

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 - 20080929AGD

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 # 512

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
 GLYNN, GA

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 # 000512

County & State: Glynn County, Georgia

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
48417BR	Comm Technician 1- Lake City, FL	FLJ22 - Jacksonville FL	Internal	1	1
			TOTAL	1	1
49318BR	Comm Technician 1- Brunswick, GA	GAB70 - Brunswick GA	R - EMPLOYEE REFERRAL	2	1
			TOTAL	2	1
50566BR	CAE-General Customer Service Rep 1 - Lake City, FL	FLJ22 - Jacksonville FL	I - CAREERBUILDER.COM	1	0
50566BR	CAE-General Customer Service Rep 1 - Lake City, FL	FLJ22 - Jacksonville FL	I - COMCAST.COM	2	0
50566BR	CAE-General Customer Service Rep 1 - Lake City, FL	FLJ22 - Jacksonville FL	M - FLYER ADVERTISEMENT	1	0
50566BR	CAE-General Customer Service Rep 1 - Lake City, FL	FLJ22 - Jacksonville FL	R - EMPLOYEE REFERRAL	3	1
			TOTAL	7	1
50678BR	Comm Technician 1- Brunswick, GA	GAB70 - Brunswick GA	R - EMPLOYEE REFERRAL	3	1
			TOTAL	3	1
52470BR	CAE-General Customer Service Rep 1 - Lake City, FL	FLJ22 - Jacksonville FL	I - CAREERBUILDER.COM	1	0
52470BR	CAE-General Customer Service Rep 1 - Lake City, FL	FLJ22 - Jacksonville FL	M - FLYER ADVERTISEMENT	1	0
52470BR	CAE-General Customer Service Rep 1 - Lake City, FL	FLJ22 - Jacksonville FL	I - COMCAST.COM	2	0
52470BR	CAE-General Customer Service Rep 1 - Lake City, FL	FLJ22 - Jacksonville FL	R - EMPLOYEE REFERRAL	3	1
			TOTAL	7	1
52875BR	Technical Operations Manager - Brunswick, GA	GAB70 - Brunswick GA	I - COMCAST.COM	4	1
52875BR	Technical Operations Manager - Brunswick, GA	GAB70 - Brunswick GA	Internal	0	0
52875BR	Technical Operations Manager - Brunswick, GA	GAB70 - Brunswick GA	INTERNAL CANDIDATE	0	0
52875BR	Technical Operations Manager - Brunswick, GA	GAB70 - Brunswick GA	REMPREF - EMPLOYEE REFERRAL	1	0
			TOTAL	5	1
52878BR	Technical Supervisor - Lake City, FL	FLJ22 - Jacksonville FL	Internal	1	1
52878BR	Technical Supervisor - Lake City, FL	FLJ22 - Jacksonville FL	INTERNAL CANDIDATE	1	0
			TOTAL	2	1
53972BR	Warehouse & Materials Management Rep 1 - Brunswick, GA	GAB70 - Brunswick GA	R - EMPLOYEE REFERRAL	1	1
			TOTAL	1	1

FCC Sourcing Report

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

FCC Unit # 000512

County & State: Glynn County, Georgia

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
55188BR	Communications Technician 1- Lake City, FL	FLJ22 - Jacksonville FL	I - COMCAST.COM	4	1
55188BR	Communications Technician 1- Lake City, FL	FLJ22 - Jacksonville FL	R - EMPLOYEE REFERRAL	2	0
			TOTAL	6	1
55613BR	Communications Technician 1- Lake City, FL	FLJ22 - Jacksonville FL	I - COMCAST.COM	4	2
55613BR	Communications Technician 1- Lake City, FL	FLJ22 - Jacksonville FL	R - EMPLOYEE REFERRAL	2	0
			TOTAL	6	2
56260BR	Communications Technician 1 Brunswick, GA	GAB70 - Brunswick GA	I - COMCAST.COM	1	1
56260BR	Communications Technician 1 Brunswick, GA	GAB70 - Brunswick GA	M - FLYER ADVERTISEMENT	1	0
			TOTAL	2	1
56262BR	Technical Supervisor - Brunswick, GA	GAB70 - Brunswick GA	Internal	5	1
56262BR	Technical Supervisor - Brunswick, GA	GAB70 - Brunswick GA	INTERNAL CANDIDATE	0	0
			TOTAL	5	1
56335BR	Communications Technician 1- Lake City, FL	FLJ22 - Jacksonville FL	I - EMPLOYFLORIDA.COM	1	1
56335BR	Communications Technician 1- Lake City, FL	FLJ22 - Jacksonville FL	R - WORD OF MOUTH	1	0
56335BR	Communications Technician 1- Lake City, FL	FLJ22 - Jacksonville FL	R - EMPLOYEE REFERRAL	1	1
			TOTAL	3	2
56819BR	Network Comm Tech 5 - Brunswick, GA	GAB70 - Brunswick GA	Internal	2	1
			TOTAL	2	1
57658BR	CAE-General Customer Service Rep 1 - Lake City, FL	FLJ22 - Jacksonville FL	R - EMPLOYEE REFERRAL	1	1
			TOTAL	1	1
58501BR	Business Account Executive I - Brunswick, GA	GAB70 - Brunswick GA	R - WORD OF MOUTH	1	1
			TOTAL	1	1
61240BR	Communications Technician 1 Brunswick, GA	GAB70 - Brunswick GA	I - CAREERBUILDER.COM	2	1
61240BR	Communications Technician 1 Brunswick, GA	GAB70 - Brunswick GA	I - MONSTER.COM	0	0
61240BR	Communications Technician 1 Brunswick, GA	GAB70 - Brunswick GA	O - DEPARTMENT OF LABOR	2	0
			TOTAL	4	1

