

Federal Communications Commission Washington, D.C. 20554		OMB 3060-1033 September 2003	FOR FCC USE ONLY	
FCC 396-C			FOR COMMISSION USE ONLY FILE NO. - 20140924ADC	
Multi-Channel Video Program Distributor EEO Program Annual Report				
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 <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) 8-24-2014 TO 9-6-2014		
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 [Exhibit 1] any 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 PRESIDENT
Date 9/24/2014	Name of Respondent ROBERT GESSNER
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

Company	First	Last
Kelly Services	Joe	Cush
Ohio Rehabilitation Services Commission	Andrea	Franks
Buckeye Career Center	John	Elvin
ITT Technical Institute	Gary	Cappy
Superior Staffing	Paulette	Beal
EEO/MBE Director, City of Massillon	Ed	Grier
Massillon Chamber of Commerce	Bob	Sanderson
CTCC, Inc.	Deion	Cash
RG Drage	Brenda	Leedy
Office Team	Jessica	Lauer
Snelling Staffing Services	Tina	Castle
Management Recruiter	Jim	Shelton
The Employment Source	Kristen	Schenk
Enterprise Staffing Group	Ashley	Harding
OCTA	April	Barrowman
Employ-Temps	April	Holtzman
iforce	Adam	Shaffer
Fortis College	Barbara	Mayle
Stanley Staffing	Brian	Hollingsworth
Portage Lakes Career Center	Becky	Tisevich
Kent State University Stark Campus	Chris	Paveloi
Snelling Staffing Services	Deb	Betro
Flex-Team	Danielle	Hayden
Career Board	Dale	Kime
The Reserves Network	Debra	Lightfritz
Hartman Personnel Services	Donald	Murphy
Randstad	Dominic	Williams
Stark State College		
Walsh University		
Flex-Team	Irene	

Company	First	Last
Flex-Team	Irene	Marts
Great Works Employment	Jessica	Quick
Mancan	Kim	Kossack
Randstad	Matt	Gonsiewski
Career Concept International, LTD.	Monika	Wrann

CSR Hiring, October 2013

Number of resumes received – 285

- Stark Jobs – 80
- Employee Referrals – 10
- Employment Agencies – 3
- Careerboard.com - 37
- Website & Walk-ins – 105
- Canton Rep/Monster.com – 50
- Schools – 4

Number of people who had one interview – 20

- Careerboard.com – 5
- Employee Referrals – 4
- Canton Rep/Monster.com – 4
- Website & Walk-ins – 4
- Stark Jobs – 3

Number of people who had two interviews – 5

- Employee Referrals – 2
- Website & Walk-ins – 1
- Stark Jobs – 4

Number of people we hired – 3

- Employee Referrals – 1
- Website & Walk-ins – 1
- Stark Jobs – 1

Neighborhood Service hired in November 2013:

We received 2 resumes

1 were referred from EEO contacts – employment agencies

1 were referred from employee

We interviewed 1 candidate

1 referred from employee

Note: Called other candidate twice – but never returned my calls.

We hired 1 new employee

1 referred from employee

Video Production Assistant Hiring, November 2013

Number of resumes received – 88

- Stark Jobs – 22
- Employee Referrals – 3
- Employment Agencies – 2
- Website & Walk-ins – 45
- Canton Rep/Monster.com – 13
- Employees – 5

Number of people who had one interview – 8

- Employee Referrals – 2
- Website & Walk-ins – 2
- Employees – 4

Number of people we hired – 1

- Employee Referrals – 1

Installer Hiring, November 2013

Number of resumes received – 142

- Stark Jobs – 44
- Employee Referrals – 7
- Monster.com/Canton Rep – 26
- Careerboard.com - 12
- Newspapers, Website, & Walk-ins – 43
- EEO Contacts – 10

Number of people who had one interview – 8

- Employee Referrals – 2
- Monster.com/Canton Rep – 1
- Newspapers, Website, & Walk-ins – 2
- Stark Jobs – 3

Number of people who had two interviews – 4

- Employee Referrals – 2
- Stark Jobs – 2

We hired two installers who were employee referrals

Stockroom Hiring, March 2014

Number of resumes received – 91

- Stark Jobs – 23
- Employee Referrals – 4
- Monster.com/Canton Rep – 9
- Careerboard.com - 5
- Newspapers, Website, & Walk-ins – 47
- EEO Contacts – 3

Number of people who had one interview – 6

- Employee Referrals – 4
- Newspapers, Website, & Walk-ins – 1
- Stark Jobs – 1

Number of people who had two interviews – 4

- Employee Referrals – 1

We hired one stockroom technician who was an employee referral.

Installer/Tech Posting, April 2014

Number of resumes received – 101

- Stark Jobs – 20
- Employee Referrals – 2
- Monster.com/Canton Rep – 19
- Newspapers, Website, & Walk-ins – 13
- EEO Contacts – 6
- Job Fairs -- 41

Number of people who had one interview – 6

- Job Fairs – 2
- Monster.com/Canton Rep – 1
- Newspapers, Website, & Walk-ins – 1
- Stark Jobs – 2

Due to reorganization within and the fact that no applicant passed a background check, no one was hired at this time.