

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: 9/1/2021-8/31/2022.

1) Employment Unit: \_\_\_\_\_1879\_\_\_\_ CLEAR PICTURE INC\_\_\_\_\_

3) EEO Contact Information for Employment Unit:

Mailing Address: PO BOX 1000, MASSILLON, OH 44648	Telephone Number: 330-833-4134
	Contact Person/Title: STEVE BUSHMAN
	E-mail Address: sbushman@mctvohio.com

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

JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
1. I&R TECHNICIAN 2/21/2022	WEBSITE AND WALK-INS
2. I&R TECHNICIAN 8/8/2022	WEBSITE AND WALK-INS
3. _____	_____
4. _____	_____
5. _____	_____
6. _____	_____
7. _____	_____
8. _____	_____





## 2021-2022 Initiatives

During the 2021-2022 EEO period, Clear Picture engaged in the following initiatives:

Each summer, we have several paid internships. The participants help maintain the power supplies out in the service area by mowing and cleaning around them. Other participants work in the stock room, learning about converters that go out in the system with our installers.

In the past year, there were 2 training programs designed to enable unit personnel to acquire skills needed for higher level positions. One program involved our Customer Care Department. There is training available for Senior Customer Care Representatives. A number of employees were able to take advantage of that training and apply for the positions. There is also a Preventative Maintenance Technician training program, with lots of hands-on experience on the upkeep of our cable system.

Clear Picture sponsored a Business After Hours event last month in affiliation with the local Chamber of Commerce. Local businesses visited our facility and were taken on tours. It makes other local businesses aware of what we do and the positions available that run the company.

Clear Picture founded an event 25 years ago that is still an annual tradition in our community today. The Fun Fest is for kids of all ages. Many local organizations and businesses, in addition to Clear Picture, offer activities that provide valuable health, safety and educational information to parents while entertaining the children.

Another activity that Clear Picture provides, involves the Boy Scouts. A scout group is given a tour of our headend facility by one of our headend engineers. It is always a favorite with the group.

Clear Picture disseminates information in various areas that we are an equal opportunity employer. Our website always has a statement to the effect that we afford equal opportunity in employment and business dealings to all qualified persons. Our local origination channel continuously runs an ad that states that Clear Picture is an equal opportunity employer.

Clear Picture is a generous company. From the very beginning, we have always taken care of the communities we serve. It can involve something as small as advertising in local school sports programs, to major sponsors of building improvements of charitable organizations, to outright donations for organizations of all sizes. Our communities know Clear Picture cares.