

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	OMB 3060-1033 September 2003 FOR FCC USE ONLY
Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. B396 - 20080929AGA

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 COMCAST CORPORATION

MSO Name:
 COMCAST CABLE COMMUNICATION

B. Employment Unit's Mailing Address
 1701 JFK BLVD
 SOUTHERN DIVISION

City PHILADELPHIA	State PA	Zip Code 19103-
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Emp. Unit ID # 1615

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
 BAY, FL

D. Category of Respondent (check applicable box)

<input type="radio"/>	Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
<input checked="" type="radio"/>	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) 8/24/2008 - 9/6/2008

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
Review the list of communities served on the previous year's submission and attach as Exhibit A [Exhibit 1] any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			

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
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	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]

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 VP OF HR SOUTHERN DIVISION
Date 9/11/2008	Name of Respondent DONNA GAPEN
Telephone No. (include area code) 6783855100	

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).

Exhibits

FCC Sourcing Report

Date : 09/01/2007 - 08/31/2008

FCC Unit # 1615

County & State: Bay County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
49816	Assoc Mkt Prof	FLP01-Panama City, FL	ICOMCAST-Comcast.com	2	1
			Internal Candidate	1	0
			SubTotal	3	1
51513	CAE-General Cust Support Rep 1	FLP01-Panama City, FL	R-Employee Referral	1	1
			SubTotal	1	1
53662	CAE-General Cust Support Rep 1	FLP01-Panama City, FL	ICOMCAST-Comcast.com	15	3
			R-Employee Referral	1	1
			SubTotal	16	4
57227	Oper Support Rep	FLP01-Panama City, FL	Internal Candidate	2	1
			SubTotal	2	1
57217	CT1	FLP01-Panama City, FL	Internal Candidate	1	1
			ICOMCAST-Comcast.com	1	1
			SubTotal	2	2
57221	Comm Technician 1	FLP01-Panama City, FL	ICOMCAST-Comcast.com	1	1
			SubTotal	1	1
57225	CAE-IP Support Rep 1	FLP01-Panama City, FL	ICOMCAST-Comcast.com	9	1
			R-Employee Referral	2	2
			SubTotal	11	3
57226	CAE-General Cust Support Rep 1	FLP01-Panama City, FL	ICOMCAST-Comcast.com	25	9
			SubTotal	25	9
57231	Sales Supp Rep 2	FLP01-Panama City, FL	Internal Candidate	2	1
			SubTotal	2	1

FCC Sourcing Report

Date : 09/01/2007 - 08/31/2008

FCC Unit # 1615

County & State: Bay County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
58931	Acct Pay/Rec Rep 2	FLP01-Panama City, FI	ICOMCAST-Comcast.com	1	1
			Internal Candidate	1	0
			SubTotal	2	1
60004	Mgr Mktg	FLP01-Panama City, FI	ICOMCAST-Comcast.com	3	1
			SubTotal	3	1
60098	Mgr Human Resources	FLP01-Panama City, FI	ICOMCAST-Comcast.com	1	0
			Internal Candidate	3	0
			R-Employee Referral	2	1
			SubTotal	6	1
60815	Comm Technician 1	FLM03-Marianna, FI	ICOMCAST-Comcast.com/contractor	1	1
			SubTotal	1	1
61761	New Bus Acct Exec	ALD01 - Dothan	R-Employee Referral	1	1
			ICOMCAST-Comcast.com	1	0
			SubTotal	2	1
62076	Check In Rep 1	FLP01-Panama City, FI	Internal Candidate	1	0
			R-Employee Referral	1	1
			SubTotal	2	1
50630969	CAE-General Cust Support Rep 1	FLP01-Panama City, FI	ICOMCAST-Comcast.com	4	1
			SubTotal	4	1
50471865	CAE-General Cust Support Rep 1	FLP01-Panama City, FI	ICOMCAST-Comcast.com	4	1
			SubTotal	4	1
50511152	CAE-General Cust Support Rep 1	FLP01-Panama City, FI	ICOMCAST-Comcast.com	4	1
			SubTotal	4	1

