

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 - 20080929AEU

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 COMCAST CORPORATION

MSO Name:
 COMCAST CABLE COMMUNICATIONS

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 # 4905

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
 MIAMI DADE, 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 9/26/2008	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 # 4905

County & State: Dade County, Florida

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
47488BR	Dispatch Rep 2	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	2	0
	Dispatch Rep 2	FLM70 - Miami FL	Internal	1	1
	Dispatch Rep 2	FLM70 - Miami FL	REMPREF - EMPLOYEE REFERRAL	1	1
Total				4	2
52315BR	Res Field Sales Acct Exec - Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	1	1
	Res Field Sales Acct Exec - Redlands	FLM70 - Miami FL	N - MIAMI HERALD	1	0
Total				2	1
53237BR	Comm Technician 1 - Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	1	1
Total				1	1
53591BR	Comm Technician 1 - Redlands	FLM70 - Miami FL	R - EMPLOYEE REFERRAL	1	1
Total				1	1
55169BR	Comm Technician 1- Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	1	1
Total				1	1
55537BR	Warehouse person - Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	1	1
Total				1	1
56683BR	Comm Technician 1- Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	5	1
	Comm Technician 1- Redlands	FLM70 - Miami FL	Internal	1	1
	Comm Technician 1- Redlands	FLM70 - Miami FL	R - EMPLOYEE REFERRAL	1	0
	Comm Technician 1- Redlands	FLM70 - Miami FL	V-TV Commercial	1	0
Total				8	2
57271BR	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	3	0
	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	Internal	2	0
	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	I-WorkMiami	2	0
	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	R - EMPLOYEE REFERRAL	1	0
	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	I - CAREERBUILDER.COM	2	1
Total				10	1
57275BR	Dispatch Rep 2- Redlands, FL	FLM70 - Miami FL	I - COMCAST.COM	2	1
	Dispatch Rep 2- Redlands, FL	FLM70 - Miami FL	I - Work Miami.com	1	0

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Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
	Dispatch Rep 2- Redlands, FL	FLM70 - Miami FL	Internal	1	0
Total				4	1
57837BR	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	I - COMCAST.COM	2	1
	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	Internal	4	0
Total				6	1
58106BR	Comm Technician 1- Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	5	0
	Comm Technician 1- Redlands	FLM70 - Miami FL	R - EMPLOYEE REFERRAL	5	1
Total				10	1
58750BR	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	I-WorkMiami	1	0
	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	6	1
	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	Internal	4	0
	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	R - EMPLOYEE REFERRAL	1	0
Total				12	1
59103BR	Upgrade Representative-Redlands	FLM70 - Miami FL	I - MONSTER.COM	1	0
	Upgrade Representative-Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	9	2
	Upgrade Representative-Redlands	FLM70 - Miami FL	Internal	1	1
	Upgrade Representative-Redlands	FLM70 - Miami FL	REMPREF - EMPLOYEE REFERRAL	6	1
	Upgrade Representative-Redlands	FLM70 - Miami FL	N-EMPLOYMENT GUIDE	1	1
			O-ONE STOP WORKFORCE	1	0
Total				19	5
59149BR	Upgrade Supervisor-Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	0	0
	Upgrade Supervisor-Redlands	FLM70 - Miami FL	Internal	1	1
Total				1	1
59324BR	Comm Technician 1- Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	15	0
	Comm Technician 1- Redlands	FLM70 - Miami FL	REMPREF - EMPLOYEE REFERRAL	10	1
	Comm Technician 1- Redlands	FLM70 - Miami FL	Internal	2	0
	Comm Technician 1- Redlands	FLM70 - Miami FL	O-ONE STOP WORKFORCE	1	0
Total				28	1
59977BR	Comm Technician 1- Redlands	FLM70 - Miami FL	REMPREF - EMPLOYEE REFERRAL	3	1
	Comm Technician 1- Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	6	

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

FCC Unit # 4905

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Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
	Comm Technician 1- Redlands	FLM70 - Miami FL	Internal	2	
Total				11	1
60181BR	Technical Operations Manager - Redlands, Fl	FLM70 - Miami FL	Internal	5	1
	Technical Operations Manager - Redlands, Fl	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	0	0
Total				5	1
60539BR	Comm Technician 1- Redlands	FLM70 - Miami FL	REMPREF - EMPLOYEE REFERRAL	2	1
	Comm Technician 1- Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	2	0
Total				4	1
60698BR	Warehouse person- Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	3	1
	Warehouse person- Redlands	FLM70 - Miami FL	R - EMPLOYEE REFERRAL	3	0
	Warehouse person- Redlands	FLM70 - Miami FL	R - WORD OF MOUTH	1	0
			Internal	1	0
Total				8	1
61746BR	Comm Technician 1- Redlands	FLM70 - Miami FL	I - COMCAST.COM	11	1
	Comm Technician 1- Redlands	FLM70 - Miami FL	REMPREF - EMPLOYEE REFERRAL	2	0
Total				13	1
62425BR	Comm Technician 1- Redlands	FLM70 - Miami FL	I - COMCAST.COM	1	0
	Comm Technician 1- Redlands	FLM70 - Miami FL	Internal	2	1
Total				3	1
62530BR	Collections Rep 3	FLM70 - Miami FL	Internal	7	1
Total				7	1
63282BR	Upgrade Representative-Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	1	1
	Upgrade Representative-Redlands	FLM70 - Miami FL	Internal	2	0
	Upgrade Representative-Redlands	FLM70 - Miami FL	O-ONE STOP WORKFORCE	1	0
Total				4	1
63891BR	Technical Operations Supervisor - Redlands	FLM70 - Miami FL	I - COMCAST.COM	1	0
		FLM70 - Miami FL	Internal	4	1
Total				5	1