FCC Sourcing Report

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

FCC Unit # 000512

County & State: Glynn County, Georgia

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
63202BR	Network Comm Technician 4 - Brunswick, GA	GAB70 - Brunswick GA	Internal	1	1
			TOTAL	1	1
64461BR	Communications Technician 1 Brunswick, GA	GAB70 - Brunswick GA	I - CAREERBUILDER.COM	2	0
64461BR	Communications Technician 1 Brunswick, GA	GAB70 - Brunswick GA	I - MONSTER.COM	0	0
64461BR	Communications Technician 1 Brunswick, GA	GAB70 - Brunswick GA	O - DEPARTMENT OF LABOR	2	1
			TOTAL	4	1
64679BR	Network Comm Technician 4 - Brunswick, GA	GAB70 - Brunswick GA	Internal	2	1
64679BR	Network Comm Technician 4 - Brunswick, GA	GAB70 - Brunswick GA	INTERNAL CANDIDATE	1	0
			TOTAL	3	1
GRAND TOTAL				66	22

FCC Sourcing Report - Contact List

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

FCC Unit # 000512

County & State: Glynn County, Georgia

Source Name	Contact Name	Contact Title	Address	Phone #	email
comcast.com	comcast.com	Comcast Corporation	1500 Market Street, Philadelphia PA 19102	215-888-2222	
americasjobexchange.com	americasjobexchange.com	americasjobexchange.com	americasjobexchange.com	866-926-6284	
monster.com	monster.com	monster.com	monster.com	800-666-7837	
careerbuilder.com	careerbuilder.com	careerbuilder.com	careerbuilder.com	800-638-4212	
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 Source(s) above were utilized for the following Job Catagories: All External Positions					
Weather Channel Crawl	Cheryl Johnson	HR Manager	777 Gloucester St., Ste. 101 Brunswick, GA 31520	912-262-2521	
Front Lobby Flyer	Cheryl Johnson	HR Manager	777 Gloucester St., Ste. 101 Brunswick, GA 31520	912-262-2521	
LO Channel	Cheryl Johnson	HR Manager	777 Gloucester St., Ste. 101 Brunswick, GA 31520	912-262-2521	
Word of Mouth					
The Outreach Source(s) above were utilized for the following Job Catagories: All CAE, Front Counter/Front Lobby, BAE & Comm Tech					
TeamComcast.com	N/A	Comcast Corporation	1500 Market Street, Philadelphia PA 19102	215-222-3333	
The Outreach Source(s) above were utilized for the following Job Catagories: All Internal Positions					
The Brunswick News	Matt Jones	Classified Manager	3011 Altama Avenue	912-265-8330 x339	
JWT Inside	Jill Raming	Account Coordinator	11973 Westline Industrial Dr., Suite 100, St. Louis, MO 63146	314-275-8600 x263	jill.raming@jwt.com
The Outreach Source(s) above were utilized for the following Job Catagories: All External BAE and CommTech Positions					
The Lake City Reporter	Eileen Bennett		180 E. Duval Street, Lake City, FL 32055	386-754-0432	ads@lakecityreporter.com
The Outreach Source(s) above were utilized for the following Job Catagories: All External CAE and CommTech Positions					
ACAP - Army Career & Alumni Program	Tony B. Ragland	SERCO Contractor/Asst. Job Fair Coor.	55 Pony Soldier Avenue, Bldg. 253, Suite 2056, Ft. Stewart, GA 31314	912-767-2234	tony.b.ragland@us.army.mil
College of Coastal Georgia	Dave Leenhouts	Vice-President	3700 Altama Avenue, Brunswick, GA 31520	912-279-5801	dleenhouts@ccga.edu
Georgia Department of Labor	Wanda Rowell		2517 Tara Lane, Brunswick, GA 31520	912-264-7244	wanda.rowell@dol.state.ga.us
GA Dept. of Labor - Vocational Rehabilitation Program	Brian M. Weese	Account Representative	106 Shoppers Way, Ste. 4 Brunswick, GA 31525	912-264-7287	brian.weese@dol.state.ga.us

