

Federal Communications Commission CDBS Electronic Filing System

Account number: 866330

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

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System Status

Federal Communications Commission

FCC MB - CDBS Electronic Filing
Account number: 866330

Description: FCC 396-C
Application Reference Number: 20200928AAX
Successfully filed at Sep 28 2020 8:56AM

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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
Multi-Channel Video Program Distributor EEO Program Annual Report		FOR COMMISSION USE ONLY FILE NO. - 20200928AAX
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
FCC Registration Number: 0002944437		
Emp. Unit ID # 1879		
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report		
<input type="checkbox"/> 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)		
<input type="radio"/> Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V		
<input checked="" type="radio"/> 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) 8/16/20 - 8/29/20		
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 [Exhibit 1] additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			

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 9/28/2020	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.	Rence	Grimm	Ohio Dept. of Jobs	358 W. North Street		Wooster	OH	44691
			Mancan	435 Beall Ave.		Wooster	OH	44691
	Kim	Shamsi	Wayne General & T	10470 Smucker Rd.		Orrville	OH	44667
	Sue Ann	Adams	Wayne Co. School	518 W. Prospect St.	Box 378	Smithville	OH	44677
Mr.	Jason	Correll	Veterans Intensive S	358 W. North Street		Wooster	OH	44691
	Cindy	Click	Time Services	122 W. Washington		Ashland	OH	44805
			Canton Repository					
			Daily Record					
			Massillon Independ					
Mr.	Michael	Chastain	Ohio Department of	1040 E. Tallmadge		Michael.Chastain@j	OH	44310
			Stark Jobs			Akron		

Job Title: Outside Plant Technician - Wooster

Date of Hire 7/13/2020

<hr/>	
Total resumes received	<u>5</u>
Website and Walk-ins	<u>5</u>
Stark Jobs	<u> </u>
Internal Candidates	<u> </u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>
<hr/>	
Total 1st interviews	<u>1</u>
Website and Walk-ins	<u>1</u>
Stark Jobs	<u> </u>
Internal Candidates	<u> </u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>
<hr/>	
Total 2nd interviews	<u>1</u>
Website and Walk-ins	<u>1</u>
Stark Jobs	<u> </u>
Internal Candidates	<u> </u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>
<hr/>	
Job offer made/accepted	<u>1</u>
Website and Walk-ins	<u> </u>
Stark Jobs	<u> </u>
Internal Candidates	<u> </u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>

Job Title: I&R Technician - Wooster

Date of Hire 9/21/2020
JOB AD AUGUST, 2020

Total resumes received 15

Website and Walk-ins _____

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Total 1st interviews 4

Website and Walk-ins _____

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Total 2nd interviews 4

Website and Walk-ins _____

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job offer made/accepted 2

Website and Walk-ins 2

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____