

Federal Communications Commission Washington, D.C. 20554  <b>FCC 396-C</b>	OMB 3060-1033 September 2003  FOR FCC USE ONLY
<b>Multi-Channel Video Program Distributor EEO                  Program Annual Report</b>  Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. B396 - 20080922AEG

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
 COMCAST CORPORATION

MSO Name:  
 COMCAST CORPORATION

B. Employment Unit's Mailing Address  
 ONE COMCAST CENTER  
 1701 JFK BLVD

City PHILADELPHIA	State PA	Zip Code 19103-
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Emp. Unit ID # 11511

**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  
 ARAPAHOE, CO

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) 8/24/08 - 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 OF HR
Date 9/22/2008	Name of Respondent MARGIE TOLEN
Telephone No. (include area code) 2152868303	

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

FCC Unit # 11511

County and State: Arapahoe, CO

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
48204BR	E911 Technical Data Analyst	COG22 - Greenwood Village CO	I - COMCAST.COM	4	1
			M - COMCAST VAN SIGN	1	0
			<b>Total</b>	<b>5</b>	<b>1</b>
49518BR	E911 Provisioning Technician 1	COG22 - Greenwood Village CO	I - COMCAST.COM	3	1
			I - MONSTER.COM	1	0
			R - WORD OF MOUTH	1	0
			R - EMPLOYEE REFERRAL	1	0
			<b>Total</b>	<b>6</b>	<b>1</b>
50204BR	Sr. Process Manager	COG22 - Greenwood Village CO	I - COMCAST.COM	6	1
			R - EMPLOYEE REFERRAL	1	0
			<b>Total</b>	<b>7</b>	<b>1</b>
50744BR	Provisioning Technician I	COG22 - Greenwood Village CO	I - COMCAST.COM	3	0
			R - EMPLOYEE REFERRAL	1	1
			S - CAREER POINT	1	0
			T - TELEPHONY MAGAZINE	1	0
			<b>Total</b>	<b>6</b>	<b>1</b>
50794BR	Business Analyst	COG22 - Greenwood Village CO	I - COMCAST.COM	3	1
			R - WORD OF MOUTH	1	0
			<b>Total</b>	<b>4</b>	<b>1</b>
52331BR	Carrier Dispute Center Analyst	COG22 - Greenwood Village CO	I - COMCAST.COM	1	1
			R - EMPLOYEE REFERRAL	1	0
			<b>Total</b>	<b>2</b>	<b>1</b>
53163BR	E911 Technical Data Analyst	COG22 - Greenwood Village CO	J - COMCAST OPEN HOUSE	1	0
			R - EMPLOYEE REFERRAL	3	1
			M - COMCAST VAN SIGN	1	1
			<b>Total</b>	<b>5</b>	<b>2</b>
53247BR	Customer Account Executive	COG22 - Greenwood Village CO	I - COMCAST.COM	8	3
			R - EMPLOYEE REFERRAL	4	2
			F - SEARCH FIRM	1	0
			I - JOBFIND	1	1
			N - DAILY NEWS	1	1
			A - AFRICAN AMERICAN ASSOCIATION	1	0
			I - MONSTER.COM	2	2
			V - TV COMMERCIAL	1	0
			I - CRAIGSLIST	1	1
			<b>Total</b>	<b>19</b>	<b>10</b>
53379BR	Business Analyst	COG22 - Greenwood Village CO	I - COMCAST.COM	2	1
			F - SEARCH FIRM	1	0
			<b>Total</b>	<b>3</b>	<b>1</b>
53667BR	Supervisor Service Delivery Operations	COG22 - Greenwood Village CO	I - COMCAST.COM	6	1
			<b>Total</b>	<b>6</b>	<b>1</b>
54698BR	Carrier Dispute Center Analyst	COG22 - Greenwood Village CO	I - COMCAST.COM	11	1
			<b>Total</b>	<b>11</b>	<b>1</b>
55734BR	NCAR Technician 2	COG22 - Greenwood Village CO	I - COMCAST.COM	12	0
			N - DENVER POST	1	0
			R - EMPLOYEE REFERRAL	3	1
			M - JOB HOTLINE	1	0
			O - CAREER CENTER	1	0
			C - UNIVERSITY OF PHOENIX	1	0
			<b>Total</b>	<b>19</b>	<b>1</b>
56072BR	IILEC Coordinator	COG22 - Greenwood Village CO	I - COMCAST.COM	4	1