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FCC Unit # 4905

County & State: Dade County, Florida

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
64300BR	Collections Rep 3	FLM70 - Miami FL	Internal	4	1
Total				4	1
64398BR	Comm Technician 1- Redlands	FLM70 - Miami FL	I - COMCAST.COM	3	0
	Comm Technician 1- Redlands	FLM70 - Miami FL	Internal	1	0
	Comm Technician 1- Redlands	FLM70 - Miami FL	R - EMPLOYEE REFERRAL	12	1
Total				16	1
64557BR	Res Field Sales Acct Exec -Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	1	1
	Res Field Sales Acct Exec -Redlands		I - CAREERBUILDER.COM	1	0
Total				2	1
65268BR	Res Field Sales Acct Exec - Redlands	FLM70 - Miami FL	R - EMPLOYEE REFERRAL	1	1
Total				1	1
66778BR	Residential Field Sales - Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	1	1
	Residential Field Sales - Redlands	FLM70 - Miami FL	R - EMPLOYEE REFERRAL	0	0
Total				1	1
68531BR	Dispatch Rep 2 - Redlands	FLM70 - Miami FL	Internal	4	0
Total			ICOMCAST - COMCAST.COM	4	0
69157BR	Comm Technician 1- Redlands	FLM70 - Miami FL	ICOMCAST - COMCAST.COM	5	0
	Comm Technician 1- Redlands	FLM70 - Miami FL	R - EMPLOYEE REFERRAL	1	1
Total				6	1
70517BR	Warehouse Person- Redlands	FLM70 - Miami FL	R - EMPLOYEE REFERRAL	1	1
Total				1	1
GRAND TOTAL				203	37

FCC Sourcing Report - Contact List

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

FCC Unit # 4905

County & State: Dade County, Florida

Source Name	Contact Name	Contact Title	Address	Phone #
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
Devry Institute	Elizabeth Lugo-Martinez		2300 SW 145 Ave., Miami, FL 33027	954-449-9900
Goodwill Industries	Roxanna Ridgewat		2104 W Commercial Blvd, Fort Lauderdale, FL 33309	954-486-1600
NAACP	Recruitment Specialist		1409 NW 6 St., Fort Lauderdale, FL 33309	305- 685-8694
One Stop Career Center	William Brinson		3050 Biscayne Blvd., 4th Floor, Miami,FL 33137	305-573-9068
ITT Technical Institute	Rose Perez		3401 S University Drive, Ft. Lauderdale, FL 33328	954-476-9300
Technical Career Institute	Elizabeth Gadea		7757 W Flager Street, Miami, FL 33314	305-261-5511
ATI Career Training Institute	Nakia Williams		7265 NW 25 St., Miami, FL 33122	305-591-3060
Miami Dade-South Campus	Pam Wright	Director	11011 SW 104th Street, Miami, FL 33123	(305) 237-2356
Homestead- South Florida Workforce	Jose Infante	Employer Consultant	140 NE 8th Street, Homestead,FL 33030	305-242-5373
Hialeah - South Florida Workforce	Thania Amaro	Employer Consultant	240 E 1 Avenue, Hialeah, FL 33010	305-883-8070
Work Miami	WorkMiami.com	WorkMiami.com	WorkMiami.com	WorkMiami.com
The Outreach Sources above were utilized for the following Job Categories/Positions:				
All External Postings				

COMCAST
FCC GENERAL RECRUITMENT SHEET
2007
September 1, 2007 to August 31, 2008
FCC UNIT #: 4905
County and State: Dade County, FL

