

### 2018-2019 Recruitment Initiatives

During the 2018-2019 EEO period, Massillon engaged in the following initiatives:

Human resources representatives from Massillon who have substantial responsibility in the making of hiring decisions participated in two job fairs: (1) The City of Champions Job Fair – Massillon, Ohio, October 3, 2018; and (2) the StarkJobs.com Fall Job Fair – North Canton, Ohio, October 17, 2018; and (3) the 2019 Greater Stark County Career Expo – Canton, Ohio.

MCTV participated in a career expo for senior career tech students from Stark County career tech centers that was, in part, focused on careers in the media industry.

This past year, MCTV also began a job shadowing program designed to introduce MCTV employees to skills that could help with promotion from within the company.