

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

**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 # 2858

**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  
 BROWARD, 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 9/12/2008	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 # 2858

County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
44111BR	Comm Technician 1	FLD11	I - COMCAST.COM	2	2
			Internal	1	0
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	3	2
46932BR	Comm Technician 1	FLD11	I - COMCAST.COM	3	3
			Internal	1	1
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0

**FCC Sourcing Report**

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

FCC Unit # 2858

County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			Americas Job Exchange	0	0
			TOTAL	4	4
48279BR	Comm Technician 1	FLD11	I - COMCAST.COM	6	4
			Internal	2	2
			R - EMPLOYEE REFERRAL	1	1
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Americas Job Exchange	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fastrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	9	7
48994BR	Supv Check-In	FLD11	I - COMCAST.COM	1	1
			Internal	3	0
			American Intercontinental University	0	0
			Barry University	0	0

**FCC Sourcing Report**

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

FCC Unit # 2858

County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			Broward Community College	0	0
			Everglades University	0	0
			Americas Job Exchange	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fastrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	4	1
50244BR	Network Comm Technician 4	FLD11	Internal	3	1
			I - COMCAST.COM	1	0
			TOTAL	4	1
51233BR	Comm Technician 1	FLD11	Internal	4	4
			I - COMCAST.COM	27	12
			R - EMPLOYEE REFERRAL	4	4
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0

**FCC Sourcing Report**

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

FCC Unit # 2858

County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			Fasttrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	35	20
51364BR	Res Field Sales Acct Exec	FLD11	Internal	2	2
			I - COMCAST.COM	4	4
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	6	6
52990BR	Network Comm Tech 5	FLD11	Internal	3	1
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0

**FCC Sourcing Report**

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

FCC Unit # 2858

County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			Urban League	0	0
			Devry Institute	0	0
			Fastrain	0	0
			Florida Career College	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	3	1
52991BR	Network Comm Technician 4	FLD11	Internal	5	1
			I - COMCAST.COM	0	0
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fastrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	5	1
55788BR	Supv Technicians	FLD11	Internal	4	1
			I - COMCAST.COM	0	0
			American Intercontinental University	0	0

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FCC Unit # 2858

County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Americas Job Exchange	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	4	1
55823BR	Comm Technician 1	FLD11	I - COMCAST.COM	4	2
			Internal	2	0
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0

**FCC Sourcing Report**

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

FCC Unit # 2858

County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			TOTAL	6	2
56696BR	Supervisor Maintenance	FLD11	Internal	7	2
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			Florida Career College	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	7	2
56700BR	Comm Technician 1	FLD11	I - COMCAST.COM	5	4
			R - EMPLOYEE REFERRAL	0	0
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0

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County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			Fasttrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	5	4
56717BR	Network Comm Technician 4	FLD11	Internal	6	4
			I - COMCAST.COM	5	3
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Americans Job Bank	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			Florida Career College	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	11	7
57111BR	Administrative Svcs Clerk 1	FLD11	Internal	3	1
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0

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County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			Florida Career College	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	3	1
57359BR	Res Field Sales Acct Exec	FLD11	Internal	1	1
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			ATI Career Training Center	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			Florida Career College	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	1	1

**FCC Sourcing Report**

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County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
57572BR	Mgr Human Resources	FLD11	I - MONSTER.COM	0	0
			Internal	2	0
			M - JOB HOTLINE	0	0
			I - COMCAST.COM	4	1
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Americas Job Exchange	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fastrain	0	0
			Florida Career College	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	6	1
58227BR	Manager Technical Operations	FLD11	Internal	4	1
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0

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County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			Urban League	0	0
			Devry Institute	0	0
			Fastrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	4	1
58514BR	Upgrade Representative	FLD11	Internal	2	0
			I - COMCAST.COM	0	0
			R - EMPLOYEE REFERRAL	1	1
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fastrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	3	1
59883BR	Comm Technician 1	FLD11	I - COMCAST.COM	12	6
			R - EMPLOYEE REFERRAL	3	3
			R - WORD OF MOUTH	0	0

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County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			Florida Career College	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	15	9
60766BR	Res Field Sales Acct Exec	FLD11	R - EMPLOYEE REFERRAL	1	1
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			Florida Career College	0	0
			ITT Technical Institute	0	0

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County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			Bethel Employment & Business Skills	0	0
			TOTAL	1	1
62309BR	Check-In Rep 2	FLD11	I - COMCAST.COM	1	1
			Internal	3	0
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			ATI Career Training Center	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fastrain	0	0
			Florida Career College	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	4	1
62816BR	Network Comm Technician 4	FLD11	Internal	7	2
			I - COMCAST.COM	0	0
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0

**FCC Sourcing Report**

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County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			ATI Career Training Center	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			Florida Career College	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	7	2
62967BR	Comm Technician 1	FLD11	Internal	0	0
			I - COMCAST.COM	11	7
			R - EMPLOYEE REFERRAL	1	0
			American Intercontinental University	0	0
			Barry University	0	0
			Broward Community College	0	0
			Everglades University	0	0
			Partnership for the Homeless	0	0
			Urban League	0	0
			Devry Institute	0	0
			Fasttrain	0	0
			ITT Technical Institute	0	0
			Bethel Employment & Business Skills	0	0
			TOTAL	12	7

