

Amend

Print



# EEO Form 396-C

File No.: CBL0009836

Filing Status: **Ready for Review**

## 1879

Reference  
Copy  
OMB Control  
No. 3060-1033

### General Information

**FCC Registration Number (FRN)**

0002944437

**Filing Year**

2023

**Employment Unit ID (EUID)**

1879

### Section I - Identifying Information

**Has the identifying information associated with this EUID changed?**

No

**Operator Legal Name**

CLEAR PICTURE, INC.

**Operator Address 1**

P.O. BOX 1000 MASSILLON, OH 44648

**Operator City**

MASSILLON

**Operator state**

OH

**Operator Zip Code**

44648

**State of Employment Office**

OH

**County of Employment Office**

Wayne

**Application Purpose**

New 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**

2023-08-13

**Reporting Period End Date**

2023-08-26

### Section II - Community Information

**PSID**

**Communities**

002617, 022132, 022133

OH1890, OH1891, OH2422, OH0587, OH0588,  
OH2107, OH2109, OH2106, OH2108, OH2110,  
OH2766, OH0300, OH0026, OH0985, OH3378,  
OH1075, OH3374, OH3376, OH3373, OH3375,  
OH3377, OH3372, OH3371

### 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**

DAVID HOFFER

**Certifying Official Title**

COO

**Certifying Official Phone**

330-833-4134

**Certifying Official Email**

dhoffer@mctvohio.com

**Certifying Date Signed**

2023-09-22



**EEO Public File Report**

This report covers full-time vacancy recruitment date for the period:

October 2022 - September 2023

1) Employment Unit: 1879 CLEAR PICTURE INC

2) EEO Contact Information for Employment Unit:

Mailing Address:  
P.O. BOX 1000  
MASSILLON, OH 44648

Telephone Number: 330-833-4134  
Contact Person/Title: STEVE BUSHMAN HR MGR  
E-Mail address: sbushman@mctvohio.com

4) Full-Time Job Vacancies Filled in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1	Indeed
2 Installation & Repair Tech - Wooster	Indeed
3 Installation & Repair Tech - Wooster	Indeed
4 Installation & Repair Tech - Wooster	Indeed
5 Installation & Repair Tech - Wooster	Indeed
6 Installation & Repair Tech - Wooster	Indeed
7	
8	
9	
10	
11	
12	
13	
14	
15	
16	
17	
18	
19	
20	
21	
22	
23	
24	
25	

MCTV October 2022-September 2023 Recruiting Summary

Position #	1	Job Title:	Installation & Repair Tech -	Hire Date:	11/21/22	Source of hire:	Indeed.com	Number Hired:	1
			Wayne County						

Organization Notified	Contact Person	Address	Phone Number	# of candidates referred	Recruiting source request notification? (yes of no)
Buckeye Career Center	John Elvin	Universal Ave, New Philadelphia OH 44663	(330) 339-2288	0	no
Superior Staffing	Amanda Patterson	701 South St, Ste B, Akron, OH 44311	(330) 253-8080	0	no
EEO/MBE Director	Jon Roethlisberger	151 Lincoln Way W, Massillon, OH 44646	(330) 830-1763	0	no
Management Recruiters	Jim Shelton	7300 Whipple Ave, Ste 4, North Canton, OH 44720	(330) 497-0122	0	no
CTCC Inc	Chandra Bryant	1200 Market Ave, Canton, OH 44707	(330) 456-3565	0	no
RG Drage Vocational School	Valery Paris	2800 Richville Dr., Massillon, OH 44646	(330) 832-9856	0	no
Ohio Rehab svcs Commission	Andrea Franks	816 30th St, Canton, OH 44709	(330) 438-8500	0	no
The Employment Source	Kristen Schenk	822 30th St. Canton, OH 44709	(330) 433-9675	0	no
Iforce Staffing	Adam Shaffer	4300 Dressler Rd, Canton, OH 44718	(614) 431-5100	0	no
Ohio Means Jobs	Bret Adams	822 30th St. Canton, OH 44709	(330) 433-9675	0	no
Robert Half	Cody Robinson	4450 Beldon Village St., STE 603, Canton, OH 44718	(330) 615-6702	0	no
Career Board	Donald Cross	6120 Parkland BLVD #101, Mayfield Heights, OH 44124	(216) 595-1632	0	no
Snelling Staffing	Deb Betro	1901 Fulton Rd, Canton, OH 44709	(330) 458-1030	0	no
Flex-Team	Danielle Hayden	3990 Fulton Rd, Canton, OH 44718	(330) 489-9111	0	no
Job Center	Mike Chastain	1040 E Tallmadge Ave., Akron, OH 44310	(330) 633-1050	0	no
MCTV Website	Steve Bushman	814 Cable Ct NW, Massillon, OH 44647	(330) 833-4134	5	no
Indeed, Monster or other	Indeed.com			21	no



