

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 - 20080926AHQ

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 # 11903

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
 HIGHLANDS, FL

D. Category of Respondent (check applicable box)

- Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
- 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 # 11903

Highlands County, Florida

Requisition#	Job Title	Working Location	Source	#r Interviews	# Hires
52632BR	Payment Center/Lobby Rep 1 (Floater)	FLS03 - Sebring FL	I - CAREERBUILDER.COM	2	0
			INTERNAL CANDIDATE	2	1
			R - EMPLOYEE REFERRAL	2	0
			SUBTOTAL	6	1
53843BR	Comm Technician 1	FLS03 - Sebring FL	C - SOUTH FLORIDA COMM. COLLEGE	7	0
			I - COMCAST.COM	17	0
			INTERNAL	1	0
			R - EMPLOYEE REFERRAL	2	1
			SUBTOTAL	27	1
57052BR	Payment Center/Lobby Rep 1 (Floater)	FLS03 - Sebring FL	I - COMCAST.COM	8	1
			SUBTOTAL	8	1
63123BR	Communication Technician 1 (Lake Wales, Flori	FLL01 - Lake Wales FL	I - COMCAST.COM	4	0
			INTERNAL CANDIDATE	2	0
			R - EMPLOYEE REFERRAL	2	1
			SUBTOTAL	8	1
			GRAND TOTAL	49	4

FCC Sourcing Report

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

FCC Unit # 11903

Highlands County, Florida

Requisition#	Job Title	Working Location	Source	#r Interviews	# Hires
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FCC Sourcing Report - Contact List

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

FCC Unit # 11903

Highlands County, Florida

Source Name	Contact Name	Contact Title	Address	Phone #
Florida Job Service	Diane Beasley	Career Coordinator	155 US 26 North, Ste 2 Sebring, FL 33870	Unknown
Heatrtland Workforce	Don McDonough	Career Coordinator	2730 U.S. 27 North Sebring, FL 33870	Tel:863-385-3672
Sebring Women's Club	Marian Diagle	President	2627 NE Lakeview Drive Sebring, FL 33870	Unknown
Bartow Women's Club	Ruth Elkins	President	1855 Margaret Ave Bartow, FL 33830	Unknown
Professional Business Women's Assn	Marquerite Senn	President	PO Box 3806 Lake Wales, FL 33853	Unknown
Avon Park Chamber of Commerce	David Greenslade	Program Director	28 E Main St Avon Park, FL 33825	Unknown
Sebtring Chamber of Commerce	Allon Fish	Program Director	309 Circle Ave Sebring, FL 33870	Tel: 863-385-8448
Lake Placid Chamber of Commerce	Eileen May	Program Director	18 N Oak St Lake Placid, FL 33852	Tel: 863-465-4331
Lake Placid High School	Malcolm Ross	Career Placement Coordinator	202 Green Dragon Dr Lake Placid, FL 33852	Unknown
Avon Park High School-Occupational	Debbie Wood	Career Placement Coordinator	700 E. Main St Avon Park, FL 33825	Unknown

FCC Sourcing Report - Contact List

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

FCC Unit # 11903

Highlands County, Florida

Source Name	Contact Name	Contact Title	Address	Phone #
Sebring High School	Bob Talbor	DCT Coordinator	3514 Kenilworth Blvd. Sebring, FL 33870	Unknown
South Florida Community College	Paul Fox	Career Placement Coordinator	600 W College Dr Avon Park, FL 33825	Unknown
Comcast Spotlight	John Parmentar	Producer/Director	401 N. Cattleman Rd. Suite 201 Sarasota, FL 34242	941-371-4444
The Democratic	Shirley	Classified Ad Representative	Unknown	863-533-4183
Lakeland Ledger	Colleen	Classified Ad Representative	Unknown	863-802-7000
Society for Cable Television	Allen Bryant	Program Coordinator	www.scte.org	Unknown
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				

FCC Sourcing Report - Contact List

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

FCC Unit # 11903

Highlands County, Florida

Source Name	Contact Name	Contact Title	Address	Phone #

**COMCAST
FCC GENERAL RECRUITMENT SHEET
2008
September 1, 2007 to August 31, 2008
FCC UNIT #: 11903
Highlands County, Florida**

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Comcast Job Fair	Jobs ETC	9/13/2007	Sue Tintor, Bambi Burgess, Joe Beaudoin, Derrick DeJerinett, Steve DelAguaro, Sean McCann, Kevin Quinn, Mike Brooks, Bob Will, Bernie Williamson, Ed Seyler,	Job Fair to recruit CommTechs to fill 2007 positions
Herald Tribune Fall Career Fair	Herald Tribune	10/2/2007	Bambi Burgess, Joe Beaudoin, Lynn Zook, Derrick DeJerinett, Steve DelAguaro, Victor Iomelo, Jaime Roque, Carlo Jimenez, Ken Papineau, Sue Tintor	SW FL area largest job fair, recruiting CAE, PCC and CT
Business Career Forum- Venice Campus	Manatee Community College	10/30/2007	Karen Riendeau	Business Forum to inform students of Comcast employment opportunities
Sarasota High School College and Career Fair	Sarasota High School	10/30/2007	Bambi Burgess	Juniors and Seniors educational event
USF Business Networking Fair	University South Florida	11/1/2007	Bambi Burgess, Joe Beaudoin,	Networking Career Fair for student population
SFCC Career Ctr/Heartland Workforce	SFCC Community College - Avon Park Campus	11/1/2007	Walt McHargue, Bob Ghastin, Deryk English, Kay Woodard	Employment for student and area population
Kaiser University Career Fair	Kaiser University	11/27/2007	Sue Tintor	Annual Fall Career Fair for Students
MCC - Jobs & Java Recruiting event	Manatee Community College Venice Campus	3/5/2008	Sue Tintor	Spring recruiting event for MCC students.
USF Career Networking Fair	USF Sarasota Manatee	3/26/2008	Sue Tintor	Spring recruiting for full time and Internship's opportunity to build student recognition of Comcast
Job Fair	FIMC	8/8/2008	Sue Tintor	Call Center relocating to St. Petersburg, 80 displaced employees looking for work
CT Open House	Comcast Cable of West FL	8/19 & 21/2008	Sue Tintor, Lynn Zook, Sean McCann, Ed Seyler, David Ware, Steve DelAguaro	Open House to recruit qualified Ct candidates to fill 9/15 class

**COMCAST
 FCC GENERAL RECRUITMENT SHEET
 2008
 September 1, 2007 to August 31, 2008
 FCC UNIT #: 11903
 Highlands County, Florida**

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
CommTech Training Program	Comcast	Ongoing	Chris Stephenson, Al Perdue	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	Sandy Ackerman, Mike Kress	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