

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 - 20080923ABB

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 COMCAST CORPORATION

MSO Name:
 COMCAST CABLE CORP.

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

City PHILADELPHIA	State PA	Zip Code 19103-
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Emp. Unit ID # 11918

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
 DUVAL, 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) 08/24/2008-09/06/2008

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 - HUMAN RESOURCES
Date 9/8/2008	Name of Respondent JEFF HAMSTAD
Telephone No. (include area code) 7202673253	

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

2008 FCC Report - 11918
Duval Cty, FL

Ft Myers; FLF05; Naples, FL; Jacksonville, FL; Augusta, GA; Tallahassee; Sarasota FL; Panama City; Pt Charlottee FL; Augusta GA; North Charleston SC; Norcross GA; Dothan AL;

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
41831BR	Sales Specialist	GAA01 - Augusta GA	Team Comcast	7	0
			Comcast.com	2	0
			AJB.com	0	0
			IM Diversity	0	1
			Employee Referral	0	0
			Total	9	1
45895BR	Sales Assistant	SCS01 - Charleston SC	Team Comcast	4	0
			Comcast.com	1	0
			Monster.com	1	1
			AJB.com	0	0
			Employee Referral	0	0
			Total	6	1
45914BR	Manager Traffic	FLJ02 - Jacksonville FL	Team Comcast	5	0
			100 Black Men AMERICA	0	0
			UNIVERSITY OF FLORIDA	0	0
			GOODWILL INDUSTRIES	0	0
			LEE HECHT HARRISON	0	0
			RIGHT MANAGEMENT	0	0
			CHAMBER OFCOMMERCE	0	0
			UNF	0	0
			Comcast.com	1	0
			AJB.com	0	0
			Monster.com	0	0
			Employee Referral	0	0
			Word of Mouth	1	1
			Total	7	1
49618BR	Real Estate Producer	FLJ02 - Jacksonville FL	Team Comcast	4	0
			GOODWILL INDUSTRIES	0	0
			LEE HECHT HARRISON	0	0
			RIGHT MANAGEMENT	0	0
			CHAMBER OFCOMMERCE	0	0
			UNF	0	0
			Comcast.com	1	1
			100 Black Men of Jacksonville	0	0
			AMERICA JOB EXCHANGE	0	0
			Employee Referral	0	0
			Total	5	1

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49760BR	Traffic Coordinator	FLJ02 - Jacksonville FL	Team Comcast	5	1
			UNIVERSITY OF FLORIDA	0	0
			GOODWILL INDUSTRIES	0	0
			LEE HECHT HARRISON	0	0
			RIGHT MANAGEMENT	0	0
			CHAMBER OFCOMMERCE	0	0
			UNF	0	0
			Comcast.com	5	0
			AJB.com	0	0
			Employee Referral	1	0
Total				11	1
51160BR	General Sales Manager	FLT01 - Tallahassee FL	Team Comcast	2	0
			CORPORATE GRAY	0	0
			Comcast.com	1	1
			Grace Mission Outreach Ministry	0	0
			Florida Chamber of Commerce	0	0
			Tallahassee Chamber of Commerce	0	0
			Tallahassee Community College	0	0
			C - BARRY UNIVERSITY	0	0
			Employee Referral	0	0
Total				3	1
52263BR	National Account Sales Manager	GAN11 - Norcross GA	Team Comcast	3	0
			AMERICAN UNIVERSITY	0	0
			100 Black Men AMERICA	0	0
			DEPARTMENT OF LABOR	0	0
			Comcast.com	1	1
			Americas JobExchange	0	0
			GOODWILL INDUSTRIES	0	0
			Gwinnett College of Business	0	0
			Morehouse College	0	0
			Ogelthorpe University	0	0
			DeVry University	0	0
			Westwood College	0	0
			Kennesaw State University	0	0
			Clark Atlanta University	0	0
			Craigs List	0	0
			Employee Referral	0	0
Total				4	1
52264BR	General Sales Manager	ALD01 - Dothan AL	Team Comcast	4	1
			Comcast.com	0	0

