

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	OMB 3060-1033 September 2003	FOR FCC USE ONLY
Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. B396 - 20080930AFI

SECTION I IDENTIFYING INFORMATION			
A. Name of Operator: COMCAST CORPORATION			
MSO Name: COMCAST CABLE COMMUNICATIONS			
B. Employment Unit's Mailing Address 1701 JFK BLVD WEST DIVISION			
City PHILADELPHIA	State PA	Zip Code 19103-	
Emp. Unit ID # 11536			
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 CONTRA COSTA, CA			
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) 8/24/2008-9/6/2008			
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 HR VP
Date 9/26/2008	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

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
33458BR	Director of Customer Service Technical Operations	CAS04 - San Ramon CA	I - CAREERBUILDER.COM	3	0
33458BR	Director of Customer Service Technical Operations	CAS04 - San Ramon CA	I - COMCAST.COM	3	1
33458BR	Director of Customer Service Technical Operations	CAS04 - San Ramon CA	I - MONSTER.COM	1	0
33458BR	Director of Customer Service Technical Operations	CAS04 - San Ramon CA	Internal	3	0
33458BR	Director of Customer Service Technical Operations	CAS04 - San Ramon CA	R - EMPLOYEE REFERRAL	1	0
			Total	11	1
47171BR	Retail Sales Manager	CAC01 - Concord CA	Internal	1	1
			Total	1	1
47800BR	Telephony Trouble Isolation Group Agent	CAC01 - Concord CA	I - COMCAST.COM	4	3
47800BR	Telephony Trouble Isolation Group Agent	CAC01 - Concord CA	I - HOTJOBS.COM	0	0
47800BR	Telephony Trouble Isolation Group Agent	CAC01 - Concord CA	Internal	6	4
47800BR	Telephony Trouble Isolation Group Agent	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	0	0
			Total	10	7
48823BR	Implementation Coordinator	CAL14 - Livermore CA	Internal	3	2
48823BR	Implementation Coordinator	CAL14 - Livermore CA	I - COMCAST.COM	2	1
			Total	5	3
48874BR	Converter Control Clerk	CAC01 - Concord CA	Internal	4	0
48874BR	Converter Control Clerk	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	2	1
			Total	6	1
48931BR	Sales Analyst	CAS04 - San Ramon CA	I - COMCAST.COM	1	1
			Total	1	1
49898BR	Business Services Market Development Representative	CAS04 - San Ramon CA	I - COMCAST.COM	1	0
49898BR	Business Services Market Development Representative	CAS04 - San Ramon CA	Internal	3	2
			Total	4	2
50461BR	Telephony Analyst	CAC01 - Concord CA	Internal	1	1
			Total	1	1
50868BR	Field Audit Technician	CAC01 - Concord CA	Internal	4	1
50868BR	Field Audit Technician	CAC01 - Concord CA	I - COMCAST.COM	1	1
			Total	5	2
50871BR	RVP Human Resources	CAS04 - San Ramon CA	I - COMCAST.COM	1	1
50871BR	RVP Human Resources	CAS04 - San Ramon CA	R - WORD OF MOUTH	1	0
			Total	2	1
51118BR	Telephony Analyst	CAC01 - Concord CA	Internal	1	1
			Total	1	1
51216BR	Marketing & Events Coordinator	CAS50 - Sacramento CA	I - CAREERBUILDER.COM	1	0
51216BR	Marketing & Events Coordinator	CAS50 - Sacramento CA	I - COMCAST.COM	2	1
51216BR	Marketing & Events Coordinator	CAS50 - Sacramento CA	I - CRAIGSLIST.COM	1	0
			Total	4	1
51791BR	Sr Sales Support Prof	CAS04 - San Ramon CA	Internal	1	1
			Total	1	1
52077BR	Lead Info Technology Analyst	CAS04 - San Ramon CA	I - COMCAST.COM	1	1
			Total	1	1
52207BR	Sr Telecommunications Analyst	CAL13 - Livermore CA	I - COMCAST.COM	1	1
			Total	1	1
52410BR	Supv Operations Support	CAC01 - Concord CA	I - COMCAST.COM	1	1
			Total	1	1
52605BR	LMC Rep 2	CAP18 - Pittsburg CA	Internal	5	1
			Total	5	1
53101BR	Construction Technician 2	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	1	1
			Total	1	1
53193BR	Telephony Day of Install	CAC01 - Concord CA	Internal	9	5
53193BR	Telephony Day of Install	CAC01 - Concord CA	I - COMCAST.COM	1	1
53193BR	Telephony Day of Install	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	1	1
			Total	11	7
53893BR	Telephony TIG/ATS	CAC01 - Concord CA	I - COMCAST.COM	1	1
53893BR	Telephony TIG/ATS	CAC01 - Concord CA	Internal	11	9
			Total	12	10
53947BR	Telephony Operations Supervisor	CAC01 - Concord CA	Internal	2	2