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County & State: Broward County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
63628BR	Credit Services Representative	FLD11	Internal	3	1
			TOTAL	3	1
			GRAND TOTAL	94	85

**FCC Sourcing Report - Contact List**

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

FCC Unit # 2858

County & State: Broward County, FL

Source Name	Contact Name	Contact Title	Address	Phone #
American Intercontinental University	Carl Sanoir-Duff	Career Specialist	2250 N Commerce Pkwy, Weston, FL 33326	(954) 446-6151
Barry University	John Moriarty	Division of Student Services	11300 NE 2nd Avenue, Miami Shores, FL 33161	(305) 899-4010
Broward Community College	Eneida Ratliff	Job Developer/Place ment Specialist	1000 Coconut Creek Blvd., Coconut Creek, FL 33066	954-201-2282
Everglades University	Dorothy Howard	Director of Student Services	5002 T-Rex Ave., Suite 100, Boca Raton, FL 33431	(561) 912-1211
ATI Career Training Center	Alex Casselle	Director of Career Services	2880 NW 62nd Street, Ft. Lauderdale, FL 33309	(954) 973-4760
Partnership for the Homeless	Michelle Atkinson	Vocational Supv	920 NW 7th Avenue, Ft. Lauderdale, FL 33311	954-779-3990
Urban League	Donna Marshall	Career Specialist	11 NW 36th Ave, Ft. Lauderdale, FL 33311	(954) 625-2589
Devry Institute	Jennifer Royzis	Director of Career Services	2300 SW 145th Avenue, Miramar, FL 33027	(954) 499-9634
Fasttrain	Tito Soto	Career Services Coordinator	5555 W. Flagler Street, Miami, FL 33134	305-266-2800
Florida Career College	Jesse Knight	Director of Career Services	7891 Pines Blvd, Pembroke Pines, FL 33024	954-342-5218
ITT Technical Institute	Patty Jackley	Career Services Specialists	3401 S. University Drive, Ft. Lauderdale, FL 33328	954-476-9300
Bethel Employment & Business Skills	Jarvis Singleton	Career Specialist	405 NW 3rd Ave., Pompano Beach, FL 33060	954-781-7064
Comcast.com	Lena Levine	Staffing Coordinator	141 NW 16th Street, Pompano Beach, FL 33060	954-532-7303
Monster.com	David Owens		<a href="http://www.monster.com">www.monster.com</a>	
America's Job Bank - AJB.com			<a href="http://www.ajb.org">www.ajb.org</a>	

**FCC Sourcing Report - Contact List**

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

FCC Unit # 2858

County & State: Broward County, FL

Source Name	Contact Name	Contact Title	Address	Phone #
Employee Referral	Teamcomcast.com	Comcast Cable	1500 Market Street, Philadelphia PA 19102	215-655-1700
Careerbuilder.com			<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	
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
<b>The Outreach Sources above were utilized for the following Job Categories/Positions:</b>				
Comm Technician 1				
Supv Check-In				
Network Comm Technician 4				
Res Field Sales Acct Exec				
Network Comm Tech 5				
Supv Technicians				
Supervisor Maintenance				
Administrative Svcs Clerk 1				
Mgr Human Resources				
Manager Technical Operations				
Upgrade Representative				
Check-In Rep 2				
Credit Services Representative				

**COMCAST**  
**FCC GENERAL RECRUITMENT SHEET**  
**2008**  
**September 1, 2007 to August 31, 2008**  
**FCC UNIT #: 2858**  
**County and State: Broward County, FL**

<b>APPLICABLE EVENT</b>	<b>SPONSOR</b>	<b>DATE</b>	<b>Personnel Involved/System</b>	<b>Narrative</b>
National Black MBA Conference	National Black MBA Association	9/11/2007	Jim Halloran, Zurelys Cardenas	Participation in job fair
Job Expo	Florida Diversity Job Expo	10/17/2007	Lena Levine, Maggie Miranda	Participation in job fair
Mock Interviews	ITT Technical Institute	11/9/07	Artney Dennis, Robert Sampson	Conducted mock interviews with students
EEO Bootcamp	OFCCP Liaison Group	2/13/08	Karen Abeleda, Zurelys Cardenas	Presentation on best practices in training leaders on EEO and AAP
Mock Interviews	ITT Technical Institute	2/21/08	Alex Tobar, Michael Grant	Conducted mock interviews with students
Young Reader's Day	Tedder Elementary School	4/24/08	Karen Abeleda	Participated in Career Day
Career Education Expo	Higher Education Partnership of Southeast Florida and Comcast	8/6/2008 - Pompano Beach 8/13/08 - Davie	Zurelys Cardenas	Sponsored an on site career expo for Broward employees located in Pompano Beach and Davie
Listing executive positions in media trade websites.	Comcast	Ongoing	Southern Division Office	Listed executive positions on WICT & NAMIC websites.
Hiring For Success	Comcast	Ongoing	Comcast University	Interviewing & hiring training to include non-discrimination policy & practices.
Cornerstones	Comcast	Ongoing	Comcast University	One year management training
Supervisor Development Program	Comcast	Ongoing	Supervisors, Trainers	A quarterly fundamental skill building series of modules designed to introduce new supervisors/managers to the world of business and effective people management by building core competency performance and business development.
CommTech Training Program	Comcast	Ongoing	Supervisors, Trainers	Program includes a self-directed learning & progression component based on advanced technologies.