

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 - 20080930ALI

**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 # 11561

**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)

<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 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 11561

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

Work Locations: COD19 - Denver CO; COF11 - Federal Heights CO; COB11 - Boulder CO; COB14 - Brighton, CO; COL20 - Louisville, CO

Position Type: ALL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
31455BR	Assistant to area VP/GM	COD19 - Denver CO	I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	1	1
			ICOMCAST - COMCAST.COM	0	0
			Internal	0	0
			Total	1	1
33057BR	Supv Dispatch	COD19 - Denver CO	ICOMCAST - COMCAST.COM	0	0
			Internal	1	1
			Total	1	1
34095BR	Technical Operations Supervisor	COF11 - Federal Heights CO	Internal	1	1
			Total	1	1
34469BR	Construction Manager	COD19 - Denver CO	Internal	1	1
			Total	1	1
34474BR	Dispatch Rep 2	COD19 - Denver CO	Internal	25	1
			Total	25	1
34975BR	Warehouse Rep 1	COF11 - Federal Heights CO	Internal	0	0
			I - COMCAST.COM	1	1
			REMPREF - EMPLOYEE REFERRAL	1	1
			Total	2	2
35158BR	Lead, Payment Center/Lobby	COD19 - Denver CO	Internal	1	1
			Total	1	1
49147BR	Residential Field Sales Representative (North Metro)	COD19 - Denver CO	I - CAREERBUILDER.COM	1	1
			I - COMCAST.COM	3	3
			I - YAHOO.COM	0	0
			ICOMCAST - COMCAST.COM	1	0
			Internal	0	0
			M - COMCAST NOW HIRING SIGN	1	1
			R - EMPLOYEE REFERRAL	0	0
			REMPREF - EMPLOYEE REFERRAL	0	0
			Total	6	5
49320BR	Retail Sales Acct Executive	COD19 - Denver CO	ICOMCAST - COMCAST.COM	1	0
			Internal	0	0
			R - EMPLOYEE REFERRAL	2	1
			REMPREF - EMPLOYEE REFERRAL	0	0
			Total	3	1
51441BR	Direct Sales Representative - MDU Account Executive	COD19 - Denver CO	I - COMCAST.COM	1	1
			Internal	1	1
			R - EMPLOYEE REFERRAL	3	3
			Total	5	5
51752BR	Kiosk Sales Rep (North Metro)	COD19 - Denver CO	Internal	0	0
			R - EMPLOYEE REFERRAL	1	0
			REMPREF - EMPLOYEE REFERRAL	2	2
			Total	3	2

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

Work Locations: COD19 - Denver CO; COF11 - Federal Heights CO; COB11 - Boulder CO; COB14 - Brighton, CO; COL20 - Louisville, CO

Position Type: ALL

52292BR	Dispatch Rep 2	COD19 - Denver CO	I - COMCAST.COM	0	0
			ICOMCAST - COMCAST.COM	0	0
			Internal	0	0
			R - EMPLOYEE REFERRAL	1	1
			REMPREF - EMPLOYEE REFERRAL	1	1
			V - CAREERS ON DEMAND	0	0
			Total	2	2
52816BR	CommTech 1-3 (Installer)-Denver/Federal Heights	COD19 - Denver CO	I - COMCAST.COM	6	6
			I - ENTERTAINMENTCAREERS.COM	1	1
			I - JOBFIND.COM	1	1
			I - WWW.JOBGING.COM	1	1
			ICOMCAST - COMCAST.COM	1	1
			Internal	5	5
			R - EMPLOYEE REFERRAL	3	3
			R - WORD OF MOUTH	0	0
			REMPREF - EMPLOYEE REFERRAL	5	5
			V - CAREERS ON DEMAND	1	1
			V - TV COMMERCIAL	0	0
			Total	24	24
53080BR	Field Tap Auditor	COD19 - Denver CO	I - COMCAST.COM	1	1
			Total	1	1
53252BR	Supervisor Warehouse and Materials Mgmt.	COF11 - Federal Heights CO	Internal	1	1
			A - CABLE/TEL HUMAN RESOURCES ASSOC	0	0
			F - SEARCH FIRM	0	0
			Internal	0	0
			REMPREF - EMPLOYEE REFERRAL	1	1
			Total	2	2
53944BR	Dispatch Manager	COD19 - Denver CO	Internal	2	1
			JCOMCAST - COMCAST OPEN HOUSE	0	0
			Total	2	1
54524BR	Warehouse Rep 1	COF11 - Federal Heights CO	I - COMCAST.COM	0	0
			ICOMCAST - COMCAST.COM	0	0
			Internal	1	1
			I - COMCAST.COM	1	1
			R - EMPLOYEE REFERRAL	1	0
			REMPREF - EMPLOYEE REFERRAL	1	0
			Total	4	2
54538BR	Finance Manager	COD19 - Denver CO	I - COMCAST.COM	0	0
			I - INDEED.COM	0	0
			Internal	1	1
			REMPREF - EMPLOYEE REFERRAL	0	0
			Total	1	1
54649BR	New Build Direct Sales Representative (North Metro)	COD19 - Denver CO	Internal	1	1