FCC Sourcing Report		Contra Costa, CA 11536 - final.xls					
Date :9/1/2007-8/31/2008							
Work Location: CAC01 - Concord CA; CAL13 - Livermore CA; CAL14 - Livermore CA; CAP18 - Pittsburg CA; CAP20 - Pleasanton CA; CAS50 - Sacramento CA; CAS04 - San Ramon CA							
Position Type: ALL							
					Total	2	2
54156BR	MDU Sales Manager	CAS04 - San Ramon CA	I - COMCAST.COM		1	1	
				Total	1	1	
54220BR	Intern/Co-op	CAS04 - San Ramon CA	I - COMCAST.COM		1	1	
				Total	1	1	
54443BR	Sales Support Rep 3	CAS04 - San Ramon CA	I - COMCAST.COM		1	1	
				Total	1	1	
54481BR	Regional Senior Vice President - Bay Area	CAS04 - San Ramon CA	I - COMCAST.COM		1	1	
				Total	1	1	
54580BR	Commercial MDU Coordinator II	CAS04 - San Ramon CA	Internal		2	1	
				Total	2	1	
54673BR	Marketing Communications Specialist	CAS04 - San Ramon CA	F - SEARCH FIRM		1	1	
54673BR	Marketing Communications Specialist	CAS04 - San Ramon CA	I - COMCAST.COM		3	0	
54673BR	Marketing Communications Specialist	CAS04 - San Ramon CA	R - WORD OF MOUTH		1	0	
				Total	5	1	
54727BR	Director, Compensation & Benefits	CAS04 - San Ramon CA	R - WORD OF MOUTH		1	1	
				Total	1	1	
54951BR	HR Generalist	CAS04 - San Ramon CA	I - COMCAST.COM		1	1	
				Total	1	1	
55014BR	Application Progrmr/Developer	CAS04 - San Ramon CA	I - CAREERBUILDER.COM		1	0	
55014BR	Application Progrmr/Developer	CAS04 - San Ramon CA	I - DICE.COM		2	1	
55014BR	Application Progrmr/Developer	CAS04 - San Ramon CA	I - COMCAST.COM		1	0	
55014BR	Application Progrmr/Developer	CAS04 - San Ramon CA	R - EMPLOYEE REFERRAL		1	0	
				Total	5	1	
55366BR	Telephony Order Managment	CAC01 - Concord CA	I - COMCAST.COM		10	1	
				Total	10	1	
56182BR	Sales Support Rep 3	CAS04 - San Ramon CA	I - COMCAST.COM		2	0	
56182BR	Sales Support Rep 3	CAS04 - San Ramon CA	Internal		2	1	
				Total	4	1	
56285BR	VP & General Mgr Ad Sales	CAS50 - Sacramento CA	Internal		2	0	
56285BR	VP & General Mgr Ad Sales	CAS50 - Sacramento CA	I - COMCAST.COM		1	1	
56285BR	VP & General Mgr Ad Sales	CAS50 - Sacramento CA	P - XELERATE		1	0	
				Total	4	1	
56465BR	Supv Telephony Operations Support	CAL13 - Livermore CA	I - COMCAST.COM		2	1	
				Total	2	1	
56956BR	Mgr Commercial Sales - East Bay	CAS04 - San Ramon CA	I - COMCAST.COM		2	1	
56956BR	Mgr Commercial Sales - East Bay	CAS04 - San Ramon CA	Internal		1	0	
				Total	3	1	
57209BR	Telephony Day of Install	CAC01 - Concord CA	Internal		1	1	
				Total	1	1	
57449BR	Telephony Operations Support Manager	CAC01 - Concord CA	I - COMCAST.COM		3	1	
				Total	3	1	
57720BR	Telephony TIG/ATS	CAC01 - Concord CA	I - COMCAST.COM		10	1	
				Total	10	1	
57725BR	Telephony Day of Install Agent	CAC01 - Concord CA	I - COMCAST.COM		1	1	
57725BR	Telephony Day of Install Agent	CAC01 - Concord CA	Internal		2	1	
				Total	3	2	
58909BR	Lead LMC Technician II	CAP18 - Pittsburg CA	Internal		4	1	
				Total	4	1	
59045BR	LMC Technician 2	CAP18 - Pittsburg CA	I - COMCAST.COM		1	1	
				Total	1	1	
59720BR	MDU Sales Account Executive	CAC01 - Concord CA	Internal		1	1	
				Total	1	1	
59927BR	Commercial Supervisor Customer Service	CAL13 - Livermore CA	Internal		2	1	
				Total	2	1	
60634BR	LMC Technician 2	CAP18 - Pittsburg CA	I - BAJOBS.COM		1	1	
60634BR	LMC Technician 2	CAP18 - Pittsburg CA	Internal		1	1	
				Total	2	2	
61058BR	Customer Liason - CAE Escalation Specialist	CAS04 - San Ramon CA	Internal		7	1	
				Total	7	1	