FCC Sourcing Report - Contact List

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

FCC Unit # 000512

County & State: Glynn County, Georgia

Source Name	Contact Name	Contact Title	Address	Phone #	email
The Outreach Source(s) above were utilized for the following Job Catagories: All External Positions posted for the Brunswick, GA work location					
Lake City Community College	Helen Britt		RR 19 Box 1030, Lake City, FL 32025		
Suwannee\Hamilton Tech Center	Richard Allen		415 SW Pinewood Dr., Live Oak, FL 32064		
Vocational Rehabilitation			P. O. Box 649, Lake City, FL 32056		
Lake City Council	Bettye Lane		1089 Long Street, Lake City, FL 32025		
Florida Crown Work Force	Denise Paschal	Employer Service Rep.	1389 Highway 90 W, Ste. 170, Lake City, FL 32025	386-755-9206 x3150	cdpaschal@flcrown.org
Santa Fe Community College	Nancy Foster		3800 NW 83rd, Gainesville, FL 32608		
ACS	Robert Little		306 NW 1st Avenue, Jasper, FL 32052		
REHABILITATION Advisors	Leo Cornelius		2715 West Fairbanks Av., Ste, 101, Winter Park, FL 32789		
The Outreach Source(s) above were utilized for the following Job Catagories: All External Positions posted for the Lake City, FL work location					

COMCAST
FCC GENERAL RECRUITMENT SHEET
2008
September 1, 2007 to August 31, 2008
FCC UNIT #: 000512
County and State: Glynn County, Georgia

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Technician Job Fair	Lake City Office @ Florida Crown Employer's Service Center	11/30/2007	Cheryl Johnson, Ronald Markham & Collis Gray	Hosted a Job Fair/internal hiring recruiting event for Comm Techs (assessment and interview of candidates).
Technician Job Fair	Brunswick Office @ Georgia Dept. of Labor Site	1/4/2008	Cheryl Johnson	Hosted a Job Fair/internal hiring recruiting event for Comm Techs (assessment candidates).
Hiring Event - Lake City, FL	Lake City Office @ Florida Crown Employer's Service Center	1/9/2008	Cheryl Johnson, Ronald Markham & Collis Gray	Participated in the internal hiring recruiting event for Comm Techs (assessment and interview of candidates).
Hiring Event - Brunswick, GA	Brunswick Office @ Georgia Dept. of Labor Site	1/10/2008	Cheryl Johnson	Participated in the internal hiring recruiting event for Comm Techs (assessment candidates).
Outreach (Diversity) Effort	N/A	7/8/2008	Cheryl Johnson	Met with Simon Librado, Pastor of Iglesia Evangelica Penocosta to discuss Comm Tech positions available at Comcast and inclusion of the ministry in our outreach program.
Outreach (Diversity) Effort	N/A	7/8/2008	Cheryl Johnson	Called Reverend Daniel C. Medina, Associate Pastor for Hispanic Affairs at First United Methodist Church to discuss Comm Tech positions available at Comcast and inclusion of the ministry in our outreach program.
CommTech Training Program	Comcast	9/1/07 - 8/31/08	Richard Fallon, Shawn Williamson, Ronald Markham, Collis Gray, Richard Austin, Cheryl Johnson,	Program includes a self-directed learning & progression component based on advanced technologies.
Jacksonville Certification Program	Comcast Jacksonville, FL		William Edwards, Sonia Smith, Beth Branning, Christine Kump, Patricia Frering, Jerald Mitchell, Regina Edwards, Kathleen Barchlett	Self guided, continuing education tool for call center staff.