

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:

RCN

MSO Name:

RCN CORPORATION

B. Employment Unit's Mailing Address

196 VAN BUREN STREET

SUITE 300

City

HERNDON

State

VA

Zip Code

20170-

Emp. Unit ID # 11970

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

COOK, IL

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) 09/19/2009 - 10/02/2009

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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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.

Exhibit 1

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

Validate

Save

Clear


Menu

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 CORPORATE DIRECTOR, HR
Date 9/30/2009	Name of Respondent ALBERT A. WILLIAMS
Telephone No. (include area code) 7034348275	

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).

FCC/EEO Program Annual Record
Chicago, IL
Full Time Vacancies - 76.1702(b)(1)
July 15, 2008 through July 14, 2009

FCC Unit ID #	Description	Job Title	Vacancies
11970	Chicago Market	C1 Customer Sat Tech	2
11970	Chicago Market	C1 Direct Sales Representative	4
11970	Chicago Market	Customer Satisfaction Technician 2	3
11970	Chicago Market	Direct Sales Representative	17
11970	Chicago Market	Inside Sales Rep	1
11970	Chicago Market	MGR, HR	1
11970	Chicago Market	System Maintenance Tech 1	1
		Total	29

FCC Annual Report - Chicago, IL
 Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
 July 15, 2008 - July 14, 2009

Name of Source	Address	City	State	Zip	Phone	email	Contact Name
Monster.com	5 Clock Tower Pl.	Maynard	MA	01752	978-823-2098	Andrew.Thiel@Monster.com	Andrew Thiel
Latinosforhire.com	27520 Hawthorne Blvd. Ste. 200	Rolling Hills	CA	90274	888-770-2378	crutzen@latinosforhire.com	Judy Cruzen
Illinois Skills Match/Illinois Dept. of Employment Security	2550-M West Addison	Chicago	IL	60618	773-296-6021	james.johnson6@illinois.gov	James Johnson
craigslst.com						craigslst.com	
DePaul	1 E. Jackson	Chicago	IL	60604	312-362-8437	hlongnac@depaul.edu	Hilarie Longnecker
ITT	35 W. 33rd St. GL 2nd level	Chicago	IL	60616	312-567-6802	wyman@iit.edu	Rose Wyman
Argosy	350 N. Orleans	Chicago	IL	60654	312-777-7600	kjanvis@argosy.edu	Kim Jarvis
Devry	225 W. Washington St.	Chicago	IL	60606	312-372-4900	kbrandt@dpq.devry.edu	Kim Brandt
Roosevelt University	430 S. Michigan Ave	Chicago	IL	60605	312-341-3500	careersdi@roosevelt.edu	
Olympia University	247 S. State 4th FL	Chicago	IL	60604	312-913-1616	Bpeoples@cci.edu	Burgess Peoples
Westwood College	17 North State Street 3rd Floor	Chicago	IL	60602	312-739-0850	alumini@westwood.edu	
Oakton College	7701 N. Lincoln Ave.	Skokie	IL	60076	847-635-1600	www.oakton.edu	Lisa Proserpi
PSI National Diversity Job Fair	1809 S. Plymouth Rd. #350	Minneapolis	MN	55305	800-390-5561	pamolison@psijobfair.com	Pam Olson
Chicago Workforce Development Center	7500 S. Pulaski Road Bldg #100	Chicago	IL	60652	773-884-7000	cfortuna@eesforjobs.com	Claudia Lopez-Foru
Education to Careers	125 South Clark Street 12th Floor	Chicago	IL	60603	773-553-5079	mrford-steele@cps.k12.il.us	Maji Ford-Steele
Addeco	5501 North Cumberland Avenue Suite 101	Chicago	IL	60656	773-380-0815	sameer.jatrani@addecona.com	Sameer Jatrani
Mercy Housing	1521 South Wabash Avenue	Chicago	IL	60605	773-447-4889	aford@mercyhousing.org	Annie Ford
Albany Park Community Center inc.	3403 W. Lawrence Avenue Suite 200	Chicago	IL	60625	773-433-3249	apetrova@apcc-chgo.org	Anelia Petrova
Coyne American Institute	330 N. Green Street	Chicago	IL	60607	773-577-8059	shuber@coyneamerican.edu	Sarah Huber
Shaker Advertising	1100 W. Lake St	Oak Park	IL	60301	708-358-2573	amy@chicagojobs.com	Amy Rack
metrochicagojobs.com		Chicago	IL				
RCN .COM - Careers	196 Van Buren St.	Herndon	Va	20170	703-434-8275	Albert.williams@rcn.net	Albert Williams
RCN Internal Job Posting / Application System	196 Van Buren St.	Herndon	Va	20170	703-434-8275	Albert.williams@rcn.net	Albert Williams
RCN Channel 34	7249 Airport Road	Bath	PA	18014	610-443-2511	kristin.vitovitch	Kristin Vitovitch