61364BR	Commercial Supp Rep 2	CAL13 - Livermore CA	Internal		5	4
				Total	5	4
61754BR	Construction Coordinator, Commercial - Livermore, CA	CAL13 - Livermore CA	Internal		2	1
				Total	2	1
61794BR	Receptionist	CAS04 - San Ramon CA	Internal		1	1
				Total	1	1
61940BR	Order Management Specialist, Telephony - Livermore, CA	CAL13 - Livermore CA	Internal		2	1
61940BR	Order Management Specialist, Telephony - Livermore, CA	CAL13 - Livermore CA	I - COMCAST.COM		1	1
61940BR	Order Management Specialist, Telephony - Livermore, CA	CAL13 - Livermore CA	R - EMPLOYEE REFERRAL		1	0
61940BR	Order Management Specialist, Telephony - Livermore, CA	CAL13 - Livermore CA	V - CAREERS ON DEMAND		1	0
				Total	5	2
61964BR	Supervisor, Telephony Operations - Livermore, CA	CAL13 - Livermore CA	Internal		9	1
				Total	9	1
62011BR	Telephony Day of Install Agent	CAC01 - Concord CA	I - CRAIGSLIST.COM		1	1
62011BR	Telephony Day of Install Agent	CAC01 - Concord CA	M - COMCAST NOW HIRING SIGN		1	1
				Total	2	2
62277BR	Business Sales Support Representative, Level 1 - Livermore, CA	CAL13 - Livermore CA	Internal		7	2
				Total	7	2
62459BR	Advanced Technical Support Agent, Telephony - Livermore, CA	CAL13 - Livermore CA	I - COMCAST.COM		1	0
62459BR	Advanced Technical Support Agent, Telephony - Livermore, CA	CAL13 - Livermore CA	Internal		5	1
62459BR	Advanced Technical Support Agent, Telephony - Livermore, CA	CAL13 - Livermore CA	R - EMPLOYEE REFERRAL		1	0
				Total	7	1
62868BR	Technician, Local Management Center, Level 2 - Pittsburg, CA	CAP18 - Pittsburg CA	I - COMCAST.COM		1	1
62868BR	Technician, Local Management Center, Level 2 - Pittsburg, CA	CAP18 - Pittsburg CA	Internal		12	3
62868BR	Technician, Local Management Center, Level 2 - Pittsburg, CA	CAP18 - Pittsburg CA	R - EMPLOYEE REFERRAL		1	0
				Total	14	4
63051BR	Regional Director of Sales - San Ramon, CA	CAS04 - San Ramon CA	Internal		1	1
				Total	1	1
63120BR	Mgr Mktg	CAS04 - San Ramon CA	Internal		1	1
				Total	1	1
63784BR	Compensation & Benefits Analyst - San Ramon, CA	CAS04 - San Ramon CA	I - CRAIGSLIST.COM		2	0
63784BR	Compensation & Benefits Analyst - San Ramon, CA	CAS04 - San Ramon CA	Internal		1	1
				Total	3	1
63785BR	HRIS Professional	CAS04 - San Ramon CA	I - COMCAST.COM		1	1
				Total	1	1
63818BR	Install Agent, Telephony - Livermore, CA	CAC01 - Concord CA	Internal		6	2
63818BR	Install Agent, Telephony - Livermore, CA	CAC01 - Concord CA	R - WORD OF MOUTH		1	0
63818BR	Install Agent, Telephony - Livermore, CA	CAC01 - Concord CA	R - EMPLOYEE REFERRAL		1	1
				Total	8	3
64108BR	Accounts Receivable Coordinator - San Ramon, CA	CAS04 - San Ramon CA	Internal		1	1
				Total	1	1
64308BR	Vice President, Finance & Accounting - San Ramon, CA	CAS04 - San Ramon CA	Internal		1	1
				Total	1	1
64376BR	Senior Marketing Analyst - San Ramon, CA	CAS04 - San Ramon CA	Internal		1	1
				Total	1	1
66030BR	Order Management Specialist, Telephony - Livermore, CA	CAL13 - Livermore CA	Internal		8	0
66030BR	Order Management Specialist, Telephony - Livermore, CA	CAL13 - Livermore CA	R - EMPLOYEE REFERRAL		1	1
				Total	9	1

