

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 - 20080929AEI

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 # 11584

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
 INDIAN RIVER, 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 # 11584

County & State: Indian River, Florida

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
45884BR	QC Professional	FLV03 - Vero Beach FL	Internal	4	1
			INTERNAL CANDIDATE	1	0
				5	1
48216BR	System Engineer	FLV03 - Vero Beach FL	I - COMCAST.COM	3	1
				3	1
49643BR	Comm Technician 1	FLV03 - Vero Beach FL	ICOMCAST - COMCAST.COM	9	5
			R - WORD OF MOUTH	1	0
			O - JOBS & EMPLOYMENT SERVICES	2	1
			INTERNAL CANDIDATE	6	3
			R - EMPLOYEE REFERRAL	6	2
				24	11
50150BR	Comm Technician 1	FLS70 - Stuart FL	I - COMCAST.COM	1	1
			I - MONSTER.COM	1	1
			Internal	2	1
			REMPREF - EMPLOYEE REFERRAL	2	2
			Internal	8	0
				14	5
51268BR	Technical Operations Manager	FLS70 - Stuart FL	I - COMCAST.COM	1	1
				1	1
52031BR	CAE-General Cust Support Rep 1	FLL70 - Lake Okeechobee	INTERNAL CANDIDATE	3	1
				3	1
52344BR	Dispatch Rep 1	FLS70 - Stuart FL	Internal	7	0
			R - EMPLOYEE REFERRAL	1	1
				8	1
52945BR	Billing & Collection Representative	FLV03 - Vero Beach FL	I - CAREERBUILDER.COM	1	0
			I - COMCAST.COM	2	0
			I - CRAIGSLIST.COM	1	0
			Internal	8	1
			O - JOBS & EMPLOYMENT SERVICES	1	0
				13	1
53328BR	Dispatch Supervisor	FLV03 - Vero Beach FL	Internal	6	1
				6	1
53610BR	Director of Sales & Marketing	FLS70 - Stuart FL	Internal	2	0
			O - JOBS & EMPLOYMENT SERVICES	3	0
			I - COMCAST.COM	3	1
				8	1
54774BR	CAE-General Cust Support Rep 1	FLS70 - Stuart FL	Internal	2	1
			R - EMPLOYEE REFERRAL	1	0
			O - JOBS & EMPLOYMENT SERVICES	1	0
				4	1
56294BR	Human Resources Prof	FLV03 - Vero Beach FL	I - CAREERBUILDER.COM	1	1
				1	1
57503BR	Accounts Receivable Clerk	FLV03 - Vero Beach FL	I - COMCAST.COM	2	0
			O - JOBS & EMPLOYMENT SERVICES	1	0
			R - EMPLOYEE REFERRAL	1	0
			Internal	1	1
				5	1

FCC Sourcing Report

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

FCC Unit # 11584

County & State: Indian River, Florida

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
57509BR	Comm Technician 1	FLS70 - Stuart FL	I - COMCAST.COM	4	0
			I - MONSTER.COM	1	0
			Internal	8	4
			R - EMPLOYEE REFERRAL	2	1
			Internal	7	5
				22	10
60680BR	Network Comm Technician 4	FLV03 - Vero Beach FL	Internal	4	1
				4	1
61161BR	Assoc Commrc'l Sales Acct Exec	FLV03 - Vero Beach FL	I - COMCAST.COM	8	1
			Internal	1	0
				9	1
61225BR	Network Comm Technician 4	FLB70 - South Bay FL	Internal	2	1
				2	1
62152BR	Comm Technician 1	FLS70 - Stuart FL	I - COMCAST.COM	2	1
			Internal	1	1
				3	2
64807BR	Comm Technician 1	FLV03 - Vero Beach FL	I - COMCAST.COM	2	0
			Internal	2	1
			R - EMPLOYEE REFERRAL	5	0
				9	1
64836BR	Comm Technician 1	FLS70 - Stuart FL	Internal	1	1
			I - COMCAST.COM	2	0
			R - EMPLOYEE REFERRAL	1	0
				4	1
64841BR	Check-In Rep 1	FLV03 - Vero Beach FL	Internal	5	1
				5	1
65218BR	Quality Control Prof	FLV03 - Vero Beach FL	Internal	4	1
				4	1
66638BR	Comm Technician 1- 3	FLS70 - Stuart FL	J - EMPLOYMENT GUIDE JOB FAIR	1	0
			Internal	1	1
				2	1
67459BR	Comm Technician 1-3	FLS11 - Sebastian FL	Internal	1	1
				1	1
68735BR	Comm Technician 1-3	FLS70 - Stuart FL	Internal	1	1
				1	1
68849BR	CAE-General Cust Support Rep 1	FLB70 - South Bay FL	A - CABLE/TEL MARKETING ASSOC	1	0
			I - COMCAST.COM	1	0
			R - EMPLOYEE REFERRAL	3	1
				5	1
Grand Totals				166	50