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			Americas Job Exchange	0	0
			Goodwill Industries	0	0
			Dothan Area Chamber of Commerce	0	0
			Employee Referral	0	0
Total				4	1
52648BR	Sales Assistant	FLS02- Sarasota FL	Team Comcast	0	0
			Comcast.com	0	0
			CHAMBER OFCOMMERCE	0	0
			AJB.com	0	0
			UNF	0	0
			Employee Referral	0	0
			Word of Mouth	1	1
Total				1	1
54773BR	Promotion Specialist	FLJ02 - Jacksonville FL	Team Comcast	0	0
			Comcast.com	1	0
			Careerbuilder	1	0
			100 Black Men AMERICA	0	0
			UNIVERSITY OF FLORIDA	0	0
			GOODWILL INDUSTRIES	0	0
			LEE HECHT HARRISON	0	0
			RIGHT MANAGEMENT	0	0
			Monster.com	3	1
			AJB.com	0	0
			CAREERS ON DEMAND	1	0
			Employee Referral	0	0
Total				6	1
54775BR	Promotion Coordinator	SCS01 - Charleston SC	Team Comcast	0	0
			CHAMBER OFCOMMERCE	0	0
			Voorhees College Management Institute	0	0
			Comcast.com	3	1
			CRAIGSLIST.COM	2	0
			TV COMMERCIAL	1	0
			AJB.com	0	0
			SEARCH FIRM	2	0
			Employee Referral	3	0
Total				11	1
55399BR	General Sales Manager	FLS02- Sarasota FL	Team Comcast	8	1
	Internal Posting Only			0	0
Total				8	1
55555BR	Traffic Coordinator	FLJ02 - Jacksonville FL	Team Comcast	2	0

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			Comcast.com	3	0
			Employee Referral	1	0
			Word of Mouth	2	2
			Total	8	2
56277BR	Producer Ad Sales	FLS02- Sarasota FL	Team Comcast	8	1
	Internal Posting Only			0	1
			Total	8	2
57867BR	Local Sales Account Executive	FLP01 - Panama City FL	Team Comcast	0	0
			Comcast.com	0	0
			Goodwill Industries	0	0
			Florida State University	0	0
			North Bay Community Church of God	0	0
			Workforce Center	0	0
			Gulf Coast Community College	0	0
			AJB.com	0	0
			Employee Referral	1	1
			Word of Mouth	0	0
			Total	1	1
58926BR	Local Account Executive	FLT01 - Tallahassee FL	Team Comcast	0	0
			Comcast.com	0	0
			Americas JobExchange	0	0
			Careerbuilder	0	0
			Careers on Demand	0	0
			Craigs List	0	0
			JobMag	0	0
			My Job Hunter	0	0
			Employee Referral	1	1
			Word of Mouth	0	0
			Total	1	1
58987BR	Local Account Executive	FLP03 - Pt Charlotte FL	Team Comcast	3	0
			Comcast.com	1	1
			CAREERBUILDERS	0	0
			Americas JobExchange	0	0
			Employee Referral	0	0
			Word of Mouth	0	0
			Total	4	1
59376BR	Local Account Executive	GAA01 - Augusta GA	Team Comcast	1	0
			Comcast.com	0	0
			Americas JobExchange	0	0
			Employee Referral	0	0

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			Word of Mouth	1	1
				Total	2
60402BR	Business Analyst	FLF14 - Fort Myers FL	Comcast.com	4	1
			Employee Referral	0	0
			Word of Mouth	0	0
			Team Comcast	2	0
				Total	6
60762BR	Collection Specialist	FLT01 - Tallahassee FL	Team Comcast	4	1
			Comcast.com	1	0
			CHAMBER OFCOMMERCE	0	0
			Tallahassee Community Co.	0	0
			Grace Mission Outreach Ministry	0	0
			AMERICA JOB EXCHANGE	0	0
			Craigs List.COM	0	0
			Employee Referral	0	0
			Word of Mouth	0	0
				Total	5
60874BR	Regional Account Executive	FLT01 - Tallahassee FL	Team Comcast	0	0
			Comcast.com	0	0
			Employee Referral	1	1
				Total	1
61185BR	Sales Assistant	GAS03 - Savannah GA	Team Comcast	2	0
			Comcast.com	1	1
			Employee Referral	0	0
			Word of Mouth	0	0
				Total	3
62218BR	Traffic Coordinator	FLS02- Sarasota FL	Team Comcast	8	1
			Comcast.com	0	0
			I - HISPANO.COM	0	0
				Total	8
62432BR	Local Account Executive	GAA01 - Augusta GA	Team Comcast	1	0
			Comcast.com	3	1
			Junior League Of Augusta	0	0
			Three Springs Augusta	0	0
			Warren Co. Chamber of Commerce	0	0
			Ronald McDonald House	0	0
			Young Life Campaign	0	0
			Operation Foundation, Inc.	0	0
			Employee Referral	0	0
			Word of Mouth	0	0

