

Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 396-C</b></p>	OMB 3060-1033 September 2003  FOR FCC USE ONLY
<p><b>Multi-Channel Video Program Distributor EEO Program Annual Report</b></p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. B396 - 20090930APS

**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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FCC Registration Number:  
0011612017

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) 08/23/09 - 09/05/09

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 HR VP
Date 9/29/2009	Name of Respondent TERESA FASICK
Telephone No. (include area code) 6783855128	

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**

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Comcast Cable Communications, Inc.  
2009 Sourcing Summary  
Reporting Period: September 1, 2008 - August 31, 2009  
Unit# 1129  
Tuscaloosa County, AL

Branch	Position Title	Source	Interview	Hired
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	AL.COM	5	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	AMERICA'S JOB EXCHANGE	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	BACKPAGE	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	CABLE TELECOMMUNICATIONS ASSOC.	4	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	CAREERBUILDER	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	CAREERBUZZ	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	COMCAST VAN SIGN	1	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	CAREERBUILDER.COM	4	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	CITY CAREER FAIR	1	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	COMCAST.COM	36	2
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	CRAIGSLIST.ORG (FREE US SITES)	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	DIGITAL CABLE ADVERTISEMENT	4	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	DIVERSITYINC	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	ELECTRONIC MEDIA	1	1
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	EMPLOYEE REFERRAL	16	2
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	GOOGLE BASE	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	IHISPANO	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	INDEED	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	INTERNAL JOB POSTING	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	JOB HOTLINE	4	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	JOBSITE	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	MONSTER.COM	9	1
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	SEARCH FIRM	9	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	SEARCHFEE	0	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	SNAGAJOB.COM	3	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	THE GADSDEN TIMES	4	0
ALG01 - Gadsden	Communications Technician 1 - Cable Installer - Gadsden, Alabama	YAHOO!HOTJOBS DIRECT	1	0
			<b>102</b>	<b>6</b>
ALG01 - Gadsden	Warehouse Representative 1 - Convector Control - Gadsden, Alabama	AMERICA'S JOB EXCHANGE	0	0
ALG01 - Gadsden	Warehouse Representative 1 - Convector Control - Gadsden, Alabama	CAREERBUILDER	0	0
ALG01 - Gadsden	Warehouse Representative 1 - Convector Control - Gadsden, Alabama	COMCAST.COM	2	0
ALG01 - Gadsden	Warehouse Representative 1 - Convector Control - Gadsden, Alabama	CRAIGSLIST.ORG (FREE US SITES)	0	0
ALG01 - Gadsden	Warehouse Representative 1 - Convector Control - Gadsden, Alabama	DIVERSITYINC	0	0
ALG01 - Gadsden	Warehouse Representative 1 - Convector Control - Gadsden, Alabama	EMPLOYEE REFERRAL	1	1
ALG01 - Gadsden	Warehouse Representative 1 - Convector Control - Gadsden, Alabama	IHISPANO	0	0
ALG01 - Gadsden	Warehouse Representative 1 - Convector Control - Gadsden, Alabama	INTERNAL JOB POSTING	0	0
ALG01 - Gadsden	Warehouse Representative 1 - Convector Control - Gadsden, Alabama	MONSTER.COM	1	0
			<b>4</b>	<b>1</b>
<b>ALG01 - Gadsden Total</b>			<b>106</b>	<b>7</b>
ALTO1 - Tuscaloosa	Quality Control Technician - Auditor - Tuscaloosa, Alabama	AMERICA'S JOB EXCHANGE	0	0
ALTO1 - Tuscaloosa	Quality Control Technician - Auditor - Tuscaloosa, Alabama	CAREERBUILDER	0	0
ALTO1 - Tuscaloosa	Quality Control Technician - Auditor - Tuscaloosa, Alabama	COMCAST.COM	0	0
ALTO1 - Tuscaloosa	Quality Control Technician - Auditor - Tuscaloosa, Alabama	CRAIGSLIST.ORG (FREE US SITES)	0	0
ALTO1 - Tuscaloosa	Quality Control Technician - Auditor - Tuscaloosa, Alabama	DIVERSITYINC	0	0
ALTO1 - Tuscaloosa	Quality Control Technician - Auditor - Tuscaloosa, Alabama	IHISPANO	0	0
ALTO1 - Tuscaloosa	Quality Control Technician - Auditor - Tuscaloosa, Alabama	INTERNAL JOB POSTING	1	1
ALTO1 - Tuscaloosa	Quality Control Technician - Auditor - Tuscaloosa, Alabama	MONSTER.COM	0	0
			<b>1</b>	<b>1</b>
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	AL.COM	1	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	CABLE TELECOMMUNICATIONS ASSOC.	1	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	CAREER CONCEPTS	1	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	CAREERBUILDER.COM	1	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	COMCAST NOW HIRING SIGN	1	1
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	COMCAST.COM	8	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	DIGITAL CABLE ADVERTISEMENT	1	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	EMPLOYEE REFERRAL	3	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	INTERNAL JOB POSTING	0	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	JOB HOTLINE	1	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	MONSTER.COM	1	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	SEARCH FIRM	2	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	SNAGAJOB.COM	1	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	THE GADSDEN TIMES	1	0
ALTO1 - Tuscaloosa	Communications Technician 1 - Cable Installer - Tuscaloosa, Alabama	WORD OF MOUTH	1	0
			<b>24</b>	<b>1</b>
ALTO1 - Tuscaloosa	Technical Operations Manager - Tuscaloosa, Alabama	AMERICA'S JOB EXCHANGE	0	0
ALTO1 - Tuscaloosa	Technical Operations Manager - Tuscaloosa, Alabama	CAREERBUILDER	0	0
ALTO1 - Tuscaloosa	Technical Operations Manager - Tuscaloosa, Alabama	COMCAST.COM	0	0
ALTO1 - Tuscaloosa	Technical Operations Manager - Tuscaloosa, Alabama	CRAIGSLIST.ORG (FREE US SITES)	0	0
ALTO1 - Tuscaloosa	Technical Operations Manager - Tuscaloosa, Alabama	DIVERSITYINC	0	0
ALTO1 - Tuscaloosa	Technical Operations Manager - Tuscaloosa, Alabama	ENGINEERJOBS	0	0
ALTO1 - Tuscaloosa	Technical Operations Manager - Tuscaloosa, Alabama	IHISPANO	0	0
ALTO1 - Tuscaloosa	Technical Operations Manager - Tuscaloosa, Alabama	INTERNAL JOB POSTING	2	1
ALTO1 - Tuscaloosa	Technical Operations Manager - Tuscaloosa, Alabama	MONSTER.COM	0	0
ALTO1 - Tuscaloosa	Technical Operations Manager - Tuscaloosa, Alabama	NAMIC	0	0
			<b>2</b>	<b>1</b>
ALTO1 - Tuscaloosa	Direct Sales Representative - MDU/Retail - Tuscaloosa, AL	INTERNAL JOB POSTING	1	1
			<b>1</b>	<b>1</b>
<b>ALTO1 - Tuscaloosa Total</b>		<b>Total</b>	<b>133</b>	<b>11</b>

