

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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System Status

Federal Communications Commission

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Account number: 605120

Description: FCC 396-C

Application Reference Number: 20200928AAW

Successfully filed at Sep 28 2020 8:49AM

Based on the information supplied, no fee is required.

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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. - 20200928AAW |
| 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 |
|-------------------|-------------|------------------------|

FCC Registration Number:
0005283221

Emp. Unit ID # 1599

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
STARK 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) 8/16/20 - 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 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 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 Contacts1

| First | Last | Company |
|----------|----------|---|
| Tiffany | Chavers | Ohio Department of Veteran Services |
| Sarah | Sprunger | Wayne County Schools Career Center |
| Sarah | Jaime | Mancan |
| Melody | Pons | Employ-Temps |
| | | College of Wooster |
| | | University of Akron |
| Chris | Paveloi | Kent State University Stark Campus |
| | | Ashland University |
| Michael | Chastain | Ohio Department of Job and Family Services |
| | | Massillon Chamber of Commerce |
| Mike | Ballway | The Reserves Network |
| | | Malone University |
| Kathleen | Spicer | Washington High School |
| Kelly | Jordan | Opportunities for Ohioans with Disabilities |
| Kellie | Mick | Robert Half |
| Jacob | Snyder | Brown Mackie College |
| Irene | Marts | Flex-Team |
| | | Walsh University |
| | | Stark State College |
| Danielle | Hayden | Flex-Team |
| Deb | Betro | Snelling Staffing Services |
| Donald | Cross | Career Board |
| Cody | Robinson | Office Team |
| Bethany | Wlotzko | Fortis College |
| Brandon | Taylor | FortisureIT |
| Bret | Adams | Ohio Means Job |
| Adam | Shaffer | iforce |
| Jim | Shelton | Management Recruiter |
| John | Elvin | Buckeye Career Center |
| Ashley | Harding | Enterprise Staffing Group |

| First | Last | Company |
|---------|----------------|---|
| Amanda | Patterson | Superior Staffing |
| Jon | Roethlisberger | EEO/MBE Director, City of Massillon |
| Chandra | Bryant | CTCC, Inc. |
| Andrea | Franks | Ohio Rehabilitation Services Commission Stark Jobs |
| Valery | Paris | RG Drage |
| Kristen | Schenk | The Employment Source |

Job Title: Installation & Repair Technician - Massillon

Date of Hire 10/21/2019, 11/14/2019;

Total resumes received

Website and Walk-ins 11

Stark Jobs 1

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Total 1st interviews

Website and Walk-ins 4

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Total 2nd interviews

Website and Walk-ins 3

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job offer made/accepted

Website and Walk-ins 3

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job Title: Advertising Sales Rep - Massillon

Date of Hir 12/9/2019

| | |
|--------------------------------|-------------------|
| <hr/> | |
| Total resumes received | <u>43</u> |
| Website and Walk-ins | <u>6</u> |
| Stark Jobs | <u> </u> |
| Internal Candidates | <u> </u> |
| Careerboard | <u> </u> |
| LinkedIn | <u>30</u> |
| Job Fair | <u>7</u> |
| <hr/> | |
| Total 1st interviews | <u>3</u> |
| Website and Walk-ins | <u> </u> |
| Stark Jobs | <u> </u> |
| Internal Candidates | <u> </u> |
| Careerboard | <u> </u> |
| LinkedIn | <u>3</u> |
| Job Fair | <u> </u> |
| <hr/> | |
| Total 2nd interviews | <u>2</u> |
| Website and Walk-ins | <u> </u> |
| Stark Jobs | <u> </u> |
| Internal Candidates | <u> </u> |
| Careerboard | <u> </u> |
| LinkedIn | <u>2</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>1</u> |
| Job Fair | <u> </u> |

Job Title: Safety Coordinator

Date of Hire 3/2/2020

Total resumes received 120

Website and Walk-ins 24

Stark Jobs 7

Internal Candidates 1

Careerboard _____

LinkedIn 88

Job Fair _____

Total 1st interviews 7

Website and Walk-ins 1

Stark Jobs _____

Internal Candidates 1

Careerboard _____

LinkedIn 5

Job Fair _____

Total 2nd interviews 1

Website and Walk-ins 1

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job offer made/accepted 1

Website and Walk-ins 1

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job Title: Customer Care Representative

Date of Hire 6/1/2020

Total resumes received 57

Website and Walk-ins 57

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 2

Website and Walk-ins 2

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job offer made/accepted 1

Website and Walk-ins 1

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job Title: Installation & Repair Technician - Massillon

Date of Hire 3/18/2020

Total resumes received 26

Website and Walk-ins 24

Stark Jobs 2

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Total 1st interviews 4

Website and Walk-ins 4

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Total 2nd interviews 2

Website and Walk-ins 2

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job offer made/accepted 1

Website and Walk-ins 1

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job Title: Installation & Repair Technician - Massillon

Date of Hire 7/27/2020

| | |
|--------------------------------|-------------------|
| <hr/> | |
| Total resumes received | <u>11</u> |
| Website and Walk-ins | <u>11</u> |
| Stark Jobs | <u> </u> |
| Internal Candidates | <u> </u> |
| Careerboard | <u> </u> |
| LinkedIn | <u> </u> |
| Job Fair | <u> </u> |
| <hr/> | |
| Total 1st interviews | <u>6</u> |
| Website and Walk-ins | <u>11</u> |
| Stark Jobs | <u> </u> |
| Internal Candidates | <u> </u> |
| Careerboard | <u> </u> |
| LinkedIn | <u> </u> |
| Job Fair | <u> </u> |
| <hr/> | |
| Total 2nd interviews | <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/> | |
| Job offer made/accepted | <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 Title: Installation & Repair Technician - Wheeling

Date of Hire 7/6/2020

Total resumes received 9

Website and Walk-ins 9

Stark Jobs

Internal Candidates

Careerboard

LinkedIn

Job Fair

Total 1st interviews 3

Website and Walk-ins 3

Stark Jobs

Internal Candidates

Careerboard

LinkedIn

Job Fair

Total 2nd interviews 2

Website and Walk-ins 2

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: Digital Marketing Specialist

Date of Hire 10/5/2020
JOB AD JUNE, 2020

Total resumes received 64

Website and Walk-ins 64

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Total 1st interviews 2

Website and Walk-ins 2

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Total 2nd interviews 1

Website and Walk-ins _____

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____

Job offer made/accepted 1

Website and Walk-ins _____

Stark Jobs _____

Internal Candidates _____

Careerboard _____

LinkedIn _____

Job Fair _____