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			Total	4	1
62903BR	Sales Assistant	GAS03 - Savannah GA	Team Comcast	3	0
			Comcast.com	1	1
			Employee Referral	0	0
			Word of Mouth	0	0
			Total	4	1
63109BR	Local Account Executive	FLP01 - Panama City FL	Team Comcast	0	0
			Comcast.com	0	0
			Employee Referral	1	1
			Word of Mouth	0	0
			Total	1	1
63128BR	Local Account Executive	SCS01 - Charleston SC	Team Comcast	1	1
			Comcast.com	0	0
			Employee Referral	0	0
			Word of Mouth	0	0
			Total	1	1
63230BR	Sales Assistant	SCS01 - Charleston SC	Team Comcast	1	0
			Comcast.com	0	0
			Employee Referral	0	0
			Word of Mouth	1	1
			Total	2	1
63609BR	Local Account Executive	GAS03 - Savannah GA	Team Comcast	0	0
			Comcast.com	0	0
			Employee Referral	1	1
			Word of Mouth	0	0
			Total	1	1
64605BR	General Manager AGC	SCS01 - Charleston SC	Team Comcast	2	1
	Internal Posting Only				
			Total	2	1
67154BR	Sales Support Rep 1	FLJ02 - Jacksonville FL	Team Comcast	0	0
			Comcast.com	4	0
			Careerbuilder	0	0
			Monster.com	0	0
			Employee Referral	1	1
			Word of Mouth	0	0
			Total	5	1
68354BR	Traffic Coordinator	FLS02- Sarasota FL	Team Comcast	1	1
	Internal Posting Only				
			Total	1	1
68847BR	National Sales Assistant	FLJ02 - Jacksonville FL	Team Comcast	6	1

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	Internal Posting Only				
				Total	6
69301BR	National Sales Account Manager	GAN11 - Norcross GA	Team Comcast	0	0
			Comcast.com	0	0
			Employee Referral	2	1
			Word of Mouth	0	0
				Total	2
				GRAND TOTAL	151
					35

Sourcing Addendum
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Source Name	Contact Name	Contact Title	Address	Phone #
I - CAREERBUILDER			www.careerbuilder.com	
I - COMCAST.COM	Comcast.com	Comcast Cable	1500 Market Street, Philadelphia, PA 19102	215-655-1700
I - MONSTER.COM	David Owens		www.monster.com	
I - AJB.COM			www.ajb.com	
R - EMPLOYEE REFERRAL	Teamcomcast.com	Comcast Cable	1500 Market Street, Philadelphia, PA 19102	215-655-1700
I - TEAMCOMCAST.COM	Teamcomcast.com	Comcast Cable	1500 Market Street, Philadelphia, PA 19102	215-655-1700
Imdiversity			www.imdiversity.com	
First Coast Workforce Development	Carolyn Edwards	Site Manager	11000 Beach Blvd. Jacksonville, FL 32246	904-303-2990
Goodwill Industries of NE FL	Crystal Paris		4527 Lenox Ave. Jacksonville, FL 32205	904 384-1361
City Rescue Mission	Princess Evans	Employment	426 S. McDuff Avenue Jacksonville, FL 32254	904-387-4357
Savannah News	Denise Duncan		P.O. Box 1088, Savannah, Ga., 31402	912-652-0203
MediaRecruiter.com	Jim Birschbach	Sales	sales@mediasalesavails.com	
WorkJacksonville.com	Tressa Calfey		internet website	904-513-6722 x140
Fort Myers News Press	Lisa Cobb		lcobb@news-press.com	239-335-0211
Naples Daily News	Sharon Horner		snhorner@naplesnews.com	239-263-4707
Charleston Job Network			www.charlestonjobnetwork.com	
Charleston Post & Courier	Rosemarie Baker		rbaker@postandcourier	
Panama City News	Lori Arnold		larnold@PCNH.com	
Sarasota Heral Tribune	Deedie Parker		deitra.parker@heraldtribune.com	941-361-4165
Junior League of Augusta			363 Highland Avenue Augusta, GA	
Three Springs Augusta			3481 Mike Padgett Highway Augusta, GA 30906	
Warren County Chamber of Comm			552 Main Street Warrenton, GA 308028	
Ronald McDonald House			938 Greene Street, Augusta, GA 30901	
Young Life Campaign			2249 Walton Way, Suite B, Augusta, GA 30904	
Operation Foundation			2813 Regency Blvd. Suite B, Augusta, GA 30904	
100 BLACK MEN AMERICA			1336 Edgewood Ave. West, Jacksonville, FL 32208	
UNIVERSITY OF No FLORIDA			4567 St. Johns Bluff Rd. Jacksonville, FL 32224	
GOODWILL INDUSTRIES			5995 University Blvd. West, Jacksonville, FL 32216	
LEE HECHT HARRISON			9428 Baymeadows Rd #250, Jacksonville, FL 32256	
RIGHT MANAGEMENT			7077 Benneval Road #430 Jacksonville, FL 32256\	
Goodwill Industries			124 North Court Sq. Ozark, AL 36360	
Dothan Are Chamber of Commerce			102 Jamestown Blvd., Dothan, AL 36301	
Grace Mission Outreach Ministry			305 West Brevard Street, Tallahassee, FL 32301	
Florida Chamber of Commerce			136 South Broonough Street, Tallahassee, FL32301	
Tallahassee Chamber of Commerce			100 North Duval Street, Tallahassee, FL 32301	
Tallahassee Community College			444 Appleyard Drive, Tallahassee, FL 32301	
C - BARRY UNIVERSITY			325 John Knox Road, Tallahassee, FL 32303	
C - AMERICAN UNIVERSITY			6600 Peachtree-Dunwoody Road, Atlanta, GA 30328	
O - DEPARTMENT OF LABOR - Georgia			5520 White Bluff Road,Savannah, GA 31405-6908	