FCC Annual Report - Chicago, IL
 Recruitment Source Evaluation - 76.1702(b)(4)
 July 15, 2008 through July 14, 2009

Referral Type	# of Applicants	# of Interviewees	# of Hires
3rd Party	12	3	2
Bill Board	5	0	0
Career Builder	146	21	0
College Board	4	0	0
Contractor	2	0	0
Employee Referral	54	4	4
Internal Candidate	6	0	0
Job Fair	28	2	1
Local Employment Commission	2	0	0
Local Job Board	15	0	0
Media Advertisement	11	0	0
Monster	178	6	1
Newspaper	2	0	0
Open House	14	0	0
Other	143	15	13
Payment Center	2	0	0
Professional Business Referral	4	1	0
RCN Website	156	4	3
Rehire	3	2	0
Word Of Mouth	57	1	0
TOTAL	844	59	24

RCN Corporation - Chicago, IL
 FCC General Recruitment Report - 76.1702(b)(3)
 July 15, 2007 through July 14, 2008

Outreach Efforts	Sponsor	Date	Description
Job Fairs			
	Martin Luther King Jr. Diversity Career Fair	3/4/2009	Recruited for all open positions
	City Career Fair-Diversity Employment Day Career Fair Malcolm X Cc	3/6/2009	Recruited for all open positions
	Women For Hire Job Fair	4/2/2009	Recruited for all open positions
	Chicagojobs.com Virtual Job Fair	6/30/2009	Recruited for all open positions
Candidate Referrals			
	Addeco	Ongoing	Provided Warehouse and Customer Service Candidates
	Coyne American Institute	Ongoing	Provided Customer Satisfaction Technicians
	Mercy Housing	Ongoing	Provided Candidates for all open positions
	Staffing Now	Ongoing	Provided Candidates for all open positions
	SERCO The Garfield Workforce Center	Ongoing	Provided Candidates for all open positions
Internet Advertising			
	Career Builder	Ongoing	Recruited for all open positions
	MetroChicagoJobs.com	3/24/09-6/24/09	Recruited for all open positions
	ChicagoJobs.com	Ongoing	Recruited for all open positions
	Latinosforhire.com	Ongoing	Recruited for all open positions
	RCN.com	Ongoing	Recruited for all open positions
College Boards			
	Devly	Ongoing	Recruited for all open positions
	Olympia	Ongoing	Recruited for all open positions
	Westwood College	Ongoing	Recruited for all open positions
	Oakton College	Ongoing	Recruited for all open positions
	Roosevelt University	Ongoing	Recruited for all open positions
	Education to Careers	Ongoing	Recruited for all open positions
RCN Channel 34 Training			
	RCN	Ongoing	Scrawl on RCN Chicago Market Channel 34, with general advertisement, pointing interested/potential candidates to RCN.com - Career's link.
	Evaluation Training for Managers	3/2/2009	Reviewed giving quarterly reviews
Flyers			
	RCN	Ongoing	DSR and CST Help Wanted Flyers are posted on Pay Center's Bulletin Board for public viewing