

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 - 20080930ALT

**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-
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Emp. Unit ID # 11943

**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  
 EAGLE, 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 11943

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

Work Locations: COA17 - Avon CO; COA13 - Aspen CO; COG12 - Glenwood Sprs CO; COG14 - Granby CO; COS15 - Steamboat Sprs CO; COS12 - Silverthorne CO; COR11 - Rifle CO

Postion Type: ALL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
43470BR	Communications Technician 1-3	COS12 - Silverthorne CO	I - COMCAST.COM	2	1
			R - EMPLOYEE REFERRAL	3	1
			Total	5	2
47165BR	Comm Technician 4	COS12 - Silverthorne CO	INTERNAL CANDIDATE	1	0
			R - EMPLOYEE REFERRAL	1	1
			Total	2	1
47958BR	Comm Technician 4	COA17 - Avon CO	INTERNAL CANDIDATE	1	1
			Total	1	1
50147BR	Communications Technician 1-3	COS15 - Steamboat Springs	I - COMCAST.COM	1	1
			INTERNAL CANDIDATE	1	0
			Total	2	1
50603BR	Communications Technician 1-3	COA13 - Aspen CO	INTERNAL CANDIDATE	1	0
			Total	1	0
51465BR	Warehouse Rep / Converter Control Clerk	COS12 - Silverthorne CO	I - COMCAST.COM	2	1
			INTERNAL CANDIDATE	1	1
			R - EMPLOYEE REFERRAL	1	1
			Total	4	3
52453BR	Payment Center/Lobby Rep 1	COR11 - Rifle CO	I - COMCAST.COM	1	1
			N - DAILY LOCAL NEWS	2	0
			N - DAILY NEWS	1	0
			Total	4	1
52463BR	Commercial Business Sales Acct Exec	COS12 - Silverthorne CO	I - COMCAST.COM	2	0
			INTERNAL CANDIDATE	1	1
			Total	3	1
52837BR	Direct Sales Representative - MDU Account Executive	COA17 - Avon CO	INTERNAL CANDIDATE	1	1
			Total	1	1
54345BR	Communications Technician 1-3	COA17 - Avon CO	I - COMCAST.COM	1	1
			INTERNAL CANDIDATE	0	0
			R - EMPLOYEE REFERRAL	2	2
			Total	3	3
54346BR	Communications Technician 1-3	COS12 - Silverthorne CO	R - EMPLOYEE REFERRAL	1	1
			Total	1	1
55046BR	New Business Acct Exec	COA13 - Aspen CO	I - COMCAST.COM	1	0
			INTERNAL CANDIDATE	2	0
			N - DAILY LOCAL NEWS	3	1
			Total	6	1
55131BR	Supervisor Warehouse and Materials Mgmt.	COS12 - Silverthorne CO	I - COMCAST.COM	0	0
			INTERNAL CANDIDATE	2	0
			R - EMPLOYEE REFERRAL	2	1
			Total	4	1
56677BR	Marketing Sales and Support Specialist	COA17 - Avon CO	INTERNAL CANDIDATE	1	1
			N - DAILY LOCAL NEWS	0	0
			Total	1	1
58338BR	Administrative Assistant	COA17 - Avon CO	N - DAILY LOCAL NEWS	1	1
			Total	1	1