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

Work Locations: COD19 - Denver CO; COF11 - Federal Heights CO; COB11 - Boulder CO; COB14 - Brighton, CO; COL20 - Louisville, CO

Position Type: ALL

				Total	1	1
55019BR	Technical Operations Supervisor	COD19 - Denver CO	Internal		2	2
				Total	2	2
55581BR	Dispatch Rep 2	COD19 - Denver CO	Internal		1	1
				Total	1	1
55949BR	Connection Center Rep	COD19 - Denver CO	Internal		4	3
				Total	4	3
56466BR	Warehouse Rep 2 Lead	COD19 - Denver CO	Internal		1	1
				Total	1	1
56761BR	Technical Operations Manager	COD19 - Denver CO	ICOMCAST - COMCAST.COM		0	0
			Internal		1	1
			V - CAREERS ON DEMAND		0	0
				Total	1	1
57207BR	Dispatch Supervisor	COD19 - Denver CO	Internal		1	1
				Total	1	1
57303BR	CommTech 1-3 (Installer)-Denver/Federal Heights	COD19 - Denver CO	I - COMCAST.COM		5	5
			I - MONSTER.COM		0	0
			ICOMCAST - COMCAST.COM		2	2
			Internal		4	3
			M - COMCAST NOW HIRING SIGN		1	1
			N - DAILY RECORD		1	1
			N - JOB RECRUITER		0	0
			I - COMCAST.COM		2	2
			R - EMPLOYEE REFERRAL		4	4
			R - WORD OF MOUTH		1	1
			REMPREF - EMPLOYEE REFERRAL		5	4
			V - TV COMMERCIAL		1	1
				Total	26	24
57373BR	New Build Direct Sales Representative (North Metro)	COD19 - Denver CO	ICOMCAST - COMCAST.COM		1	0
			Internal		1	1
			V - TV COMMERCIAL		1	1
				Total	3	2
57375BR	Supervisor Direct Sales Reps	COD19 - Denver CO	Internal		1	1
				Total	1	1
57376BR	Direct Sales Representative - MDU Account Executive	COD19 - Denver CO	Internal		2	2
			REMPREF - EMPLOYEE REFERRAL		1	1
			V - TV COMMERCIAL		1	1
				Total	4	4
58373BR	Technical Operations Supervisor	COF11 - Federal Heights CO	ICOMCAST - COMCAST.COM		0	0
			Internal		1	1
				Total	1	1
58543BR	Dispatch Rep 2	COD19 - Denver CO	Internal		3	2
				Total	3	2

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

Work Locations: COD19 - Denver CO; COF11 - Federal Heights CO; COB11 - Boulder CO; COB14 - Brighton, CO; COL20 - Louisville, CO

