

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003 FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. B396 - 20080929AGK

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 # 83

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
MADISON, AL

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 #83

County & State: Madison, Alabama

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
29232BR	Marketing Manager	ALH01 - Huntsville AL	A - CABLE/TEL HUMAN RESOURCES ASSOC	1	0
			C - FLORIDA A&M UNIVERSITY	0	0
			I - AL.COM	1	0
			I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	3	0
			I - HUNTSVILLEJOBS.COM	0	0
			I - MONSTER.COM	1	0
			J - COMCAST OPEN HOUSE	1	0
			J - NW CAREER JOB & EDUCATION EXPO	0	0
			M - JOB HOTLINE	0	0
			N - ADVOCATE NEWSPAPER	0	0
			N - HUNTSVILLE NEWS TIMES	0	0
			O - CAREER CENTER	1	1
			O - WOMANSPACE INC	0	0
			R - EMPLOYEE REFERRAL	2	0
			TOTAL	10	1
47874BR	Work Order Processor	ALH01 - Huntsville AL	INTERNAL CANDIDATE	5	1
			I - COMCAST.COM	1	0
			TOTAL	6	1
49747BR	Technical Analyst	ALH01 - Huntsville AL	INTERNAL CANDIDATE	2	1
			Dallas Morning News	0	0
			M - JOB HOTLINE	1	0
			TOTAL	3	1
51142BR	Sales Rep - MDU/New Developments	ALH01 - Huntsville AL	R - EMPLOYEE REFERRAL	1	1
			INTERNAL CANDIDATE	4	0

FCC Sourcing Report

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

FCC Unit #83

County & State: Madison, Alabama

Requisition#	Job Title	Working Location	Source	TOTAL	# of Interviews	# of Hires
				TOTAL	5	1
52168BR	Installer/Service Technician	ALH01 - Huntsville AL	INTERNAL CANDIDATE		1	1
			I - COMCAST.COM		2	0
			I - MONSTER.COM		1	1
			R - EMPLOYEE REFERRAL		0	0
				TOTAL	4	2
52279BR	Dispatch Representative	ALH01 - Huntsville AL	INTERNAL CANDIDATE		3	1
				TOTAL	3	1
53207BR	Business Account Executive II	ALH01 - Huntsville AL	I - CAREERBUILDER.COM		1	1
			I - COMCAST.COM		1	0
			I - JOBFIND.COM		0	0
			I - MONSTER.COM		0	0
				TOTAL	2	1
53409BR	Direct Sales Representative	ALH01 - Huntsville AL	INTERNAL CANDIDATE		1	0
				TOTAL	1	0
53688BR	Installer/Service Technician	ALH01 - Huntsville AL	I - COMCAST.COM		1	1
				TOTAL	1	1
54590BR	Installer/Service Technician	ALH01 - Huntsville AL	I - COMCAST.COM		1	1
			INTERNAL CANDIDATE		1	1
			V - TV COMMERCIAL		1	1
				TOTAL	3	3
55412BR	Dispatch Rep 1	ALH01 - Huntsville AL	INTERNAL CANDIDATE		6	2
				TOTAL	6	2
56742BR	Retail Sales Account Executive	ALH01 - Huntsville AL	A - AFRICAN AMERICAN ASSOCIATION		1	1
			I - MONSTER.COM		1	0

FCC Sourcing Report

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FCC Unit #83

County & State: Madison, Alabama

Requisition#	Job Title	Working Location	Source	TOTAL	# of Interviews	# of Hires
				TOTAL	2	1
57299BR	New Development Construction Coordinator	ALH01 - Huntsville AL	INTERNAL CANDIDATE		4	1
				TOTAL	4	1
59379BR	Payment Center/Lobby Rep 1	ALH01 - Huntsville AL	INTERNAL CANDIDATE		2	1
				TOTAL	2	1
61016BR	Installer/Service Technician	ALH01 - Huntsville AL	I - COMCAST.COM		11	0
			A-Cable Telecommunciation Assoc.		2	0
			I-JOB HOTLINE		1	0
			Word of Mouth		1	0
			R - EMPLOYEE REFERRAL		3	0
			INTERNAL CANDIDATE		1	0
			V - TV COMMERCIAL		2	0
				TOTAL	21	0
62811BR	Business Account Executive I	ALH01 - Huntsville AL	I - CAREERBUILDER.COM		2	1
				TOTAL	2	1
63068BR	Retail Sales Account Executive	ALH01 - Huntsville AL	INTERNAL CANDIDATE		1	0
			I - CAREERBUILDER.COM		1	0
				TOTAL	2	0
63069BR	Technical Manager	ALH01 - Huntsville AL	INTERNAL CANDIDATE		4	1
			N-Employment News		0	0
				TOTAL	4	1
63695BR	Business Account Executive I	ALH01 - Huntsville AL	R - EMPLOYEE REFERRAL		1	1
				TOTAL	1	1
64701BR	Sales Support Rep 2	ALH01 - Huntsville AL	INTERNAL CANDIDATE		5	0

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FCC Unit #83

County & State: Madison, Alabama

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			TOTAL	5	0
50596216	Business Services Support Representative	ALH01 - Huntsville AL	INTERNAL CANDIDATE	3	0
			R - EMPLOYEE REFERRAL	1	0
			TOTAL	4	0
50608692	Converter Room/Repair Representative	ALH01 - Huntsville AL	INTERNAL CANDIDATE	7	0
			I - CAREERBUILDER.COM	1	0
			I - COMCAST.COM	6	0
			I-JOB HOTLINE	2	0
			R - EMPLOYEE REFERRAL	1	0
			TOTAL	17	0
50721769	Installer/Service Technician	ALH01 - Huntsville AL	I - COMCAST.COM	7	0
			TOTAL	7	0
50596217	Business Operations Manager	ALH01 - Huntsville AL	I - COMCAST.COM	7	0
			R - EMPLOYEE REFERRAL	2	0
			TOTAL	9	0
Grand Total			GRAND TOTAL	117	19

