

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 - 20080924AJD

**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  
SPOTLIGHT DIVISION

City PHILADELPHIA	State PA	Zip Code 19103-
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Emp. Unit ID # 11560

**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  
DENVER, 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) 8/24/2008 - 9/06/2008

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**



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Emp. Unit ID # 11560

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**Exhibits**



**FCC Sourcing Report - Denver (11560)**

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

Work Location: COD22 - Denver, COF13 - Fort Collins, COC14 - Colorado Springs, COP13 - Pueblo, COF17 - Dillon, COG15 - Grand Junction, COG15 - Montrose

Position Type: ALL

Req #	Job Title	Location	Source Code	# Interview:	# Hires
<b>49072BR</b>	Production Rep 2	COD22 - Denver CO	I - COMCAST.COM		
			I - TEAMCOMCAST		
			O - CORPORATE GRAY		
			<b>Total:</b>	<b>0</b>	<b>0</b>
<b>50965BR</b>	Local Sales AE	COF13 - Fort Collins CO	I - COMCAST.COM	6	1
			I - TEAMCOMCAST	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUZZ.COM	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			R - WORD OF MOUTH	1	0
			V - CAREERS ON DEMAND	0	0
			V - TV COMMERCIAL	0	0
			<b>Total:</b>	<b>7</b>	<b>1</b>
<b>51595BR</b>	Administrative Assistant 1	COD22 - Denver CO	I - COMCAST.COM	1	1
			I - TEAMCOMCAST	3	0
			O - CORPORATE GRAY	0	0
			I - CRAIGSLIST.COM	0	0
			<b>Total:</b>	<b>4</b>	<b>1</b>
<b>54852BR</b>	Sales Support Rep 1	COP13 - Pueblo CO	I - COMCAST.COM	0	0
			I - TEAMCOMCAST	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUZZ.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			R - EMPLOYEE REFERRAL	1	1
			V - CAREERS ON DEMAND	0	0
			<b>Total:</b>	<b>1</b>	<b>1</b>

Req #	Job Title	Location	Source Code	# Interview:	# Hires
55484BR	Producer	COF17 - Dillon CO	I - COMCAST.COM	2	0
			I - TEAMCOMCAST	0	0
			A - NAMIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			R - WORD OF MOUTH	3	1
			V - CAREERS ON DEMAND	0	0
	<b>Total:</b>		<b>5</b>	<b>1</b>	
55681BR	Local Sales AE	COC14 - Colorado Sprin	I - COMCAST.COM	0	0
			I - TEAMCOMCAST	0	0
			A - NAMIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			R - EMPLOYEE REFERRAL	5	1
V - CAREERS ON DEMAND	0	0			
	<b>Total:</b>		<b>5</b>	<b>1</b>	
57169BR	Local Sales AE	COD22 - Denver CO	I - COMCAST.COM	3	1
			I - TEAMCOMCAST	0	0
			A - NAMIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			R - EMPLOYEE REFERRAL	2	0
R - WORD OF MOUTH	1	0			
V - CAREERS ON DEMAND	0	0			
	<b>Total:</b>		<b>6</b>	<b>1</b>	
57549BR	Local Sales AE	COF13 - Fort Collins CCI	I - COMCAST.COM	3	1

Req #	Job Title	Location	Source Code	# Interview:	# Hires
			I - TEAMCOMCAST	0	0
			A - NAMIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			V - CAREERS ON DEMAND	0	0
			<b>Total:</b>	<b>3</b>	<b>1</b>
<b>58139BR</b>	Research Analyst	COD22 - Denver CO	I - COMCAST.COM	8	0
			I - TEAMCOMCAST	4	1
			A - NAMIC	0	0
			A - NATIONAL ASSOCIATION OF HISPANIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			R - EMPLOYEE REFERRAL	1	0
			V - CAREERS ON DEMAND	0	0
			<b>Total:</b>	<b>13</b>	<b>1</b>
<b>58214BR</b>	Local Sales AE	COF17 - Dillon CO	I - COMCAST.COM	1	1
			I - TEAMCOMCAST	0	0
			A - NAMIC	0	0
			A - NATIONAL ASSOCIATION OF HISPANIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			V - CAREERS ON DEMAND	0	0
			<b>Total:</b>	<b>1</b>	<b>1</b>
<b>59193BR</b>	Local Sales AE	COD22 - Denver CO	I - COMCAST.COM	0	0
			I - TEAMCOMCAST	0	0
			A - NAMIC	0	0

