

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	OMB 3060-1033 September 2003	FOR FCC USE ONLY
Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. - 20140924ADE

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
FCC Registration Number: 0002944437		
Emp. Unit ID # 1879		
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 WAYNE 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

One Telecommunications Installer/Technician December 2013

We received 37 resumes

36 were from newspaper and website advertisements

0 were from EEO contacts – local schools and employment agencies

1 was from employee referrals

We interviewed 4 candidates

4 were from newspaper and website advertisements

We hired 1 new employee

1 was from newspaper and website advertisements

EEO CONTACTS

FirstName	LastName	Company	Address1	Address2	City	State	PostalCode
		Ohio Dept of Jobs & Family Services	358 W North St.		Wooster	Oh	44691
Jason K	Correll	Veterans Intensive Services Coordinator	358 W North St		Wooster	Oh	44691
Gina	Duffield	Mancan Temporary Services	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
Cindy	Click	Time Services	122 W Washington		Ashland	Oh	44805
Ronald	Hill	NAACP	2099 Normandy Dr		Wooster	Oh	44691
Attn: ODJS		Employment & Training Connection	358 W North St		Wooster	Oh	44691
		Talocity	331 W Liberty St		Wooster	Oh	44691
		Staffing Spherion	2631 Cleveland Rd		Wooster	Oh	44691
Roger	Alonso	Iforce	331 W Liberty St		Wooster	Oh	44691
Bridget	Hatcher	Staffing Partners	2873 Cleveland Rd		Wooster	Oh	44691
Wendy	Krnac	Employ- Temps Staffing Service	451 W Liberty St.		Medina	OH	44256
Kathie	Kister	Wayne Co School & Career Center	518 W Prospect St	Box 378	Smithville	Oh	44677