FCC Sourcing Report - Contact List

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

FCC Unit #83

County & State: Madison, Alabama

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
I - AJB.COM (AMERICAS JOB BANK)	www.jobbankinfo.org	www.jobbankinfo.org	www.jobbankinfo.org	www.jobbankinfo.org
I - CAREERBUILDER.COM	www.careerbuilder.com	www.careerbuilder.com	www.careerbuilder.com	www.careerbuilder.com
I - MONSTER.COM	www.monster.com	www.monster.com	www.monster.com	www.monster.com
I - COMCAST.COM	Casey Fritz	HR Manager	www.comcast.com	256-858-3155
INTERNAL CANDIDATE	www.teamcomcast.com	HR Manager	www.teamcomcast.com	256-858-3155
O-Alabama Career Center	Stephanie Pack	Employment Representative	2535 Sparkman Drive, Huntsville, AL 35810	256-858-3155
R - EMPLOYEE REFERRAL	Casey Fritz	HR Manager	2047 Max Luther Drive, Huntsville, AL 35810	256-858-3155
I - COMCAST.COM	Casey Fritz	HR Manager	1500 Market Street, Philadelphia, PA 19102	256-858-3155
The Outreach Sources above were utilized for the following Job Categories/Positions:				
All External Positions				
I - JOBFIND.COM	www.jobfind.com	www.jobfind.com	www.jobfind.com	www.jobfind.com
The Outreach Sources above were utilized for the following Job Categories/Positions:				
Business Account Executive II				
V - TV COMMERCIAL	Sherron Grilliot	Producer	2047 Max Luther Drive, Huntsville, AL 35810	256-858-3155
The Outreach Source above were utilized for the following Job Categories/Positions:				
Installer/Technician				
O - WOMANSPACE INC	www.womanspace.org	www.womanspace.org	www.womanspace.org	www.womanspace.org

FCC Sourcing Report - Contact List

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FCC Unit #83

County & State: Madison, Alabama

Source Name	Contact Name	Contact Title	Address	Phone #
C-Florida A&M University	www.famu.edu	www.famu.edu	www.famu.edu	www.famu.edu
J - NW CAREER JOB & EDUCATION EXPO	www.einet.net	www.einet.net	www.einet.net	www.einet.net
N - ADVOCATE NEWSPAPER	www.2theadvocate.com	www.2theadvocate.com	www.2theadvocate.com	www.2theadvocate.com
N - HUNTSVILLE NEWS TIMES	Casey Fritz	HR Manager	www.huntsvilletimes.com	256-858-3155
I - HUNTSVILLEJOBS.COM	www.huntsvillejobs.com	www.huntsvillejobs.com	www.huntsvillejobs.com	www.huntsvillejobs.com
A - CABLE/TEL HUMAN RESOURCES ASSOC	www.ctamnetforum.com	www.ctamnetforum.com	www.ctamnetforum.com	www.ctamnetforum.com
J - COMCAST OPEN HOUSE	Casey Fritz	HR Manager	2047 Max Luther Drive, Huntsville, AL 35810	256-858-3155
I - AL.COM	www.al.com	www.al.com	www.al.com	www.al.com
The Outreach Sources above were utilized for the following Job Categories/Positions:				
Marketing Manager				
M - JOB HOTLINE	Elva Harton		www.jobhotline.org	256-858-3155
The Outreach Sources above were utilized for the following Job Categories/Positions:				
Marketing Manager				
Technical Analyst				
Converter Room				
Installer/Service Technician				
The Outreach Sources above were utilized for the following Job Categories/Positions:				
Marketing Manager				
A - AFRICAN AMERICAN ASSOCIATION	http://www.africanamericanassociation.com/	http://www.africanamericanassociation.com/	http://www.africanamericanassociation.com/	http://www.africanamericanassociation.com/
O-North Alabama African American Chamber of Commerce	Jerry Mitchell	Executive Director & CEO	225 Spragins Street, Ste. E, Huntsville, AL 35801	256-564-7574

FCC Sourcing Report - Contact List

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

FCC Unit #83

County & State: Madison, Alabama

Source Name	Contact Name	Contact Title	Address	Phone #
The Outreach Sources above were utilized for the following Job Categories/Positions:				
Retail Sales Account Executive				
Cumulus Job Fair				
WAFF Job Link Career Fair				
The Outreach Sources above were utilized for the following Job Categories/Positions:				
Direct Sales Representative				
Retail Sales Account Executive				
Business Services Support Coordinator				
Communication Technician				

**COMCAST
 FCC GENERAL RECRUITMENT SHEET
 2008
 September 1, 2007 to August 31, 2008
 FCC UNIT #:83
 County and State:Madison, Alabama**

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Job Fair	Cumulus	6/10/2008	Cassandra Fritz/Huntsville	Participation in Job Fair
Job Fair	WAFF48 Job Link Job Fair	8/6/2008	Cassandra Fritz/Huntsville	Participation in Job Fair
CommTech Program	Comcast	9/1/07 - 8/31/08	Supervisors, Trainer	Program includes a self-directed learning and progression component based on advanced technologies.
POL Training	Comcast	9/1/07 - 4/1/08	Managers, Supervisors, Trainer	Supervisory training program on company policies and effective management. Includes EEO policy, fair treatment, etc.