

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 <u>INSTRUCTIONS</u> 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 # 11834

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

DELAWARE, PA

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
-----------	-------------------	------------------	------

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

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 9/29/2009	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).

NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

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

FCC Unit ID #	Description	Job Title	Vacancies
11834	Philadelphia	Direct Sales Representative	1
11834	Philadelphia	Direct Sales Representative	1
11834	Philadelphia	Video Head End Technician	1
Total			3

FCC Annual Report

Philadelphia, PA

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
RCN Channel 8	7249 Airport Road	Bath	PA	18014	610-443-2824	ken.conrad@rcn.net	Ken Conrad
RCN COM - Careers	196 Van Buren St.	Herrdon	Va	20170	703-434-8275	Albert.williams@rcn.net	Albert Williams
RCN Internal Job Posting / Application System	196 Van Buren St.	Herrdon	Va	20170	703-434-8275	Albert.williams@rcn.net	Albert Williams
Pa Career Link Job Fair	1601 Union Boulevard	Lehigh Valley	PA	18002	610-841-1174	ispencer@careerlinkv.org	Raymond Spencer
Career Builder. Com	200 N. Lasalle	Chicago	IL	60611	773-527-6910	athanasios.kalantzis@careerbuilder.com	Athanasios Kalantzis
RCN Demo / Payment Center	110 S. 69th St.	Upper Darby	PA	19082	610-443-2824	Ken.Conrad@rcn.net	Ken Conrad
RCN Employee Referral Program	196 Van Buren St.	Herrdon	Va	20170	703-434-8275	Albert.williams@rcn.net	Albert Williams
National Career Fairs	1176 W. Horizon Ridge Parkway #100	Herrderson	NV	89012	702-818-8892	kevinm@ncfairs.com	Kevin McCrea
Career Concepts Consulting	4 Sentry Parkway East	Blue Bell	PA	19422	800-214-7537	chaneiman@cdiconsulting.com	Daniel Haneman
RCN Former Employees - Rehires	2124 Ave. C	Bethlehem	PA	18017	610-443-2824	Ken.Conrad@rcn.net	Ken Conrad
Career Fair - Delaware County C C	901 South Media Line Road	Media	PA	19063	610-359-5331	jl.ANG@dccc.edu	Jane Lang
Community Development Corporation	814 Clifton Ave, PO Box 1116	Sharon Hill	PA	19079	610-461-8140	giovina@verizon.net	Giovina Taraschi

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

Referral Type	# of Applicants	# of Interviewees	# of Hires
RCN.Com Website	88	2	0
RCN Internal Posting System	5	5	1
RCN Channel 8	12	0	0
Job Fairs	5	0	0
Staffing Agencies	1	0	0
RCN Employee Referral Program	16	2	1
Career Builder.Com	137	3	1
RCN Former Employees	4	0	0
RCN Payment / Demo Center	6	1	0
Other	20	0	0
TOTAL	294	13	3

RCN Corporation - Philadelphia, PA
 FCC Annual Recruitment Source Evaluation - 76.1702(b)(4)
 July 15, 2008 through July 14, 2009

Job Titles of Positions Filled	Starting Agencies		RCN Employee Referral Program		RCN Internal Job Posting		CareerBuilder .com		RCN.com		Job Fairs		RCN Channel 8		Former RCN Employees		RCN Payment/Demo Centers		Other	
	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P
Direct Sales Representative	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Direct Sales Representative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Video Head End Technician - Internal Transfer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

RCN Corporation - Philadelphia, PA
 FCC General Recruitment Report - 76.1702(b)(3)
 July 15, 2008 through July 14, 2009

Outreach Efforts	Sponsor	Date	Description
RCN Channel 8	RCN	Ongoing	Run an advertisement on RCN Channel 8 in Delaware County sharing open positions and general advertisement to have candidates go to RCN.com - careers and apply for open positions of interest
Career Link Job Fair	PA Employment Agency - Private Industry	6/17/09	Participation in Job Fair to encourage candidates to consider opportunities at RCN
RCN Payment / Demo Center	RCN	Ongoing	Posting / flyer of career career opportunities at our payment / demo center in Lehigh Valley
Employee Referral Program	RCN	Ongoing	RCN Employee Referral Program to incent employees to help identify candidates and support diversity in hiring
Morning Call / Career Builder Job Fair	Morning Call Newspaper	05/12/09	Participation in Job Fair to encourage candidates to consider opportunities at RCN
National Career Fair - Philadelphia	National Career Fair	07/13/09	Participation in Job Fair to encourage candidates to consider opportunities at RCN
Philadelphia Military Career Fair	National Career Fair	03/02/09	Participation in Job Fair to encourage candidates to consider opportunities at RCN
Rotary Club Event - Night at the Races	Ridley Park Rotary Club	04/18/09	Flyer at RCN Table asking community members to explore RCN Lehigh Region Job Opportunities at RCN.COM
RCN Flyer - At RCN Ridley Hub Crush Events	Ridley Park- RCN Hub	Oct-08	Flyer at RCN Table asking community members to explore RCN Lehigh Region Job Opportunities at RCN.COM
Technical Training	RCN	1/15-1/16/09	Training for inhouse technicians on RCN Digital Phone products and services to provide skills for promotion and to pursue other opportunities at RCN