

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 - 20080929AET

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-
----------------------	-------------	--------------------

Emp. Unit ID # 8757

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
 ORANGE, 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) 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	
----	---	--

	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 # 8757

County & State: Orange County, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
42406BR	Supervisor IP Support	FLO72 - Orlando FL	F - WORKFORCE	1	0
		FLO72 - Orlando FL	I - COMCAST.COM	3	0
		FLO72 - Orlando FL	I - MONSTER.COM	0	0
		FLO72 - Orlando FL	Internal	13	2
			TOTAL	17	2
52328BR	Human Resources Rep 1	FLO72 - Orlando FL	A - CABLE TELECOMMUNICATIONS ASSOC.	1	1
		FLO72 - Orlando FL	I - CRAIGSLIST.COM	1	0
		FLO72 - Orlando FL	I - MONSTER.COM	1	0
		FLO72 - Orlando FL	I - SIMPLYHIRED.COM	1	0
		FLO72 - Orlando FL	Internal	1	0
			TOTAL	5	1
52784BR	Human Resources Generalist	FLO72 - Orlando FL	I - CAREERBUILDER.COM	1	0
		FLO72 - Orlando FL	I - MONSTER.COM	1	0
		FLO72 - Orlando FL	Internal	1	0
		FLO72 - Orlando FL	R - EMPLOYEE REFERRAL	1	1
			TOTAL	4	1
54859BR	CAE- IP Support Rep - HSI 1 & 2	FLO72 - Orlando FL	A - AFRICAN AMERICAN ASSOCIATION	1	1
		FLO72 - Orlando FL	I - CAREERBUILDER.COM	1	1
		FLO72 - Orlando FL	I - COMCAST.COM	18	18
		FLO72 - Orlando FL	Internal	1	1
		FLO72 - Orlando FL	J - COMCAST OPEN HOUSE	1	1

FCC Sourcing Report

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

FCC Unit # 8757

County & State: Orange County, FL

		FLO72 - Orlando FL	J - EMPLOYMENT GUIDE JOB FAIR	2	2
		FLO72 - Orlando FL	N - EMPLOYMENT GUIDE	17	17
		FLO72 - Orlando FL	R - EMPLOYEE REFERRAL	11	11
		FLO72 - Orlando FL	R - WORD OF MOUTH	2	2
		FLO72 - Orlando FL	V - TV COMMERCIAL	2	2
			TOTAL	56	56
54966BR	Workforce Mgmt Analyst	FLO72 - Orlando FL	I - COMCAST.COM	1	1
			TOTAL	1	1
54988BR	Mgr Workforce Mgmt	FLO72 - Orlando FL	Internal	3	1
			TOTAL	3	1
55636BR	Supervisor, Enterprise/Customer Support	FLO72 - Orlando FL	Internal	0	0
		FLO72 - Orlando FL	R - EMPLOYEE REFERRAL	1	1
			TOTAL	1	1
55637BR	Supervisor, IP Support	FLO72 - Orlando FL	Internal	7	1
			TOTAL	7	1
55711BR	Workforce Mgmt Rep 2	FLO72 - Orlando FL	Internal	1	1
		FLO72 - Orlando FL	R - EMPLOYEE REFERRAL	1	0
			TOTAL	2	1
55993BR	Manager, IP Support	FLO72 - Orlando FL	Internal	9	1
		FLO72 - Orlando FL	F - WORKFORCE	1	0
			TOTAL	10	1
57164BR	Workforce Mgmt Rep 2	FLO72 - Orlando FL	Internal	1	1
			TOTAL	1	1