Req #	Job Title	Location	Source Code	# Interview:	# Hires
			A - NATIONAL ASSOCIATION OF HISPANIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			R - EMPLOYEE REFERRAL	1	1
			V - CAREERS ON DEMAND	0	0
			<b>Total:</b>	<b>1</b>	<b>1</b>
<b>59200BR</b>	Manager, Accounting	COD22 - Denver CO	I - COMCAST.COM	1	0
			I - TEAMCOMCAST	3	1
			A - NAMIC	0	0
			A - NATIONAL ASSOCIATION OF HISPANIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	1	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			V - CAREERS ON DEMAND	0	0
			<b>Total:</b>	<b>5</b>	<b>1</b>
<b>59647BR</b>	Local Sales Account Executive	COF13 - Fort Collins CO	I - COMCAST.COM	3	1
			I - TEAMCOMCAST	0	0
			A - NAMIC	0	0
			A - NATIONAL ASSOCIATION OF HISPANIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			V - CAREERS ON DEMAND	0	0
			V - TV COMMERCIAL	0	0
			<b>Total:</b>	<b>3</b>	<b>1</b>

Req #	Job Title	Location	Source Code	# Interview:	# Hires
59779BR	Traffic Inventory Rep	COD22 - Denver CO	I - COMCAST.COM	0	0
			I - TEAMCOMCAST	6	1
			A - NAMIC	0	0
			A - NATIONAL ASSOCIATION OF HISPANIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			O - CTAM	0	0
			V - CAREERS ON DEMAND	0	0
			<b>Total:</b>	<b>6</b>	<b>1</b>
60566BR	Local Sales AE	COG15 - Montrose CO	I - COMCAST.COM	0	0
			I - TEAMCOMCAST	0	0
			A - NAMIC	0	0
			A - NATIONAL ASSOCIATION OF HISPANIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INCAMPUS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			I - TVJOBS.COM	0	0
			I - WORKGIANT.COM	0	0
			J - CUMULUS RADIO JOB FAIR	1	1
			O - CTAM	0	0
V - CAREERS ON DEMAND	0	0			
<b>Total:</b>	<b>1</b>	<b>1</b>			

Req #	Job Title	Location	Source Code	# Interview:	# Hires			
61072BR	Traffic Rep 1	COD22 - Denver CO	I - COMCAST.COM	3	0			
			I - TEAMCOMCAST	3	0			
			A - NAMIC	0	0			
			A - NAT ASSOC HISPANIC JOURNALISTS	0	0			
			I - AMERICAS JOB EXCHANGE	0	0			
			I - CRAIGSLIST.COM	1	0			
			I - ENTERTAINMENTCAREERS.COM	0	0			
			I - INCAMPUS.COM	0	0			
			I - INDEED.COM	0	0			
			I - MYJOBHUNTER.COM	0	0			
			I - SIMPLYHIRED.COM	0	0			
			I - TVJOBS.COM	0	0			
			I - WORKGIANT.COM	0	0			
			O - CTAM	0	0			
			R - EMPLOYEE REFERRAL	2	0			
			R - WORD OF MOUTH	1	0			
			V - CAREERS ON DEMAND	1	1			
<b>Total:</b>				<b>11</b>	<b>1</b>			
62498BR	Research/ Marketing/ Sports Asst.	COD22 - Denver CO	I - COMCAST.COM	5	1			
			I - TEAMCOMCAST	4	0			
			A - NAMIC	0	0			
			A - NATIONAL ASSOCIATION OF HISPANIC	0	0			
			I - AMERICAS JOB EXCHANGE	0	0			
			I - CRAIGSLIST.COM	0	0			
			I - ENTERTAINMENTCAREERS.COM	0	0			
			I - INCAMPUS.COM	0	0			
			I - INDEED.COM	0	0			
			I - MYJOBHUNTER.COM	0	0			
			I - SIMPLYHIRED.COM	0	0			
			I - WORKGIANT.COM	0	0			
			O - CTAM	0	0			
			R - EMPLOYEE REFERRAL	3	0			
			V - CAREERS ON DEMAND	0	0			
			<b>Total:</b>				<b>12</b>	<b>1</b>

Req #	Job Title	Location	Source Code	# Interview:	# Hires
<b>63725BR</b>	Local Sales AE	COP13 - Pueblo CO	I - COMCAST.COM	0	0
			I - TEAMCOMCAST	1	1
			A - NAMIC	0	0
			A - NATIONAL ASSOCIATION OF HISPANIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INCAMPUS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			I - TVJOBS.COM	0	0
			I - WORKGIANT.COM	0	0
			V - CAREERS ON DEMAND	0	0
<b>Total:</b>			<b>1</b>	<b>1</b>	
<b>64113BR</b>	Advanced Media Coordinator	COD22 - Denver CO	I - COMCAST.COM	1	0
			I - TEAMCOMCAST	2	1
			A - NAMIC	0	0
			A - NATIONAL ASSOCIATION OF HISPANIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.COM	0	0
			I - INCAMPUS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - SIMPLYHIRED.COM	0	0
			I - TVJOBS.COM	0	0
			I - WORKGIANT.COM	0	0
			O - CTAM	0	0
V - CAREERS ON DEMAND	0	0			
<b>Total:</b>			<b>3</b>	<b>1</b>	