Position Type: ALL

58624BR	Kiosk Sales Rep (North Metro)	COD19 - Denver CO	A - EMPLOYMENT MANAGEMENT ASSOCIATION	1	1
			I - COMCAST.COM	0	0
			Internal	0	0
			I - COMCAST.COM	1	1
			R - EMPLOYEE REFERRAL	0	0
			REMPREF - EMPLOYEE REFERRAL	2	1
			Total	4	3
58689BR	Direct Sales Representative (North Metro)	COD19 - Denver CO	A - AFRICAN AMERICAN ASSOCIATION	0	0
			I - CAREERBUILDER.COM	1	1
			I - COMCAST.COM	1	0
			I - MONSTER.COM	1	1
			ICOMCAST - COMCAST.COM	3	3
			Internal	2	1
			N - DENVER POST	4	2
			I - COMCAST.COM	1	1
			R - EMPLOYEE REFERRAL	1	1
			REMPREF - EMPLOYEE REFERRAL	1	1
			Total	15	11
59051BR	Connection Center Rep	COD19 - Denver CO	Internal	1	1
			Total	1	1
59498BR	Lead, Connection Center/Lobby	COD19 - Denver CO	Internal	2	2
			Total	2	2
59679BR	Quota Maintenance Specialist	COD19 - Denver CO	Internal	1	1
			Total	1	1
60409BR	Field Tap Auditor	COD19 - Denver CO	A - CABLE/TEL HUMAN RESOURCES ASSOCIATION	1	1
			I - COMCAST.COM	1	1
			M - DIGITAL CABLE ADVERTISEMENT	1	1
			R - EMPLOYEE REFERRAL	1	0
			REMPREF - EMPLOYEE REFERRAL	1	0
			Total	5	3
60620BR	Connection Center Rep	COD19 - Denver CO	Internal	4	3
			Total	4	3
62456BR	CommTech 1-3 (Installer)-Denver	COD19 - Denver CO	I - COMCAST.COM	1	1
			I - MONSTER.COM	1	0
			ICOMCAST - COMCAST.COM	2	2
			Internal	1	0
			R - EMPLOYEE REFERRAL	4	3
			REMPREF - EMPLOYEE REFERRAL	7	5
			V - CAREERS ON DEMAND	1	1
			Total	17	12
63280BR	Sales & Marketing Intern	COD19 - Denver CO	ICOMCAST - COMCAST.COM	1	1
			Total	1	1
63296BR	Technical Sales Representative (TSR)	COD19 - Denver CO	Internal	5	5

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Position Type: ALL

			REMPREF - EMPLOYEE REFERRAL	1	1
			Total	6	6
64170BR	Technical Operations Supervisor	COF11 - Federal Heights CO	Internal	1	1
			Total	1	1
64247BR	Warehouse Rep 2 Lead	COF11 - Federal Heights CO	ICOMCAST - COMCAST.COM	0	0
			Internal	1	1
			Total	1	1
64248BR	Warehouse Representative 1	COF11 - Federal Heights CO	Internal	2	2
			J - DENVER POST JOB FAIR	0	0
			M - COMCAST VAN SIGN	0	0
			REMPREF - EMPLOYEE REFERRAL	0	0
			C - ALABAMA A&M UNIVERSITY	0	0
			Internal	3	0
			M - COMCAST VAN SIGN	1	0
			R - EMPLOYEE REFERRAL	2	1
			Total	8	3
64442BR	Dispatch Rep 2	COD19 - Denver CO	Internal	1	1
			R - EMPLOYEE REFERRAL	0	0
			Total	1	1
64580BR	Communication Technician 1-3	COD19 - Denver CO	A - CABLE TELECOMMUNICATIONS ASSOC.	0	0
			F - SEARCH FIRM	0	0
			I - COMCAST.COM	3	3
			I - HOTJOBS.COM	1	1
			I - MONSTER.COM	0	0
			I - WWW.CAST2CREW.COM	1	1
			I - YAHOO.COM	1	1
			Internal	1	1
			M - COMCAST BILL INSERT	0	0
			M - COMCAST VAN SIGN	0	0
			R - EMPLOYEE REFERRAL	1	1
			REMPREF - EMPLOYEE REFERRAL	2	2
			V - CAREERS ON DEMAND	1	1
			V - TV COMMERCIAL	0	0
			Total	11	11
64669BR	Manager, Payment Center/Lobby	COD19 - Denver CO	I - COMCAST.COM	0	0
			I - JOBNET.COM	0	0
			I - MONSTER.COM	0	0
			Internal	1	1
			N - DENVER POST	0	0
			I - COMCAST.COM	0	0
			Total	1	1
64989BR	HR Generalist	COD19 - Denver CO	I - COMCAST.COM	0	0
			I - CRAIGSLIST.COM	0	0
			Internal	1	1

