

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 - 20080929AGB

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 # 1129

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
 TUSCALOOSA, 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 #1129

County & State: Tuscaloosa County, Alabama

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
40400BR	Communications Technician 1	ALT01 - Tuscaloosa AL	I - CAREERBUILDER.COM	1	0
40400BR	Communications Technician 1	ALT01 - Tuscaloosa AL	I - COMCAST.COM	5	0
40400BR	Communications Technician 1	ALT01 - Tuscaloosa AL	R - EMPLOYEE REFERRAL	5	4
			Total # of Req #40400BR	11	4
44034BR	Direct Sales Assistant	ALT01 - Tuscaloosa AL	INTERNAL CANDIDATE	1	0
44034BR	Direct Sales Assistant	ALT01 - Tuscaloosa AL	I - COMCAST.COM	7	1
			Total # of Req #44034BR	8	1
44603BR	Video on Demand Technician	ALT01 - Tuscaloosa AL	INTERNAL CANDIDATE	3	1
			Total # of Req #44603BR	3	1
48428BR	Financial Analyst	ALT01 - Tuscaloosa AL	I - COMCAST.COM	2	1
			Total # of Req #48428BR	2	1
48429BR	Manager, Marketing	ALT01 - Tuscaloosa AL	INTERNAL CANDIDATE	1	1
			Total # of Req #48429BR	1	1
49010BR	Payment Center/Lobby Rep 1	ALT01 - Tuscaloosa AL	I - COMCAST.COM	9	1
49010BR	Payment Center/Lobby Rep 1	ALT01 - Tuscaloosa AL	R - EMPLOYEE REFERRAL	1	0
			Total # of Req #49010BR	10	1
51325BR	Manager, Technical Operations	ALT01 - Tuscaloosa AL	INTERNAL CANDIDATE	3	1
			Total # of Req #51325BR	3	1
52382BR	Payment Center/Lobby Rep 1	ALG01 - Gadsden AL	I - COMCAST.COM	6	1
			Total # of Req #52382BR	6	1
52383BR	Dispatch Rep 1	ALT01 - Tuscaloosa AL	I - COMCAST.COM	1	1
			Total # of Req #52383BR	1	1
53576BR	Marketing Coordinator	ALG01 - Gadsden AL	I - COMCAST.COM	4	1
53576BR	Marketing Coordinator	ALG01 - Gadsden AL	R - EMPLOYEE REFERRAL	0	0
			Total # of Req #53576BR	4	1
53868BR	Intern/Co-op Marketing	ALT01 - Tuscaloosa AL	I - COMCAST.COM	1	1

FCC Sourcing Report

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

FCC Unit #1129

County & State: Tuscaloosa County, Alabama

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			Total # of Req #53868	1	1
53941BR	Communications Technician 1	ALT01 - Tuscaloosa AL	I - COMCAST.COM	15	8
53941BR	Communications Technician 1	ALT01 - Tuscaloosa AL	R - EMPLOYEE REFERRAL	3	3
			Total # of Req #53941BR	18	11
58784BR	Business Account Executive	ALG01 - Gadsden AL	I - COMCAST.COM	7	1
			Total # of Req #58784BR	7	1
58809BR	Converter Control / Warehouse Rep	ALT01 - Tuscaloosa AL	I - COMCAST.COM	5	1
58809BR	Converter Control / Warehouse Rep	ALT01 - Tuscaloosa AL	INTERNAL CANDIDATE	0	0
58809BR	Converter Control / Warehouse Rep	ALT01 - Tuscaloosa AL	R - EMPLOYEE REFERRAL	1	0
58809BR	Converter Control / Warehouse Rep	ALT01 - Tuscaloosa AL	REMPREF - EMPLOYEE REFERRAL	0	0
			Total # of Req #58809BR	6	1
58810BR	Technical Analyst	ALT01 - Tuscaloosa AL	I - COMCAST.COM	0	0
58810BR	Technical Analyst	ALT01 - Tuscaloosa AL	INTERNAL CANDIDATE	1	1
			Total # of Req #58810BR	1	1
59128BR	Supv Technicians	ALT01 - Tuscaloosa AL	I - COMCAST.COM	4	1
59128BR	Supv Technicians	ALT01 - Tuscaloosa AL	INTERNAL CANDIDATE	4	0
			Total # of Req #59128BR	8	1
59143BR	Payment Center/Lobby Rep 1	ALT01 - Tuscaloosa AL	R - EMPLOYEE REFERRAL	1	1
59143BR	Payment Center/Lobby Rep 1	ALT01 - Tuscaloosa AL	I - COMCAST.COM	6	0
			Total # of Req #59143BR	7	1
60037BR	Billing & Collections Rep 1	ALT01 - Tuscaloosa AL	I - COMCAST.COM	7	1
			Total # of Req #60037BR	7	1
60390BR	Communications Technician 1	ALT01 - Tuscaloosa AL	I - COMCAST.COM	4	1
60390BR	Communications Technician 1	ALT01 - Tuscaloosa AL	R - EMPLOYEE REFERRAL	1	1
			Total # of Req #60390BR	5	2
62171BR	Payroll Representative	ALT01 - Tuscaloosa AL	I - COMCAST.COM	6	1

