Washington, D. C. 20549

Form 11-K
[X] ANNUAL REPORT PURSUANT TO SECTION $15(\mathrm{~d})$ OF THE SECURITIES EXCHANGE ACT OF
1934 [FEE REQUIRED] 1934 [FEE REQUIRED]

For the fiscal year ended December 31, 1995
OR
[ ] TRANSITION REPORT PURSUANT TO SECTION $15(\mathrm{~d})$ OF THE SECURITIES EXCHANGE ACT OF 1934 [NO FEE REQUIRED]

For the transition period from $\qquad$ to $\qquad$

Commission file number 0-15279
A. Full title of the plan and the address of the plan if different from that of the issuer named below:

GENERAL COMMUNICATION, INC.
EMPLOYEE STOCK PURCHASE PLAN
B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

GENERAL COMMUNICATION, INC.
2550 Denali Street, Suite 1000
Anchorage, Alaska 99503
Independent Auditors' Report

## The General Communication, Inc. Employee <br> Stock Purchase Plan Trustees

General Communication, Inc. Employee
Stock Purchase Plan

We have audited the accompanying statements of net assets available for plan benefits of General Communication, Inc. Employee Stock Purchase Plan as of December 31, 1995 and 1994, and the related statements of changes in net assets available for plan benefits for each of the years in the three-year period ended December 31, 1995. These financial statements are the responsibility of the Plan Administrator. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for plan benefits of General Communication, Inc. Employee Stock Purchase Plan at December 31, 1995 and 1994, and the changes in those net assets available for plan benefits for each of the years in the three-year period ended December 31, 1995, in conformity with generally accepted accounting principles.

Our audits were performed for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedules I through IV are presented for the purpose of additional analysis and are not a required part of the basic financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The supplemental schedules have been subjected to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, are fairly stated in all material respects in relation to the basic financial statements taken as a whole.

March 1, 1996
GENERAL COMMUNICATION, INC.
EMPLOYEE STOCK PURCHASE PLAN
Index to Financial Statements and Schedules


## </TABLE>

See accompanying notes to financial statements.

<TABLE>
GENERAL COMMUNICATION, INC.
EMPLOYEE STOCK PURCHASE PLAN

Statements of Changes in Net Assets
Available for Plan Benefits
Years ended December 31, 1995, 1994 and 1993
<CAPTION>
\begin{tabular}{|c|c|c|c|}
\hline & 1995 & 1994 & 1993 \\
\hline <S> & <C> & <C> & <C> \\
\hline \multicolumn{4}{|l|}{Contributions:} \\
\hline Employee share & \$ 918,423 & 827,793 & 505,215 \\
\hline Employer share & 864,376 & 792,174 & 485,254 \\
\hline & 1,782,799 & 1,619,967 & 990,469 \\
\hline Allocated forfeitures & 8,012 & 22,604 & 19,961 \\
\hline \multicolumn{4}{|l|}{Investment income:} \\
\hline Interest income & 9,840 & 4,132 & 5,837 \\
\hline Dividend income & 155 & -- & -- \\
\hline Net change in unrealized appreciation (depreciation) of investments & & & \\
\hline of investments ................ & 1,960,257 & \((1,266,521)\) & 3,074,163 \\
\hline & 3,761,063 & 380,182 & 4,090,430 \\
\hline \multicolumn{4}{|l|}{Distributions:} \\
\hline Employee withdrawals & 554,618 & 524,061 & 482,852 \\
\hline Net increase (decrease) in net assets available for plan benefits ... & 3,206,445 & \((143,879)\) & 3,607,578 \\
\hline Net assets available for plan benefits at beginning of period ............. & 6,698,131 & 6,842,010 & 3,234,432 \\
\hline Net assets available for plan benefits at end of period .................... & \$9,904,576 & 6,698,131 & 6,842,010 \\
\hline </TABLE> & & & \\
\hline
\end{tabular}

See accompanying notes to financial statements. GENERAL COMMUNICATION, INC. EMPLOYEE STOCK PURCHASE PLAN

Notes to Financial Statements

Description of Plan
The following description of the General Communication, Inc. Employee Stock Purchase Plan ("Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

