

Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<b>FCC 396-C</b>		
<b>Multi-Channel Video Program Distributor EEO Program Annual Report</b>		FOR COMMISSION USE ONLY FILE NO. B396 - 20080930AYL
Read INSTRUCTIONS Before Filling Out Form		

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
COMCAST CORPORATION

MSO Name:  
COMCAST CABLE COMMUNICATIONS, INC.

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

City PHILADELPHIA	State PA	Zip Code 19103-
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Emp. Unit ID # 12142

**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  
NEW CASTLE COUNTY, DE

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) 08/24/08-09/06/08

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 1] Exhibit A 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 VICE PRESIDENT HUMAN RESOURCES
Date 9/30/2008	Name of Respondent CAROLYN SECKINGER
Telephone No. (include area code) 6106501050	

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).

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## Exhibits

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Comcast Cable Communications, Inc.  
 2008 General Recruitment Report  
 Reporting Period: 9/1/07-8/31/08  
 Unit #: 12142

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.	NBMBAA 29th Annual Conference and Exposition	National Black MBA Association Inc.	9-11 thru 9-16 2007	Eastern Division Office HR Team, Southern Division Office HR Team, CHQ HR Team	Event to support partnership with the NBMBAA; focus on education, career, leadership, entrepreneurship and lifestyle
	Computertraining.com Career Open House	Computertraining.com Bensalem Office	1/1/2008	Eastern Division Office HR Recruiter	Participation in job fairs
	Battleship NJ	Recruit Military	7/8/2008	Newark CC HR Team	Participation in job fairs
Hosting at least one job fair.	Glen Mills School Job Fair	Comcast	5/8/2008	Newark CC HR Team	Participation in job fairs
Participate in at least two events sponsored by organizations representing groups present in the community interested in cable television employment issues, including conventions, career days, workshops, and similar activities.	2008 PICPA Women's Conference	PICPA, Comcast, Citizens Bank	5/20/2008	Eastern Division Office HR Team	Publicizing Comcast as an employer of choice to members of the general public in attendance. Publicize Career Opportunities and available for open discussion. Promote employment in the cable industry.
Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.	Comcast University's Fundamentals of Leadership	Comcast Corporate Office / Comcast University	10/26/2007	Eastern Division Office HR Team	Corporate-led 6-month program that focuses on the continued development of leadership skills for managers and supervisors. This three-phase program focuses on Personal Improvement, Process Improvement and Performance Improvement.

Comcast Cable Communications, Inc.  
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<p>Establishment of a mentoring program for unit personnel.</p>	<p>Comcast 2007 Mentoring Program for Emerging Leaders</p>	<p>Comcast Corporate Office / Comcast University</p>	<p>Approximately 18 months – beginning January 1, 2007.</p>	<p>Eastern Division Director of Human Resources</p>	<p>Program intended to develop a diverse group of Comcasters (protégés) through Comcast's <i>Mentoring Program for Emerging Leaders</i>. The protégés will be identified by their senior leadership as emerging leaders with the potential of growing in their responsibility within the Company. Each protégé will be assigned an executive-level mentor from his/her geographical area (where possible) with defined expectations for mentoring sessions and targeted developmental areas. Mentors and protégés will receive formal training to understand their roles and responsibilities. The overall objective of this program is to better prepare and build a diverse bench of Comcasters who are positioned for the next level of leadership.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>FCC Compliance Training</p>	<p>Eastern Division Office HR; Whitemarsh MD Office</p>	<p>1/1/2008</p>	<p>Eastern Division Office HR Team</p>	<p>Training to educate on a program of specific practices designed to assure equal opportunity to every aspect of cable system employment policy and practice.</p>
	<p>Creating a Culture of Inclusion</p>	<p>Eastern Division Office HR, Newark CC</p>	<p>8/8/2008</p>	<p>Eastern Division Director of Human Resources</p>	<p>Create a culture that celebrates individual differences; Define inclusion as it relates to our environment at Comcast; Develop effective communication skills to encourage feedback and input; Identify specific behaviors that encourage support, respect and fairness within a work environment; Identify resources to attract and retain a diverse workforce; Recognize the competitive advantage of having an inclusive workforce.</p>