FCC Sourcing Report

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

FCC Unit # 8757

County & State: Orange County, FL

			GRAND TOTAL	107	67
--	--	--	-------------	-----	----

FCC Sourcing Report - Contact List

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

FCC Unit #8757

County & State: Orange County, FL

Source Name	Contact Name	Contact Title	Address	Phone #
WorkForce Central Florida	Dwayne M. Barnes	Career Counselor	1097 Sand Pond Road, Suite 1009 - Lake Mary, FL 32746	407-531-1222 or 800-757-4598
COMCAST.COM	Comcast.com	Comcast Cable	One Comcast Center - Philadelphia, PA 19103	215-655-1700
MONSTER.COM	Monster.com	Monster.com	www.monster.com	Monster.com
CRAIGSLIST.COM	Craigslist.com	Craigslist.com	www.craigslist.com	Craigslist.com
CAREERBUILDER.COM	Careerbuilder.com	Careerbuilder.com	www.careerbuilder.com	Careerbuilder.com
Internal	Teamcomcast.com	Comcast Cable	One Comcast Center - Philadelphia, PA 19103	215-655-1700
Employee Referral	Teamcomcast.com	Comcast Cable	One Comcast Center - Philadelphia, PA 19103	215-655-1700
TV Commercial	Comcast Cable		One Comcast Center - Philadelphia, PA 19103	215-655-1700
Comcast Open House/Job Fair	Linda Walker	Comcast Cable	8415 South Park Circle, Bldg. 400 Suite 200 - Orlando, FL 32819	407-226-2000
Employment Guide Job Fair	Kathie Knauer	Account Rep	975 Keller Road, Suite 1500 - Altamonte Springs, FL 32714	407-673-6107
Employment Guide	Kathie Knauer	Account Rep	975 Keller Road, Suite 1500 - Altamonte Springs, FL 32714	407-673-6107
SIMPLYHIRED.COM	SimplyHired.com	SimplyHired.com	www.simplyhired.com	SimplyHired.com
Cable Telecommunications Assoc.			201 North Union Street, Suite 440 - Alexandria, VA 22314	703-549-4200
African American Association			3007 Panola Road, Suite C313 - Lithonia, GA 30038	404-624-8050

FCC Sourcing Report - Contact List

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

FCC Unit #8757

County & State: Orange County, FL

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
The Outreach Sources above were utilized for the following Job Categories/Positions:				
Workforce Management Analyst				
CAE-IP Support Rep				
Supervisor, Enterprise/Customer Support				
Manager, Workforce Management				
Supervisor, IP Support				
Manager, IP Support				
Manager, Training and Development				
Manager, Customer Care				

COMCAST
FCC GENERAL RECRUITMENT SHEET
2008
September 1, 2007 to August 31, 2008
FCC UNIT #: 8757
County and State: Orange County, FL

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
CAE IP Support Rep Job Fair	Orlando Call Center	10/9/2007	Linda Walker - OCC	Hosted CAE Job Fair
CAE IP Support Rep Job Fair	Orlando Call Center	10/10/2007	Linda Walker - OCC	Hosted CAE Job Fair
CAE IP Support Rep Job Fair	Orlando Call Center	10/11/2007	Linda Walker - OCC	Hosted CAE Job Fair
Job Development Network (JDN)	WorkForce Central Florida	2/26/2008	Linda Walker - OCC	WorkForce Central Florida - 5166 East Colonial Drive, Orlando
Outreach to Physically/Visually Disabled	Goodwill Industries of Central Florida	3/6/2008	Linda Walker - OCC	Goodwill Self Sufficiency Center - 515 West Central Blvd., Orlando
Principles Of Leadership	Comcast University - Jeanine Stroud	3/25/2008 - 3/27/2008	Leadership Team - OCC	Provided an overview of employment law and Comcast's philosophy to define leadership role.
Labor Training	Steve Gillenwater - Southern Division HQ	4/22/2008	Leadership Team - OCC	Provided training on labor union prevention to OCC Leadership.
B.E.S.T. Business Advisory Council	Goodwill Industries of Central Florida	6/6/2008	Linda Walker - OCC	Goodwill Self Sufficiency Center - 515 West Central Blvd., Orlando