

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		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-
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Emp. Unit ID # 11838

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
 FAIRFAX, VA

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

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 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).

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

FCC Unit ID #	Description	Job Title	Vacancies
11838	Corporate - Fairfax, VA	Administrative Assistant 2	1
11838	Corporate - Fairfax, VA	Application Developer	1
11838	Corporate - Fairfax, VA	Art Director	1
11838	Corporate - Fairfax, VA	Associate Network Engineer	1
11838	Corporate - Fairfax, VA	Copywriter	1
11838	Corporate - Fairfax, VA	DIR Applications Dev - CRM/Ecom PM	1
11838	Corporate - Fairfax, VA	DIR, IT	1
11838	Corporate - Fairfax, VA	Executive Administrator 3	1
11838	Corporate - Fairfax, VA	HR Project Manager	1
11838	Corporate - Fairfax, VA	LAN Administrator	1
11838	Corporate - Fairfax, VA	Lead LAN Engineer	1
11838	Corporate - Fairfax, VA	Lead Network Design Engineer	2
11838	Corporate - Fairfax, VA	Lead Network Engineer	1
11838	Corporate - Fairfax, VA	Manager Commodity	1
11838	Corporate - Fairfax, VA	Manager Marketing Programs	1
11838	Corporate - Fairfax, VA	Marketing Coordinator	2
11838	Corporate - Fairfax, VA	MGR Communication & Pub Rel	2
11838	Corporate - Fairfax, VA	Mgr Financial Planning & Admi	1
11838	Corporate - Fairfax, VA	Mgr Int'l Marketing	1
11838	Corporate - Fairfax, VA	Prgram Analyst, International	1
11838	Corporate - Fairfax, VA	QA Tester	1
11838	Corporate - Fairfax, VA	Senior Application Developer	1
11838	Corporate - Fairfax, VA	SR Art Director	1
11838	Corporate - Fairfax, VA	Sr Copywriter	1
11838	Corporate - Fairfax, VA	Sr Data Warehouse Analyst	1
11838	Corporate - Fairfax, VA	SR Executive Administrator	1
11838	Corporate - Fairfax, VA	Sr Mgr Internet Systems	1
11838	Corporate - Fairfax, VA	SR MGR Marketing	1
11838	Corporate - Fairfax, VA	SR MGR Product, Video	1
11838	Corporate - Fairfax, VA	Sr. Manager IT/Tier 2 Manager	1
11838	Corporate - Fairfax, VA	Tier1 Mgr/IT Prod. Support Mgr	1
11838	Corporate - Fairfax, VA	Treasury Operations Analyst (AW10520)	2
		Total	36

FCC Annual Report - Fairfax, VA
 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 / website	Contact Name
Agencies							
ACSYS	12120 Sunset Hills Road, #400	Reston	VA	20190	703.715.2100	bdemeslthas@acsysinc.com	Bill Demesthas
HireStrategy	11730 Plaza America Drive, Suite 340	Reston	VA	20190	703.547.6790	sburnan@hirestrategy.com	Steve Burnan
Kforce	8201 Greensboro Drive, Suite 200	McLean	VA	22102	703.342.3100	EHander@kforce.com	Eden Hanger
Polomac Partners LLC	2 Wisconsin Circle	Chevy Chase	MD	20815	301-656-4660	kcrowell@polomacpartnersllc.com	Kimberly D. Crowell
TestPros, Inc.	1800 Michael Faraday Drive, Suite 100	Reston	VA	20190	703.787.7600	http://www.testpros.com/	Kevin Murray
Virginia Employment Commission	P.O. Box 1358	Richmond	VA	23218	800-828-1140	http://www.vec.virginia.gov/vecreport/index.htm	Thia Wade
Internet							
Monster.com	5 Clock Tower Pl.	Maynard	MA	01752	978-823-2098	Andrew.Thiel@Monster.com	Andrew Thiel
George Mason University Website	348 Student Union 1, 4400 University Drive, MS 3B6	Fairfax	VA	22030	703.993.2372	careerhp@gmu.edu; "https://gmu-csm.synchronicity.com/employers/index.php?cck=1&&u=&k="	Bernadette Davey
University of Maryland (UC) Website	3501 University Blvd. East	Adelphi	MD	20783	301.985.6785	http://www.umuc.edu/careerservices/employerservices.shtml	N/A
Montgomery College Website	20200 Observation Drive	Germantown	MD	20876	240.567.5000	http://www.ecampusrecruiter3.com/monthlyregister	N/A
RCN Internet / Intranet	196 Van Buren St, Suite 300	Herrndon	VA	20170	703.434.8275	omerycollege/index.php?script=employer-register	AI Williams
CareerBuilder.com	200 N. LaSalle St, suite 1100	Chicago	IL	60651	202.747.5987	RCN.com jodie.kubiak@careerbuilder.com	Jodie Kubiak

