

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 - 20080924ADR

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 COMCAST CORPORATION

MSO Name:
 COMCAST CABLE CORPORATION

B. Employment Unit's Mailing Address
 1701 JFK BLVD
 SPOTLIGHT DIVISION

City PHILADELPHIA	State PA	Zip Code 19103-
----------------------	-------------	--------------------

Emp. Unit ID # 11915

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
 FRESNO, 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) 08/24/2008-09/06/2008

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
----	---

	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 11915

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

Work Location: CAF16 - Fresno, CA, CAM25 - Merced, CA, CAV01 - Visalia, CA

Position Type: ALL

Requisition#	Job Title	Working Location	Source	# of Interviews
51098BR	Sales Coordinator	CAF16 - Fresno CA	A - CABLE/TEL MARKETING ASSOC (CTAM)	0
			A - NAMIC	0
			A - SACRAMENTO AD CLUB	0
			C - CALIFORNIA STATE UNIV, CHICO	0
			C - CALIFORNIA STATE UNIV, FRESNO	0
			C - CALIFORNIA STATE UNIV, SACRAMENTO	0
			C - CALIFORNIA STATE UNIV, STANISLAUS	0
			C - COLLEGE OF THE SEQUOIAS	0
			C - FRESNO CITY COLLEGE	0
			C - HEALD COLLEGE	0
			C - LOS RIOS COMMUNITY COLLEGES	0
			C - MERCED COLLEGE	0
			C - MODESTO JUNIOR COLLEGE	0
			C - SAN JOAQUIN DELTA COLLEGE	0
			C - SIERRA COLLEGE	0
			C - UNIVERSITY OF CALIFORNIA, DAVIS	0
			C - YUBA COMMUNITY COLLEGES	0
			I - CAREERBUILDER.COM	2
			I - COMCAST - COMCAST.COM	0
			I - CRAIGSLIST	0
			I - TEAMCOMCAST (Internal)	0
			I - TVJOBS.COM	0
			N - FRESNO BEE	1
			R - EMPREF - EMPLOYEE REFERRAL	1
			T - SPOTS AND DOTS	0
			Total	4

FCC Sourcing Report Unit Number 11915

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

Work Location: CAF16 - Fresno, CA, CAM25 - Merced, CA, CAV01 - Visalia, CA

Position Type: ALL

Requisition#	Job Title	Working Location	Source	# of Interviews
54520BR	Advanced Media Sales	CAF16 - Fresno CA	A - CABLE/TEL MARKETING ASSOC (CTAM)	0
			A - CABLE ADVERTISING BUREAU	0
			A - NAMIC	0
			A - SACRAMENTO AD CLUB	0
			C - CALIFORNIA STATE UNIV, FRESNO	0
			C - CALIFORNIA STATE UNIV, SACRAMENTO	0
			C - CALIFORNIA STATE UNIV, STANISLAUS	0
			C - COLLEGE OF THE SEQUIOIAS	0
			C - FRESNO CITY COLLEGE	0
			C - HEALD COLLEGE	0
			C - LOS RIOS COMMUNITY COLLEGES	0
			C - MODESTO JUNIOR COLLEGE	0
			C - SAN JOAQUIN DELTA COLLEGE	0
			C - SIERRA COLLEGE	0
			C - UNIVERSITY OF CALIFORNIA, DAVIS	0
			C - UNIVERSITY OF CALIFORNIA, MERCED	0
			I - AJE (AMERICAS JOB EXCHANGE)	0
			I - CAREERBUILDER.COM	1
			I - CAREERBUZZ	0
			I - COMCAST - COMCAST.COM	0
			I - CRAIGSLIST	1
			I - INDEED	0
			I - LYCOS CLASSIFIED	0
			I - MYJOBHUNTER.COM	0
			I - SIMPLYHIRED.COM	0
			I - TEAMCOMCAST (Internal)	0
			I - TVJOBS.COM	0
			R - EMPREF - EMPLOYEE REFERRAL	2
			T - SPOTS AND DOTS	0
			Total	4

FCC Sourcing Report Unit Number 11915

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

Work Location: CAF16 - Fresno, CA, CAM25 - Merced, CA, CAV01 - Visalia, CA

Position Type: ALL

Requisition#	Job Title	Working Location	Source	# of Interviews
64123BR	General Sales Manager	CAF16 - Fresno CA	I - TEAMCOMCAST (Internal)	2
			Total	2
62304BR	Account Executive	CAF16 - Fresno CA	A - CABLE/TEL MARKETING ASSOC (CTAM)	0
			A - CABLE ADVERTISING BUREAU	0
			A - NAMIC	0
			A - SACRAMENTO AD CLUB	0
			C - CALIFORNIA STATE UNIV, FRESNO	0
			C - CALIFORNIA STATE UNIV, STANISLAUS	0
			C - HEALD COLLEGE	0
			C - MERCED COLLEGE	0
			C - MODESTO JUNIOR COLLEGE	0
			I - AJB (AMERICAS JOB BANK)	0
			I - CAREERBUILDER.COM	0
			I - COMCAST - COMCAST.COM	0
			I - CRAIGSLIST.COM	0
			I - INDEED	0
			I - MYJOBHUNTER.COM	0
			I - SIMPLYHIRED.COM	0
			I - TEAMCOMCAST (Internal)	1
			I - TVJOBS.COM	0
			R - EMPREF - EMPLOYEE REFERRAL	2
			T - SPOTS AND DOTS	0
			V - CAREERS ON DEMAND	0
			Total	3

