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Account number: 866330

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
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Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
FCC 396-C		
Multi-Channel Video Program Distributor EEO Program Annual Report		FOR COMMISSION USE ONLY FILE NO. - 20190919ABP
Read INSTRUCTIONS Before Filling Out Form		

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) 08/18/19-08/31/19

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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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 9/19/2019	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

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