Comcast Cable Communications, Inc.  
2008 Sourcing Summary  
Reporting Period: 9/1/07-8/31/08  
Unit # 12142

Requisition #	Job Title	Working Location	Source	# of interviews	# of hires
60297BR	Sr. Customer Loyalty Specialist	DEN09 - Newark, DE	Comcast.com - External Website	1	1
			Teamcomcast.com - Internal Posting Only	7	0
			Employee Referral	8	3
			America's Job Exchange	0	0
			NAMIC	0	0
			Delaware DOL Employment & Training	0	0
			Ministry of Caring	0	0
			Latin American Community Center	0	0
			University of Delaware	0	0
			Delaware Skills Center	0	0
			NJ One-Stop Career Center-Salem County	0	0
			Lee Hecht Harrison	0	0
			Right Management	0	0
			SalesJobs.com	0	0
			CRAIGSLIST.COM	1	0
			CAREERBUILDER.COM	26	6
			MONSTER.COM	11	4
			simplyhired.com	0	0
			Lee Hecht Harrison	0	0
			CTAM (Cable Telecommunications Assoc in Marketing)	0	0
			Indeed.com	0	0
			CallCenterJobs.com	0	0
			Wilmington News Journal	4	1
			Cecil Wig	1	0
			Salem Today's Sunbeam	0	0
			The Employment Guide Publication	0	0
			Employmentguide.com	0	0
www.nj.com	0	0			
NJ One-Stop Career Center-Cherry Hill	0	0			
Contemporary Staffing Solutions	75	25			
	<b>Total</b>	<b>134</b>	<b>40</b>		
61474BR	Supervisor, Customer Loyalty	DEN09 - Newark, DE	Teamcomcast.com - Internal Posting Only	6	2
			<b>Total</b>	<b>6</b>	<b>2</b>

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59772BR	Manager Sales & Retention	DEN09 - Newark, DE	Teamcomcast.com - Internal Posting Only	6	2
			<b>Total</b>	<b>6</b>	<b>2</b>
62305BR	Customer Loyalty Representative	DEN09 - Newark, DE	Teamcomcast.com - Internal Posting	0	0
			Comcast.com - external website	0	0
			MONSTER.COM	0	0
			Contemporary Staffing Solutions	73	43
			ALBRIGHT COLLEGE	0	0
			CHEYNEY UNIVERISTY	0	0
			DELAWARE COUNTY COMMUNITY COLLEGE	0	0
			EASTERN UNIVERSITY	0	0
			HARCUM COLLEGE	0	0
			IMMACULATA UNIVERSITY	0	0
			LINCOLN UNIVERSITY	0	0
			WIDENER UNIVERSITY	0	0
			America's Job Exchange	0	0
			CAREER LINK	0	0
			Office of Vocational Rehabilitation	0	0
			YWCA	0	0
			BERKS TECHNICAL INSTITUTE	0	0
			ALVERNIA COLLEGE	0	0
			CraigsList	0	0
			MONTGOMERY COUNTY COMMUNITY COLLEGE	0	0
			PENN STATE UNIVERSITY	0	0
			READING AREA COMMUNITY COLLEGE	0	0
			RURAL OPPORTUNITIES	0	0
			CHI INST	0	0
			<b>TOTAL</b>	<b>73</b>	<b>43</b>
67427BR	Supervisor Customer Loyalty	DEN09 - Newark, DE	Teamcomcast.com - Internal Posting	4	1
			Comcast.com - external website	1	0
			MONSTER.COM	0	0
			Contemporary Staffing Solutions	0	0
			ALBRIGHT COLLEGE	0	0

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CHEYNEY UNIVERISTY	0	0
DELAWARE COUNTY COMMUNITY COLLEGE	0	0
EASTERN UNIVERSITY	0	0
HARCUM COLLEGE	0	0
IMMACULATA UNIVERSITY	0	0
LINCOLN UNIVERSITY	0	0
WIDENER UNIVERSITY	0	0
America's Job Exchange	0	0
CAREER LINK	0	0
Office of Vocational Rehabilitation	0	0
YWCA	0	0
BERKS TECHNICAL INSTITUTE	0	0
ALVERNIA COLLEGE	0	0
EMPLOYEE REFERRAL	0	0
CraigsList	0	0
MONTGOMERY COUNTY COMMUNITY COLLEGE	0	0
PENN STATE UNIVERSITY	0	0
READING AREA COMMUNITY COLLEGE	0	0
RURAL OPPORTUNITIES	0	0
CHI INST	0	0
<b>TOTAL</b>	<b>5</b>	<b>1</b>