FCC Sourcing Report Unit Number 11915

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

Work Location: CAF16 - Fresno, CA, CAM25 - Merced, CA, CAV01 - Visalia, CA

Position Type: ALL

Requisition#	Job Title	Working Location	Source	# of Interviews
69298BR	Local Sales Manager	CAF16 - Fresno CA	I - AJE (AMERICAS JOB EXCHANGE)	0
			I - CAREERBUZZ	0
			I - COMCAST - COMCAST.COM	0
			I - CRAIGSLIST.COM	0
			I - GOOGLE BASE	0
			I - INDEED	0
			I - JOBFOX	0
			I - JOBVERTISE	0
			I - NAMIC	0
			I - TEAMCOMCAST (Internal)	2
			P - LEE HECHT HARRISON	0
			R - EMPREF - EMPLOYEE REFERRAL	0
			V - CAREERS ON DEMAND	0
			Total	2

of Hires
1
1
0
0
0
0
0
0
0
0
0
0
0
0
0
0
0
0
0
0
0
0
0
1
0
0
1

of Hires
0
0
0
0
0
0
0
0
0
0
0
1
0
0
0
1

FCC Sourcing Report Addendum Unit Number 11915

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

Work Location: CAF16 - Fresno, CA, CAM25 - Merced, CA, CAV01 - Visalia, CA

Source Name	Contact Name	Contact Title	Address	Phone
A - Cable Advertising Bureau	Evelyn Skurkovich	Director, Research & Insights	830 3rd Avenue New York, NY 10022	212-508-1220
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 (Natl Assoc of Multi Ethnicity)	NAMIC website	Coordinator	336 W 37th Street, Ste 302, New York, NY 10018	212-594-5985
A - Sacramento Ad Club	Suzy Gardner	Coordinator	P.O. Box 3322, Diamond Springs, CA 95619	916-402-9059
C - College of the Sequoias	Coordinator, Career Ctr	Email: floyd@cos.edu	915 S Mooney Blvd, Visalia, CA 93277	559-730-3700
C - CSU, Chico	Megan Odom	Coordinator, Career Center	400 West First Street, Chico, CA 95929	530-898-5253
C - CSU, Fresno	Bulldogs.com website	Website Coordinator	5105 N. Maple Ave., M/S JA61, Fresno, CA 93740-8026	559-278-2381
C - CSU, Sacramento	Alma Martinez	Program Assistant	6000 J Street, Lassen 2000, Sacramento, CA 95819-6064	916-278-6231
C - CSU, Stanislaus	P. Hooker	Coordinator, Career Center	801 W. Monte Vista Ave., MSR, Ste 245, Turlock, CA 95382	209-667-3661
C - Fresno City College	Sean Henderson	Coordinator, Career Center	1101 E. University Ave., Fresno, CA 93741	559-442-4600 x8148
C - Heald College (Fresno)	Jesse Diaz	Coordinator, Career Center	255 West Bullard Ave., Fresno, CA 93704	559-438-4222
C - Los Rios Community Colleges	Amy Avalos	Program Director	8401 Center Parkway, Sacramento, CA 95823	916-691-7372
C - Merced College	Debbie Sutton	Coordinator	3600 M Street, Merced, CA 95348	209-384-6244
C - Modesto Junior College	Website	Customer Service Rep	435 College Avenue, Modesto, CA 95350	209-575-6550
C - San Joaquin Delta College	Coordinator	jnguyen@deltacollege.edu	5151 Pacific Ave • Stockton, CA 95207	209-954-5151
C - Sierra College	Website	Website Coordinator	333 Sunrise Ave., Roseville, CA 95661	916-781-6200
C - UC, Davis	UCD website	Website Coordinator	One Shields Avenue, Davis, CA 95616	916-752-6659

