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EEO Form 396-C

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4232

General Information

FCC Registration Number (FRN)
0003765781

Filing Year
2026

Employment Unit ID (EUID)
4232

Section I - Identifying Information

Operator Legal Name
STANDARD TOBACCO CO., INC.

Operator Assumed Name
STANDARD TABACCO CO. INC.

Operator Address 1
PO Box 100

Operator City
MAYSVILLE

Operator state
KY

Operator Zip Code
41056

State of Employment Office
KY

County of Employment Office
Mason

Application Purpose
Amendment to 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
2025-07-01

Reporting Period End Date
2026-06-30

Section II - Community Information

PSID
000178

Communities
KY0021, KY0197

Section III - EEO Policy and Program Requirements

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

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

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
Julie Finch Corlis

Certifying Official Title
Corporate Secretary

Certifying Official Phone
6065642310

Certifying Official Email
standtob@maysvilleky.net

Certifying Date Signed
2026-07-16