> General
> The Plan is a defined contribution plan covering employees of General Communication, Inc. and affiliated companies (GCI Communication Corp., GCI Communication Services, Inc. and GCI Leasing Co., Inc.) ("Company") who have completed one year of service, as defined in the Plan agreement.
> Contributions
> The Plan provides for a qualified cash or deferred arrangement as defined in Section \(401(k)\) of the Internal Revenue Code of 1986 ("Code"). A participant may elect the following methods to make employee contributions:
> (1) Salary Reduction Contributions ("before-tax contributions") which will not be included in the participant's current earnings for federal income tax purposes but rather are taxable upon distribution; or,
> (2) Non-qualified Voluntary Contributions ("after-tax contributions") which will be included in the participant's current earnings for federal income tax purposes.

Eligible employees of the Company may elect to reduce their compensation in any even dollar amount up to \(10 \%\) of such compensation up to a maximum of \(\$ 9,240\) in 1995 and 1994 and \(\$ 8,994\) in 1993; they may contribute up to \(10 \%\) of their compensation with after-tax dollars; or they may elect a combination of salary reduction and after-tax contributions. The Company will match employee salary reduction and after-tax contributions in any amount (less the amount of any forfeitures) determined by the Company each year, but not more than \(10 \%\) of any one employee's compensation will be matched in any pay period. The combination of salary reduction, after-tax and matching contributions cannot exceed \(25 \%\) of any employee's compensation (determined after salary reduction) for any year. Salary reduction contributions are subject to a compensation
<TABLE>
<CAPTION>
ceiling of \(\$ 150,000\) for 1995 and 1994 and \(\$ 235,840\) for 1993.
In 1993 and 1994, the Company matched employee salary reduction and after-tax contributions \(100 \%\) with General Communication, Inc. ("GCI") Class A and Class B common stock, limited to \(10 \%\) of any one employee's compensation each pay period. Commencing July 1, 1995, employee contributions invested in GCI Class A and Class B common stock continue to receive up to \(100 \%\) matching, as determined by the Company each year, in GCI Class A and Class B common stock. Employee contributions invested in other than GCI Class A and Class B common stock receive up to \(50 \%\) matching, as determined by the Company each year, in GCI Class A and Class B common stock.

Amounts contributed to the Plan by the Company are not taxed to the employee until distribution upon retirement, hardship or other termination. Plan earnings are taxable to the employee either upon distribution of the stock or eventual disposition of the stock.

Participant Accounts
Each participant account is credited with the participant's contributions, the employer matching contributions and allocations of Plan earnings. Plan earnings are allocated quarterly based on the participant's weighted account balance as a proportion of total weighted account balances during the calendar quarter.

Vesting
A participant's interest in his or her Salary Reduction Account and Non-qualified Voluntary Account is always fully vested and is not subject to forfeiture.

The participant's interest in the Company Matching Account is vested based upon years of service with the Company (as defined in the Plan agreement), in accordance with the following schedule:
-
\begin{tabular}{lc} 
Years of Service & Vested Percentage \\
\(<\) S \(>\) & \(<\mathrm{C}>\) \\
Less than 1 & 0 \\
1 or more but less than 2 & 20 \\
2 or more but less than 3 & 30 \\
3 or more but less than 4 & 45 \\
4 or more but less than 5 & 60 \\
5 or more but less than 6 & 80 \\
6 or more
\end{tabular}

\section*{</TABLE>}

Any portion of a participant's account which is forfeitable shall be forfeited on the earlier of the date a terminated participant receives a distribution or the date on which the participant experiences five consecutive one-year breaks in service (as defined in the Plan agreement).
A participant's interest in the Company Matching Account fully vests without regard to the number of years of service when the participant: (i) retires under the terms of the Plan; (ii) dies, or (iii) becomes totally and permanently disabled. A participant's interest in the Company Matching Account fully vests upon the termination or partial termination of the Plan or upon complete discontinuance of Company contributions.

