

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 # 11833

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

NEW YORK, NY

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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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 09/29/2009	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
New York, NY
Full Time Vacancies - 76.1702(b)(1)
July 15, 2008 through July 14, 2009

FCC Unit ID #	Description	Job Title	Vacancies
11833	NYC Market	Sr. Business Account Executive	3
11833	NYC Market	C1 Direct Sales Rep	3
11833	NYC Market	Sr. C1 Account Executive	1
11833	NYC Market	Mgr. Finance	1
Total			8

FCC Annual Report

New York, NY

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
Women For Hire	545 Eighth Avenue, Ste 1220	New York	NY	10018	212-290-2600	info@jobs.womenforhire.com	N/A
Diversity Inc.	570 Broad Street, 15th Floor	Newark	NJ	07102	973-494-0506	joborders@diversityinc.com	N/A
National Association of Minorities in Communications	320 W. 27th Street, 8th Floor	New York	NY	10018	212-594-5985	jobs@namic.com	N/A
Advancing Women	321 Hampmann Avenue	San Antonio	TX	78209	866-957-8881	custserv@jobtarget.com	N/A
Latinos for Hire					888-550-3777		N/A
National Association of Black Accountants	7474 Greenway Center Drive, Ste 1120	Greenbelt	MD	20770	301-474-6555	customerservice@nabainc.com	N/A
RCN Website - Careers Page	196 Van Buren St.	Herndon	VA	20170	610-636-2361	albert.williams@rcn.net	Albert Williams
RCN Employee Referral Prog.	28 W. 23rd Street	New York	NY	10010	n/a	earl.monk@rcn.net	Earl Monk
RCN Internal Job Posting Database (internal candidates)	196 Van Buren St.	Herndon	VA	20170	610-636-2361	albert.williams@rcn.net	Albert Williams
Sherwood Search Associates	20 Sherwood Close	Hillborough	NJ	08844	908-575-1306	andv@sherwood-search.com	Andy Tripoli
Craig's List	newyork.craigslst.org	n/a	n/a	n/a	n/a	help@craigslst.org	N/A

FCC Annual Report - New York, NY
 Recruitment Source Evaluation - 76.1702(b)(4)
 July 15, 2008 through July 14, 2009

Referral Type	# of Applicants	# of Interviewees	# of Hires
Direct Sourcing - Staffing Agencies	3	1	0
Referral - RCN Employee Referral Prog.	11	2	1
Internal - From RCN Internal Job Posting I	7	3	2
Internet - CareerBuilder	152	7	1
Internet - Monster	5	0	0
Internet - RCN Website - Careers Page	71	4	0
Ad - Through TV advertisement (RCN Channel 8)	1	0	0
Ad - Through TV advertisement (RCN Channel 4)	1	0	0
Ad - Billboard	5	0	0
Ad - Payment Center	1	0	0
Organization - variuos orgnizations job boards	24	0	0
Organization - variuos orgnizations job fairs	32	2	0
Former Employee - Former employee of RCN	2	1	1
Referral - Word of Mouth	13	3	2
Referral - Professional/Business Referral	6	1	1
Other - Contractor	1	0	0
	335	24	8

RCN Corporation - New York, NY
 FCC General Recruitment Report - 76.1702(b)(3)
 July 15, 2008 through July 14, 2009

Outreach Efforts	Sponsor	Date	Description
Community outreach	Bernard Baruch College (CUNY)	January 2009	Worked with Baruch College to develop an HR Internship program. One (1) is part of the program.
Community outreach	Women for Hire	February 24, 2009	Participated in organization's Job Fair at the Sheraton Hotel
Community outreach	St. Francis College	March 25, 2009	Participated in college's Job Fair at Brooklyn Campus
Community outreach	Department of Youth and Community Development	June 2009	Worked with the Ladders for Leaders Program (a division for DYCD) to develop an summer internship program. One (1) intern is part of the program.
Community outreach	Brooklyn Workforce Innovations	January 5, 2009, February 9, 2009, April 6, 2009, and June 10, 2009	Correspond with Brooklyn Workforce Innovations regarding available technical candidates and possible position openings.
Community outreach	RCN	Continuous	Advertise in local channel our (RCN channel 8) www.rcn.com/careers webportal
Employee Training	RCN	13-Aug-08	DDJ Management training - core principles
Employee Training	RCN	9/22/08	
Employee Training	RCN	9/25/08	
Employee Training	RCN	10/1/08	
Employee Training	RCN	10/27/08	
Employee Training	RCN	10/30/08	Code of Business Conduct training for all employees. RCN's EEO and Harassment policies are reviewed at this time.
Employee Training	RCN	11/6/08	
Employee Training	RCN	11/13/08	
Employee Training	RCN	June 23, 2009	People Management Training - Reviewed management guidebook with all managers
Employee Training	RCN	May 2009	Digital Phone Training - conducted various training sessions with all Technicians, Market Support, and Sales staff on new service and equipment
Employee Training	RCN	8/27/2009 & 8/28/2009	Converter hookup and box hits/general troubleshooting - conducted additional training with the Market Support group