Sourcing Addendum
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I - Americas Job Exchange			internet website	1-866-926-6284
O - GOODWILL INDUSTRIES			3221 E Businesss Hwy 98, Panama City, FL 32401	
Gwinnett College of Business			4230 Lawrenceville Hwy, Liburn, GA 30047	
Morehouse College			830 Westview Drive, Atlanta, GA 30314	
Ogelthorpe University			4484 Peachtree Road NE, Atlanta, GA 30319	
DeVry University			8131 Baymeadows Cir W, Jacksonville, FL	866-338-7934
Westwood College			1100 Spring Street, Suite 102,Atlanta, GA 30309	
Kennesaw State University			1000 Chastain Road NW,Kennesaw, GA 30144	
Clark Atlanta University			128 Mildred St SW, Atlanta, GA 30314	
I - Craigslist			internet website	(415) 566-6394
Voorhees College Management Institute			7301 Rivers Avenue, Charleston, SC 29406	
Chamber of Commerce Charleston			2777 Speissegger Drive, Charleston, SC 29405	
Goodwill Industries			3221 E. Business Hwy 98 Panama City, FL 32401	
Florida State University			4750 West 23rd St. Panama City, FL 32405	
North Bay Community Church of God			1706 Flower Ave, Panama City, FL 32405	
Workforce Center			114 East 9th Street, Panama City, FL 32401	
Gulf Coast Community College	Workforce		5230 West Highway 98, Panama City, FL 32401	

2008 General Recruitment
FCC Unit 11918

FCC Recruitment Menu Activity	Recruiting Event	Sponsor	Date	Personnel Involved	Narrative	
Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	RecruitMilitary.com Job Fair	RecruitMilitary.com	12/6/2007	Jacksonville HR team	Participated in Job fair. Educated participants about Comcast positions and how to apply for them	
	Job Fair	Florida Community College at Jacksonville	3/14/2007	Alice Emmerich	Participated in Career fair targeting recent graduates. Educated participants about Comcast positions and how to apply for them	
Establishment of an internship program designed to assist members of the community to acquire skills needed for cable television employment.	University of North Florida Internships	University of North Florida	Ongoing	Jacksonville	Partner with UNF to hire interns for Fall and Spring term in Marketing and Promotions Department	
Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.	Frontline Leadership Training	Comcast	ongoing	Coastal Region Managers	Frontline Leadership training is available to all management, focuses on fair and equal employment practices. This training is designed to improve current skills as well as to encourage career mobility and advancement	
	Spotlight Campus Leadership Training	Comcast	ongoing	Coastal Region Spotlight Associates	Online training to develop leadership and management skills for promotion/advancement opportunities	
	My Learning Plan (Learning Management System)		Comcast	ongoing	Coastal Region Spotlight Associates	Allows current employees to complete on-line training of position themselves for future advancement
			Comcast	ongoing	Allison Newberry, Nichole Spencer, Montreal Stevens	Company Directors working with employees to help develop both personal and career growth.
	Comcast Spotlight Mentoring Program					