Req #	Job Title	Location	Source Code	# Interview:	# Hires
64823BR	Local Sales Account Executive	COC14 - Colorado Sprin	I - COMCAST.COM	0	0
			I - TEAMCOMCAST	0	0
			A - NAMIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUZZ.COM	0	0
			I - CRAIGSLIST.COM	0	0
			I - GOOGLEBASE	0	0
			I - INDEED.COM	0	0
			I - JOBFOX.COM	0	0
			I - JOBERTISE.COM	0	0
			I - SEARCHEASE.COM	0	0
			I - TVJOBS.COM	0	0
			P - LEE HECHT HARRISON	0	0
			R - EMPLOYEE REFERRAL	1	1
			V - CAREERS ON DEMAND	0	0
			<b>Total:</b>	<b>1</b>	<b>1</b>
			64925BR	Sales Support Rep 1	COD22 - Denver CO
I - TEAMCOMCAST	1	0			
A - NAMIC	0	0			
I - AMERICAS JOB EXCHANGE	0	0			
I - CAREERBUZZ.COM	0	0			
I - CRAIGSLIST.COM	0	0			
I - GOOGLEBASE	0	0			
I - INDEED.COM	0	0			
I - JOBFOX.COM	0	0			
I - JOBERTISE.COM	0	0			
I - SEARCHEASE.COM	0	0			
I - TVJOBS.COM	0	0			
J - NEW DENVER AD CLUB JOB FAIR	2	0			
P - LEE HECHT HARRISON	0	0			
R - EMPLOYEE REFERRAL	1	1			
V - CAREERS ON DEMAND	0	0			
<b>Total:</b>	<b>7</b>	<b>1</b>			

Req #	Job Title	Location	Source Code	# Interview:	# Hires
<b>64928BR</b>	Local Sales Account Executive	COP13 - Pueblo CO	I - COMCAST.COM	1	1
			I - TEAMCOMCAST	0	0
			A - NAMIC	0	0
			A - NATIONAL ASSOCIATION OF HISPANIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUZZ.COM	0	0
			I - CRAIGSLIST.COM	0	0
			I - ENTERTAINMENTCAREERS.NET	0	0
			I - GOOGLEBASE	0	0
			I - INCAMPUS.COM	0	0
			I - INDEED.COM	0	0
			I - JOBFOX.COM	0	0
			I - JOBVERTISE.COM	0	0
			I - SEARCHEASE.COM	0	0
			I - TVJOBS.COM	0	0
			I - WORKGIANT.COM	0	0
			O - CTAM	0	0
			P - LEE HECHT HARRISON	0	0
			V - CAREERS ON DEMAND	0	0
<b>Total:</b>	<b>1</b>	<b>1</b>			
<b>65361BR</b>	Traffic Inventory Rep	COD22 - Denver CO	I - TEAMCOMCAST	2	1
			<b>Total:</b>	<b>2</b>	<b>1</b>
<b>65465BR</b>	Business Analyst	COD22 - Denver CO	I - COMCAST.COM	1	0
			I - TEAMCOMCAST	1	0
			A - NAMIC	0	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CRAIGSLIST.COM	1	0
			I - GOOGLEBASE	0	0
			I - INDEED.COM	1	0
			I - JOBFOX.COM	0	0
			I - JOBVERTISE.COM	0	0
			I - TVJOBS.COM	0	0
			P - LEE HECHT HARRISON	0	0
			R - EMPLOYEE REFERRAL	1	1
			V - CAREERS ON DEMAND	0	0
			<b>Total:</b>	<b>5</b>	<b>1</b>
<b>70629BR</b>	Traffic Rep 1	COD22 - Denver CO	I - TEAMCOMCAST	4	1
			<b>Total:</b>	<b>4</b>	<b>1</b>
<b>TOTAL</b>				<b>108</b>	<b>24</b>

**FCC Sourcing Report - Denver (11560)**

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

Work Location: COD22 - Denver, COF13 - Fort Collins, COC14 - Colorado Springs, COP13 - Pueblo, COF17 - Dillon, COG15 - Grand Junction, COG15 - Montrose

