

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 - 20080924AEF

SECTION I IDENTIFYING INFORMATION			
A. Name of Operator: COMCAST CORPORATION			
MSO Name: COMCAST CABLE CORP.			
B. Employment Unit's Mailing Address 1701 JFK BLVD SPOTLIGHT DIVISION			
City PHILADELPHIA	State PA	Zip Code 19103-	
Emp. Unit ID # 11911			
Application Purpose			
<input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report			
<input type="checkbox"/> 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) 08/24/2008-09/08/2008			
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 HUMAN RESOURCES
Date 9/8/2008	Name of Respondent JEFF HAMSTAD
Telephone No. (include area code) 7202673523	

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 11911

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

Work Location: COE02 - Englewood, CO

Position Type: All

Req #	Title	Location	Source	# Interviews			
57027BR	Regional Online Sales Manager	COE02 - Englewood CO	A - CABLE/TEL MARKETING ASSOC (CTAM)	0			
			A - NAMIC	0			
			I - AMERICAS JOB EXCHANGE	0			
			I - COMCAST.COM	2			
			I - ENTERTAINMENTCAREERS.COM	0			
			I - INDEED.COM	0			
			I - MYJOBHUNTER.COM	0			
			I - SIMPLYHIRED.COM	0			
			I - TEAMCOMCAST (Internal)	0			
			I - THELADDERS.COM	0			
			R - EMPLOYEE REFERRAL	1			
			V - CAREERS ON DEMAND	0			
						TOTAL	3
			60984BR	Director Human Resources	COE02 - Englewood CO	I - TEAMCOMCAST (Internal)	7
			TOTAL	7			
61133BR	Manager Accounting	COE02 - Englewood CO	A - CABLE/TEL MARKETING ASSOC (CTAM)	0			
			A - NAMIC	0			
			A - NATIONAL ASSOC HISPANIC JOURNALISTS	0			
			I - AMERICAS JOB EXCHANGE	0			
			I - COMCAST.COM	1			
			I - CRAIGSLIST	0			
			I - ENTERTAINMENTCAREERS.COM	0			
			I - INCAMPUS.COM	0			
			I - INDEED.COM	0			
			I - MYJOBHUNTER.COM	0			
			I - SIMPLYHIRED.COM	0			
			I - TEAMCOMCAST (Internal)	0			
			I - TVJOBS.COM	0			
			I - WORKGIANT.COM	0			
			O - FINANCIAL EXECUTIVE NETWORK GROUP	0			
			V - CAREERS ON DEMAND	0			
			TOTAL	1			

63820BR	Sr. Reporting and Data Analyst	COE02 - Englewood CO	A - CABLE/TEL MARKETING ASSOC (CTAM)	0		
			A - NAMIC	0		
			A - NATIONAL ASSOC HISPANIC JOURNALISTS	0		
			I - AMERICAS JOB EXCHANGE	0		
			I - COMCAST.COM	2		
			I - CRAIGSLIST	0		
			I - ENTERTAINMENTCAREERS.COM	0		
			I - INCAMPUS.COM	0		
			I - INDEED.COM	0		
			I - JOBMAG.COM	0		
			I - MYJOBHUNTER.COM	0		
			I - SIMPLYHIRED.COM	0		
			I - TEAMCOMCAST (Internal)	1		
			I - TVJOBS.COM	0		
			I - WORKGIANT.COM	0		
			V - CAREERS ON DEMAND	0		
			TOTAL			3
63823BR	Accounts Payable lead	COE02 - Englewood CO	A - CABLE/TEL MARKETING ASSOC (CTAM)	0		
			A - NAMIC	0		
			A - NATIONAL ASSOC HISPANIC JOURNALISTS	0		
			I - AMERICAS JOB EXCHANGE	0		
			I - COMCAST.COM	0		
			I - CRAIGSLIST	0		
			I - ENTERTAINMENTCAREERS.COM	0		
			I - INCAMPUS.COM	0		
			I - INDEED.COM	0		
			I - MYJOBHUNTER.COM	0		
			I - SIMPLYHIRED.COM	0		
			I - TEAMCOMCAST (Internal)	5		
			I - TVJOBS.COM	0		
			I - WORKGIANT.COM	0		
			V - CAREERS ON DEMAND	0		
			TOTAL			5
			TOTAL			19

FCC Sourcing Report Addendum Division Unit Number 11911

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

Work Location: COE02 - Englewood, CO

Position Type: All

Sourcing Name	Contact Name	Contact Title	Address	Phone
A - Cable/Tel Marketing Assoc (CTAM)	John C. Powers	Director, Internet Communications	201 N. Union St., Ste 440, Alexandria, VA 22314	703-837-6569
A - NAMIC			www.namic.com	
A - National Assoc Hispanic Journalists	Website	Website Coordinator	529 14th Street NW, Washington D.C., 20045	202-662-7145
I - America's Job Exchange	AJE web site	Website Coordinator	http://www.americasjobexchange.com/	N/A
I - Comcast.com	Comcast Cable Corp.	N/A	1500 Market Street; Philadelphia	215-655-1700
I - Craigslist	Website	Customer Service Rep	www.craigslist.com	jobs@craigslist.org
I - Entertainmentcareers.com	Website	Website Coordinator	914 S Barrington Ave, Los Angeles, CA 90049	N/A
I - InCampus.com	Website	Website Coordinator	N/A	N/A
I - Indeed.com	Website	Website Coordinator	470 West Avenue, Ste 2002, Stamford, Ct 06902	Email only
I - Jobmag.com	Bill Draving	Administrative Contact	San Antonio, Texas	210-698-3316
I - MyJobHunter.com	Website	N/A	N/A	760-602-8300
I - SimplyHired.com	Website	N/A	2513 Charleston Rd., Ste 200, Mountain View, CA 94043	N/A
I - Teamcomcast (Internal)	Comcast Cable Corp.	N/A	1500 Market Street; Philadelphia	215-655-1700
I - Theladders.com	Website	theladders.com	N/A	N/A
I - Tvjobs.com	Mark C. Holloway	Customer Service Rep	P.O. Box 4116 Oceanside, CA 92052	760-754-8177
I - Workgiant.com	Website	Website Coordinator	13451 McGregor Blvd., Ste 3, Fort Myers, FL 33919	407-421-6418
0 - Financial Executive Network Group	Leslie Mahoney	Website Coordinator	33 Bonnie Brook RD, Westport, CT 06880	leads@thefeng.org
R - Employee Referral	Comcast Cable Corp.	N/A	1500 Market Street; Philadelphia	215-655-1700
V- Career on Demand	Comcast Cable Corp.	N/A	1500 Market Street; Philadelphia	215-655-1700