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

Referral Type	# of Applicants	# of Interviewees	# of Hires
3rd Party / Agency / Temp to Perm	25	14	5
CareerBuilder.com	563	42	5
College Board	31	2	1
Contractor	138	7	7
Employee Referral	31	7	6
Internal Candidate	12	6	3
Job Fair	6	0	0
Local Employment Commission / VEC	13	1	1
Professional Job Board	55	7	0
Monster.com	74	1	1
Professional / Business Referral	32	8	4
RCN Website	461	22	2
Rehire	2	1	1
TOTAL	1443	118	36

RCN
Corporate - Fairfax, VA
FCC Annual Recruitment Source Evaluation - 76-1702(b)(4)
July 15, 2008 through July 14, 2009

Job Titles of Positions Filled with External Hires

Job Title	Stalling Agencies	RCN Employee Federal Program	RCN Internal Job Posting	CareBuilder.com	Monster.com	RCN.com	Job Fair	Professional Job Board	Former RCN Employee	Visa Employment Commitment	Contractor	Professional/Business Federal	College Job Boards																																				
Administrative Assistant 2	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Application Developer	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Art Director	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Associate Network Engineer	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Copywriter	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
DIR Applications Dev - CRM/Secm RM	2	0	0	0	0	0	0	0	0	0	0	0	0																																				
DIR, IT	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Executive Administrator 3	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
IT Project Manager	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
LAN Administrator	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
LAN Engineer	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Lead Network Design Engineer (010404)	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Lead Network Design Engineer (010404)	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Lead Network Engineer	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Manager Command	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Manager Command	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Manager Marketing Programs	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Marketing Coordinator	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Marketing Coordinator	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
MGR Communication & Pub Rel	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
MGR Communication & Pub Rel	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
MGR Financial Planning & Adm	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Mgr Intl Marketing	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Program Analyst, International	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
QA Tester	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Senior Application Developer	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
SR Art Director	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
SR Copywriter	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
SR Data Warehouse Analyst	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
SR Executive Administrator	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
SR Executive Administrator	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
SR Mgr Internet Systems	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
SR MGR Marketing	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
SR MGR Product Video	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
SR Manager, IT/IT 2/Manager	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Test Mgr/IT Prod Support Mgr	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Treasury Operations Analyst (AW/0530)	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Treasury Operations Analyst (AW/0270)	0	0	0	0	0	0	0	0	0	0	0	0	0																																				
Totals	26	14	5	0	31	7	6	0	12	5	3	0	563	42	5	0	74	1	1	0	461	32	2	0	6	0	0	0	55	7	0	0	2	1	0	13	1	0	136	7	7	0	33	8	4	0	31	2	1

RCN Corporation - Fairfax, VA
 General Outreach Recruitment Efforts - 76.1702(b)(3)
 July 15, 2008 through July 14, 2009

Outreach Efforts	Sponsor	Date	Description
Job Fairs	Mayor Adrian Fenty's 2008 Job Fair	09/23/08	All available positions
	Southeastern University	04/15/09	All available positions
	ADA: Tour de Cure (Reston)	06/14/09	All available Positions
	Safeway BBQ Battle (DC)	06/27/09	All available Positions
Web Postings	Careerbuilder - Diversity Cross Posting	Ongoing	All available positions
	Monster.com	Ongoing	Marketing, PR/IR
	American Payroll Association	10/31/09	Payroll Specialist
Local Colleges/Universities	NVCC	Spring 2009	Internships: Accounting/Finance and Programming
	George Mason University	Spring 2009	Internships: Accounting/Finance and Programming
	George Washington University	Spring 2009	Internships: Accounting/Finance and Programming
	University of Maryland/UMUC	Spring 2009	Internships: Accounting/Finance and Programming
	Georgetown University	Spring 2009	Internships: Accounting/Finance and Programming
	T. Howard Foundation	Spring 2009	Internships: Accounting/Finance and Programming
	Montgomery College	Spring 2009	Internships: Accounting/Finance and Programming
Public Relations Society of America - National Capital Chapter	http://www.prsa-ncc.org/	08/01/08	Communications Manager
RCN Website	RCN.com	Ongoing	All available positions
Employee Referral Program	RCN Intranet	Ongoing	All available positions
Virginia Employment Commission	http://www.vec.virginia.gov/veportal/index.cfm	Ongoing	All available positions
Virginia Jobs Investment Program	www.vdba.virginia.gov	10/14/08	Treasury Operations Analyst
On-site Training			
Cerdian Lifeworks	Cerdian	10/24/2008	Managing Your Money in Today's Economy
Virginia Jobs Investment Program	Virginia Jobs Investment Program	10/16/2008	Teambuilding /Supervisor Training/Myers-Briggs
Annual Code of Business Conduct	RCN		RCN Business Conduct Guidelines
Annual Workplace Harrassment Prevention	RCN		Annual Workplace Harrassment Prevention
American Diabetes Association	American Diabetes Association		Awareness and Treatment
Alzheimer's Association	Alzheimer's Association		Awareness and Treatment
PNC	PNC		First Time Home Buyers Seminar
On-line Training			
New Horizons	RCN	Annual Subscription - 9/2008	Comprehensive self help and management courses