67463BR	Supervisor Customer Loyalty	DEN09 - Newark, DE	Teamcomcast.com - Internal Posting	4	1
			Comcast.com - external website	1	0
			MONSTER.COM	0	0
			Contemporary Staffing Solutions	0	0
			ALBRIGHT COLLEGE	0	0
			CHEYNEY UNIVERISTY	0	0
			DELAWARE COUNTY COMMUNITY COLLEGE	0	0
			EASTERN UNIVERSITY	0	0
			HARCUM COLLEGE	0	0
			IMMACULATA UNIVERSITY	0	0
			LINCOLN UNIVERSITY	0	0
			WIDENER UNIVERSITY	0	0
			America's Job Exchange	0	0
			CAREER LINK	0	0

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Office of Vocational Rehabilitation	0	0
YWCA	0	0
BERKS TECHNICAL INSTITUTE	0	0
ALVERNIA COLLEGE	0	0
Craigslist	0	0
MONTGOMERY COUNTY COMMUNITY COLLEGE	0	0
PENN STATE UNIVERSITY	0	0
READING AREA COMMUNITY COLLEGE	0	0
RURAL OPPORTUNITIES	0	0
CHI INST	0	0
<b>TOTAL</b>	<b>5</b>	<b>1</b>

Comcast Cable Communications, Inc.  
2008 Contact Listing  
Unit 12142

Source Name	Contact Name	Contact Title	Address	Phone #
Comcast.com - External Website	WWW.COMCAST.COM	WWW.COMCAST.COM	WWW.COMCAST.COM	484-530-5500
Teamcomcast.com - Internal Posting Only	WWW.TEAMCOMCAST.COM	WWW.TEAMCOMCAST.COM	WWW.TEAMCOMCAST.COM	484-530-5500
America's Job Exchange	americasjobexchange.com	americasjobexchange.com	www.americasjobexchange.com/	484-530-5500
NAMIC	www.Namic.com	www.Namic.com	http://www.namic.com/	484-530-5500
Delaware DOL Employment & Training	JJ Lang	Employment Service Specialist	Pencader Corporate Center, 2225 Corporate Blvd. #211, Newark, DE 19702	(302) 453-4350
Ministry of Caring	Alvida Lusby	Administrative Asst.	Job Placement Center, 1100 Lancaster Ave, Wilmington, DE 19805	302-831-8569
Latin American Community Center	Jorge Echavarría	Workforce Center	403 North Van Buren Street, Wilmington, DE 19805	(302) 655-7338
University of Delaware	Jill M. Gugino	Program Coordinator	BOA Career Services Center, 401 Academy Street, Newark, DE 19716	302.831.8569
Delaware Skills Center	Nancy Ensor	Secretary	13th & Clifford Brown Walk , Wilmington, DE 19801	302-654-5392
NJ One-Stop Career Center-Salem County	Gladys Lane	Interviewer	174 East Broadway Salem, NJ 08079	856-351-2900
Lee Hecht Harrison	Joan Craig	VP Director of Professional Services (Phila/ DE Region)	300 Bellvue Parkway, # 150, Wilmington, DE 19809	302.792.9000
Right Management	Theresa Burcham	Program Coordinator	200 Bellevue Parkway, #200 Wilmington, DE 19809	302.792.0215
SalesJobs.com	SalesJobs.com	SalesJobs.com	www.salesjobs.com	484-530-5500
CRAIGSLIST.COM	CRAIGSLIST.COM	CRAIGSLIST.COM	www.craigslis.com	484-530-5500
CAREERBUILDER.COM	careerbuilder.com	careerbuilder.com	www.careerbuilder.com	484-530-5500
MONSTER.COM	Monster.com	monster.com	www.monster.com	484-530-5500
simplyhired.com	simplyhired.com	simplyhired.com	www.simplyhired.com	484-530-5500
Lee Hecht Harrison	www.lhh.com	www.lhh.com	www.lhh.com	484-530-5500
CTAM (Cable Telecommunications Assoc in Mktg)	www.ctam.com	www.ctam.com	www.ctam.com	301-625-3500
Indeed.com	www.indeed.com/jobs	www.indeed.com/jobs	www.indeed.com/jobs	484-530-5500
