

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003 FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. B396 - 20080924ADT

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
COMCAST CORPORATION

MSO Name:
COMAST CABLE CORPORATION

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 # 11914

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
MONTEREY, CA

- 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) 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	
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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 9/16/2008	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

Req #	Title	Location	Source	# Interviews	# Hires
51232BR	Ad Sales Mktg Rep	CAD13 - Del Rey Oaks CA	I - COMCAST.COM	2	0
			I - TEAMCOMCAST (INTERNAL)	2	0
			R - EMPLOYEE REFERRAL	0	0
			I - CRAIGSLIST	0	0
			I - AJB.COM	0	0
			V - ON DEMAND	0	0
			A - NAMIC	0	0
			O - CORPORATE GRAY	0	0
			R - WORD OF MOUTH	0	0
			C - CAL STATE UNIVERSITY AT MONTEREY BAY (CSUMB)	0	0
			I - MONTEREYBAYJOBS	1	1
			TOTAL	5	1
53250BR	Sales Support Rep 1	CAD13 - Del Rey Oaks CA	I - TEAMCOMCAST (INTERNAL)	3	1
			TOTAL	3	1
53958BR	Insertion Technician	CAS60 - Salinas CA	R - WORD OF MOUTH	1	1
			R - EMPLOYEE REFERRAL	0	0
			I - MONTEREYBAYJOBS	0	0
			I - CRAIGSLIST	0	0
			V - ON DEMAND	0	0
			A - NAMIC	0	0
			I - AMERICASJOB EXCHANGE	0	0
			I - CTAM - CABLE & TELECOMMUNICATIONS ASSOC	0	0
			I - ENTERTAINMENTCAREERS.NET	0	0
			I - INCAMPUS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - NATIONAL ASSOC OF HISPANIC JOURNALISTS.COM	0	0
			I - SIMPLY HIRED	0	0
			I - WORK GIANT	0	0
			I - TEAMCOMCAST (INTERNAL)	0	0
			TOTAL	1	1
56522BR	Local Sales Acct Exec	CAS60 - Salinas CA	I - COMCAST.COM	4	0
			R - EMPLOYEE REFERRAL	4	1
			R - WORD OF MOUTH	0	0
			I - TEAMCOMCAST (INTERNAL)	0	0
			TOTAL	8	1

Req #	Title	Location	Source	# Interviews	# Hires
61622BR	Director of General Sales	CAS60 - Salinas CA	R - EMPLOYEE REFERRAL	1	1
			V - ON DEMAND	0	0
			A - NAMIC	0	0
			R - WORD OF MOUTH	0	0
			I - AMERICASJOB EXCHANGE	0	0
			I - CTAM - CABLE & TELECOMMUNICATIONS ASSOC	0	0
			I - ENTERTAINMENTCAREERS.NET	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - NATIONAL ASSOC OF HISPANIC JOURNALISTS.COM	0	0
			I - SIMPLY HIRED	0	0
			I - WORK GIANT	0	0
			I - THELADDERS.COM	0	0
			I - TEAMCOMCAST (INTERNAL)	1	0
			I - COMCAST.COM	0	0
			TOTAL	2	1
62225BR	Business Analyst	CAS60 - Salinas CA	R - EMPLOYEE REFERRAL	0	0
			I - MONTEREYBAYJOBS	0	0
			I - CRAIGSLIST	1	1
			V - ON DEMAND	0	0
			A - NAMIC	0	0
			R - WORD OF MOUTH	0	0
			I - AMERICASJOB EXCHANGE	0	0
			I - CTAM - CABLE & TELECOMMUNICATIONS ASSOC	0	0
			I - ENTERTAINMENTCAREERS.NET	0	0
			I - INCAMPUS.COM	0	0
			I - INDEED.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - NATIONAL ASSOC OF HISPANIC JOURNALISTS.COM	0	0
			I - SIMPLY HIRED	0	0
			I - WORK GIANT	0	0
			I - BAYAREAJOBFINDER.COM	0	0
			I - TVJOBS.COM	0	0
			I - BAYAREA STAR.COM	0	0
			I - TEAMCOMCAST (INTERNAL)	5	0
			I - COMCAST.COM	0	0
			TOTAL	6	1
			TOTAL	25	6

