

**FEDERAL COMMUNICATIONS COMMISSION**  
Washington, DC 20554

Approved by OMB  
3060-0076  
Est. time per response:  
1 hour

**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 Telecom Services, Lehigh LLC.  
PA Market - Lehigh  
2124 Ave. C.  
Bethlehem, PA 18017

☐ 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.**

Number of Employees (Report employees in only one category)																	
Job Categories		Race/Ethnicity															
		Hispanic or Latino		Male								Not-Hispanic or Latino					Total Columns A - N
				Female				Male				Female					
		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				1			G	H	I	J	K	L	M	N	O	
	1.2	4		21	5		2			11	1					1	
Professionals	2	1	1	18	2					4	2				1	29	
Technicians	3	1		33			1			7	1					43	
Sales Workers	4	7		20	4				2	3	3				1	40	
Administrative Support Workers	5	3	3	7	4					30	3				2	52	
Craft Workers	6	8	1	48	5				1							63	
Operatives	7															0	
Laborers and Helpers	8															0	
Service Workers	9															0	
TOTAL	10	24	5	147	21	0	3	0	3	55	10	0	0	0	4	272	
PREVIOUS YEAR TOTAL	11	28	12	155	28	0	3	0	3	75	20	0	0	1	6	331	

## 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						Total	
			Female													
	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		
	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			1											1	
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	1	0	0	0	0	1	0	0	0	0	0	2	
PREVIOUS YEAR TOTAL	11	0	0	3	0	0	0	0	4	0	0	0	0	1	8	

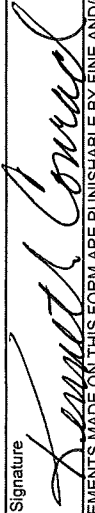
## SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.

☐ 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 Kenneth Conrad	Signature 	Telephone No. (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 Telecom Svc, Lehigh LLC  
2124 Ave C.  
Bethlehem, PA 18017

**RE: FCC Form 395 Section IV  
2018 Filing Year**

**Charge:** EEOC Charge – Title VII of Civil Rights Act - Other

**Charge #:** 530-2014-01583

**Employee:**

**Filing Date:** March 28, 2014

**Background:**

Employee was employed by RCN as a Construction Maintenance Technician. Employee had been By RCN from March 6, 2008 and employment was separated on January 16, 2014 due violation of Harassment Policy. Employee attended both company provided and online training around sexual Harassment. Employee took gay pornographic material and posted in another employees work area. As a result employee was separated.

**Status:**

Pending with EEOC – Company received initial notification from EEOC on 4/1/2014 and waiting for future communications from the EEOC at this time. Charge is still pending. May 2017 – Status: Charge is still pending. RCN has never heard back from EEOC or received document request.

**May 2018- Status:** RCN has never heard back from EEOC on this matter nor has a document request ever been made. As of this report the Company will consider this charge closed.