MCTV October 2022-September 2023 Recruiting Summary

Position #	1 Job Title:	Installation & Repair Technician	Hire Date:	12/19/22	Source of hire:	Indeed.com	Number Hired:	1
		Contact Person	Address			Phone Number	# of candidates referred	Recruiting source request notification? (yes of no)
	Buckeye Career Center	John Elvin	Universal Ave, New Philadelphia OH 44663			(330) 339-2288	0	no
	Superior Staffing	Amanda Patterson	701 South St, Ste B, Akron, OH 44311			(330) 253-8080	0	no
	EEO/MBE Director	Jon Roethlisberger	151 Lincoln Way W, Massillon, OH 44646			(330) 830-1763	0	no
	Management Recruiters	Jim Shelton	7300 Whipple Ave, Ste 4, North Canton, OH 44720			(330) 497-0122	0	no
	CTCC Inc	Chandra Bryant	1200 Market Ave, Canton, OH 44707			(330) 456-3565	0	no
	RG Drage Vocational School	Valery Paris	2800 Richville Dr., Massillon, OH 44646			(330) 832-9856	0	no
	Ohio Rehab svcs Commission	Andrea Franks	816 30th St, Canton, OH 44709			(330) 438-8500	0	no
	The Employment Source	Kristen Schenk	822 30th St. Canton, OH 44709			(330) 433-9675	0	no
	Iforce Staffing	Adam Shaffer	4300 Dressler Rd, Canton, OH 44718			(614) 431-5100	0	no
	Ohio Means Jobs	Bret Adams	822 30th St. Canton, OH 44709			(330) 433-9675	0	no
	Robert Half	Cody Robinson	4450 Beldon Village St., STE 603, Canton, OH 44718			(330) 615-6702	0	no
	Career Board	Donald Cross	6120 Parkland BLVD #101, Mayfield Heights, OH 44124			(216) 595-1632	0	no
	Snelling Staffing	Deb Betro	1901 Fulton Rd, Canton, OH 44709			(330) 458-1030	0	no
	Flex-Team	Danielle Hayden	3990 Fulton Rd, Canton, OH 44718			(330) 489-9111	0	no
	Job Center	Mike Chastain	1040 E Tallmadge Ave., Akron, OH 44310			(330) 633-1050	0	no
	MCTV Website	Steve Bushman	814 Cable Ct NW, Massillon, OH 44647			(330) 833-4134	4	no
	Indeed, Monster or other	Indeed.com					26	no

MCTV October 2022-September 2023 Recruiting Summary

Position #	1	Job Title:	Installation & Repair Technician	Hire Date:	1/23/23	Source of hire:	Indeed.com	Number Hired:	1
			Wayne County						

Organization Notified	Contact Person	Address	Phone Number	# of candidates referred	Recruiting source request notification? (yes of no)
Buckeye Career Center	John Elvin	Universal Ave, New Philadelphia OH 44663	(330) 339-2288	0	no
Superior Staffing	Amanda Patterson	701 South St, Ste B, Akron, OH 44311	(330) 253-8080	0	no
EEO/MBE Director	Jon Roethlisberger	151 Lincoln Way W, Massillon, OH 44646	(330) 830-1763	0	no
Management Recruiters	Jim Shelton	7300 Whipple Ave, Ste 4, North Canton, OH 44720	(330) 497-0122	0	no
CTCC Inc	Chandra Bryant	1200 Market Ave, Canton, OH 44707	(330) 456-3565	0	no
RG Drage Vocational School	Valery Paris	2800 Richville Dr., Massillon, OH 44646	(330) 832-9856	0	no
Ohio Rehab svcs Commission	Andrea Franks	816 30th St, Canton, OH 44709	(330) 438-8500	0	no
The Employment Source	Kristen Schenk	822 30th St. Canton, OH 44709	(330) 433-9675	0	no
Iforce Staffing	Adam Shaffer	4300 Dressler Rd, Canton, OH 44718	(614) 431-5100	0	no
Ohio Means Jobs	Bret Adams	822 30th St. Canton, OH 44709	(330) 433-9675	0	no
Robert Half	Cody Robinson	4450 Beldon Village St., STE 603, Canton, OH 44718	(330) 615-6702	0	no
Career Board	Donald Cross	6120 Parkland BLVD #101, Mayfield Heights, OH 44124	(216) 595-1632	0	no
Snelling Staffing	Deb Betro	1901 Fulton Rd, Canton, OH 44709	(330) 458-1030	0	no
Flex-Team	Danielle Hayden	3990 Fulton Rd, Canton, OH 44718	(330) 489-9111	0	no
Job Center	Mike Chastain	1040 E Tallmadge Ave., Akron, OH 44310	(330) 633-1050	0	no
MCTV Website	Steve Bushman	814 Cable Ct NW, Massillon, OH 44647	(330) 833-4134	5	no
Indeed, Monster or other	Indeed.com			32	no



MCTV October 2022-September 2023 Recruiting Summary

Position #	1	Job Title:	Installation & Repair Tech -	Hire Date:	3/27/23	Source of hire:	Indeed.com	Number Hired:	1
			Wayne County						