FCC Sourcing Report

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

FCC Unit #1129

County & State: Tuscaloosa County, Alabama

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			Total # of Req #62171BR	6	1
62173BR	Direct Sales Representative	ALT01 - Tuscaloosa AL	I - COMCAST.COM	8	1
			Total # of Req #62173BR	8	1
63712BR	Business Account Executive	ALT01 - Tuscaloosa AL	I - COMCAST.COM	5	1
			Total # of Req #63712BR	5	1
			Grand Total All Requisitions	128	

FCC Sourcing Report - Contact List

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

FCC Unit # 1129

County & State: Tuscaloosa County, Alabama

Source Name	Contact Name	Contact Title	Address	City	State	Zip Code	Phone #
Bessemer State Technical College	Debra Ingram	Career Services Coord.	PO Box 308	Bessemer	AL	35021	205.428.6391
Benjamin Barnes, YMCA	Alan McShan	Director	2939 18th Street	Tuscaloosa	AL	35401	
Community Services Programs of West AL, Inc.	Cathy Jones	Case Mgmt/Outreach Director	701 17th Street	Tuscaloosa	AL	35401	205.752.5429
New Zion Baptist Church	Terry Woods, Sr.	Career Services Contact	1317 Martin Luther King Blvd	Northport	AL	35473	205.752.8790
The University of Alabama	studentjobs@ua.edu	Student Employment Services	Box 870162	Tuscaloosa	AL	35487-016	205.348.2971
Alabama State Employment Service		Career Services	216 N. 5th Street	Gadsden	AL	35901	256.546.4667
Vocational Rehabilitation Service	Cindy Yancey	Career Services	1100 George Wallace Drive	Gadsden	AL	35901	256.547.6974
Gadsden State Community College	Amy LaCount	Career Services	PO Box 227	Gadsden	AL	35902	256.549.8200
Gadsden Business College	Keith Robinson	Career Services	3225 Rainbow Drive	Rainbow City	AL	35906	256.442.2805
Demopolis Career Center	Felicia Bryant	Career Services	1074 Bailey Drive	Demopolis	AL	36732	
Greene County, Department of Human Resources	Yvern Holly	Career Services	PO Box 311	Eutaw	AL	35443	
Hale County, Department of Human Resources	Food Stamp Supervisor	Career Services	PO Box 137	Greensboro	AL	36744	
Alabama State Employment Services	Richard Crawford	Manager	202 Skyland Boulevard	Tuscaloosa	AL	35405	205.758.7591, ext. 231
Pilgrim Rest Baptist Church	Cindy Noland	Church Secretary	2015 5th Street East	Tuscaloosa	AL	35405	205.553.2853
Women In Cable Television		Career Services	230 West Monroe Street, Ste. 2630	Chicago	IL	60606	
Internal Candidate	www.teamcomcast.com	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
I - Comcast.Com	www.comcast.com	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
I - AJB.Com (America's Job Bank)	www.ajb.com	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
I - IMDiversity.com	www.imdiversity.com	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
I - Monster.com	www.monster.com	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
I - Careerbuilder.com	www.careerbuilder.com	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
I - iHispano.com	www.ihispano.com	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
I - Diversityinc.com	www.diversityinc.com	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
I - HBCUconnect.com	www.hbcuconnect.com	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
N - Tuscaloosa News	www.tuscaloosaneews.com						
N - The Gadsden Times		Advertising Sales Rep	401 Locust Street	Gadsden	AL	35901	256.549.2100
R - Employee Referral	www.comcast.com	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
R - Word of Mouth	www.comcast.com	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
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 # 1129

