

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 - 20080930AKO

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
COMCAST CORPORATION

MSO Name:  
COMCAST CABLE COMMUNICATIONS LLC

B. Employment Unit's Mailing Address  
1701 JFK BLVD  
WEST DIVISION

City PHILADELPHIA	State PA	Zip Code 19103-
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Emp. Unit ID # 11508

**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  
ARAHAPHOE, CO

D. Category of Respondent (check applicable box)

Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V

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) 8/24/08 9/06/08

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 HR
Date 9/24/2008	Name of Respondent RON PHILLIPS
Telephone No. (include area code) 7202672560	

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 Unit Number 11508

Date: 9/1/2007 - 8/31/2008

Work Locations: COE27 - Englewood CO; COA15 - Aurora CO; COC11 - Castle Rock CO; COL14 - Lakewood CO; COL15 - Littleton CO; COW12 - Wheatridge CO

Position Type: ALL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
48920BR	Manager, Regional Operations Training	COE27 - Englewood CO	I - COMCAST.COM	1	1
			Total	1	1
49981BR	Principal Engineer - Cross-Platform Integration	COL15 - Littleton CO	I - COMCAST.COM	1	1
			Total	1	1
50270BR	Principal Engineer - Unified Database Video Integration	COL15 - Littleton CO	T - PUEBLO CHIEFTAIN	1	1
			Total	1	1
50273BR	Engineer II - Video on Demand Test	COL15 - Littleton CO	I - COMCAST.COM	1	1
			Total	1	1
50275BR	Engineer II- Switched Digital Video Test	COL15 - Littleton CO	I - COMCAST.COM	1	1
			Total	1	1
52698BR	Payment Center Rep 2	COL15 - Littleton CO	Internal	1	1
			Total	1	1
53047BR	CommTech 1-3 (Installer)-Lakewood/Englewood	COE27 - Englewood CO	Internal	2	2
			R - EMPLOYEE REFERRAL	1	1
			REMPREF - EMPLOYEE REFERRAL	1	1
			Total	4	4
53194BR	Collections Rep 2	COE27 - Englewood CO	I - COMCAST.COM	1	1
			Total	1	1
54540BR	Technical Operations Manager	COE27 - Englewood CO	I - COMCAST.COM	1	1
			Total	1	1
54577BR	Quality Control Rep 2	COL14 - Lakewood CO	Internal	1	1
			Total	1	1
54581BR	Whse & Materials Mgmt Rep 1	COE27 - Englewood CO	I - COMCAST.COM	1	1
			R - EMPLOYEE REFERRAL	1	1
			Total	2	2
55139BR	Dispatch Rep 2	COL14 - Lakewood CO	Internal	1	1
			Total	1	1
55140BR	CommTech 1-3 (Installer)-Lakewood/Englewood	COE27 - Englewood CO	I - COMCAST.COM	3	3
			ICOMCAST - COMCAST.COM	2	2
			I - COMCAST.COM	4	4
			O - JOBS & EMPLOYMENT SERVICES	1	1
			R - EMPLOYEE REFERRAL	1	1
			R - WORD OF MOUTH	2	2
			REMPREF - EMPLOYEE REFERRAL	1	1
			Total	14	14
55142BR	Direct Sales Representative (South Metro)	COE27 - Englewood CO	I - COMCAST.COM	2	2
			ICOMCAST - COMCAST.COM	1	1
			R - EMPLOYEE REFERRAL	1	1
			REMPREF - EMPLOYEE REFERRAL	1	1
			T - TRAINING AND DEVELOPMENT	1	1
			Total	6	6
55443BR	Dispatch Rep 2	COL14 - Lakewood CO	Internal	1	1
			Total	1	1
55727BR	Dispatch Rep 2-Quota Coordinator	COE27 - Englewood CO	Internal	1	1

FCC Sourcing Report Unit Number 11508

Date: 9/1/2007 - 8/31/2008

Work Locations: COE27 - Englewood CO; COA15 - Aurora CO; COC11 - Castle Rock CO; COL14 - Lakewood CO; COL15 - Littleton CO; COW12 - Wheatridge CO

