

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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FCC - Federal Communications Commission - - Mon Sep 27 12:33:30 EDT 2021

System Status

Federal Communications Commission

FCC MB - CDBS Electronic Filing

Account number: 866330

Description: FCC 396-C

Application Reference Number: 20210927ACY

Successfully filed at Sep 27 2021 12:33PM

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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. - 20210927ACY
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

E-Mail Address (if available)

PGRISSOM@MASSILLONCABLETV.COM

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) 8/15/2021-8/28/2021

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

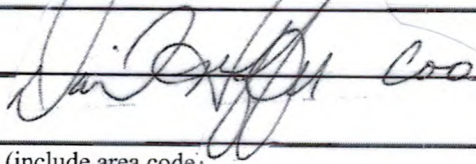
You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.
[Exhibit 3]

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 COO
Date 9/27/2021	Name of Respondent DAVID HOFFER
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

Ohio Dept. of Jobs & Family Services
358 W. North Street
Wooster, OH 44691

Ms. Renee Grimm
Mancan
435 Beall Ave.
Wooster, OH 44691

Kim Shamsi
Wayne General & Technical College
10470 Smucker Rd.
Orrville, OH 44667

Sue Ann Adams
Wayne Co. School & Career Center
518 W. Prospect St. Box 378
Smithville, OH 44677

Mr. Jason Correll
Veterans Intensive Services
358 W. North Street
Wooster, OH 44691

Cindy Click
Time Services
122 W. Washington
Ashland, OH 44805

Canton Repository

Daily Record

Massillon Independent

Mr. Michael Chastain
Ohio Department of Job and Family
Services
1040 E. Tallmadge Ave

Stark Jobs

Job Title: Wheeling I&R Tech

Date of Hire 11/30/2020

<hr/>	
Total resumes received	<u>6</u>
Website and Walk-ins	<u>6</u>
Stark Jobs	<u> </u>
Internal Candidates	<u> </u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>
<hr/>	
Total 1st interviews	<u>4</u>
Website and Walk-ins	<u>4</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>1</u>
Stark Jobs	<u> </u>
Internal Candidates	<u> </u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>

Job Title: I&R Tech- Wooster - April 2021

Date of Hire 4/12/2021 AND 5/24/2021

Total resumes received 18

Website and Walk-ins 18

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Total 1st interviews 5

Website and Walk-ins 5

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Total 2nd interviews 3

Website and Walk-ins 3

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job offer made/accepted 3

Website and Walk-ins 3

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job Title: I&R Tech- Wooster - July 2021

Date of Hire 7/6/2021

<hr/>		
Total resumes received	<u>18</u>	
Website and Walk-ins	<u>18</u>	CPI
Stark Jobs	<u> </u>	
Internal Candidates	<u> </u>	
Careerboard	<u> </u>	
LinkedIn	<u> </u>	
Job Fair	<u> </u>	
<hr/>		
Total 1st interviews	<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 2nd interviews	<u>2</u>	
Website and Walk-ins	<u>2</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>1</u>	
Stark Jobs	<u> </u>	
Internal Candidates	<u> </u>	
Careerboard	<u> </u>	
LinkedIn	<u> </u>	
Job Fair	<u> </u>	