FCC Sourcing Report

Date : 09/01/2007 - 08/31/2008

FCC Unit # 1615

County & State: Bay County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
50511151	CAE-General Cust Support Rep 1	FLP01-Panama City, FL	ICOMCAST-Comcast.com	4	1
			SubTotal	4	1
65337BR	Converter Repair/Cntrl Rep 1	FLP01-Panama City, FL	R-Employee Referral	1	1
			ICOMCAST-Comcast.com	2	0
			SubTotal	3	1
50513761	CAE-IP Support Rep 1	FLP01-Panama City, FL	ICOMCAST-Comcast.com	1	1
			SubTotal	1	1
56271	Warehouse/Materials Rep	FLP01-Panama City, FL	Internal Candidate	2	1
			SubTotal	2	1
57264	Network CommTech	FLP01-Panama City, FL	Internal Candidate	3	1
			SubTotal	3	1
50471868	Comm Technician 1	FLP01-Panama City, FL	Internal Candidate	1	1
			SubTotal	1	1
50718883	CAE-General Cust Support Rep 1	FLP01-Panama City, FL	R-Employee Referral	1	1
			SubTotal	1	1
48759	Commercial Sales Acct Exec	FLP01-Panama City, FL	ICOMCAST-Comcast.com	2	1
			SubTotal	2	1
49810	Comm Technician 3	FLP01-Panama City, FL	Internal Candidate	3	2
			SubTotal	3	2
53156	Check-In Rep 1	FLP01-Panama City, FL	Internal Candidate	5	0
			ICOMCAST-Comcast.com	1	1
			SubTotal	6	1
54075	Supv Maintenance	FLP01-Panama City, FL	Internal Candidate	3	1

FCC Sourcing Report

Date : 09/01/2007 - 08/31/2008

FCC Unit # 1615

County & State: Bay County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			SubTotal	3	1
55825	Supv Customer Support	FLP01-Panama City, Fl	Internal Candidate	2	1
			SubTotal	2	1
			TOTAL	122	45

FCC Sourcing Report - Contact List

Date : 09/01/2007 - 08/31/2008

FCC Unit # 1615

County & State: Bay County, FL

Source Name	Contact Name	Contact Title	Address	Phone #
Haney Technical	Susie Garcia	Occ. Spec	3016 Hwy 77, PC	850-747-5500
News Herald	Herald	Classified	Panama City, Fl	850-747-5050
Workforce Center	Chrissy Etheridge	Recruiter	625 Hwy 231, PC	850-872-4340
NAACP	H. Howard	Director	539 Harmon Ave,PC	850-763-5384
Diversityinc.com	Diversityinc.com	Diversityinc.com	Diversityinc.com	Diversityinc.com
HBCUconnect.com	HBCUconnect.com	HBCUconnect.com	HBCUconnect.com	HBCUconnect.com
iHispano.com	iHispano.com	iHispano.com	iHispano.com	iHispano.com
The Outreach Sources above were utilized for the following Job Categories/Positions:				
All External Positions				

**COMCAST
 FCC GENERAL RECRUITMENT SHEET
 2008
 September 1, 2007 to August 31, 2008
 FCC UNIT #:1615
 County and State: Bay County, FL**

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Career Fair	Haney Tech	11/10/2007	S. Wells	Career fair to educate public about career opportunities with Comcast
Job Fair	Gold Coast Comm.	5/16/2008	S.Wells	Job Fair promoting employment opportunities available at Comcast
CommTech Training Program	Comcast	Ongoing	Dennis Arce	The CT program includes a step progression process(CT1, CT2, CT3, etc.); this program was designed to enable technicians to acquire the skills that could qualify them for higher level positions within the technical organization
CAE Training Program	Comcast	Ongoing	Simone Williams	CommCare is a career progression program for customer account executives(CAE's) based on performance criteria delineated to support the movement of representatives from one skill level to another