If a participant terminates participation for any reason other than retirement, death or disability while any portion of his or her account in the Plan is forfeitable, and receives a distribution of his or her vested account balance attributable to Company matching contributions not later than the close of the second Plan year following the Plan year in which participation terminated, then upon becoming an eligible employee, the participating employee will have the right to repay the distribution to the Plan in accordance with Plan provisions. The amount of the participant's account that was forfeited previously will be restored.

\section*{Forfeitures}

If a participating employee terminates participation for any reason other than retirement, death or disability, that portion of his or her account attributable to Company contributions which has not vested will be forfeited. All amounts so forfeited will be allocated as a component of the otherwise required employer matching contribution to the remaining participating employees during the first calendar quarter after the end of the year in which the forfeitures occur. Net forfeitures amounting to \(\$ 8,012, \$ 22,604\) and \(\$ 19,961\) as of December 31, 1994, 1993 and 1992, respectively, were allocated to the accounts of the remaining participants in 1995, 1994 and 1993 in the ratio that the employer match balance of each participant's account bears to the total employer match balances of all participants' accounts.

The Plan financial statements are based on the accrual method of accounting with Plan investments stated at current value.

The current value of GCI Class A common stock is based on the average of the closing bid and ask prices as listed on the National Association of Securities Dealers Automated Quotation (NASDAQ) National Market System at December 31, 1995 and 1994. The current value of GCI Class B
common stock is determined based on the average of the closing bid and ask prices as reported on the over-the-counter market at December 31, 1995 and 1994. GCI Class B common stock is convertible into GCI Class A common stock. The current value of MCI common stock and TCI Class A common stock is based on the average of the closing bid and ask prices as listed on the NASDAQ National Market System at December
31, 1995. Mutual fund investments are carried at fair market value, as determined by individual fund management, based upon quoted market prices.

Purchases and sales of securities are recorded on a trade-date basis. The cost of securities is determined using the average cost method.

Shares to be issued by GCI to the Plan were initially registered in 1988 under the Federal Securities Act of 1933 (effective September 14, 1988) and under the Alaska Securities Act (effective October 26, 1988). A subsequent registration was completed in 1993 under the Federal Securities Act of 1933 (effective April 5, 1993). In 1993, the Company relied upon an express exemption from registration under the Alaska Securities Act. The registration in 1993 provides for the acquisition by the Plan of up to 700,000 shares of GCI Class A common stock at market value and up to 100,000 shares of GCI Class B common stock at market value.

Refunded and Refundable Contributions
During 1995 and 1993, the Plan did not meet the requirements of certain discrimination tests related to employee and employer matching contributions for certain highly compensated employees (as defined). Corrective distributions were made in December 1995 and 1993 to satisfy the non-discrimination test requirements for the Plan years 1995 and 1993, respectively.
Administration of Plan Assets

On July 1, 1995, The Heintzberger Company ("Recordkeeper") became recordkeeper of the Plan and National Bank of Alaska ("Trustee") became trustee of the Plan. Administrative expenses related to the Plan are paid directly by the Company to the Recordkeeper and the Trustee. Company employees continue to provide administrative support to the Plan but no employee receives compensation from the Plan.

Amendment or Termination

The Company's Board of Directors has reserved the right to amend or terminate the Plan. No amendment may reduce the accrued benefits of any participant or give the Company any interest in the trust assets of the Plan. In the event of termination of the Plan, a participant with respect to the Plan becomes fully vested in his or her Company Matching Account.

The Plan was amended in 1992 to conform with revised Rule \(16 b-3\) adopted pursuant to the 1934 Securities Exchange Act. Such amendment provides restrictions on participation after an officer or director makes a withdrawal from the Plan, limitations on further participation by officers and directors after ceasing to participate in the Plan, approval of certain amendments by shareholders, and transferability restrictions.

In December 1994 the Plan was amended and restated effective January, 1989 to comply with the Tax Reform Act of 1986 and other legislation ("TRA '86"). Also in December 1994 the Plan was amended to modify matching contribution requirements and to allow
diversification of investments into selected securities or funds as described in Footnotes (1) and (7), respectively. Investment and matching contribution revisions to the Plan were implemented during the third quarter of 1995.