CallCenterJobs.com	www.callcenterjobs.com	www.callcenterjobs.com	www.callcenterjobs.com	484-530-5500
Wilmington News Journal	Cammy Dietrich	Sr. Account Executive	cammy.dietrich@alstin.com	215-568-3200
Cecil Wig	Cammy Dietrich	Sr. Account Executive	cammy.dietrich@alstin.com	215-568-3200
Salem Today's Sunbeam	Cammy Dietrich	Sr. Account Executive	cammy.dietrich@alstin.com	215-568-3200
The Employment Guide Publication	Cammy Dietrich	Sr. Account Executive	cammy.dietrich@alstin.com	215-568-3200
Employmentguide.com	Cammy Dietrich	Sr. Account Executive	cammy.dietrich@alstin.com	215-568-3200
www.nj.com	Cammy Dietrich	Sr. Account Executive	cammy.dietrich@alstin.com	215-568-3200
NJ One-Stop Career Center-Cherry Hill	Bobbie Miles	Interviewer	1873 Route 70 East, Ste 304, Cherry Hill, NJ 08003	856-751-8550
Contemporary Staffing Solutions	Kim Williams	Manager	161 Gaither Drive, Mount Laurel, NJ 08054	856-222-0020
Albright College	Albright College	Career Development Center	P.O. Box 15234 Reading, PA 19612	610-921-7799
Alvernia College	Alvernia College	Career Services	400 Saint Bernardine St., Reading PA 19607	1-888-258-3764
Cheyney University	www.cheyney.edu	Career Services	Cheyney Rd & Creek Rd, Cheyney, PA	1-800-cheyney
Delaware County Community College	Career Planning Delaware County	Employment Services & Co-Op	901 S. Media Line Road Media, PA 19065	610-586-5005
Eastern University	www.eastern.edu	Career Services	1300 Eagle Road   St. Davids, PA 19087-3696	610-341-5800
Harcum College	Harcum College	Academic Center Room 225	DUNDALK, MD 21222	610-526-6050
Immaculata University	immaculata.eduprise.com	Career Services	1145 King Road, Immaculata, PA. 19345	610-647-4400
Montgomery County Community College	www.mc3.edu	Career Services	340 DeKalb Pike, Blue Bell, PA 19422	215.641.6300
Penn State University	www.psu.edu	Career Services	25 Yearsley Mill Rd., Media, PA 19063	610-892-1200
Reading Area Community College	readingareacc.college-Info.com	Career Services	10 S Second Street, Reading, PA	
Widener University	Widener University	CAPS	1 University Place Chester, PA 19013	610-499-4000
Rural Opportunities	www.ruralinc.org	www.ruralinc.org	www.ruralinc.org	585-340-3334
YWCA	info@ywca.org	info@ywca.org	1015 18th Street, NW, Suite 1100 - Washington, DC 20036	202-467-0801
CHI INST	chi.institute.com	chi.institute.com	520 Street Road, Southampton, PA	215-357-5100
Berks Technical Institute	www.berkstech.com	<a href="http://www.berkstech.com">www.berkstech.com</a>	2200 Ridgewood Rd., Wyomissing, PA	800-821-4662

Comcast Cable Communications, Inc.  
2008 Contact Listing  
Unit 12142

Lincoln University  
Office of Vocational Rehabilitation  
CAREER LINK

Lincoln University  
Michael Wakefield  
careerlink.com

Career Services  
Supervisor  
careerlink.com

1570 Baltimore Pike, P.O. Box 179, Lincoln University, PA 19352  
1875 New Hope Street, Norristown, PA 19401  
careerlink.com

484-365-8000  
484-250-4340 Ext. 142  
877-345-5025