

Federal Communications Commission CDBS Electronic Filing System

Account number: 605120

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

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Account number: 605120

Description: FCC 396-C

Application Reference Number: 20210927ACX

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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. - 20210927ACX
Read INSTRUCTIONS Before Filling Out Form		

SECTION I IDENTIFYING INFORMATION			
A. Name of Operator: MASSILLON CABLE TV, 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: 0005283221			
Emp. Unit ID # 1599			
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 STARK 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) 8/15/2021-8/28/2021			
F. Attachments: (See "Exhibit" buttons, below.)			
SECTION II COMMUNITY INFORMATION			
System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
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.

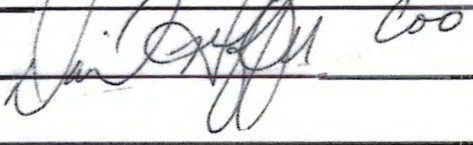
[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

- By the individual owning the reporting system if individually owned;
- By a partner, if a partnership; or
- 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

EEO Contacts2

First	Last	Company	Email
John	Elvin	Buckeye Career Center Stark Jobs	
Amanda	Patterson	Superior Staffing	
Jon	Roethlisberger	EEO/MBE Director, City of Massil	
Jim	Shelton	Management Recruiter	
Chandra	Bryant	CTCC, Inc.	
Valery	Paris	RG Drage	
Ashley	Harding	Enterprise Staffing Group	
Andrea	Franks	Ohio Rehabilitation Services Co	
Kristen	Schenk	The Employment Source	
Adam	Shaffer	iforce	ashaffer@iforceservices.com
Bret	Adams	Ohio Means Job	badams@omjwork.com
Brandon	Taylor	FortisureIT	brandon.taylor@fortisureit.com
Bethany	Wlotzko	Fortis College	BWlotzko@FortisCollege.edu
Cody	Robinson	Office Team	cody.robinson@officeteam.com
Donald	Cross	Career Board	dcross@careerboard.com
Deb	Betro	Snelling Staffing Services	debbetro@neo.rr.com
Danielle	Hayden	Flex-Team	dhayden@flexteaminc.com
		Stark State College	ID: b1ued09 pass: ssct
		Walsh University	ID: b1ued09 pass: walsjobs
Irene	Marts	Flex-Team	imarts@flexteaminc.com
Jacob	Snyder	Brown Mackie College	jsnyder@brownmackie.edu

First	Last	Company	Email
Kellie	Mick	Robert Half	kellie.mick@roberthalf.com
Kelly	Jordan	Opportunities for Ohioans with	kelly.jordan@ood.ohio.gov
Mike	Ballway	Malone University	MAL023 pass: malone
Michael	Chastain	The Reserves Network	MBallway@trnstaffing.com
Chris	Paveloi	Massillon Chamber of Commere	Member - 1242, Login - Mona, pass - Nowling
Melody	Pons	Ohio Department of Job and Fa	Michael.Chastain@jfs.ohio.gov
Sarah	Jaime	Ashland University	mnowling@MCTVOhio.com MCTVAU
Sarah	Sprunger	Kent State University Stark Cam	mnowling@MCTVOhio.com MCTVKSU
Tiffany	Chavers	University of Akron	mnowling@MCTVOhio.com pass: MCTVOhio814
		College of Wooster	mnowling@MCTVOhio.com pass: MCTVCW
		Employ-Temps	mpons@employtemps.com
		Mancan	sjaime@mancan.com
		Wayne County Schools Career C	ssprunger@wcsc.org
		Ohio Department of Veteran Ser	Tiffany.Chavers@dvs.ohio.gov

Job Title: Customer Care Representative

Date of Hire (10/5) AND (10/12)

<hr/>	
Total resumes received	<u>34</u>
Website and Walk-ins	<u>34</u>
Stark Jobs	<u> </u>
Internal Candidates	<u> </u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>
<hr/>	
Total 1st interviews	<u>10</u>
Website and Walk-ins	<u>10</u>
Stark Jobs	<u> </u>
Internal Candidates	<u> </u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>
<hr/>	
Total 2nd interviews	<u>3</u>
Website and Walk-ins	<u>3</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>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>

Job Title: I&R Tech - Massillon

Date of Hire 11/17/2020

<hr/>	
Total resumes received	<u>9</u>
Website and Walk-ins	<u>9</u>
Stark Jobs	<u> </u>
Internal Candidates	<u> </u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>
<hr/>	
Total 1st interviews	<u>3</u>
Website and Walk-ins	<u>3</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>

Total resumes received		<u>20</u>
Website and Walk-ins		<u>20</u>
Stark Jobs		<u> </u>
Internal Candidates		<u> </u>
Careerboard		<u> </u>
LinkedIn		<u> </u>
Job Fair		<u> </u>
Total 1st interviews		<u>7</u>
Website and Walk-ins		<u>7</u>
Stark Jobs		<u> </u>
Internal Candidates		<u> </u>
Careerboard		<u> </u>
LinkedIn		<u> </u>
Job Fair		<u> </u>
Total 2nd 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>
Job offer made/accepted		<u>3</u>
Website and Walk-ins		<u>3</u>
Stark Jobs		<u> </u>
Internal Candidates		<u> </u>
Careerboard		<u> </u>
LinkedIn		<u> </u>
Job Fair		<u> </u>

Job Title: I&R Tech- Massillon - May 2021

Date of Hire 5/10/2021

<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>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/>	
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: Customer Care Rep - May 2021

Date of Hire 6/1/2021

Total resumes received 19

Website and Walk-ins 19

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Total 1st interviews 6

Website and Walk-ins 6

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 2

Website and Walk-ins _____

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job Title: I&R Tech- Massillon - August 2021

Date of Hire 8/23/2021

<hr/>	
Total resumes received	<u>17</u>
Website and Walk-ins	<u>16</u>
Stark Jobs	<u> </u>
Internal Candidates	<u>1</u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>
<hr/>	
Total 1st interviews	<u>5</u>
Website and Walk-ins	<u>4</u>
Stark Jobs	<u> </u>
Internal Candidates	<u>1</u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>
<hr/>	
Total 2nd interviews	<u>5</u>
Website and Walk-ins	<u>5</u>
Stark Jobs	<u> </u>
Internal Candidates	<u>1</u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>
<hr/>	
Job offer made/accepted	<u>3</u>
Website and Walk-ins	<u>2</u>
Stark Jobs	<u> </u>
Internal Candidates	<u>1</u>
Careerboard	<u> </u>
LinkedIn	<u> </u>
Job Fair	<u> </u>