**FCC Sourcing Report**

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

FCC Unit # 11511

County and State: Arapahoe, CO

			I - BROADBANDCAREERS.COM	1	0
			<b>Total</b>	<b>5</b>	<b>1</b>
56197BR	NCAR Technician 1	COG22 - Greenwood Village CO	I - COMCAST.COM	8	4
			F - SEARCH FIRM	1	0
			I - BROADBANDCAREERS.COM	1	0
			S - CAREER POINT	1	1
			R - EMPLOYEE REFERRAL	1	0
			V - TV COMMERCIAL	1	0
			<b>Total</b>	<b>13</b>	<b>5</b>
56673BR	Director - E911 Address Operations	COG22 - Greenwood Village CO	I - COMCAST.COM	2	0
			R - EMPLOYEE REFERRAL	2	1
			<b>Total</b>	<b>4</b>	<b>1</b>
56897BR	Payroll Coordinator	COG22 - Greenwood Village CO	I - COMCAST.COM	3	1
			I - CRAIGSLIST.COM	1	0
			<b>Total</b>	<b>4</b>	<b>1</b>
57552BR	NCAR Technician 1	COG22 - Greenwood Village CO	I - COMCAST.COM	15	5
			R - EMPLOYEE REFERRAL	3	0
			A - WOMEN IN CABLE/TEL	1	0
			I - HOTJOBS.COM	1	0
			<b>Total</b>	<b>20</b>	<b>5</b>
58350BR	Sr. Director - NCAR Operations	COG22 - Greenwood Village CO	I - CAREERBUILDER.COM	2	0
			I - COMCAST.COM	14	1
			O - CAREER TEAM	1	0
			I - HOTJOBS.COM	1	0
			M - OTHER	1	0
			R - EMPLOYEE REFERRAL	3	0
			<b>Total</b>	<b>22</b>	<b>1</b>
59402BR	Customer Account Executive	COG22 - Greenwood Village CO	A - AFRICAN AMERICAN ASSOCIATION	1	0
			A - CABLE TELECOMMUNICATIONS ASSOC.	1	0
			I - CAREERBUILDER.COM	1	0
			I - COMCAST.COM	11	5
			I - JOBFIND.COM	1	0
			I - YAHOO!HOT JOBS DIRECT	1	1
			M - JOB HOTLINE	1	1
			N - DAILY LOCAL	1	0
			O - JOB/CAREER CENTER - GOVERNMENT	1	0
			R - EMPLOYEE REFERRAL	3	0
			V - TV COMMERCIAL	1	1
			<b>Total</b>	<b>23</b>	<b>8</b>
60386BR	Technician II	COG22 - Greenwood Village CO	I - COMCAST.COM	8	1
			F - SEARCH FIRM	1	0
			M - JOB HOTLINE	1	0
			C - COMMUNITY COLLEGE OF AURORA	1	0
			R - EMPLOYEE REFERRAL	2	0
			<b>Total</b>	<b>13</b>	<b>1</b>
61691BR	NCAR Supervisor	COG22 - Greenwood Village CO	I - COMCAST.COM	6	0
			M - JOB HOTLINE	1	0
			R - EMPLOYEE REFERRAL	1	0
			M - COMCAST NOW HIRING SIGN	1	1
			<b>Total</b>	<b>9</b>	<b>1</b>
61929BR	Manager, NCO Advanced Services New Products	COG22 - Greenwood Village CO	I - COMCAST.COM	9	1
			R - EMPLOYEE REFERRAL	1	0

