

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. - 20160928AEL

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
TAHLEQUAH CABLE TELEVISION CO., INC.

MSO Name:
WEHCO VIDEO, INC.

B. Employment Unit's Mailing Address
PO BOX 2221

City LITTLE ROCK	State AR	Zip Code 72203-
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FCC Registration Number:
0001725522

Emp. Unit ID # 959765

Application Purpose

New Program Report
 Amendment to Program Report

Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
CHEROKEE COUNTY, OK

D. Category of Respondent (check applicable box)

Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
 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 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

2016 FCC EEO Public File Report for Tahlequah Cable TV, Inc
Employment Unit # 959765
This Report Covers October 1, 2015 - September 30, 2016

Total # of Full-Time Vacancies Filled During Reporting Period: 1
Total # of People Interviewed for Full-Time Vacancies During Reporting Period: 12

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
568	Installer Trainee	CHEROKEE NATION OF OKLAHOMA	0	0
	Posted 01/18/2016	HOUSING AUTHORITY CHEROKEE NATION	0	0
		UNITED KEETOOWAH BAND	0	0
		TAHLEQUAH DAILY PRESS/MONSTER.COM	8	1
		FACEBOOK, WALK IN, WORD OF MOUTH	4	0
		JOBS.WEHCOCOM/TAHLEQUAHCABLETV.COM	0	0
		Total	12	1

Tahlequah Cable TV
 Recruitment Source List

Employment Unit # 959765

Name of Recruitment Source	Address	Contact	Telephone Number/Email	Entitled to Notification	Interviewees Referred	Hires Referred
Cherokee Nation of Oklahoma	P. O. BOX 948 TAHLEQUAH, OK 74465	Michelle	918/453/5050	N	0	0
UNITED KEETOOWAH BAND	P. O. BOX 746 TAHLEQUAH, OK 74465	Brandi Ross	918/722/4300	N	0	0
HOUSING AUTHORITY CHEROKEE NAT	1500 HENSLEY DR TAHLEQUAH, OK 74464		918/456/5482	N	0	0
TAHLEQUAH DAILY PRESS	106 W. 2ND ST	SHERI GOURD	918-456-8833	N	8	1
jobs.wehco.com tahlequahcabletv.com	jobs.wehco.com	Tonia Sluppick	tsluppick@wehco.com	N	0	0
FACEBOOK, WALK-INS, WORD OF MOUTH	NA			N	4	0

Tablequah Cable TV Employment Unit # 959765
 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.
March 2016	Management EEO Review and Training	At the biannual company General Manager meeting, the VP of Administration presented methods of ensuring equal employment opportunity and preventing discrimination in the workplace.	General 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
August 2016	Recruitment Initiative	We set up a booth at the NSU Merchant Mall. The Merchant Mall has roughly 1,000 students and faculty come through and we had applications for employment and NCTI information for everyone.	General Manager, Customer Service Staff