Organization Notified	Contact Person	Address	Phone Number	# of candidates referred	Recruiting source request notification? (yes of no)
Buckeye Career Center	John Elvin	Universal Ave, New Philadelphia OH 44663	(330) 339-2288	0	no
Superior Staffing	Amanda Patterson	701 South St, Ste B, Akron, OH 44311	(330) 253-8080	0	no
EEO/MBE Director	Jon Roethlisberger	151 Lincoln Way W, Massillon, OH 44646	(330) 830-1763	0	no
Management Recruiters	Jim Shelton	7300 Whipple Ave, Ste 4, North Canton, OH 44720	(330) 497-0122	0	no
CTCC Inc	Chandra Bryant	1200 Market Ave, Canton, OH 44707	(330) 456-3565	0	no
RG Drage Vocational School	Valery Paris	2800 Richville Dr., Massillon, OH 44646	(330) 832-9856	0	no
Ohio Rehab svcs Commission	Andrea Franks	816 30th St, Canton, OH 44709	(330) 438-8500	0	no
The Employment Source	Kristen Schenk	822 30th St. Canton, OH 44709	(330) 433-9675	0	no
Iforce Staffing	Adam Shaffer	4300 Dressler Rd, Canton, OH 44718	(614) 431-5100	0	no
Ohio Means Jobs	Bret Adams	822 30th St. Canton, OH 44709	(330) 433-9675	0	no
Robert Half	Cody Robinson	4450 Beldon Village St., STE 603, Canton, OH 44718	(330) 615-6702	0	no
Career Board	Donald Cross	6120 Parkland BLVD #101, Mayfield Heights, OH 44124	(216) 595-1632	0	no
Snelling Staffing	Deb Betto	1901 Fulton Rd, Canton, OH 44709	(330) 458-1030	0	no
Flex-Team	Danielle Hayden	3990 Fulton Rd, Canton, OH 44718	(330) 489-9111	0	no
Job Center	Mike Chastain	1040 E Tallmadge Ave., Akron, OH 44310	(330) 633-1050	0	no
MCTV Website	Steve Bushman	814 Cable Ct NW, Massillon, OH 44647	(330) 833-4134	1	no
Indeed, Monster or other	Indeed.com			27	no



MCTV October 2022-September 2023 Recruiting Summary

<b>Position #</b>	<b>1</b>	<b>Job Title:</b>	<b>Installation &amp; Repair Tech -</b>	<b>Hire Date:</b>	<b>9/11/23</b>	<b>Source of hire:</b>	<b>Indeed.com</b>	<b>Number Hired:</b>	<b>2</b>
			<b>Wayne County</b>						

Organization Notified	Contact Person	Address	Phone Number	# of candidates referred	Recruiting source request notification? (yes of no)
Buckeye Career Center	John Elvin	Universal Ave, New Philadelphia OH 44663	(330) 339-2288	0	no
Superior Staffing	Amanda Patterson	701 South St, Ste B, Akron, OH 44311	(330) 253-8080	0	no
EEO/MBE Director	Jon Roethlisberger	151 Lincoln Way W, Massillon, OH 44646	(330) 830-1763	0	no
Management Recruiters	Jim Shelton	7300 Whipple Ave, Ste 4, North Canton, OH 44720	(330) 497-0122	0	no
CTCC Inc	Chandra Bryant	1200 Market Ave, Canton, OH 44707	(330) 456-3565	0	no
RG Drage Vocational School	Valery Paris	2800 Richville Dr., Massillon, OH 44646	(330) 832-9856	0	no
Ohio Rehab svcs Commission	Andrea Franks	816 30th St, Canton, OH 44709	(330) 438-8500	0	no
The Employment Source	Kristen Schenk	822 30th St. Canton, OH 44709	(330) 433-9675	0	no
Iforce Staffing	Adam Shaffer	4300 Dressler Rd, Canton, OH 44718	(614) 431-5100	0	no
Ohio Means Jobs	Bret Adams	822 30th St. Canton, OH 44709	(330) 433-9675	0	no
Robert Half	Cody Robinson	4450 Beldon Village St., STE 603, Canton, OH 44718	(330) 615-6702	0	no
Career Board	Donald Cross	6120 Parkland BLVD #101, Mayfield Heights, OH 44124	(216) 595-1632	0	no
Snelling Staffing	Deb Betto	1901 Fulton Rd, Canton, OH 44709	(330) 458-1030	0	no
Flex-Team	Danielle Hayden	3990 Fulton Rd, Canton, OH 44718	(330) 489-9111	0	no
Job Center	Mike Chastain	1040 E Tallmadge Ave., Akron, OH 44310	(330) 633-1050	0	no
MCTV Website	Steve Bushman	814 Cable Ct NW, Massillon, OH 44647	(330) 833-4134	0	no
Indeed, Monster or other	Indeed.com			77	no