

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 - 20110929AVC

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 # 512

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
GLYNN, GA

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) 08/21/11 - 9/3/11

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 9/29/2011	Name of Respondent TERESA FASICK
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

Comcast Cable Communications, Inc.
 2011 Sourcing Summary
 Reporting Period: September 1, 2010 - August 31, 2011
 Unit # 000512
 County State: Glynn County, GA

Branch	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
GAB70	Comm Tech 1, I&S (Brunswick, GA) Primary Requisition 62091578	ACAP-ARMY CAREER & ALUMNI PROGRAM	0	0
		BABBALU.COM	0	0
		CAREERBUILDER.COM	1	0
		COLLEGE OF COASTAL GEORGIA	0	0
		COMCAST.COM	11	4
		CRAIGSLIST.ORG (FREE US SITES)	0	0
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		EMPLOYEE REFERRAL	4	0
		HBCUCONNECT.COM	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	2	1
		MONSTER.COM	2	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		RECRUITMILITARY	0	0
		TWEETMYJOBS.COM	0	0
		WOMENFORHIRE	0	0
		YAHOO.COM	1	0
		WALTERKAITZ.ORG	0	0
EMPLOYEE DISTRIBUTION EMAIL.PDF	0	0		
GEORGIA DEPARTMENT OF LABOR-BRUNSWICK CAREER CNTR.	0	0		
GEORGIA DEPARTMENT OF LABOR-KINGS BAY CAREER CNTR.	0	0		
GEORGIA DEPARTMENT OF LABOR-VOCATIONAL REHABILITATION PROGRAM	0	0		
GOODWILL INDUSTRIES-JOB CONNECTION	0	0		
Comm Tech 1, I&S (Brunswick, GA) Primary Requisition 62091578 Total			21	5
Comm Tech 1, Installation and Service (Brunswick, GA) Primary Req 63782320		ACAP-ARMY CAREER & ALUMNI PROGRAM	0	0
		BABBALU.COM	0	0
		CAREERBUILDER.COM	1	0
		COLLEGE OF COASTAL GEORGIA	0	0
		COMCAST.COM	16	6
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		EMPLOYEE REFERRAL	1	0
		HBCUCONNECT.COM	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	1	0
		MONSTER.COM	2	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		RECRUITMILITARY	0	0
		SEARCH FIRM	3	0
		SIMPLYHIRED.COM	1	0
		TWEETMYJOBS.COM	0	0
		WOMENFORHIRE	0	0
		SIMPLY HIRED	0	0
WALTERKAITZ.ORG	0	0		
GEORGIA DEPARTMENT OF LABOR-BRUNSWICK CAREER CNTR.	0	0		
GEORGIA DEPARTMENT OF LABOR-KINGS BAY CAREER CNTR.	0	0		
GEORGIA DEPARTMENT OF LABOR-VOCATIONAL REHABILITATION PROGRAM	0	0		
GOODWILL INDUSTRIES-JOB CONNECTION	0	0		
Comm Tech 1, Installation and Service (Brunswick, GA) Primary Req 63782320 Total			25	6