**FCC Sourcing Report**

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

FCC Unit # 11511

County and State: Arapahoe, CO

			I - CAREERBUILDER.COM	1	0
			I - INDEED.COM	1	0
			R - WORD OF MOUTH	1	0
			<b>Total</b>	<b>13</b>	<b>1</b>
63050BR	Communications Manager	COG22 - Greenwood Village CO	I - COMCAST.COM	5	1
			M - OTHER	1	0
			R - EMPLOYEE REFERRAL	3	0
			M - JOB HOTLINE	1	0
			<b>Total</b>	<b>10</b>	<b>1</b>
65114BR	NCAR Technician II	COG22 - Greenwood Village CO	I - COMCAST.COM	11	1
			F - SEARCH FIRM	1	0
			M - OTHER	1	0
			M - JOB HOTLINE	1	0
			<b>Total</b>	<b>14</b>	<b>1</b>
54107BR	Technical Support Specialist - National Support Desk West	COG22 - Greenwood Village CO	I - COMCAST.COM	4	1
			<b>Total</b>	<b>4</b>	<b>1</b>
56009BR	Manager, Support Desk West, Tier 2.5	COG22 - Greenwood Village CO	I - COMCAST.COM	11	1
			<b>Total</b>	<b>11</b>	<b>1</b>
68939BR	Technical Support Specialist - National Support Desk West	COG22 - Greenwood Village CO	I - COMCAST.COM	17	1
			A - ASSOCIATION FOR WOMEN IN CABLE	1	0
			A - WOMEN IN CABLE/TEL	1	0
			I - BROADBANDCAREERS.COM	1	0
			I - CAREERBUILDER.COM	3	0
			I - MONSTER.COM	3	0
			O - GAY AND LESBIAN CHAMBER	1	0
			O - RADIO	1	0
			R - EMPLOYEE REFERRAL	3	0
			M - COMCAST NOW HIRING SIGN	1	0
			<b>Total</b>	<b>32</b>	<b>1</b>
			<b>GRAND TOTAL</b>	<b>290</b>	<b>52</b>

**FCC SOURCING REPORT CONTACT LIST**

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

FCC Unit # 11511

County and State: Arapahoe, CO

SOURCE NAME	CONTACT NAME	CONTACT TITLE	ADDRESS	PHONE
A - AFRICAN AMERICAN ASSOCIATION	Amir Faraji	Career	700 East 24th Ave, Ste 8, Denver, CO 80205	303-299-9055
A - ASSOC FOR WOMEN IN COMMUNICATIONS	Women in Cable Television	Women in Cable Television	<a href="#">14555 Avion Parkway, Suite 250 Chantilly, Virginia</a>	703-234-9810
A - CABLE/TELMARKETING ASSOC	National Cable and Telecommunications Association	National Cable and Telecommunications Association	<a href="#">25 Massachusetts Ave, NW - suite 100, Washington, DC 20001</a>	202-222-2300
C - ARAPAHOE COMM COLLEGE	Jan McLees	Coordinator, Career Education	2500 West College, Littleton, CO 80160-9002	303-797-5805
C - COMMUNITY COLLEGE OF AURORA	Liz Reed	Academic/Career Advisor	16000 East Centretch Pkwy, Ste A203, Aurora, CO 80011-9036	303-360-4835
C - COMMUNITY COLLEGE OF DENVER	Francis Robles	Community College of Denver	1111W Colfax Ave, PO Box 173363, Denver CO 80217-3363	303-556-2600
C - UNIVERSITY OF COLORADO AT DENVER	Universty of Colorado at Denver	University of Colorado at Denver	Campus Box 167, PO Box 173364, Denver CO 80217-3364	303-556-2704
C -UNIVERSITY OF PHOENIX		University of Phoenix	4615 E. Elwood St.Phoenix, AZ 85040	866.766.0766
I - A.JB.COM (AMERICANS JOB BANK)	AJB.com	America's Job Bank	<a href="#">www.ajb.com</a>	
I - BROADBANDCAREERS.COM		Broadband Careers	<a href="#">www.broadbandcareers.com</a>	
I - CAREERBUILDER.COM	Careerbuilder.com	Careerbuilder	<a href="#">www.careerbuilder.com</a>	
I - CAREERJOURNAL.COM	Career Journal.com	Wall Street Journal	PO Box 300, Princeton, NJ, 08543-0300	
I - COMCAST.COM	Comcast.com	Comcast Cable	1500 Market St, Philadelphia, PA	215-888-2222
I - CRAIGSLIST.COM	Denver.craigslist.org	Craigslist	<a href="#">www.denver.craigslist.org</a>	
I - HOTJOBS.COM	Hotjobs.com	Yahoo Hotjobs	45 West 18th St, 6th floor, New York, NY, 10011	646 351 5300
I - INDEED.COM	Indeed	Indeed	<a href="#">www.indeed.com</a>	
I - YAHOO!HOTJOBS DIRECT	Yahoo hotjobs.com	Yahoo Hotjobs	45 West 18th St, 6th floor, New York, NY, 10011	646 351 5300
I - JOBFIND.COM	Yahoo hotjobs.com	Yahoo Hotjobs	45 West 18th St, 6th floor, New York, NY, 10011	646 351 5300
I - MONSTER.COM	Monster.com	Monster	<a href="#">www.monster.com</a>	
I - YAHOO.COM	Yahoo.com	Yahoo	<a href="#">www.yahoo.com</a>	
INTERNAL	TeamComcast.com	Comcast Cable	1500 Market St, Philadelphia, PA	215-222-3333
M - COMCAST BILL INSERT	Comcast	Comcast Cable	1500 Market St, Philadelphia, PA	215-888-2222
M - COMCAST NOW HIRING SIGN	Comcast	Comcast Cable	1500 Market St, Philadelphia, PA	215-888-2222
M - COMCAST VAN SIGN	Comcast	Comcast Cable	1500 Market St, Philadelphia, PA	215-888-2222
J - COMCAST OPEN HOUSE	Comcast	Comcast Cable	1500 Market St, Philadelphia, PA	215-888-2222
N - DENVER POST	The Denver post	The Denver post	101 W Colfax Avenue, Denver CO 80202-5177	303-954-1050
O - CAREER CENTER	Anne Keaton	Career	12200 Pecos, Westminister, CO 80234	303-453-8670
S - CAREER POINT		Career Point	<a href="#">www.careerpoint.com</a>	
O - CAREERWORKS	Careerworks.com	Career Works	<a href="#">www.careerworks.com</a>	
I - TELEPHONY MAGAZINE	Telephony Online	Telephone Online	<a href="#">www.telephonyonline.com</a>	
O - NAI (NORTH AMERICAN INDIAN ASSOC)	North American Indiation Association of Detroit	North American Indiation Association of Detroit	22720 Plymouth Road, Detroit, MI 28239	313-535-2966
S - DEVRY INST	Devry University Career Fair	Devry Career Services	1870 W 122nd, Westminster, CO 80234	303-280-7400
V - CAREERS ON DEMAND	Comcast	Comcast Cable	1500 Market St, Philadelphia, PA	215-888-2222