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Comcast Open House	Miami Dade	3/19/2007, 1/8/08, 1/23/08, 3/4/08, 5/4/08, 12/20/07	Mary Beth Arnold, Tiffany Eddie, Tonya Kirkland, Lucy Lopez, Lynn Smith, Natasha Diaz, Markelda Ellis, Ann Margaret Bernardin	Effort to fill open Technician positions in Miami Dade.
Comcast Open Houses	Miami Dade	3/19/2007, 1/8/08, 1/23/08, 3/4/08, 5/4/08, 12/20/07	Mary Beth Arnold, Tiffany Eddie, Tonya Kirkland, Lucy Lopez, Lynn Smith, Natasha Diaz, Markelda Ellis, Ann Margaret Bernardin	Effort to fill open Direct Sales positions in Redlands and Hialeah.
Job Fair	Jones College	12/22/2007	Natasha Diaz	Participated in job fair focusing on technician recruitment for positions in Miami Dade.
Job Fair	ATI Career Training Center	1/8/2008	Natasha Diaz	Participated in job fair focusing on technician recruitment for positions in Redlands, Hialeah and North Dade.
Technician Testing	N/A	12/6/07, 11/20/07, 11/26/07, 1/16/08, 2/4/08, 2/18/08, 3/21/08, 4/14/08, 5/28 & 29/08, 7/18/07, 7/6/07, 7/30/08, 8/29/08	Natasha Diaz, Anne Margaret Bernardin, Mary Beth Arnold, Markelda Ellis	Invited Technicain applicants to Hialeah to learn about position and participate in assesment testing.
Outreach Activity	ATI Career Training	11/30/2007	Natasha Diaz	Met with Nakia Williams to discuss hiring/ testing process for our technicainas as well as possibility of using facility for testing.
Outreach Activity	South Florida Workforce (Hialeah)		Natasha Diaz	Met with Thania Amaro to discuss using Employ Florida site for job posting, use of facilities for testing and hosting open houses as well as Technician, Payment Center and Warehouse positions for their clients.

**COMCAST
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APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
<i>Job Fair</i>	DeVry University	5/24/2007	Natasha Diaz	Participated in job fair focusing on Technician, Area Safety Specialist, Marketing Analyst and Payment Center positions.
<i>Job Fair</i>	Miami Dade Comm. College	4/8/2008	Natasha Diaz	Participated in job fair focusing on Technician, Area Safety Specialist, Marketing Analyst and Payment Center positions.
<i>Career Day</i>	West Hialeah Gardens Elementary School	4/16/2008	Joe Lozano	Future Opportunities in Cable
<i>Career Day</i>	Morningside Elementary	5/7/2008	Steven Davis	Future Opportunities in Cable
<i>Career Day</i>	Country Club Middle School	4/28/2008	Joe Lozano	Future Opportunities in Cable
<i>Career Day</i>	Lawton Chiles Middle School	4/28/2008	Mario Espelucin	Future Opportunities in Cable
<i>Career Day</i>	Carlos J. Finlay Elementary	4/30/2008	Hector Pena & Jorge Diaz	Future Opportunities in Cable
<i>Career Day</i>	Fairlawn Elementary	4/16/2008	Lorenzo Berroa & Hector Pena	Future Opportunities in Cable
<i>Career Day</i>	Palmetto Sr. High	5/14/2008	Hector Pena & Ricardo Sullon	Future Opportunities in Cable
<i>Career Day</i>	Royal Palm Elementary	5/28/2008	Hector Pena, Tonya Kirkland, Nestor Lee, Obaid Aktar	Future Opportunities in Cable
<i>Supervisor Development Training (SDP)</i>	South Florida Region	1st Quarter	New Supervisors / Human Resources/ Comcast University	Six-module development program for newly promoted supervisors. This program is a three month program.
<i>Supervisor Development Training (SDP)</i>	South Florida Region	2nd Quarter	New Supervisors / Human Resources/ Comcast University	Six-module development program for newly promoted supervisors. This program is a three month program.
<i>Supervisor Development Training (SDP)</i>	South Florida Region	3rd Quarter	New Supervisors / Human Resources/ Comcast University	Six-module development program for newly promoted supervisors. This program is a three month program.

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APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Cornerstones	South Florida Region	Ongoing	Front Line / Human Resources/ Comcast University	Program designed for front line employees to groom them to make the next step into a leadership role. This program is an 8-month program.
Comm Tech Training	South Florida Region	Ongoing	Front Line / Comcast University	The CommTech 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.
5000 Role Models of Excellence	Comcast	1/21/2008	Jeanie Hernandez, Tom Autry	Scholorship Event
Human Resources Workshop	Miami Dade Human Resources	4/17/2008	Miami Dade Leadership Team	Leadership Development Workshop
Human Resources Workshop	Miami Dade Human Resources	8/28/2008	Miami Dade Leadership Team	Leadership Development Workshop
Targeted Selection	Comcast	Ongoing	Supervisors, Trainers	Interviewing & hiring training to include non-discrimination policy & practices.
Listing Executive Positions in Media Trade Websites	Comcast	Ongoing	Southern Division Office	Listed Executive position on WICT and NAMIC websites
Better Business Writing	Comcast	9/7/07, 10/25/07, 11/13/07, 12/10/07, 12/19/07, 2/28/08	New Supervisors / Human Resources/ Comcast University	Leadership Development Training
Performance Appraisal Training	Comcast	9/26/2007	New Supervisors / Human Resources/ Comcast University	Leadership Development Training
Time Management	Comcast	10/15/2007	New Supervisors / Human Resources/ Comcast University	Leadership Development Training
Relishing Change	Comcast	12/7/2007	New Supervisors / Human Resources/ Comcast University	Leadership Development Training

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<i>Presentation Skills</i>	Comcast	3/27/2008, 8/1/08	New Supervisors / Human Resources/ Comcast University	Leadership Development Training