

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public burden.]

SECTION I - General Information

1. Name and Mailing Address of Respondent

RCN Star Power Communications, LLC.
10000 Derekwood Lane
Lanham, MD20706☐ Check here if this
is a change of
address.

2. Year Report Filed

2018

3. Reporting Period (Ending Date of Pay
Period Covered by Report)

3/23/2018

4. Number of Full-Time Employees during Selected
Reporting Period (check one):

- a.
- ☐
- Fewer than 16 (complete Sections I, IV, and V only)
-
- b.
- ☒
- 16 or more (complete all sections)

SECTION II - Full-Time Employees.

Job Categories	Number of Employees (Report employees in only one category)														Total Columns A - N	
	Race/Ethnicity															
	Hispanic or Latino		Male						Not-Hispanic or Latino							
			Female						Two or more races							
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races		
Executive/Senior Level Officials and Managers	1.1															0
First/Mid-Level Officials and Managers	1.2		1	7	11	1			1	5						26
Professionals	2	1		7	7			1								16
Technicians	3			1	11											12
Sales Workers	4		1	2	10			1	1	2						17
Administrative Support Workers	5			1	2				3	12						18
Craft Workers	6	1		2	14					1						18
Operatives	7															0
Laborers and Helpers	8															0
Service Workers	9															0
TOTAL	10	2	2	20	55	1	0	0	2	5	20	0	0	0	0	107
PREVIOUS YEAR TOTAL	11	1	3	21	52	0	2	0	2	5	17	0	0	0	0	103

SECTION III - Part-Time Employees.

Job Categories	Number of Employees (Report employees in only one category)															Total Columns A - N
	Race/Ethnicity															
	Hispanic or Latino		Male						Not-Hispanic or Latino						Female	
			White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
Executive/Senior Level Officials and Managers	1.1														0	
First/Mid-Level Officials and Managers	1.2														0	
Professionals	2														0	
Technicians	3														0	
Sales Workers	4														0	
Administrative Support Workers	5									1					1	
Craft Workers	6														0	
Operatives	7														0	
Laborers and Helpers	8														0	
Service Workers	9														0	
TOTAL	10	0	0	0	0	0	0	0	0	1	0	0	0	0	1	
PREVIOUS YEAR TOTAL	11	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

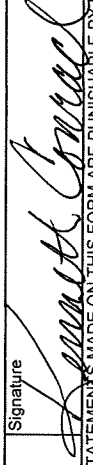
SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.

☐ This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.

☒ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company. (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition.)

SECTION V - Certification

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date	05/30/2018	Typed or Printed Name of Person Signing	Signature	Telephone No.
		Kenneth Conrad		(609) 681-2189
Title of Person Signing		Vice President, Human Resources		
		WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).		



RCN Star Power Communications, LLC
10000 Derekwood Lane
Lanham, MD. 20706

RE: FCC Form 395 Section IV
2018 Filing Year

Charge: Maryland Commission on Civil Rights – National Origin Discrimination

Charge / Docket #: 1705-0375

Charge / Docket #: Cross Filed with EEOC – 12F-2017-00649

Employee: [REDACTED]

Filing Date: May 18, 2017

Background:

[REDACTED] was employed by RCN on June 1, 2009 as a Receptionist in our Maryland office. In August of 2013 a decision was made to eliminate the full time Receptionist role in the office and employee was moved into a Customer Relations Rep position. Employee held that role from August 2013 through her date of separation on April 3, 2017. In this role employee was among other duties responsible to contact customers and deal with escalated local customer issues. After being in the role for several years the employee reported to her manager and Human Resources in early March 2017 that she no longer wanted to interact with customers on the phone. Employee continued in her role with coaching and counseling from management until she refused to complete assignments /tasks requiring her to speak with customers on the phone. Employee was suspended for refusal to complete task assigned. Employee continued following the suspension to perform tasks assigned involving customer contact. As a result a decision was made to separate employee's employment with company. Separation of employment occurred on April 3, 2017.

Employee proceed and filed charges with Maryland Commission on Civil Rights claiming that management had discriminated against her in not providing support to her request to not interact with customers and ultimately separating her while other non-Hispanic individuals on her team were treated differently Charge was filed also cross filed with the EEOC.

Status:

The charge in question was investigated by the Maryland Commission on Civil Rights and company provided written response to the charge. The Maryland Commission on Civil Rights following their investigation found No Probable Cause for discrimination on October 31st 2017 and the EEOC also dismissed the charge as well based on the finding of the state agency findings on January 10, 2018. At this time the charge is closed with both Maryland Commission on Civil Rights and EEOC. Employee has brought no further action against the company.