**FCC Sourcing Report - Contact List**

Date : 09/01/2008 - 08/31/2009

FCC Unit # 1129

County & State: Tuscaloosa County, AL

Source Name	Contact Name	Contact Title	Address	City	State	Zip	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	Northport	AL	35473	205.752.8790
The University of Alabama	<a href="mailto:studentjobs@ua.edu">studentjobs@ua.edu</a>	Student Employment Services	Box 870162	Tuscaloosa	AL	35487-0162	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 C	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
AMERICA'S JOB EXCHANGE	<a href="http://www.AmericasJobExchange.com">www.AmericasJobExchange.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
CAREERBUILDER	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
COMCAST VAN SIGN	<a href="http://www.Comcast.com">www.Comcast.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
CAREERBUILDER.COM	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
COMCAST.COM	<a href="http://www.Comcast.com">www.Comcast.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
CRAIGSLIST.ORG (FREE US SITES)	<a href="http://www.craigslist.org">www.craigslist.org</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
DIGITAL CABLE ADVERTISEMENT (Weather Channel Crawl)		HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
DIVERSITYINC	<a href="http://www.IMDiversity.com">www.IMDiversity.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
EMPLOYEE REFERRAL	<a href="http://www.Comcast.com">www.Comcast.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
IHISPANO	<a href="http://www.ihispano.com">www.ihispano.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
INTERNAL JOB POSTING	<a href="http://www.TeamComcast.com">www.TeamComcast.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
MONSTER.COM	<a href="http://www.Monster.com">www.Monster.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
SNAGAJOB.COM	<a href="http://www.SnagAJob.com">www.SnagAJob.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661

**FCC Sourcing Report - Contact List**

Date : 09/01/2008 - 08/31/2009

FCC Unit # 1129

County &amp; State: Tuscaloosa County, AL

Source Name	Contact Name	Contact Title	Address	City	State	Zip	Phone #
THE GADSDEN TIMES	Classified Advertising Dept.	Inside Sales Representative	P.O. Box 188	Gadsden	AL	35902	256.549.2000
INTERNAL JOB POSTING	<a href="http://www.TeamComcast.com">www.TeamComcast.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
National Association of Minorities in Cable (NAMIC)	<a href="http://www.NAMIC.com">www.NAMIC.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661
Engineer Jobs	<a href="http://www.EngineerJobs.com">www.EngineerJobs.com</a>	HR Manager	1131 Whigham Place	Tuscaloosa	AL	35405	205.391.3661

**COMCAST  
 FCC GENERAL RECRUITMENT SHEET  
 2009  
 September 1, 2008 to August 31, 2009  
 FCC UNIT #: 1129  
 County and State: Tuscaloosa County, AL**

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
University of Alabama Internship Program	Comcast	9/01/2008 - 8/31/2009	Kimberly Wheeler - ALT01	Internship Program which targets women & minority students in marketing/communications/public relations & engineering. One (1) intern was sponsored this FCC compliance year.
Comm Tech Training Program	Comcast	9/01/2008 - 8/31/2009	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.
Hiring Event - Job Fair - Engineering & Technical Job Fair	University of Alabama	2/17/2009	Kimberly Wheeler - ALT01	Recruitment Event held at University of Alabama. 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 - General Interest Job Fair	University of Alabama	2/18/2009	Kimberly Wheeler - ALT01	Recruitment Event held at University of Alabama. 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".

**COMCAST**  
**FCC GENERAL RECRUITMENT SHEET**  
**2009**  
**September 1, 2008 to August 31, 2009**  
**FCC UNIT #: 1129**  
**County and State: Tuscaloosa County, AL**

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Outreach (Diversity) Effort	Alabama Department of Rehabilitation Services	5/5/2009	Kimberly Wheeler - ALT01	Attended Disability Etiquette & Awareness Workshop & Community Recruitment Outreach Event. Spoke Leslie L. Dawson and other staff and clients of Alabama Department of Rehabilitation Services students about current vacancies. Ms. Dawson and staff shared ways that Comcast and other employers could increase our applicant stream utilizing their agency.
Outreach (Diversity) Effort	N/A	Monthly - 2nd Thursday of each month & Quarterly Contacts (9/1/08 - 8/31/09)	Kimberly Wheeler - ALT01	Met with Richard Crawford, Manager Alabama State Employment Services (ASES) and Russell DuBose, 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