

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 # 11832

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

PRINCE GEORGES, MD

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.

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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

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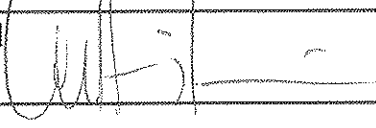
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SECTION V CERTIFICATION

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 Report - DC-Metro
Full Time Vacancies Filled - 76.1702(b)(1)
July 15, 2008 through July 14, 2009

FCC Unit ID #	Description	Job Title	Vacancies
11832	Maryland	Direct Sales Representative - New Hire	2
11832	Maryland	Direct Sales Representative 2 (CAM)	1
11832	Maryland	Customer Satisfaction Tech 1	1
11832	Maryland	NOC Operator	1
11832	Maryland	SR MGR, Sales & Marketing	1
11832	Maryland	VP & General Manager	1
11832	Maryland	C1 Direct Sales Representative	6
11832	Maryland	Supervisor, Sales	1
11832	Maryland	Receptionist 2	1
11832	Maryland	Sr. C1 Account Executive	2
11832	Maryland	Alternate Channel Manager	1
11832	Maryland	LAN Engineer	1
11832	Maryland	Sales Manager 2 - Business Services	1
11832	Maryland	Senior LAN Administrator	1
11832	Maryland	IT Billing Administrator	1
		Total	22

FCC Annual Report - DC-Metro
 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
At @tech	1225 Eye Street, NW, Suite 101	Washington	DC	20005	202-408-7444	keliv@at-tech.com	Jeff Kelly
Careerbuilder.com	200 N. LaSalle Street, Suite 500	Chicago	IL	60601	773-527-6910	athanasios.kalamizis.com	Athanasios Kalamizis
Monster.com	5 Clock Tower Place	Waynard	MA	01752	978-823-2098	Andrew.Thiel@monster.com	Andrew Thiel
Lincoln Technical Institute	9325 Snowden River Parkway	Columbia	MD	21045	410-290-7100	cvaughan@lincolntechn.com	Cheri Vaughan
Montgomery College	1600 Takoma Avenue	Takoma Park	MD	20912	301-353-1920	student@montgomerycollege.edu	Student Employment Services
Central Maryland Career Fair	4101 NE Crain Highway	Bowie	MD	20716	301-464-4875	hmailied@ncccdc.com	Matt McLaughlin
Prince Georges County, MD Workforce Exchange	1100 Mercantile Lane, # 100	Largo	MD	20774	301-618-8413	gcox@SEU.EDU	Hasan Majied
Southeastern University	501 I Street, SW	Washington	DC	20024	202-478-8200		Darren Cox
Westwood College	7619 Little River Turnpike	Annandale	VA	22003	703-462-6560	JStarr@westwood.edu	Jane Starr

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

Referral Type	# of Applicants	# of Interviewees	# of Hires
Former RCN Employee (Rehire)	4	1	1
Monster.com	32	2	0
RCN Website	379	12	5
Internal Candidates	10	9	4
Job Fairs	28	9	0
Local Government Agency/PG County MD	3	2	0
Local College Job Boards	19	2	1
Staffing Agencies	8	4	2
Employee Referrals	33	12	7
Careerbuilder.com	204	12	1
Newspaper	9	2	0
Word of Mouth	88	8	1
TOTAL	817	75	22

FCC Annual Recruitment Source Evaluation - 76.1702(b)(4)

Job Titles of Positions Filled with External Hires	RCN Employee Referral Program		RCN Internal Job Posting		Career Builder com		Kerster com		RCN com		Job Post		The County MD Workforce Expands		Former RCN Employees		Local Job Boards		Word of Mouth		Newspaper										
	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P									
Direct Sales Representative - New Hire	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0							
Direct Sales Representative - New Hire	0	0	3	2	1	1	2	0	3	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0							
Direct Sales Representative 2 (CAV)	0	0	4	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
Customer Satisfaction Tech 1	1	0	2	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
NOCC Operator	1	0	3	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
SR MGR, Sales & Marketing	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
Supervisor, Sales	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
Receptionist 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
SR, CI Account Executive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
CI Direct Sales Representative	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
CI Direct Sales Representative	0	0	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
CI Direct Sales Representative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
CI Direct Sales Representative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
CI Direct Sales Representative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
Sales Manager 2 - Business Services	0	0	1	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0							
Senior LAN Administrator	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
IT Billing Administrator (PT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
VP & General Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
Alternate Channel Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
CI Direct Sales Representative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
SP, CI Account Executive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
Totals	8	4	33	12	7	0	10	9	4	204	12	1	32	2	0	379	12	5	25	9	0	3	19	2	1	36	3	1	9	2	0

FCC Annual Report - DC-Metro
 Recruitment Sources Utilized for Vacancies Filed - 76-1702(b)(2)
 July 15, 2008 - July 14, 2009

Name of Source	Address	City	State	Zip	Phone	email	Contact Name
AI @tech	1225 Eye Street, NW, Suite 101	Washington	DC	20005	202-408-7444	kelly@ai-tech.com	Jeff Kelly
Careerbuilder.com	200 N. LaSalle Street, Suite 500	Chicago	IL	60601	773-527-6910	athanasios.kalanizis.com	Athanasios Kalanizis
Monster.com	5 Clock Tower Place	Waynard	MA	01752	978-823-2098	Andrew.Thiel@monster.com	Andrew Thiel
Lincoln Technical Institute	9325 Snowden River Parkway	Columbia	MD	21045	410-290-7100	cvrughan@lincolntech.com	Cheri Vaughan
Montgomery College	7600 Takoma Avenue	Takoma Park	MD	20912	301-353-1920	student@montgomerycollege.edu	Student Employment Services
Central Maryland Career Fair	4101 NE Crain Highway	Bowie	MD	20716	301-464-4875	mmclaughlin@baysox.com	Matt McLaughlin
Prince Georges County, MD Workforce Exchange	1100 Mercantile Lane, # 100	Largo	MD	20774	301-618-8413	mmalled@dgccdc.com	Hasan Malled
Southeastern University	501 I Street, SW	Washington	DC	20024	202-478-8200	dcox@SEU.EDU	Darren Cox
Westwood College	7619 Little River Turnpike	Annapdale	VA	22003	703-462-6560	JS Starr@westwood.edu	Jane Starr
RCN .COM - Careers	196 Van Buren St.	Herrndon	VA	20170	703-434-8275	Albert.williams@rcn.net	Albert Williams
RCN Internal Job Posting / Application System	196 Van Buren St.	Herrndon	Va	20170	703-434-8275	Albert.williams@rcn.net	Albert Williams