FCC Recruitment Menu Activity	Recruiting Event	Sponsor	Date	System Personnel Involved	Narrative
1	<u>Participation</u> in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.				
2	<u>Hosting</u> at least one job fair.				
	Open House Recruiting Event for Technical Support Representatives	Comcast Cable - FBSC	11/2/2007	FBSC - Denver	Recruiting for both HSI and Voice Representatives
	Open House Recruiting Event for Customer Account Executives	Comcast Cable - NCSDC	3/3/2008	NCSDC - Denver	On-site recruiting for Customer Account Executives
	Open House Recruiting Event for Customer Account Executives	Comcast Cable - NCSDC	3/11/2008	NCSDC - Denver	On-site recruiting for Customer Account Executives
	Open House Recruiting Event for Customer Account Executives	Comcast Cable - NCSDC	8/18/2008	NCSDC - Denver	On-site recruiting for Customer Account Executives
3	<u>Co-sponsoring</u> at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.				
4	Participate in at least two events sponsored by organizations representing groups present in the community interested in cable television employment issues, including conventions, career days, workshops, and similar activities.				
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for cable television employment.				

6 Participation in general (as opposed to vacancy-specific) outreach efforts such as job banks and internet programs designed to promote outreach generally.

7 Participation in scholarship programs designed to assist students interested in pursuing a career in the cable industry.

8 Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.

9 Establishment of a mentoring program for unit personnel.

10 Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in the cable industry.

Internship and Job Fair

University of Colorado at Denver

9/25/2007

FBSC - Denver

participation in job fair

11 Sponsorship of at least one event in the community designed to inform and educate members of the public as to employment opportunities in the cable industry.

12 Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Job posting for NCAR Director E911 Operations

Women in Cable Telecommunications (WICT) website

5/6/2008

NCAR - Denver

On-line job posting/recruiting for upper level position

Job posting for NCAR Sr. Manager of Operations

Women in Cable Telecommunications (WICT) website

5/6/2008

NCAR - Denver

On-line job posting/recruiting for upper level position

13 Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for cable industry employment and/or other career development assistance pertinent to the cable industry.

14 Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Management Training - Recruiting/Interviewing

Comcast - FBSC

11/9/2007

FBSC - Denver

Ensuring Equal Employment Opportunity and Preventing Discrimination

Management Training - Recruiting/Interviewing

Comcast - FBSC

1/14/2008

FBSC - Denver

Ensuring Equal Employment Opportunity and Preventing Discrimination

15 Provision of training to personnel of unaffiliated non-profit organizations interested in cable industry employment opportunities that would enable them to refer better job candidates for cable television video programming positions.

16 Participation in other activities reasonably calculated by the unit to further the goal of disseminating employment opportunity information to job candidates who might otherwise be unaware of such opportunities.