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| Federal Communications Commission<br>Washington, D.C. 20554<br><br><p style="text-align: center;"><b>FCC 396-C</b></p>               | OMB 3060-1033<br>September 2003<br><br>FOR FCC USE ONLY          |
| <p><b>Multi-Channel Video Program Distributor EEO<br/>Program Annual Report</b></p> <p>Read INSTRUCTIONS Before Filling Out Form</p> | FOR COMMISSION USE ONLY<br>FILE NO.<br><b>B396 - 20080930AJB</b> |

**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<br>PHILADELPHIA | State<br>PA | Zip Code<br>19103- |
|----------------------|-------------|--------------------|

Emp. Unit ID # 5616

**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  
PIMA, AZ

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 |
|----|---|

|    |   |   |
|----|---|---|
|    | 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<br>VP HR                     |
| Date<br>9/24/2008                               | Name of Respondent<br>RON PHILLIPS |
| Telephone No. (include area code)<br>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                   |   |                   |                       |                 |            |  |
|---------------------------------------|---|-------------------|-----------------------|-----------------|------------|--|
| Date :9/1/2007-8/31/2008              |   |                   |                       |                 |            |  |
| Work Location: AZT01                  |   |                   |                       |                 |            |  |
| Position Type: ALL                    |   |                   |                       |                 |            |  |
| Unit #: 5616                          |   |                   |                       |                 |            |  |
| Tucson 2008 FCC Unit 5616 - final.xls |   |                   |                       |                 |            |  |
| Requisition#                          | Job Title                                     | Working Location  | Source                | # of Interviews | # of Hires |  |
| 47823BR                               | Customer Account Executive                    | AZT01 - Tucson AZ | I - COMCAST.COM       | 6               | 3          |  |
|                                       |   |                   | R - EMPLOYEE REFERRAL | 2               | 2          |  |
|                                       |   |                   | I - JOBING.COM        | 1               | 1          |  |
|                                       |   |                   | N - AZ DAILY STAR     | 4               |            |  |
| <b>Total</b>                          |   |                   |                       | <b>13</b>       | <b>6</b>   |  |
| 53805BR                               | Communications Technician                     | AZT01 - Tucson AZ | I - COMCAST.COM       | 4               | 1          |  |
|                                       |   |                   | R - EMPLOYEE REFERRAL | 3               | 2          |  |
|                                       |   |                   | N - AZ DAILY STAR     | 3               |            |  |
| <b>Total</b>                          |   |                   |                       | <b>10</b>       | <b>3</b>   |  |
| 53807BR                               | Warehouse & Materials Mgmt Representative     | AZT01 - Tucson AZ | I - COMCAST.COM       | 3               |            |  |
|                                       |   |                   | R - EMPLOYEE REFERRAL | 2               | 1          |  |
| <b>Total</b>                          |   |                   |                       | <b>5</b>        | <b>1</b>   |  |
| 53867BR                               | Sales Support Representative                  | AZT01 - Tucson AZ | I - COMCAST.COM       | 3               | 1          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 54030BR                               | Construction Representative                   | AZT01 - Tucson AZ | INTERNAL              | 1               | 1          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 55187BR                               | Customer Account Executive                    | AZT01 - Tucson AZ | R - EMPLOYEE REFERRAL | 5               | 4          |  |
|                                       |   |                   | I - COMCAST.COM       | 7               | 3          |  |
|                                       |   |                   | I - JOBING.COM        | 1               | 1          |  |
|                                       |   |                   | I - CAREER BUILDER    | 2               | 1          |  |
| <b>Total</b>                          |   |                   |                       | <b>15</b>       | <b>9</b>   |  |
| 55612BR                               | Residential Field Sales Account Executive     | AZT01 - Tucson AZ | INTERNAL              | 2               | 2          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 55614BR                               | Associate Business Services Account Executive | AZT01 - Tucson AZ | INTERNAL              | 1               |            |  |
|                                       |   |                   | I - COMCAST.COM       | 2               | 2          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 55616BR                               | Supervisor Customer Support                   | AZT01 - Tucson AZ | INTERNAL              | 4               | 1          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 55617BR                               | Communication Technician                      | AZT01 - Tucson AZ | I - COMCAST.COM       | 1               | 1          |  |
|                                       |   |                   | I - JOBING.COM        | 1               | 1          |  |
|                                       |   |                   | N - AZ DAILY STAR     | 4               | 1          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 58356BR                               | Customer Account Executive                    | AZT01 - Tucson AZ | I - COMCAST.COM       | 8               | 5          |  |
|                                       |   |                   | R - EMPLOYEE REFERRAL | 7               | 4          |  |
|                                       |   |                   | I - CAREER BUILDER    | 3               | 1          |  |
|                                       |   |                   | N - AZ DAILY STAR     | 2               | 1          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 58382BR                               | Communications Technician                     | AZT01 - Tucson AZ | I - COMCAST.COM       | 4               | 1          |  |
|                                       |   |                   | R - EMPLOYEE REFERRAL | 3               | 3          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 58367BR                               | Residential Field Sales Account Executive     | AZT01 - Tucson AZ | INTERNAL              | 4               | 2          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 60672BR                               | Business Operations Manager                   | AZT01 - Tucson AZ | INTERNAL              | 2               |            |  |
|                                       |   |                   | I - COMCAST.COM       | 2               | 1          |  |
| <b>Total</b>                          |   |                   |                       | <b>4</b>        | <b>1</b>   |  |
| 60676BR                               | Sales Support Representative                  | AZT01 - Tucson AZ | INTERNAL              | 1               | 1          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 60743BR                               | VP/GM   | AZT01 - Tucson AZ | INTERNAL              | 8               | 1          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 61017BR                               | Construction Supervisor                       | AZT01 - Tucson AZ | INTERNAL              | 1               |            |  |
|                                       |   |                   | I - COMCAST.COM       | 6               | 1          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 61576BR                               | Associate Business Services Account Executive | AZT01 - Tucson AZ | INTERNAL              | 5               |            |  |
|                                       |   |                   | R - EMPLOYEE REFERRAL | 1               | 1          |  |
| <b>Total</b>                          |   |                   |                       | <b>6</b>        | <b>1</b>   |  |
| 62952BR                               | Supervisor Technicians                        | AZT01 - Tucson AZ | INTERNAL              | 4               | 1          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 62955BR                               | Communication Technician                      | AZT01 - Tucson AZ | I - COMCAST.COM       | 3               | 1          |  |
|                                       |   |                   | R - EMPLOYEE REFERRAL | 2               | 1          |  |
|                                       |   |                   | I - CAREER BUILDER    | 1               | 1          |  |
|                                       |   |                   | <b>Total</b>          |                 |            |  |
| 63301BR                               | Kiosk Representative                          | AZT01 - Tucson AZ | INTERNAL              | 3               | 2          |  |
|                                       |   |                   | I - COMCAST.COM       | 1               |            |  |
| <b>Total</b>                          |   |                   |                       | <b>4</b>        | <b>2</b>   |  |