GENERAL RECRUITMENT REPORT - UNIT 11911

FCC Recruitment Menu Activity	Applicable Event	Sponsor	Date	System Personnel Involved	Narrative
Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	Grand Junction Area Chamber/Mesa Mall Job Fair	Chamber of Commerce	9/5/07	Ben Watkins	The Grand Junction Area Chamber of Commerce in addition to their media sponsors - The Daily Sentinel, Cumulus Broadcasting and KJCT - News 8 provided a job fair. Their public service announcements helped recruit potential employees to the event. Comcast Spotlight had a booth during this annual event.
	2008 AZN International Job Fair	AZN TV/Comcast Media Center	3/7/08	Jim Hapgood Dave Swain	Discussed open positions with AZN employees and interviewed candidates for potential positions.
	NDAC Connect 2008 Career Fair	New Denver Ad Club	5/9/08	Chris Mendoza/ David Rutgers/ Keith Jensen/ Peter Emory	Attended the 2008 Connect Career Fair hosted by the New Denver Ad Club. Discussed open positions and career opportunities with students at this job fair geared towards Advertising and Marketing majors.
	Cumulus Radio Job Fair - 5/21	Cumulus Radio	5/21/08	Ben Watkins	Attended the May 21st Cumulus Radio Job fair at the Two Rivers Convention Center in Grand Junction, Colorado to promote Comcast Spotlight in general, and to specifically recruit for an open sales position.
	Cumulus Radio Job Fair - 5/29	Cumulus Radio	5/29/08	Ben Watkins	Attended the May 29th Cumulus Radio Job fair at the The Pavilion in Montrose, Colorado to promote Comcast Spotlight in general, and to specifically recruit for an open sales position.
Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in the cable industry.	Fossil Ridge High School Career Day	Fossil Ridge High School	11/30/07	Lesli Tanski	Lesli visited Fossil Ridge to discuss career opportunities in Cable with students interested in Video Production.
	Lecture at Colorado State University	Colorado State University	12/7/07	Michael Ricciardi	Michael Ricciardi was a guest lecturer at CSU and talked about career opportunities in Cable for Production Majors.
	Lecture at Colorado State University	Colorado State University	4/10/08	Michael Ricciardi and Dales Hansen	Michael Ricciardi and Dale Hansen were guest lecturers at CSU and talked about career opportunities in Cable for Production Majors, specifically advanced editing.
2007 Greeley Fiesta	Northern Colorado Latino Chamber of Commerce	9/15/07 - 9/16/07	David McGrath, Joseph Episcopo	Sponsorship of a booth at the event which included set up of Comcast banner and information regarding Comcast Spotlight. Comcast Spotlight contributed \$250.00 for this event.	

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.

2007 Employment Summit	Arapahoe/Douglas Works	11/9/07	Marcia Casey
African American Leadership Conference	Alpha Phi Alpha Fraternity/Colorado College	3/8/08	Nicole Frazier
Invitational Golf Tournament	Alpha Phi Alpha Fraternity	8/16/2008	Jim Hapgood, Erik Ure, Patrick Graham

Listened to the Governor's representative talk about employment in Colorado and made a presentation on employment opportunities with Comcast.

Approximately 800 students in grades 6 - 12 participate in this event for Youth building Respect and Responsibility for Future Rewards. The fraternity has been able to expand the scholarship offerings based on the support of generous organizations such as Comcast Spotlight. Comcast - Spotlight contributed \$1,000 for this event.

Publicized Comcast as an employer of choice during an annual fundraising event for African American scholarships. Alpha Phi Alpha continues to contribute to America's future through a national commitment to mentoring and educational activities for African-Americans. Comcast-Spotlight was one of the corporate sponsors for the event contributing \$1,500. We provided information on various careers/opportunities we offer and marketing material in each of the participant bags.

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

AIRS Sourcing Training	AIRS	4/8/08	Jim Hapgood Sr. Recruiter for the West Division of Comcast Spotlight
Exploring New Frontiers in Internet Search Training and Kennedy Information's Recruiting Conference	Kennedy Information and Job Machine	5/14-5/16/08	Jim Hapgood Sr. Recruiter for the West Division of Comcast Spotlight

Participated in training to learn new internet sourcing techniques that can be used to identify passive candidates for all open positions in the West Division markets. Techniques will allow internet mining of candidates and allow recruiter to contact candidates that would not normally be contacted about Comcast opportunities.

Participated in training led by Shally Steckerl Cyber Sleuth, considered to be one of the leading sourcers of passive candidates in the country. Learned how to use advanced search strings that will find passive candidates. These techniques will allow the West Division Recruiter to identify passive candidates for open positions in the West Division of Comcast Spotlight and to develop networks and share Comcast opportunities with people in Media, Internet and other industries.