FCC Sourcing Report Unit Number 11943

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

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Postion Type: ALL

58451BR	Communications Technician 1-3	COA13 - Aspen CO	I - COMCAST.COM	6	1
			I - MONSTER.COM	1	0
			INTERNAL CANDIDATE	1	1
			N - DAILY LOCAL NEWS	6	0
			R - EMPLOYEE REFERRAL	1	1
			Total	15	3
60208BR	Communications Technician 1-3	COS15 - Steamboat Springs	I - COMCAST.COM	2	1
			Total	2	1
61736BR	Commercial Business Sales Acct Exec	COA17 - Avon CO	I - COMCAST.COM	4	1
			Total	4	1
61808BR	Communications Technician 1-3	COS12 - Silverthorne CO	I - COMCAST.COM	2	1
			INTERNAL CANDIDATE	1	0
			Total	3	1
62676BR	Payment Center/Lobby Rep 1	COG14 - Granby CO	I - COMCAST.COM	3	0
			N - DAILY LOCAL NEWS	3	1
			Total	6	1
64314BR	General Customer Support Rep	COA17 - Avon CO	INTERNAL CANDIDATE	1	1
			Total	1	1
64460BR	Communications Technician 1-3	COG12 - Glenwood Springs	INTERNAL CANDIDATE	1	1
			Total	1	1
			<b>Grand Total</b>	<b>71</b>	<b>28</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 Career Forum	Integrated Recruiting Consultants	11/28/07	HRG and HR Manager	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 Career Fair	Denver City Career Fair.COM	2/19/08	HRG and HR Manager	Participation in job fair
	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	
<b>The below organizations, educational institutions, and other recruitment sources were used to attract applicants for job vacancies when they became available.</b>						
College/Univers	Contact Name /Title	Phone	Fax	Email	City	
Arapahoe Commu	Jan McLees	303.797.5805	303.797.5926	Careers@araphoe.edu	Littleton	
Auraria Higher Edu	Cheryl Cook	303.556.3664	303.556.4035	ccook28@mscd.edu	Denver	
College America	Mary Gordy	303.691.9756	303.692.9156		Denver	
Colorado School of	Debbie Behnfield	303.273.3233	303.273.3956		Golden	
Colorado State Uni	Diane Kull	970.491.5707	970.491.1134		Ft. Collins	
Community College	Student Advising Office	303.360.4835	303.360.4791		Aurora	
Community College	Lynn Stefanowski	303.352.3208	303.352.6077	lynn.stefanowski@cod.edu	Denver	
Fort Lewis College	Chris	970.247.7562	970.247.7653		Durango	
Front Range Comm	Job Services	303.453.8600	303.438.9524		Westminster	
Front Range Comm	Mandy Clancey	303.678.3736	303.678.3743		Longmont	
ITT Technical Insti	Genny Campbell	303.288.4488	303.288.8166		Denver	
Lamar Community	Career Counseling	719.336.1538	719.336.2448		Lamar/Pueblo	
National American	Career Services	303.758.6700	303.758.6810		Denver	
National American	Haley Sampson	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 Marshall	303.914.6258	303.988.6191		Golden	
Univ. of Colorado a	Bev Kratzer	719.262.3340	719.262.3875		Colorado Springs	
Univ. of Southern C	Career Services	719.549.2980	719.549.2289		Pueblo	
University of Denv	Career Center	303.871.2156	303.871.4335		Denver	
Western State Coll	Candace	970.943.7122	970.943.2702		Gunnison	
Univ. of Northern C	Solomon Little Owl	970.351.1125	970.351.1999	solomon.littleowl@unco.edu	Greeley	
Univ. of Northern C	Patricia Escobar	970.351.2424	970.351.2360	patricia.escobar@unco.edu	Greeley	
Univ. of Northern C	Elizabeth Overson	970.351.2552	970.351.1182		Greeley	
Regis University	Don Linley	303.458.4928	303.964.5530		Lakewood	
CO Women's Empl	Carrie Edson	303.892.8444	303.892.8375		Denver	
CO Center for the B	Jennifer Stevens	303.778.1597	303.778.1598		Denver	
Rocky Mountain St	Eric Wright	303.292.3203	303.292.3341		Denver	
Denver Family Lea	Barbara Wallace	303.433.3118	303.433.3667		Denver	
Denver Indian Cen	Dina Yazzie	303.937.0401	303.936.2699		Denver	
Discovery Job Netw	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 Mourning	303.388.5861	303.388.3523		Denver	