Source	Contact Name	Contact Title	Address	Phone
A - NAMIC	<a href="#">Ron Phillips</a>	VP, HR Comcast Cable	183 inverness Drive West, Englewood, CO 80112	720-267-2560
A - NATIONAL ASSOC OF HISPANIC JO	<a href="mailto:nahi@nahj.org">nahi@nahj.org</a>	N/A	1000 National Press Building, 529 14th St., NW, Washington, DC	202-662-7145
I - AMERICAS JOB EXCHANGE	<a href="http://www.americasjobexchange.com/">www.americasjobexchange.com/</a>	N/A	N/A	N/A
I - CAREERBUZZ.COM	<a href="http://www.careerbuzz.com/">www.careerbuzz.com/</a>	N/A	N/A	N/A
I - COMCAST.COM	Comcast Cable Corp.	N/A	1500 Market Street; Philadelphia	215-655-1700
I - CRAIGSLIST.COM	<a href="http://www.craigslist.com">www.craigslist.com</a>	Customer Service Rep		
I - ENTERTAINMENTCAREERS.COM	<a href="http://www.entertainmentcareers.net/">www.entertainmentcareers.net/</a>	N/A	914 S Barrington Ave, Los Angeles, CA 90049	
I - GOOGLEBASE.COM	<a href="http://www.google.com">www.google.com</a>	N/A	1600 Amphitheatre Parkway, Mountain View, CA 94043	650-253-0000
I - INCAMPUS.COM	<a href="http://www.incampus.com">www.incampus.com</a>	N/A	N/A	N/A
I - INDEED.COM	<a href="http://www.indeed.com/">www.indeed.com/</a>	N/A	470 West Avenue, Suite 2002, Stamford CT, 06902	N/A
I - JOBFOX.COM	<a href="http://www.jobfox.com">www.jobfox.com</a>	N/A	7926 Jones Branch Drive, Suite 1100, McLean, VA 22102	703-748-0162
I - JOBERTISE.COM	<a href="http://www.jobertise.com">www.jobertise.com</a>	N/A	N/A	N/A
I - MYJOBHUNTER.COM	<a href="http://www.myjobhunter.com/">www.myjobhunter.com/</a>	N/A	N/A	N/A
I - SEARCHEASE.COM	<a href="http://www.searchease.com/default.htm">www.searchease.com/default.htm</a>	N/A	<a href="mailto:CustomerService@searchease.com">CustomerService@searchease.com</a>	N/A
I - SIMPLYHIRED.COM	<a href="http://www.simplyhired.com">www.simplyhired.com</a>	N/A	2513 Charleston Road, Suite 200, Mountain View, CA 94043	N/A
I - TEAMCOMCAST (INTERNAL)	Comcast Cable Corp.	N/A	1500 Market Street; Philadelphia	215-655-1700
I - TVJOBS.COM	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Customer Service Rep	P.O. Box 4116, Oceanside, CA 92052	760-754-8177
I - WORKGIANT.COM	<a href="http://www.workgiant.com">www.workgiant.com</a>	<a href="mailto:info@workgiant.com">info@workgiant.com</a>	13451 McGregor Blvd, Suite 3, Fort Myers, FL 33919	407-421-6418
J - CUMULUS RADIO JOB FAIR	Kevin Wodlinger	Career Fair Coordinator	315 Kennedy Avenue, Grand Junction, CO 81501	970-242-7788
J - NEW DENVER AD CLUB JOB FAIR	Steve Miller	CEO/ Founder	1614 15th Street, Denver, CO 80202	303-468-3550
O - CTAM	<a href="mailto:info@ctam.com">info@ctam.com</a>	N/A	201 North Union Street, Suite 440 - Alexandria, VA 22314	703.549.4200
P - LEE HECHT HARRISON	<a href="http://www.lhh.com">www.lhh.com</a>	N/A	N/A	800-611-4544
R - EMPLOYEE REFERRAL	Comcast.com	Comcast Cable	1500 Market Street, Phila PA 19102	215-888-2222
R - WORD OF MOUTH	Comcast Cable Corp.	Comcast Cable	1500 Market Street, Phila PA 19102	215-888-2222
V - CAREERS ON DEMAND	Comcast Cable Corp.	Comcast Cable	1500 Market Street, Phila PA 19102	215-888-2222

V - TV COMMERCIAL

Comcast Cable Corp.

Comcast Cable

1500 Market Street, Phila PA 19102

215-888-2222

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.
	2007 Employment Summit	Arapahoe/Douglas Works	11/9/07	Marcia Casey	Listened to the Governor's representative talk about employment in Colorado and made a presentation on employment opportunities with Comcast.

FCC Recruitment Menu Activity	Applicable Event	Sponsor	Date	System Personnel Involved	Narrative
<p>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.</p>	African American Leadership Conference	Alpha Phi Alpha Fraternity/Colorado College	3/8/08	Nicole Frazier	<p>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.</p>
	Invitational Golf Tournament	Alpha Phi Alpha Fraternity	8/16/2008	Jim Hapgood, Erik Ure, Patrick Graham	<p>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.</p>
<p>Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.</p>	AIRS Sourcing Training	AIRS	4/8/08	Jim Hapgood Sr. Recruiter for the West Division of Comcast Spotlight	<p>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.</p>
	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	<p>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.</p>