FCC Sourcing Report - Contact List

Date : 09/01/2010 - 08/31/2011

FCC Unit # 000512

County & State: Glynn County, GA

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
ACAP-ARMY CAREER & ALUMNI PROGRAM	Tony B. Ragland	SERCO Contractor/Asst. Job Fair Coord.	55 Pony Soldier Avenue, Bldg. 253, Suite 2056, Ft. Stewart, GA 31314	(912) 767-2234	0	0	No
BABBALU.COM	Internet Source	Babbalu.com	15 Lewis Street, Hartford CT 06103	(860) 478-2115	0	0	No
CAREERBUILDER.COM	Internet Source	Careerbuilder.com	http://www.careerbuilder.com	Internet Source	2	0	No
COLLEGE OF COASTAL GEORGIA	Dave Leenhouts	Vice-President	3700 Altama Avenue, Brunswick, GA 31520	(912) 279-5801	0	0	No
COMCAST.COM	Human Resources	www.comcast.com	777 Gloucester St., Ste. 101, Brunswick, GA 31520	(912) 262-2521	27	10	No
CRAIGSLIST.ORG (FREE US SITES)	Internet Source	Craigslist.org	1381 9th Avenue, San Francisco, CA 94122	(800) 664-0633	0	0	No
DIRECTEMPLOYERS.COM	Internet Source	Directemployers.com	9002 N. Purdue Road, Suite 100, Indianapolis, IN 46268	(317) 874-9000	0	0	No
DISABLEDPERSON.COM	Internet Source	www.disabledperson.com	P.O. Box 230636 Encinitas, CA 92023-0636	(760) 420-1269	0	0	No
DIVERSITYINC	Internet Source	www.diversityinc.com	570 Broad Street, 15th Floor, Newark, NJ 07102	(973) 494-0500	0	0	No
EMPLOYEE REFERRAL	Human Resources	www.comcast.com	777 Gloucester St., Ste. 101, Brunswick, GA 31520	(912) 262-2521	5	0	No
GEORGIA DEPARTMENT OF LABOR-BRUNSWICK CAREER CNTR.	Donald Hammer	EMR-Employer Representative	2517 Tara Lane, Brunswick, GA 31520	(912) 264-7244	0	0	No
GEORGIA DEPARTMENT OF LABOR-KINGS BAY CAREER CNTR.	Faith Copeland	EMR-Employer Representative	1712 Osborne Road, Suite L, St. Marys, GA 31558-3257	(912) 673-6942	0	0	No
GEORGIA DEPARTMENT OF LABOR-VOCATIONAL REHABILITATION PROGRAM	Brian M. Weese	Account Representative	106 Shoppers Way, Ste. 4 Brunswick, GA 31525	(912) 264-7287	0	0	No
GOODWILL INDUSTRIES-JOB CONNECTION	Shauntia Lewis	Career Center Manager	#249 Village at Glynn Place, Brunswick, GA 31525	(912) 280-9809	0	0	No
HBCUCONNECT.COM	Internet Source	HBCU Connect	www.HBCUconnect.com	(877) 864-4446	0	0	No
INDEED	Internet Source	www.indeed.com	177 Broad Street, 6th Floor, Stamford, CT 06901	Internet Source	0	0	No
INTERNAL JOB POSTING	Human Resources	www.comcast.com	777 Gloucester St., Ste. 101, Brunswick, GA 31520	(912) 262-2521	61	14	No
MONSTER.COM	Internet Source	Monster.com	622 Third Avenue, 39th Floor, New York, NY 10017	(212) 351-7000	4	0	No
NATIONAL BLACK MBA ASSOCIATION	Internet Source	National Black MBA Association	180 North Michigan Avenue, Ste 1400, Chicago, IL 60601	(312) 236-2622	0	0	No
RECRUITMILITARY	Internet Source	www.recruitmilitary.com	422 West Loveland Ave, Loveland, OH 45140	(513) 683-5021	0	0	No
SEARCH FIRM	Gretchen Mauney	Branch Manager	122 Scranton Connector, Suite 108, Brunswick, GA 31525	(912) 265-1780	3	0	No
SIMPLYHIRED.COM	Internet Source	Simplyhired.com	2513 Charleston Road, Suite 200, Mountain View, CA 94340	(650) 254-9000	1	0	No
TWEETMYJOBS.COM	Internet Source	Tweetmyjobs.com	3400 West Olive Avenue Suite 220, Burbank, CA 91505	(888) 303-2526	0	0	No
WALTERKAITZ.ORG	Internet Source	Walterkaitz.org	25 Massachusetts Avenue, NW - Suite 100, Washington, DC 20001	(202) 222-2490	0	0	No
WOMENFORHIRE	Internet Source	Women For Hire	www.womenforhire.com	(212) 290-2600	0	0	No
YAHOO.COM	Internet Source	Yahoo! Inc.	701 First Avenue, Sunnyvale, CA 94089	(408) 349-3300	1	0	No

COMCAST
FCC GENERAL RECRUITMENT SHEET
2011
September 1, 2010 to August 31, 2011
FCC UNIT #: 000512
County and State: Glynn County, GA

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
CommTech Program	Comcast	2010 - 2011	Supervisors, Trainers	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.
National Cable Television Institute NCTI	Comcast HR	4/1/2004 - On Going	Jeffrey R. Wheeler Comcast Human Resources	Company paid training for Comcast Cable Communication Technicians to educate and prepare themselves for successful completion of this nationally recognized cable industry program. It is a supplemental training program that better prepares
Job Fair	RecruitMilitary, LLC	10/28/10	Cheryl Johnson, HR Manager - Marchelle McMillian, Recruiter - Jeff Beaver, Regional Learning and Development Director - Technical Supervisors	Comcast accepted an invitation to attend an on site job fair to discuss opportunities at Comcast with potential candidates.
Internship Program	Comcast	Summer 2011	Human Resources	1 intern at the Jacksonville, FL Comcast office