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FCC 396-C -- Multi-Channel Video Program Distributor EEO Program Annual Report

Description: FCC 396-C

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Description: FCC 396-C Application Reference Number: 20190919ABP Successfully filed at Sep 19 2019 2:37PM

Based on the information supplied, no fee is required.

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Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
FCC 396-C		Construct to the state of the s
Multi-Channel Video Program Distributor E Annual Report	EO Program	FOR COMMISSION USE ONLY FILE NO 20190919ABP
Read INSTRUCTIONS Before Filling Out F	orm	T the common particle, do not seek out to make the
SECTION I IDENTIFYING INFORMATION		
A. Name of Operator: CLEAR PICTURE, INC.		content and see esembles to available and record
MSO Name: MASSILLON CABLE TV INC		enterestion of your behin of edual earlieb near er
B. Employment Unit's Mailing Address PO BOX 1000	recy form of prejugic	Do you conduct a vontiming program to exclude ex color, relicion, national one in cas, or sex from you
City MASSILLON	State OH	Zip Code 44648-1000
FCC Registration Number: 0002944437	as and It vels of res	disensen, citar levella la cas la ci classe conficació
Emp. Unit ID # 1879		10 Colde Base in the Late of the Colde Late of the Lat
Application Purpose New Program Report Amendment to Program Report	re graded on , and make included on the control of	out provide a fairbir C my estitional references colonis 1730 pms slova. These is no requirement
Supplemental Investigation Sheet (SIS) Attached		
C. County and State in which unit's employment office is loc WAYNE COUNTY, OH	cated	
D. Category of Respondent (check applicable box)		NOW A CHRESCOTION
Fewer than six (6) full-time employees during the selected	ed payroll period: Co	omplete Sections I, II and V
Six (6) or more full-time employees during the selected p	payroll period: Comp	olete ALL sections of the Form 396-C and the

SECTION II COMMUNITY INFORMATION

F. Attachments: (See "Exhibit" buttons, below.)

Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 08/18/19-08/31/19

	System Communities Comprising Local F	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,

019	- ATT-
47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	⊙ Yes C No
Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you	⊙ Yes C No
The secretary organizations, media, educational institutions, and other potential sources of applicants for	⊙ Yes C No
Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory mainter:	⊙ Yes C No
To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to	• Yes C No
Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory	• Yes C No
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 enforcement of your policy of equal employment opportunity and maintain a procedure to review and	€ Yes C No
lade every form of prejudice or discrimination based upon race,	⊙ Yes C No
conditions? Do you conduct a continuing review of job structure and employment practices and maintain positive Do you conduct a continuing review of job structure and employment practices and maintain positive graph of the pressures needed to ensure genuine equality of opportunity to	⊙ Yes O No
	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business? Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization? Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner? 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? 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? 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? 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

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	Name of Respondent PAM GRISSOM	
9/19/2019 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).

Exh	ibit	S
LAL		

EEO Contacts - CPI

Title	First Name Last Name	Last Name	Company	Address 1	Address 2	City	State	ZIP
			Ohio Dept. of Jobs	358 W. North Street		Wooster	НО	44691
Ms.	Renee	Grimm	Mancan	435 Beall Ave.		Wooster	НО	44691
	Kim	Shamsi	Wayne General & T 10470 Smucker Rd.	10470 Smucker Rd.		On ville	НО	44667
	Sue Ann	Adams	Wayne Co. School	518 W. Prospect St. Box 378	Box 378	Smithville	НО	44677
Mr.	Ronald	Hill	NAACP	2099 Normandy Dr.		Wooster	НО	44691
Mr.	Jason	Correll	Veterans Intensive S 358 W. North Street	358 W. North Street		Wooster	НО	44691
	Cindy	Click	Time Services	122 W. Washington		Ashland	НО	44805
	Gina	Fordenwalt	Iforce	331 W. Liberty Stre		Wooster	НО	44691
			Canton Repository				e - 4 :	
			Daily Record				es i un aprel	
			Massillon Independ					
Mr.	Michael	Chastain	Ohio Department of 1040 E. Tallmadge	1040 E. Tallmadge	Michael.Chastain@j Akron	ij Akron	НО	44310
			Stark Jobs					

Friday, September 13, 2019

Installation & Repair Technician September 2018

Number of resumes received - 37

- Website & Walk-ins 31
- Stark Jobs 6

Number of people who had one interview - 7

• Website & Walk-ins - 7

Number of people who had second interview – 5

• Website & Walk-ins - 5

Number of people we hired - 2

• Website & Walk-ins - 2

Construction December 2018

Number of resumes received - 9

• Website & Walk-ins - 9

Number of people who had one interview - 4

Website & Walk-ins – 4

Number of people we hired - 1

Website & Walk-ins – 1

Wayne County Front Counter CSR January 2019

Number of resumes received – 50

- Stark Jobs 20
- Employee Referrals 5
- Local Employment Agencies & Schools 2
- Website & Walk-ins 23

Number of people who had one interview - 10

- Employee Referrals 3
- Website & Walk-ins 7

Number of people who had a second interview - 2

- Employee Referrals 1
- Website & Walk-ins 1

Number of people we hired - 1

• Employee Referrals - 1

Installation & Repair Technician May 2019

Number of resumes received - 18

- Stark Jobs 5
- Website & Walk-ins 13

Number of people who had one interview - 6

- Website & Walk-ins 5
- Stark Jobs 1

Number of people how had second interview - 1

• Website & Walk-ins - 1

Number of people we hired - 1

• Website & Walk-ins - 1

Installation & Repair Technician June 2019

Number of resumes received - 27

- Internal Candidates 1
- Stark Jobs 12
- Website & Walk-ins 14

Number of people who had one interview - 5

- Website & Walk-ins 4
- Internal Candidates 1

Number of people how had second interview -2

• Website & Walk-ins - 2

Number of people we hired -1

• Website & Walk-ins - 1