-16	Job Fair	Management set up a booth at our local school Camden Fairview High School. It was held with a focus on local residents with special needs seeking employment.	Area Manager
14-Sep-16	AR Workforce Open House/EEO Training Workshop	Managers of local businesses gathered to participate in EEO training and set up booths to issue applications for employment. The AR Workforce group gave a presentation on their practices and processes of when job openings are presented to them.	Area Manager