Cash and Cash Equivalents
Included in cash and cash equivalents is an interest bearing certificate of deposit. Cash and cash equivalents at December 31, 1995 and 1994 include restricted cash of \(\$ 111,130\) and \(\$ 106,057\), respectively. This cash has been restricted by participants from use in purchasing stock or other investments.

Investments

In 1994 and 1995, the Plan was self-administered and Plan participants invested contributions in GCI Class A and Class B common stock only. Commencing July 1, 1995, the Plan diversified with expanded investment choices offered to Plan participants as follows:

GCI Stock Fund - a fund invested in shares of GCI Class A and Class B common stock

MCI Communications Corp ("MCI") Stock Fund - a fund invested in shares of MCI common stock

Tele-Communications, Inc. ("TCI") Stock Fund - a fund invested in shares of TCI common stock

> Fidelity Puritan Trust Fund - a mutual fund seeking high income with preservation of capital by investing in a broadly diversified portfolio of securities.
> Heartland Value Fund - a mutual fund seeking long term capital appreciation through investment in small company stocks selected on a value basis.
> Meridian Fund - a mutual fund making investments in small and medium sized companies considered to be experiencing above-average growth in revenue and earnings. Neuberger \& Berman Guardian Fund - a mutual fund investing primarily in a large number of common stocks of long-established, high quality companies.
> Vanguard Short-Term Corporate - a mutual fund investing in corporate debt securities, federal, state and municipal agency obligations, certificates of deposit and commercial paper.
<TABLE>
Employees may elect to participate in more than one fund. The following table summarizes the number of employees participating in each fund at December 31:
<CAPTION>
</TABLE>

</TABLE>
(9) Net Realized Gain

Fidelity Puritan Trust Fund had a net realized gain of \(\$ 182\) for the year ended December 31, 1995.
(10)

Reconciliation of Financial Statements to Form 5500
<TABLE>
The following is a reconciliation of net assets available for Plan benefits as reported in the accompanying financial statements to the Form 5500:
<CAPTION>
\begin{tabular}{|c|c|c|}
\hline & 1995 & 1994 \\
\hline <S> & <C> & <C> \\
\hline Net assets available for Plan benefits as reported in the accompanying financial statements & \$ 9,904,576 & 6,698,131 \\
\hline Benefits payable & \((133,928)\) & - -- \\
\hline Net assets available for Plan benefits per the Form 5500 ........................ & \$ 9,770,648 & 6,698,131 \\
\hline
\end{tabular}
</TABLE>
<TABLE>
The following is a reconciliation of benefits paid to participants as reported in the accompanying financial statements to the Form 5500 at December 31, 1995:
<CAPTION>
\begin{tabular}{llr}
\(<S>\) & \(<C>\) \\
Benefits paid to participants as & \\
\(\quad\) reported in the accompanying financial & \\
statements ............................................ & \(\$ 554,618\) \\
Add: Benefits payable at December 31, 1995 & 133,928
\end{tabular}

Benefits payable is recorded on the Form 5500 for amounts requested for distribution but not paid as of December 31.

The Plan is qualified under Section \(401(a)\) of the Code pursuant to a tax determination letter obtained from the Internal Revenue Service ("IRS"). The trust established pursuant to the Plan is, therefore, exempt from taxation under Section \(501(a)\) of the Code.

In December 1994, an application was submitted to the IRS for a determination as to the Plan's qualification status under Section \(401(a)\) of the Code associated with Plan changes for TRA 186 , investment diversification and modification of the employer matching contribution percentage. On February 8, 1996 the IRS issued a determination letter stating that these amendments to the Plan meet the requirements of section \(401(a)\) of the Code.
<TABLE>

GENERAL COMMUNICATION, INC.
EMPLOYEE STOCK PURCHASE PLAN

Item 27a - Schedule of Assets Held for Investment Purposes

December 31, 1995

</TABLE>
<TABLE>

Schedule II GENERAL COMMUNICATION, INC.
EMPLOYEE STOCK PURCHASE PLAN

Allocation of Plan Assets and Liabilities to Investment Programs
December 31, 1995


Investments:
General Communication, Inc.
common stock, at current value -
1,913,270 and 1,648,323 shares