County & State: Tuscaloosa County, Alabama

Source Name	Contact Name	Contact Title	Address	City	State	Zip Code	Phone #
(List job categories or positions, if outreach listing was used for all positions indicate "All External Positions")							
A - Birmingham SHRM	Additional Source: Payroll Representative Job Only	www.bshrm.org					
A - National Association of African Americans in HR	Additional Source: Payroll Representative Job Only	www.naaahrham.org					
A - Tuscaloosa Human Resources Professionals	Additional Source: Payroll Representative Job Only	www.thrp.shrm.org					
A - WorkplaceDiversity.com	Additional source: Exempt Jobs Only	NBMA Employment Network	26 Eastmans Road	Parisippany	NJ	7054	973.992.7311

COMCAST
FCC GENERAL RECRUITMENT SHEET
2008
September 1, 2007 to August 31, 2008
FCC UNIT #: 1129
County and State: Tuscaloosa County, Alabama

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Hiring Event - Tuscaloosa	Comcast	9/15/2007	Kimberly Wheeler - ALT01	Sponsored internal recruiting event/open house for Comm Techs (assessments and interviews conducted & offers extended to eligible participants).
University of Alabama Internship Program	Comcast	9/01/2007 - 8/31/2008	Kimberly Wheeler - ALT01	Internship Program which targets women & minority students in marketing/communications/public relations & engineering. Two (2) interns were sponsored this year.
Comm Tech Training Program	Comcast	9/01/2007 - 8/31/2008	Kimberly Wheeler - ALT01	The CommTech 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.
<i>Outreach (Diversity) Effort - Hiring Event - Focus on Senior Citizens Job Fair</i>	Focus on Senior Citizens	10/18/2007	Kimberly Wheeler - ALT01	Hiring Event/Job Fair focused on Senior Citizens and their family members.
Hiring Event - Job Fair	Clear Channel	2/19/2008	Kimberly Wheeler - ALT01	Recruitment Event held at University Mall. Utilized opportunity to recruit for current vacancies and answer candidate questions about our positions specifically. In addition, served as resource if candidates had questions on the recruiting process from an "employer's point of view".
Hiring Event - Job Fair	Shelton State Junior College	3/11/2008	Kimberly Wheeler - ALT01	Hiring Event/Job Fair focused on students at junior college.

**COMCAST
 FCC GENERAL RECRUITMENT SHEET
 2008
 September 1, 2007 to August 31, 2008
 FCC UNIT #: 1129
 County and State: Tuscaloosa County, Alabama**

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
<i>Outreach (Diversity) Effort</i>	Stillman College Career Day	3/26/2008	Kimberly Wheeler - ALT01	Career Day and Job Fair at a historically black college (HBCU). Spoke with students about current vacancies as well as how to prepare for interview, write resume and cover letters and complete the employer's application process.
<i>Outreach (Diversity) Effort</i>	N/A	8/7/2008	Marilyn Schneider - ALG01	Meeting with Larry Foster, Alabama's Career Center System Manager, Gadsden, 216 North Fifth Street, Gadsden, AL 35901. The purpose of the meeting was to discuss current vacancies at Comcast and establish a partnership for recruitment and assessment of candidates in the Gadsden market.
<i>Outreach (Diversity) Effort</i>	N/A	Monthly - 2nd Thursday of each month & Quarterly Contacts	Kimberly Wheeler - ALT01	Met with Richard Crawford, Manager Alabama State Employment Services (ASES) and Chair of Tuscaloosa Human Resources Professionals (THRP), Workforce Development Committee, to discuss and promote Comcast, explore the services available at ASES, and review potential partnerships with THRP & ASES that would allow us to broaden our candidate pool and reach an even more diverse potential candidate sourcing pool. Discussed potential local sourcing streams that may increase our minority, women, veterans and disabled candidate pool.

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