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Position Type: ALL

			J - JOB EXPO.COM	0	0
			R - EMPLOYEE REFERRAL	0	0
			Total	1	1
64992BR	MDU DSR	COD19 - Denver CO	Internal	1	1
			Total	1	1
65162BR	Operations Support Rep 1	COD19 - Denver CO	I - COMCAST.COM	0	0
			Internal	0	0
			O - CAREER LINK	1	1
			Total	1	1
66852BR	Field Tap Auditor- (Denver, CO)	COD19 - Denver CO	REMPREF - EMPLOYEE REFERRAL	1	1
			Total	1	1
66974BR	Dispatch Rep 2	COD19 - Denver CO	Internal	1	1
			Internal	1	1
			Total	2	2
66992BR	Technical Operations Supervisor	COD19 - Denver CO	Internal	1	1
			Total	1	1
67400BR	Warehouse Representative 1	COF11 - Federal Heights CO	Internal	1	1
			Internal	1	0
			Total	2	1
32527BR	Connection Center Rep	COD19 - Denver CO	Internal	3	3
			REMPREF - EMPLOYEE REFERRAL	1	1
			Total	4	4
			<b>Grand Total</b>	<b>226</b>	<b>171</b>
FCC Recruitment Menu Activity	Recruiting 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.	Veterans Associations	Mile High Veterans Job Fair	10/20/07	HRG and HR Manager	Participation in job fair
	Denver Sales	Integrated Recruiting Consultants	11/28/07	HRG and HR	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	Denver City Career Fair.COM	2/19/08	HRG and HR Manager	Participation in job fair

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Position Type: ALL

	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/Univer	Contact N	Phone	Fax	Email	City
Arapahoe Commu	Jan McLees	303.797.5805	303.797.5926	Careers@ara	Littleton
Auraria Higher Ed	Cheryl Cook	303.556.3664	303.556.4035	ccook28@ms	Denver
College America	Mary Gordy	303.691.9756	303.692.9156		Denver
Colorado School of	Debbie Beh	303.273.3233	303.273.3956		Golden
Colorado State Un	Diane Kull	970.491.5707	970.491.1134		Ft. Collins
Community Colleg	Student Ad	303.360.4835	303.360.4791		Aurora
Community Colleg	Lynn Stefanow	303.352.3208	303.352.6077	lynn.stefanow	Denver
Fort Lewis College	Chris	970.247.7562	970.247.7653		Durango
Front Range Comr	Job Service	303.453.8600	303.438.9524		Westminster
Front Range Comr	Mandy Clar	303.678.3736	303.678.3743		Longmont
ITT Technical Inst	Genny Cam	303.288.4488	303.288.8166		Denver
Lamar Community	Career Cou	719.336.1538	719.336.2448		Lamar/Pueblo
National American	Career Serv	303.758.6700	303.758.6810		Denver
National American	Haley Samp	719.590.8366	719.277.0589		Colorado Springs
Otero Junior Colleg	Brad Smith	719.384.6869	719.384.6933		La Junta
Parks College (Sou	Kori Roda	303.745.6244	303.745.0762		Aurora
Red Rocks Commu	Darlene Ma	303.914.6258	303.988.6191		Golden
Univ. of Colorado	Bev Kratze	719.262.3340	719.262.3875		Colorado Springs
Univ. of Southern	Career Serv	719.549.2980	719.549.2289		Pueblo
University of Denv	Career Cent	303.871.2156	303.871.4335		Denver
Western State Coll	Candace	970.943.7122	970.943.2702		Gunnison
Univ. of Northern	Solomon Li	970.351.1125	970.351.1999	solomon.little	Greeley

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Position Type: ALL

Univ. of Northern	Patricia Esc	970.351.2424	970.351.2360	patricia.escob	Greeley		
Univ. of Northern	Elizabeth O	970.351.2552	970.351.1182		Greeley		
Regis University	Don Linley	303.458.4928	303.964.5530		Lakewood		
CO Women's Emp	Carrie Edso	303.892.8444	303.892.8375		Denver		
CO Center for the	Jennifer Ste	303.778.1597	303.778.1598		Denver		
Rocky Mountain S	Eric Wright	303.292.3203	303.292.3341		Denver		
Denver Family Lea	Barbara Wa	303.433.3118	303.433.3667		Denver		
Denver Indian Cer	Dina Yazzie	303.937.0401	303.936.2699		Denver		
Discovery Job Net	Liz	303.220.3384	303.220.3385		Denver		
MiCasa Resource C	Ken Lyon	303.573.1302	303.595.0422		Denver		
Urban League of D	Carla Mour	303.388.5861	303.388.3523		Denver		