FCC Sourcing Report Addendum Unit Number 11915

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

Work Location: CAF16 - Fresno, CA, CAM25 - Merced, CA, CAV01 - Visalia, CA

Source Name	Contact Name	Contact Title	Address	Phone
C - UC, Merced	UC Merced website	Website Coordinator	P.O. Box 2039, Merced, CA 95344	209-228-4400
C - Yuba Community College District	Timothy May	Coordinator	2088 N. Beale Road, Marysville, CA 95901	530-741-6700
I - America's Job Bank	AJB web site	Website Coordinator	www.ajb.org	N/A
I - America's Job Exchange	AJE web site	Website Coordinator	http://www.americasjobexchange.com/	N/A
I - Careerbuilder	Kevin Corr	Customer Service Rep	8420 West Bryn Mawr Ave., Ste 1000, Chicago, IL 60631	610-825-5104
I - Careerbuzz	Website	N/A	ads@careerbuzz.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 - Googlebase	Website	Website Coordinator	1600 Amphitheatre Parkway, Mountain View, CA 94043	650-253-000
I - Indeed.com	Website	Website Coordinator	470 West Avenue, Ste 2002, Stamford, Ct 06902	Email only
I - Jobfox	Website	Website Coordinator	7926 Jones Branch Dr., Ste 1100, McLean, VA 22102	703-748-0162
I - Jobvertise	Website	Website Coordinator	N/A	N/A
I - Lycos Classified (Fresno)	Website	Website Coordinator	60 E 3rd Ave., Ste 410, San Mateo, CA 94401	Email only
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 - TVJOBS.com	Mark C. Holloway	Customer Service Rep	P.O. Box 4116 Oceanside, CA 92052	760-754-8177

FCC Sourcing Report Addendum Unit Number 11915

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

Work Location: CAF16 - Fresno, CA, CAM25 - Merced, CA, CAV01 - Visalia, CA

Source Name	Contact Name	Contact Title	Address	Phone
N - Fresno Bee	James Williams	Customer Service Rep	1626 "E" Street, Fresno, CA 93786	559-441-6119
P - Lee Hecht Harrison	Website	Website Coordinator	2389 Gateway Oaks Dr., Ste 210, Sacramento, CA 95833	916-920-4040
R - Employee Referral	Comcast Cable Corp.	N/A	1500 Market Street; Philadelphia	215-655-1700
T - Spots n Dots	Alice Riehl	Customer Service Rep	167 Oakdale Road, Johnson City, NY 13790	607-729-7295 x 1
V- Career on Demand	Comcast Cable Corp.	N/A	1500 Market Street; Philadelphia	215-655-1700

FCC General Recruitment Data Unit Number 11915

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

Work Location: CAF16 - Fresno, CA, CAM25 - Merced, CA, CAV01 - Visalia, CA

FCC Recruitment Menu Activity	Recruiting Event	Sponsor	Date	Personnel Involved	Narrative
Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	Career Fair	Heald College	01/16/08	Recruiter, HR Rep	Job fair for technical candidates
	Job Fair	Employment for Temp. Assistance Job Fair	03/26/08	Recruiter, HR Rep	Participated in job fair
	Career Fair	West Hills College, Lemoore, CA	04/30/08	Recruiter, HR Rep	Participated in career fair
	Job Fair	"Hire a Vet" Veterans Job Fair, West Hills College, Lemoore, CA	05/01/08	Recruiter, HR Rep	Participated in job fair
	Career Fair	Heald College	07/09/08	Recruiter, HR Rep	Job fair for technical candidates
	Kaleidoscope Career Fair	Reedley College	04/03/08	Recruiter, HR Rep	Participated in career fair
	Hispanic Chamber Expo	Hispanic Chamber of Commerce	08/08/08	Recruiter, HR Rep	Emphasis on diversity candidates
Hosting at least one job fair.	Comcast Job Fair	Comcast Grove, Fresno, CA	05/07/08	Recruiter, Regional Recruiting Manager, Supervisors & Managers	Internal Referral Fair
	Comcast & CCHCC DSR Job Fair	Comcast Grove, Fresno, CA	06/11/08	Recruiter, Regional Recruiting Manager, Supervisors & Managers	Job Fair - technical candidate focus
	Comcast Job Fair	Workforce Connection Office, Fresno	08/20/08	Recruiter, Regional Recruiting Manager, Supervisors & Managers	Job Fair at Fresno County Workforce Investment Board
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Talent Focused Management	Human Resources & Center for Sales Strategy (CSS)	1/15/2008 + ongoing training	Human Resources, Supervisors & Managers	Interview Training for Supervisors, Managers, and Executive Management Team - sales specific focus
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.	Career Day	Dinuba High School, Fresno, CA	03/14/08	Recruiter, HR Reps	Participated in Career Day
	Mayor's Youth Summer Job Fair	Manchester Mall, Fresno, CA	04/19/08	Recruiter, HR Reps	Participated in Job Fair
	Career Day	Fresno High School, Fresno, CA	4/29/2008	Recruiter, HR Reps	Participated in Career Day
	Career Day	Eastin School, Madera, CA	5/9/2008	Recruiter, HR Reps	Participated in Career Day
	Career Day	Duncan High School, Fresno, CA	5/22/2008	Recruiter, HR Reps	Participated in Career Day
	Career Day	Clark School, Clovis, CA	5/23/2008	Recruiter, HR Reps	Participated in Career Day
	Career Day	MLK School, Madera, CA	5/30/2008	Recruiter, HR Reps	Participated in Career Day

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	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.
	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 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.