Position Type: ALL

				Total	1	1
55845BR	HR Generalist	COL14 - Lakewood CO	R - EMPLOYEE REFERRAL		1	1
				Total	1	1
56229BR	Principal Engineer - Network Engineer	COL15 - Littleton CO	R - EMPLOYEE REFERRAL		1	1
				Total	1	1
56564BR	Senior Engineer - RNG	COL15 - Littleton CO	R - EMPLOYEE REFERRAL		1	1
				Total	1	1
56905BR	CommTech 1-3 (Installer)-Lakewood/Englewood	COE27 - Englewood CO	A - CABLE TELECOMMUNICATIONS ASSOC		0	0
			I - BLACKPLANET.COM		0	0
			I - CAREERBUILDER.COM		0	0
			I - COMCAST.COM		1	1
			I - MONSTER.COM		0	0
			I - YAHOO!HOTJOBS DIRECT		0	0
			ICOMCAST - COMCAST.COM		2	2
			Internal		2	1
			J - ONLINE/GIPS		1	1
			M - COMCAST VAN SIGN		0	0
			M - DIGITAL CABLE ADVERTISEMENT		1	1
			M - FLYER ADVERTISEMENT		0	0
			N - DENVER POST		0	0
			O - RADIO		0	0
			R - EMPLOYEE REFERRAL		1	1
			R - WORD OF MOUTH		0	0
			REMPREF - EMPLOYEE REFERRAL		2	1
			T - CABLEVISION		0	0
			V - CAREERS ON DEMAND		0	0
			V - TV COMMERCIAL		0	0
				Total	10	8
56914BR	Dispatch Rep 1	COE27 - Englewood CO	Internal		1	1
				Total	1	1
56933BR	Payment Center/Lobby Rep 2	COL15 - Littleton CO	Internal		1	1
			Internal		1	1
			Internal		1	1
				Total	3	3
57595BR	Direct Sales Supervisor	COE27 - Englewood CO	Internal		2	0
			I - COMCAST.COM		1	1
				Total	3	1
57599BR	Alternate Channel Sales Supervisor	COE27 - Englewood CO	Internal		1	1
				Total	1	1
58133BR	Kiosk Sales Representative	COE27 - Englewood CO	C - UNIVERSITY OF COLORADO AT DENVE		0	0
			F - SEARCH FIRM		0	0
			I - BROADBANDCAREERS.COM		0	0
			I - CAREERBUILDER.COM		0	0
			I - COMCAST.COM		0	0
			I - MONSTER.COM		0	0
			ICOMCAST - COMCAST.COM		0	0
			Internal		1	1

			J - ONLINE/CIPS	0	0
			M - FLYER ADVERTISEMENT	0	0
			R - EMPLOYEE REFERRAL	0	0
			REMPREF - EMPLOYEE REFERRAL	0	0
			V - TV COMMERCIAL	0	0
			Total	1	1
59626BR	Sr Retail Sales Acct Exec	COE27 - Englewood CO	Internal	1	0
			I - COMCAST.COM	1	1
			Total	2	1
60186BR	Direct Sales Representative (South Metro)	COE27 - Englewood CO	A - CABLE TELECOMMUNICATIONS ASSOC	1	1
			F - SEARCH FIRM	1	1
			ICOMCAST - COMCAST.COM	2	1
			N - DENVER POST	3	2
			V - TV COMMERCIAL	1	0
			Total	8	5
61333BR	Whse & Materials Mgmt Rep 1	COE27 - Englewood CO	Internal	7	1
			REMPREF - EMPLOYEE REFERRAL	1	1
			Total	8	2
61518BR	Payment Center/Lobby Rep 2	COL15 - Littleton CO	I - COMCAST.COM	6	0
			Internal	1	1
			INTERNAL CANDIDATE	1	0
			Total	8	1
61570BR	Dispatch Rep 1	COE27 - Englewood CO	INTERNAL CANDIDATE	1	1
			Total	1	1
62489BR	CommTech 1-3 (Installer)-Lakewood/Englewood	COE27 - Englewood CO	A - CABLE TELECOMMUNICATIONS ASSOC	1	1
			I - CAREERBUILDER.COM	1	0
			I - COMCAST.COM	7	2
			I - MONSTER.COM	1	1
			ICOMCAST - COMCAST.COM	1	1
			Internal	1	0
			N - EMPLOYMENT NEWS	1	0
			I - COMCAST.COM	1	1
			R - EMPLOYEE REFERRAL	3	2
			R - WORD OF MOUTH	1	0
			REMPREF - EMPLOYEE REFERRAL	8	3
			V - TV COMMERCIAL	1	0
			Total	27	11
63096BR	Dispatch Rep II	COE27 - Englewood CO	Internal	11	1
			Total	11	1
63227BR	Principal Engineer - Cross-Platform Integration	COL15 - Littleton CO	I - COMCAST.COM	1	1
			Total	1	1
63283BR	Senior Financial Analyst	COE27 - Englewood CO	I - COMCAST.COM	2	0
			I - INDEED.COM	1	0
			Internal	2	0
			J - COMCAST OPEN HOUSE	1	0
			I - COMCAST.COM	1	1