	FCC Recruitment Menu Activity	Recruiting Event	Sponsor	Date	System Personnel Involved	Narrative
1	Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	Monster Job Fair	Monster.com	3/4/2008	Comcast Bay Region	Job Fair
1	Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	Monster Job Fair	Monster.com	4/15/2008	Comcast Bay Region	Job Fair
1	Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	Veterans Job Fair	Alameda County Veterans Employent Committee	9/27/2007	Regional Office	Job Fair

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Position Type: ALL							
3	Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	Black Expo	Black Expo, Ltd.	08/29/08 - 08/30/08	Comcast Bay Region	One of the major sponsors for the Black Expo Career Fair	
3	Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	Computer Networking and Information Technology Certificate Graduation	City College of San Francisco	12/6/2007	Comcast Bay Region	Outreach for open technical positions	
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.	WICT Holiday Gala	WICT	12/2/2007	Comcast Bay Region	Comcast Bay Region representatives presented at event	
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.	WICT Mentoring Breakfast	WICT	3/25/2008	Comcast Bay Region	Comcast CA Region representatives presented at event	
9	Establishment of a mentoring program for unit personnel.	Emma Bowen Foundation for Minority Interests in Media	Emma Bowen Foundation	Ongoing	Comcast	Sponsorship and Support for minority recruitment program	
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.	WICT, MultiChannel News, CTAM, SHRM, Execunet, NAMIC	Comcast	Ongoing	CA Region	Posted job openings for Manager and Director opportunities	
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.	CaJobs	EDD				
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.	Met with Workforce Investment Board to discuss opportunities to partner for recruitment	Comcast	2/12/2008	Bay Region (California)	Met with Workforce Investment Board to discuss opportunities to partner for recruitment	
Company Name	Contact	Title	Address	E mail	Website	Phone	
NOVA	Carolyn Luticken Pat Richards	Career Counselor	505 W. Olive Ave.- Sunnyvale, CA 94086	Cluticken@novaworks.org Prichards@novaworks.org		408-730-7671 408-730-7847	
CAL JOBS					www.caljobs.com		
CalWorks - Contra Costa County			40 Muir Road, Martinez, CA 94553			925-209-2203	
DeVry Technical University	Alicia Streigh	Director, Career Services	6600 Dumbarton Circle, Fremont, CA 94555	astreigh@fre.devry.edu		510-574-1239	
Oakland Private Industry Council	Michael Quinnine	Job Developer	1212 Broadway, Oakland, CA 94612	quinnine@oaklandpic.org		510-768-4436	
One Stop Career Center-Berkeley	Ron Russo	Job Developer	1947 Center St., Berkeley, CA 94704	Rirusso049@yahoo.com		510-981-7564	
One Stop Career Center-Concord	Blake Benson	Job Developer	1875 Willow Pass Road, Concord, CA 94520	Bbenson@ehsd.cccounty.us	www.eastbayworks.org	925-646-5568	
One Stop Career Center-Fremont	Amy (last name)	Job Developer	39155 Liberty St., Fremont, CA 94538			510-265-8376	
One Stop Career Center-Hayward	Brenda Barbar	Business Services Rep	24100 Amador, 3rd floor, Hayward, CA 94544	Bbarber@acgov.org	www.eastbayworks.org	510-265-8366	
One Stop Career Center-Pittsburg/Antioch	George Carter	Job Developer	415 Railroad Ave, Pittsburg, CA	Gcarter@ehsd.org	www.eastbayworks.org	925-427-8322	
One Stop Career Center-San Pablo	Emily Martinez	Job Developer	2300 El Portal Drive Ste B., San Pablo, CA 94806	Emartin@ehsd.cccounty.us	www.eastbayworks.org	510-374-7448	
One Stop Career Center-Tri Valley	Diane O'connor	Business Services Rep	5020 Franklin, Pleasanton, CA 94588	doconnor@clpccd.org		925-485-5267	
ProPath-RE TEC (dislocated tech)	Nick Barilone	Job Developer	24100 Amador St Hayward, CA 94544	Fmtiq@yahoo.com	N/A	510-265-8385	
ProSearch	Dwight Hawthorne	ProSearch Director	675 Hegenberger Road, 3rd floor, Oakland, CA 94621	Dhawthor@EDD.CA.GOV	www.prosearch.org	510-563-5268	
Right Management Consultants	Pam Clingerman	Outplacement Director	4000 Executive Pkwy #500 San Ramon, Ca 94583	Pam.clingerman@right.com	www.right.com	925-790-7128	
Spherion Outplacement	Pat DeMasters	Business Dev. Director	12667 Alcosta, #150, San Ramon, CA 94583	patdemasters@spherion.com	www.spherion.com/hrc/home.jsp	925-327-3023	
California State University-Hayward	Joanne Daniels	Online Posting & Career Center	25800 Carlos Bee Blvd., Hayward, CA 94542				