FCC Sourcing Report - Contact List

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

FCC Unit # 11584

County & State: Indian River, 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
America's Job Exchange	jobbankinfo.org			jobbankinfo.org
Craig's List	craigslist.org	craigslist.org	craigslist.org	craigslist.org
Homeless Family Center	Employment Specialist	Employment Specialist	720 4th Pl, Vero Beach Fl 32960	
Samaritan Center	Jennifer Trotter	Case Manager	3650 41st St., Vero Beach, Fl 32967	
One Stop Career Center	Connie Medlin	Recruiting Specialist	2415 S 29th St., Fort Pierce, Fl 34981	
One Stop Career Center	Olin Bagley	Recruiting Specialist	1404 Old Dixie Hwy, Vero Beach, Fl 32960	
Veteran's Service Office	Ron Tesnow	Case Manager	11602 US Highway 1, Sebastian, Fl 32958	
Comcast.com	Comcast.com	Comcast.com	Comcast.com	Comcast.com
Careerbuilder	careerbuilder.com	careerbuilder.com	careerbuilder.com	careerbuilder.com
Monster.com	monster.com	monster.com	monster.com	monster.com
Corporate Gray	corporategray.com	corporategray.com	corporategray.com	corporategray.com
Indian River Community College	Recruiting Specialist	Recruiting Specialist	3209 Virginia Ave. Fort Pierce, Fl 34981	
Black Heritage Assoc. of Martin County	Recruiting Specialist	Recruiting Specialist	PO Box 2279 Stuart, Fl 34995	
Florida Atlantic University	Recruiting Specialist	Recruiting Specialist	5353 Parkside Dr. Jupiter, Fl 33458	
Gulfstream Goodwill Industries, Inc.	Case Manager	Case Manager	1456 SE Huffman Rd. PSL, Fl 34952	
The Outreach Sources above were utilized for the following Job Categories/Positions:				
All External Positions				

**COMCAST
FCC GENERAL RECRUITMENT SHEET
2008
September 1, 2007 to August 31, 2008
FCC UNIT #: 11584
County and State: Indian River, Florida**

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Veterans Job Fair	Workforce Development	June 6, 2007	Colleen Thurston, Matthew Furnari	Participated and attended job fair held by Workforce Development for veteran applicants looking for employment
St. Lucie County Job Fair	Scripps-Howard	June 13, 2007	Colleen Thurston, Matthew Furnari	Participated and attended job fair held by Scripps-Howard for applicants looking for employment
Labor Relations Training	Division HR	September 25, 2007	Steve Gillenwater	Training for supervisors and above on Comcast process & procedures regarding Labor Relations
Leading the Way	Comcast	October 23, 2007 / January 17, 2008	Comcast University	2 Sessions for Stuart leadership team on Communication & Coaching for Performance with front-line employees
IRCC-Job Fair	Indian River Community College	March 26, 2008	Colleen Thurston Kristin Bollermann	Participated and attended job fair held by IRCC for new graduates in the Line Worker Boot Camp program looking for employment
St. Lucie/Martin Job Day	Scripps-Howard	June 17, 2008	Colleen Thurston Kristin Bollermann Lydia Pfeil	Participated and attended job fair held by Scripps-Howard for applicants looking for employment
CommTech Program	Comcast	September 1, 2007 - August 31, 2008	Comcast University	On-going front-line technical training
Principles of Leadership	Comcast	September 1, 2007 - August 31, 2008	Comcast University	Training for supervisors and above on management issues.