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Position Type: ALL

			V - TV COMMERCIAL		1	0
				Total	8	1
63527BR	Warehouse Supervisor	COE27 - Englewood CO	I - COMCAST.COM		4	0
			Internal		1	1
				Total	5	1
63717BR	Direct Sales Representative	COE27 - Englewood CO	F - SEARCH FIRM		5	5
				Total	5	5
64035BR	HR Generalist	COE27 - Englewood CO	F - SEARCH FIRM		1	1
			I - COMCAST.COM		0	0
			ICOMCAST - COMCAST.COM		0	0
			Internal		0	0
			J - JOB EXPO.COM		0	0
			R - EMPLOYEE REFERRAL		0	0
				Total	1	1
64446BR	Communication Technician 1-3 (Installer)-Lakewood/Englewood	COE27 - Englewood CO	I - CAREERBUILDER.COM		1	1
			I - COMCAST.COM		3	3
			I - CRAIGSLIST.COM		2	2
			I - MONSTER.COM		1	1
			ICOMCAST - COMCAST.COM		2	2
			Internal		3	0
			J - AOL JOB FAIR		1	1
			M - COMCAST VAN SIGN		1	1
			R - EMPLOYEE REFERRAL		2	2
			REMPREF - EMPLOYEE REFERRAL		3	3
			V - TV COMMERCIAL		1	1
				Total	20	17
65118BR	Dispatch Rep II	COE27 - Englewood CO	Internal		1	1
				Total	1	1
68662BR	Technical Operations Supervisor	COL14 - Lakewood CO	Internal		1	1
			I - COMCAST.COM		1	1
				Total	2	2
69790BR	Warehouse Representative 1	COE27 - Englewood CO	Internal		2	1
				Total	2	1
71565BR	Dispatch Rep II	COL14 - Lakewood CO	J - ONLINE/CIPS		1	1
				Total	1	1
71566BR	CommTech 1-3 (Installer)-Lakewood/Englewood	COE27 - Englewood CO	I - COMCAST.COM		1	1
			ICOMCAST - COMCAST.COM		1	1
			I - COMCAST.COM		2	2
				Total	4	4
				<b>Grand Total</b>	<b>175</b>	<b>113</b>
<b>FCC Recruitment Menu Activity</b>	<b>Recruiting Event</b>	<b>Sponsor</b>	<b>Date</b>	<b>System Personnel Involved</b>	<b>Narrative</b>	

Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	Veterans Associations	Mile High Veterans Job Fair	10/20/07	HRG and HR Manager	Participation in job fair		
	Denver Sales Career Forum	Integrated Recruiting Consultants	11/28/07	HRG and HR Manager	Participation in job fair		
	Military Family Job Fair	Colorado Springs Chamber of Commerce	2/7/08	HRG and HR Manager	Participation in job fair		
	Diversity Employment Day Career Fair	Denver City Career Fair.COM	2/19/08	HRG and HR Manager	Participation in job fair		
	Denver Sales Career Forum	Integrated Recruiting Consultants	5/6/08	HRG and HR Manager	Participation in job fair		
	Buckley Air Force Base	Military & Civilian Career Fair	5/23/08	HRG and HR Manager	Participation in job fair		
	Diversity & Bilingual Job Fair	National Diversity Career Center Inc	6/25/08	HRG and HR Manager	Participation in job fair		
	Personnel Strategies, Inc	PSI NAACP Executive Diversity Job Fair	8/12/08	HRG and HR Manager	Participation in job fair		
	Denver Sales Career Forum	Integrated Recruiting Consultants	8/19/08	HRG and HR Manager	Participation in job fair		
	Annual Diversity Fair	Urban League of Metro Denver, CO	9/3/08	HRG and HR Manager	Participation in job fair		

**The below organizations, educational institutions, and other recruitment sources were used to attract applicants for job vacancies when they became available.**

College/University	Contact Name/Title	Phone	Fax	Email	City
Arapahoe Community	Jan McLees	303.797.5805	303.797.5926	Careers@araphoe.edu	Littleton
Auraria Higher Educ. College	Cheryl Cook	303.556.3664	303.556.4035	ccook28@mscd.edu	Denver
College America	Mary Gordy	303.691.9756	303.692.9156		Denver
Colorado School of Mines	Debbie Behnfield	303.273.3233	303.273.3956		Golden
Colorado State University	Diane Kull	970.491.5707	970.491.1134		Ft. Collins
Community College of Aurora	Student Advising Office	303.360.4835	303.360.4791		Aurora
Community College of Denver	Lynn Stefanowski	303.352.3208	303.352.6077	lynn.stefanowski@cod.edu	Denver
Fort Lewis College	Chris	970.247.7562	970.247.7653		Durango
Front Range Community College	Job Services	303.453.8600	303.438.9524		Westminster
Front Range Community College	Mandy Clancey	303.678.3736	303.678.3743		Longmont
ITT Technical Institute	Genny Campbell	303.288.4488	303.288.8166		Denver
Lamar Community College	Career Counseling	719.336.1538	719.336.2448		Lamar/Pueblo
National American University	Career Services	303.758.6700	303.758.6810		Denver
National American University	Haley Sampson	719.590.8366	719.277.0589		Colorado Springs
Otero Junior College	Brad Smith	719.384.6869	719.384.6933		La Junta
Parks College (South)	Kori Roda	303.745.6244	303.745.0762		Aurora
Red Rocks Community College	Darlene Marshall	303.914.6258	303.988.6191		Golden
Univ. of Colorado at Colorado Springs	Bev Kratzer	719.262.3340	719.262.3875		Colorado Springs
Univ. of Southern Colorado	Career Services	719.549.2980	719.549.2289		Pueblo

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Position Type: ALL

University of Denver	Career Center	303.871.2156	303.871.4335		Denver	
Western State College	Candace	970.943.7122	970.943.2702		Gunnison	
Univ. of Northern CO	Solomon Little Owl	970.351.1125	970.351.1999	solomon.littleowl@unco.edu	Greeley	
Univ. of Northern CO	Patricia Escobar	970.351.2424	970.351.2360	patricia.escobar@unco.edu	Greeley	
Univ. of Northern Colo	Elizabeth Overson	970.351.2552	970.351.1182		Greeley	
Regis University	Don Linley	303.458.4928	303.964.5530		Lakewood	
CO Women's Employ	Carrie Edson	303.892.8444	303.892.8375		Denver	
CO Center for the Blind	Jennifer Stevens	303.778.1597	303.778.1598		Denver	
Rocky Mountain SER	Eric Wright	303.292.3203	303.292.3341		Denver	
Denver Family Learnin	Barbara Wallace	303.433.3118	303.433.3667		Denver	
Denver Indian Center	Dina Yazzie	303.937.0401	303.936.2699		Denver	
Discovery Job Networ	Liz	303.220.3384	303.220.3385		Denver	
MiCasa Resource Cent	Ken Lyon	303.573.1302	303.595.0422		Denver	
Urban League of Denv	Carla Mourning	303.388.5861	303.388.3523		Denver	