

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. - 20180925ACR

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 CLEAR PICTURE, INC.

MSO Name:
 MASSILLON CABLE TV INC

B. Employment Unit's Mailing Address
 PO BOX 1000

City MASSILLON	State OH	Zip Code 44648-1000
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FCC Registration Number:
 0002944437

Emp. Unit ID # 1879

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
 WAYNE COUNTY, OH

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) 08/19/18-09/01/18

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 additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

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 ACCOUNTANT
Date 9/25/2018	Name of Respondent PAM GRISSOM
Telephone No. (include area code) 3308334818	

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

EEO Contacts - CPI

Title	First Name	Last Name	Company	Address 1	Address 2	City	State	ZIP
Ms.	Renee	Grimm	Ohio Dept. of Jobs	358 W. North Street		Wooster	OH	44691
	Kim	Shamsi	Mancan	435 Beall Ave.		Wooster	OH	44691
	Sue Ann	Adams	Wayne General & T	10470 Smucker Rd.		Orrville	OH	44667
Mr.	Ronald	Hill	Wayne Co. School	518 W. Prospect St.	Box 378	Smithville	OH	44677
Mr.	Jason	Correll	NAACP	2099 Normandy Dr.		Wooster	OH	44691
	Cindy	Click	Veterans Intensive S	358 W. North Street		Wooster	OH	44691
	Gina	Fordenwalt	Time Services	122 W. Washington		Ashland	OH	44805
	Wendy	Krnac	Iforce	331 W. Liberty Stre		Wooster	OH	44691
			Employ-Temps Staf	451 W. Liberty Stre		Wooster	OH	44691
			Canton Repository					
			Daily Record					
			Massillon Independe					

1 Construction/Lineman

October 2017

We received 21 resumes

6 were from newspaper and website advertisements

0 were from EEO contacts – Local schools and employment agencies

10 were from Stark Jobs

3 was a walk-in

2 were from employee referrals

We interviewed 5 candidates

3 were from newspaper and website advertisement

2 were from employee referrals

We hired 1 new employees

1 employee referral

Construction Lineman, March 2018

Number of resumes received – 9

- Employee Referrals – 1
- Employment Agencies – 1
- Website & Walk-ins – 7

Number of people who had one interview – 4

- Employee Referrals – 1
- Website & Walk-ins – 2
- Employment Agencies – 1

Number of people we hired – 1

- Website & Walk-ins – 1

Installation & Repair Technician, March 2018

Number of resumes received – 18

- Employee Referrals – 1
- Employment Agencies – 3
- Website & Walk-ins – 9
- Stark Jobs - 5

Number of people who had one interview – 6

- Website & Walk-ins – 5
- Stark Jobs – 1

Number of people who had a second interview – 2

- Website & Walk-ins – 1
- Stark Jobs – 1

Number of people we hired – 1

- Stark Jobs – 1

Installation & Repair Technician Positions, July 2018

Number of resumes received – 37

- Stark Jobs – 6
- Employee Referrals – 3
- Schools – 1
- Website & Walk-ins – 27

Number of people who had one interview – 7

- Employee Referrals – 2
- Website & Walk-ins – 4
- Schools – 1

Number of people who had two interviews – 5

- Employee Referrals – 2
- Website & Walk-ins – 1
- Schools – 1

Number of people we hired – 3

- Employee Referrals – 1
- Website & Walk-ins – 1
- Schools - 1