FCC Sourcing Report Unit # 11914

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

Work Location: Salinas, Del Rey Oaks CA, Scotts Valley CA

Position Type: ALL

Source Name	Contact Name	Contact Title	Address	Phone #
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	WEB SITE	Website Coordinator	WWW.NAMIC.COM	
A - National Assoc Hispanic Journalists	Website	Website Coordinator	529 14th Street NW, Washington D.C., 20045	202-662-7145
C - Cal State University @ Monterey Bay	CSUMB web Site	Website Coordinator	www.csumb.edu	
I - Americas Job Bank	AJB web site	Website Coordinator	www.ajb.org	
I - America's Job Exchange	AJE web site	Website Coordinator	http://www.americasjobexchange.com/	N/A
I - Bay Area Job Finder.com	Eric Swanson	President	www.bayareajobfinder.com	866-576-2253
I - Bay Area Star	Nancy Bell	Executive Director	855 Battery St. San Francisco Ca. 94111 www.bayareastar.org	415-332-5754 415-332-5398 (fax)
I - Comcast.com	Comcast Cable Corp.	Website Coordinator	1500 Market Street; Philadelphia	215-655-1700
I - Craigs List.org	Craigs List Web Site	Website Coordinator	www.craigslist.org	
I - Entertainmentcareers.com	Website	Website Coordinator	914 S Barrington Ave, Los Angeles, CA 90049	N/A
I - IM Diversity	IM Diversity web site	Website Coordinator	www.imdiversity.com	
I - InCampus.com	Website	Website Coordinator	N/A	N/A
I - Indeed.com	Website	Website Coordinator	470 West Avenue, Ste 2002, Stamford, Ct 06902	Email only
I - Media Recruiter	Art Scott	Executive Recruiter	20456 E. Orchard Place Centennial, CO. 80016 www.media recruiter.com	303-400-5150 303-400-5063 (fax)
I - Monterey Bay Jobs	Eric Swanson	President	www.montereybayjobs.com	866-576-2253
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 - Team Comcast	Team Comcast	Comcast Cable Corp.	1500 Market Street; Philadelphia	215-655-1700
I - Theladders.com	Website	theladders.com	N/A	N/A
I - Tvjobs.com	Mark C. Holloway	Customer Service Rep	P.O. Box 4116 Oceanside, CA 92052	760-754-8177
I - Workgiant.com	Website	Website Coordinator	13451 McGregor Blvd., Ste 3, Fort Myers, FL 33919	407-421-6418
O - Corporate Gray	Corporate Gray Web Site	Website Coordinator	www.corporategray.com	
R - Employee Referral	Team Comcast	Comcast Cable Corp.	1500 Market Street; Philadelphia	215-655-1700
R - Word of Mouth	Team Comcast	Comcast Cable Corp.	1500 Market Street; Philadelphia	215-655-1700
V - On Demand	Video On Demand Posting	Comcast Cable Corp.	1500 Market Street; Philadelphia	215-655-1700

General Recruitment Sheet

Unit 11914

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

Work Location: Del Rey Oaks, CA, Salinas, CA, Scotts Valley

Position Type: ALL

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.	Monster Job Fair	Comcast	4/15/2008	Anthony Shearer, HR Rep Multiple System recruiters	Job Fair targeted at current and passive job seekers.
	Inter-City Family Resource Network, Inc Job fair	Comcast Spotlight	10/5/2007	Krista Heieck, Area HR Manager Anthony Shearer, HR Rep	Job Fair supported by Family Resource Center at Bayview Hunters Point, supporting local families, EDD and current job seekers
	UC Berkeley Alumwire, Online Job Fair	Comcast Spotlight	June and July 2008	Krista Heieck, Area HR Manager Anthony Shearer, HR Rep	On-line Job Fair targeted at employing current and former undergraduates and graduates of UC Berkeley University.
Establishment of an internship program designed to assist members of the community to acquire skills needed for cable television employment.	Internship Program	Comcast Spotlight	On-going	Krista Heieck, Area HR Manager Anthony Shearer, HR Rep	Coordinate with students who have an interest in Advertising Sales, Research and Production to establish learning and promote future candidates. Contact: Krista Heieck, 415-315-1109
Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.	Center for Sales Strategy Sales Training Program	Comcast Spotlight	On-going	Krista Heieck, Area HR Manager Ingrid Nelson, VP/GM Lynne Simon, GSM Andrew Eppinger, GSM Cheryl Cox, GSM Tom Tucker, GSM	Provide extensive training and resources for sales staff in the areas of sourcing and targeting key sales accounts. Contact Krista Heieck, 415-315-1109
	WICT Mentoring and Shadowing Program	Comcast Spotlight	On-going	Lynne Simon, GSM	Provide shadowing opportunities for young individuals interested in Media as a career opportunity. Provide them with a day of shadowing department heads integral to the business.

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.

Easter Seals Luncheon	Comcast Spotlight	On-going	Lynne Simon, GSM	Represented Comcast Spotlight in support of fundraising efforts in partnership with the group Bay Area Business People, and their desire to further outreach into the community for mentorship, training and placement services.
Jewish Vocational Services	Comcast Spotlight	On-going	Lynne Simon, GSM	Represented Comcast Spotlight in support of fundraising efforts in partnership with the Jewish Vocational Services Group, and their desire to outreach into the community for mentorship, training and placement services, specifically for the diversity group representing the Jewish population.
MAFE (Marin Association of Female Executives)	Comcast Spotlight	On-going	Lynne Simon, GSM	Represented Comcast Spotlight in support of fundraising efforts in partnership with the Marin Association of Female Executives, and their desire to outreach into the community for mentorship, training and placement services, specifically targeting outreach to women.

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.