

FEDERAL COMMUNICATIONS COMMISSION
Washington, DC 20554

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

SECTION I - General Information

1. Name and Mailing Address of Respondent
RCN Telecom Services Lehigh LLC.
Corporate Headquarters
650 College Road East, Suite 3100
Princeton, NJ 08540

☐ 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						Total	
			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		
	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	2	3	1					10	3					39	
Professionals	2		1	3	2	4		1	8	2		2			34	
Technicians	3					1									1	
Sales Workers	4														0	
Administrative Support Workers	5	1							6	1		1			9	
Craft Workers	6														0	
Operatives	7														0	
Laborers and Helpers	8														0	
Service Workers	9														0	
TOTAL	10	3	4	4	2	5	0	1	24	6	0	3	0	0	83	
PREVIOUS YEAR TOTAL	11	3	4	4	2	5	0	0	24	6	0	1	0	0	79	

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						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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
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	0	1	0	0	0	0	1
PREVIOUS YEAR TOTAL	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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.

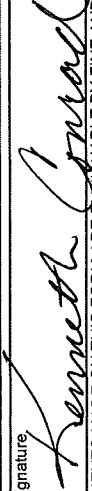
Date

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 Services, Lehigh LLC
650 College Road East, Suite 3100
Princeton, NJ 08540

RE: FCC Form 395 Section IV
2018 Filing Year

Charge: New Jersey Department of Law and Public Safety – Division on Civil Rights – Age Discrimination Retaliation

Charge / Docket #: EL 10 WB-66712- E
Charge / Docket #: Cross Filed with EEOC – 17E-2018

Employee:

Filing Date: November 2, 2017

Background:

Employee was rehired at RCN July 2007 to work in our Corporate HR Department in Herndon Va. During that time employee help administrative roles within HR such as supporting the personal file room and other HR related administrative duties. The company transferred employee and provide relocation dollars when the corporate office moved from Herndon VA back to Princeton NJ back in 2011. Since that time the employee continued in his role and was promoted in August 2014 to HRMS Payroll Specialist role and helped support our Time and Attendance System, performed support to payroll during payroll processing and other duties as assigned. As our needs within the HR department changed it was decided that the headcount / position that the employee held would be used to bring in an experienced benefits specialist to assume majority benefit responsibility from our Sr. Manager of HRMS / Benefits. The result of this was that we would be forced to eliminate the employee's position and replace it with the experienced benefits specialist. Employee was communicated 3 months in advance that position would be eliminated in December 2017. At that point employee upset decided to contact Sr. Management and express desires to file charges with NJ Agency regarding discrimination. It was determined that employee's position with the company would be extended till the end of April 2018. Employee agreed but did move forward and placed charges for Discrimination based on age and also retaliation due to prior concerns raised by employee and investigated earlier. Charges were also cross filed with the EEOC as a result of employees filing.

Status:

Employee filed charges and both parties involved outside counsel. Company received notification of charges from NJ Department of Law and Public Safety Division on Civil Rights in communications dated April 6, 2018. Company requested an extension to respond. Employee's position was eliminated the first week of May 2018. Employee received separation package including severance and benefits. Prior to company providing written response to charges filed Employee formally withdrew the charges filed with both NJ agency and EEOC on May 15, 2018. At this time the company considers these charges closed.