Allocation of Plan Income and Changes in Plan Equity to Investment Programs Year ended December 31, 1995
\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multicolumn{11}{|l|}{<CAPTION>} \\
\hline & & \begin{tabular}{l}
GCI \\
Stock \\
Fund
\end{tabular} & \begin{tabular}{l}
MCI \\
Stock \\
Fund
\end{tabular} & \[
\begin{aligned}
& \text { TCI } \\
& \text { Stock }
\end{aligned}
\]
Fund & \begin{tabular}{l}
Puritan \\
Trust \\
Fund
\end{tabular} & \begin{tabular}{l}
Heartland \\
Value \\
Fund
\end{tabular} & Meridian Fund & Berman Guardian Fund & Vanguard Short-Term Corporate & \\
\hline \multicolumn{11}{|l|}{Total} \\
\hline <S> & <C> & & <C> & <C> & <C> & <C> & <C> & <C> & <C> & <C> \\
\hline \multicolumn{11}{|l|}{Contributions:} \\
\hline Employee share. & & 831,397 & 12,018 & 4,300 & 11,551 & 29,562 & 13,258 & 13,830 & 2,507 & \\
\hline 918,423 & & & & & & & & & & \\
\hline Employer share. & & 864,376 & - & - & - & - & - & - & - & \\
\hline \multicolumn{11}{|l|}{864,376} \\
\hline & & 1,695,773 & 12,018 & 4,300 & 11,551 & 29,562 & 13,258 & 13,830 & 2,507 & \\
\hline \multicolumn{11}{|l|}{1,782,799} \\
\hline \[
\begin{aligned}
& \text { Allocated forfeitures......... } \\
& 8,012
\end{aligned}
\] & & 8,012 & - & - & - & - & - & - & - & \\
\hline \multicolumn{11}{|l|}{Investment income:} \\
\hline 9,840 & & & & & & & & & & \\
\hline Dividend income. & & - & 6 & - & 104 & - & 17 & 10 & 18 & \\
\hline \multicolumn{11}{|l|}{155} \\
\hline \multicolumn{11}{|l|}{Net change in unrealized appreciation (depreciation)} \\
\hline \multicolumn{11}{|l|}{} \\
\hline & & 3,674,248 & 12,465 & 4,438 & 12,013 & 28,547 & 13,348 & 13,455 & 2,549 & \\
\hline \multicolumn{11}{|l|}{\(3,761,063\) ( \({ }^{\text {c }}\)} \\
\hline \multicolumn{11}{|l|}{Distributions:} \\
\hline Employee withdrawals. & & 554,618 & - & - & - & - & - & - & - & \\
\hline \[
554,618
\] & & & & & & & & & & \\
\hline
\end{tabular}

\begin{tabular}{|c|c|c|c|c|c|}
\hline \multicolumn{6}{|l|}{<CAPTION>} \\
\hline Identity of Party Involved & Description of Asset & Purchase Price & Cost of Asset & ```
Current Value
    of Asset on
Transaction Date
``` & \begin{tabular}{l}
Net Gain \\
or (loss)
\end{tabular} \\
\hline <S> & <C> & <C> & <C> & <C> & <C> \\
\hline ```
Series of
transactions
</TABLE>
``` & GCI Class A and B common stock & \$1,651,160 & \$1,651,160 & \$1,651,160 & --- \\
\hline
\end{tabular}

The General Communication, Inc. Employee Stock Purchase Plan Trustees
General Communication, Inc. Employee Stock Purchase Plan

We consent to incorporation by reference in the Form \(S-8\) Registration Statement (No. 33-24029) of our report dated March 1, 1996 related to the statements of net assets available for plan benefits of General Communication, Inc. Employee Stock Purchase Plan as of December 31, 1995 and 1994 and the related statements of changes in net assets available for plan benefits for each of the years in the three-year period ended December 31, 1995, which report appears in the December 31, 1995 annual report on Form 11-K of General Communication, Inc. Employee Stock Purchase Plan.
/s/KPMG PEAT MARWICK LLP

March 1, 1996

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the administrator of the Plan has duly caused this annual report to be signed by the undersigned thereunto duly authorized.

By /s/ Alfred J. Walker
Alfred J. Walker
Plan Administrator```

