

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. -
Read INSTRUCTIONS Before Filling Out Form		

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
CLEAR CREEK MUTUAL TELEPHONE COMPANY

MSO Name:
CLEAR CREEK TELEPHONE & TELEVISION

B. Employment Unit's Mailing Address
18238 S FISCHERS MILL ROAD

City OREGON CITY	State OR	Zip Code 97045-
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Emp. Unit ID # 10132

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
CLACKAMAS, OR

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) AUGUST 1 - 15, 2006

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 1] Exhibit A 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	<input checked="" type="radio"/> Yes <input type="radio"/> No
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	Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	
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 9/15/2006	Name of Respondent MITCHELL MOORE
Telephone No. (include area code) 5036312101	

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

Exhibit 1**Description:** COMMUNITIESNO CHANGES

Attachment 1

Clear Creek Telephone & TeleVision

2006 EEO Program Initiatives

1. Provides a tuition assistance program to enable personnel to acquire skills that could qualify them for higher level positions as detailed in our Employee Handbook:

3.08 Educational Assistance

Clear Creek Mutual Telephone Company recognizes that the skills and knowledge of its Employees are critical to the success of the organization. The educational assistance program encourages personal development through formal education so that Employees can maintain and improve job-related skills or enhance their ability to compete for reasonably attainable jobs within Clear Creek Mutual Telephone Company.

Clear Creek Mutual Telephone Company will provide educational assistance to all eligible Employees immediately upon assignment to an eligible employment classification. To maintain eligibility Employees must perform their job satisfactorily through completion of each course. Employees in the following Employee classification(s) are eligible for educational assistance:

- Regular Full-Time Employees

Individual courses or courses that are part of a degree, licensing, or certification program must be related to the Employee's current job duties or a foreseeable-future position in the organization in order to be eligible for educational assistance. Clear Creek Mutual Telephone Company has the sole discretion to determine whether a course relates to an Employee's current job duties or a foreseeable-future position. Clear Creek Mutual Telephone Company will reimburse tuition and book expenses for courses, which must be approved in advance, that are completed with a grade not lower than a 'C', or otherwise passing grade. The course or courses must be completed outside of regular work hours. Employees should contact the Department Manager for more information or questions about educational assistance.

While educational assistance is expected to enhance Employees performance and professional abilities, Clear Creek Mutual Telephone Company cannot guarantee that participation in formal education will entitle the Employee to automatic advancement, a different job assignment, or pay increases.

2. Provides training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
 - a. President and Vice President attended the NTCA Annual Meeting held in San Diego, CA February 2006 and a seminar on Employment Law including EEO issues.
 - b. HR Assistant attended a workshop on HR issues in June 2006 sponsored by NTCA.
 - c. At a staff meeting in September 2006, EEO rules required by the FCC for cable operators were reviewed in detail for managers in the Company.

Clear Creek Telephone & Television
EQUAL EMPLOYMENT OPPORTUNITY

§ 76.1702 Equal employment opportunity.

(a) Every employment unit with six or more full-time employees shall maintain for public inspection a file containing copies of all EEO program annual reports filed with the Commission pursuant to §76.77 and the equal employment opportunity program information described in paragraph (b) of this section. These materials shall be placed in the unit's public inspection file annually by the date that the unit's EEO program annual report is due to be filed and shall be retained for a period of five years. The file shall be maintained at the central office and at every location with six or more full-time employees. A headquarters employment unit file and a file containing a consolidated set of all documents pertaining to the other employment units of a multichannel video programming distributor that operates multiple units shall be maintained at the central office of the headquarters employment unit. The multichannel video programming distributor shall provide reasonable accommodation at these locations for undisturbed inspection of its equal employment opportunity records by members of the public during regular business hours.

(b) The following equal employment opportunity program information shall be included annually in the unit's public file, and on the unit's web site, if it has one, at the time of the filing of its FCC Form 396-C:

- (1) A list of all full-time vacancies filled by the multichannel video programming distributor employment unit during the preceding year, identified by job title;
- (2) For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to §76.75(b)(1)(ii) of this section, which should be separately identified), identified by name, address, contact person and telephone number;
- (3) The recruitment source that referred the hiree for each full-time vacancy during the preceding year;
- (4) Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
- (5) A list and brief description of the initiatives undertaken pursuant to §76.75(b)(2) during the preceding year, if applicable.

Date:	(1) (Vacancies)	(2) (Recruit Source)	(3) (Recruit/Referred Hiree)	(4) (Data)
APRIL 2006	Customer Service Rep. Full-Time Position filled 5/1/2006	- www.JOBDANGO Service used. -State of Oregon Jobs/iMatch -Clear Creek Telephone & TeleVision Web Page	www.JOBDANGO Service used.	Resumes Rcvd: 98 Total Interviewed: 7
JUNE 2006	INFORMATION SYSTEMS ADMIN Full-Time Position solicited 9/2006	- www.jobdango.com Service used. -Clear Creek Telephone & TeleVision Web Page	www.jobdango.com Service used.	PENDING