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| Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p> | 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. - 20110926AFQ |

| | | | |
|--|-------------------|------------------------|------|
| 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) 8-28-2011 TO 9-10-2011 | | | |
| 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 PRESIDENT |
| Date 9/26/2011 | Name of Respondent ROBERT GESSNER |
| Telephone No. (include area code) 3308335509 | |

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

Federal Communications Commission

FCC MB - CDBS Electronic Filing
Account number: 866330

Description: FCC FORM 396-C
Application Reference Number: 20110926AFQ
Successfully filed at Sep 26 2011 11:02AM

Based on the information supplied, no fee is required.

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2 Telecommunications Installer/Technician June 2011

We received 96 resumes

93 were from newspaper and website advertisements

3 were from EEO contacts – local schools and employment agencies

We interviewed 8 candidates

7 were from newspaper and website advertisements

1 was from EEO contacts – local schools and employment agencies

We hired 2 new employees

2 were from newspaper and website advertisements

| FirstName | LastName | Company | Address1 | Address2 | City | State | PostalCode |
|-----------|------------------|--|--|----------|------------|-------|------------|
| | | Ohio Dept of Jobs & Family Services | P O Box 76 | | Wooster | Oh | 44691 |
| Jason K | Correll | Veterans Intensive Services Coordinator | 358 W North St | | Wooster | Oh | 44691 |
| Julie | Holl | 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 |
| Christy | Hoffman | Snelling Personnel | 2829 Cleveland Rd | | Wooster | Oh | 44691 |
| Cindy | Click | Time Services Addeco Emp Services NAACP | 122 W Washington 4801 Dressler Rd NW 2099 Normandy Dr | | Ashland | Oh | 44805 |
| Ronald | Hill | | | | Canton | Oh | 44718 |
| Judy | Smedley | Employment & Training Connection Talocity Staffing Spherion | 358 W North St | | Wooster | Oh | 44691 |
| | | | 331 W Liberty St | | Wooster | Oh | 44691 |
| | | | 2631 Cleveland Rd | | Wooster | Oh | 44691 |
| Sheila | Dean- Jerrams | Staffing Partners | 75 Amberwood Parkway | Ste C | Ashland | Oh | 44805 |
| Gina | Fordenwalt | Iforce | 331 W Liberty St | | Wooster | Oh | 44691 |
| JoAnnie | Porter | Staffing Partners | 2829 Cleveland Rd | | Wooster | Oh | 44691 |
| Angie | Farmer | 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 |