

SECTION I - General Information

1. Name and Mailing Address of Respondent

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

(Please read instructions before completing and for Notice regarding public burden.)

☐ Check here if this
is a change of
address.

2. Year Report Filed

2019

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

3/22/19

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.

SECTION II - FURTHER EMPLOYER INFORMATION															Number of Employees (Report employees in only one category)														
Job Categories		Race/Ethnicity															Total Columns A - N												
		Hispanic or Latino		Male							Not-Hispanic or Latino							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											
SECTION II - FURTHER EMPLOYER INFORMATION		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	8	9	1				1	4					25													
	Professionals	2	1		7				1		1					17													
	Technicians	3			1	11										12													
	Sales Workers	4			2	9		1		1	2	1				16													
	Administrative Support Workers	5			1	1				2	13				1	18													
	Craft Workers	6	2		2	15						1				20													
	Operatives	7														0													
	Laborers and Helpers	8														0													
	Service Workers	9														0													
TOTAL	10	3	2	21	52	1	1	0	2	5	20	0	0	1	108														
PREVIOUS YEAR TOTAL	11	2	2	20	55	1	0	0	2	5	20	0	0	0	107														
																FCC 395													

Job Categories	Number of Employees (Report employees in only one category)														Total Columns A - N	
	Race/Ethnicity															
	Hispanic or Latino		Not-Hispanic or Latino								Female					
			Male				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	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	1	0	0	0	0	1

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 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	Typed or Printed Name of Person Signing
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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 Star Power Communications, LLC
10000 Derekwood Lane
Lanham, MD. 20706

RE: FCC Form 395 Section IV
2019 Filing Year

Charge: EEOC / Prince George Human Relations Commission – Age Discrimination and Division 12

Charge / Docket #: HRC – 19-0104

Charge / Docket #: Cross Filed with EEOC – 12H-2019-00012

Employee:

Filing Date: January 31, 2019

Background:

Employee is actively employed as a Direct Sales Representative since February, 2017. On January 31, 2019 the employee filed charges of age discrimination with the Prince Georges Human Relations Commission which were then cross filed with the EEOC for Age Discrimination on February 4, 2019. The employee in the charge stated that he expressed interest to his supervisor in moving into a Multiple Dwelling Unit (MDU) sales role . Employee alleges that his supervisor made a derogatory comment about his age. Ultimately he was not selected for the MDU role and believes it was due to his age.

Status:

The charge in question is being investigated by the Prince George Human Relations commission and EEOC and the company is actively working with outside counsel and the agency to provide information requested for their investigation of the allegations made by the employee in the charge. At this time the agency investigation continues. No decision has yet be rendered.