|                          |   |                   |                                       |     |    |
|--------------------------|---|-------------------|---------------------------------------|-----|----|
| Date :9/1/2007-8/31/2008 |   |                   |                                       |     |    |
| Work Location: AZT01     |   |                   |                                       |     |    |
| Position Type: ALL       |   |                   |                                       |     |    |
| Unit #: 5616             |   |                   | Tucson 2008 FCC Unit 5616 - final.xls |     |    |
| 63368BR                  | Residential Field Sales Account Executive     | AZT01 - Tucson AZ | R - EMPLOYEE REFERRAL                 | 1   | 1  |
|                          |   |                   | <b>Total</b>                          | 1   | 1  |
| 63507BR                  | Check-in Rep                                  | AZT01 - Tucson AZ | INTERNAL                              | 4   | 4  |
|                          |   |                   | NESCO Resources                       | 1   | 1  |
|                          |   |                   | <b>Total</b>                          | 5   | 5  |
| 63816BR                  | Construction Technician                       | AZT01 - Tucson AZ | INTERNAL                              | 4   | 4  |
|                          |   |                   | R - EMPLOYEE REFERRAL                 | 1   | 1  |
|                          |   |                   | <b>Total</b>                          | 5   | 5  |
| 63954BR                  | Communication Technician                      | AZT01 - Tucson AZ | I - COMCAST.COM                       | 2   | 2  |
|                          |   |                   | R - EMPLOYEE REFERRAL                 | 1   | 1  |
|                          |   |                   | <b>Total</b>                          | 3   | 3  |
| 64204BR                  | Supervisor Technicians                        | AZT01 - Tucson AZ | INTERNAL                              | 2   | 2  |
|                          |   |                   | I - COMCAST.COM                       | 4   | 4  |
|                          |   |                   | R - EMPLOYEE REFERRAL                 | 2   | 2  |
|                          |   |                   | <b>Total</b>                          | 8   | 8  |
| 64251BR                  | Kiosk Representative                          | AZT01 - Tucson AZ | INTERNAL                              | 3   | 3  |
|                          |   |                   | I - COMCAST.COM                       | 1   | 1  |
|                          |   |                   | <b>Total</b>                          | 4   | 4  |
| 64496BR                  | Associate Business Services Account Executive | AZT01 - Tucson AZ | R - EMPLOYEE REFERRAL                 | 1   | 1  |
|                          |   |                   | <b>Total</b>                          | 1   | 1  |
| 64949BR                  | Dispatch Supervisor                           | AZT01 - Tucson AZ | INTERNAL                              | 1   | 1  |
|                          |   |                   | I - COMCAST.COM                       | 3   | 3  |
|                          |   |                   | <b>Total</b>                          | 4   | 4  |
| 68520BR                  | Financial Analyst                             | AZT01 - Tucson AZ | A - ROBERT HALF TECHNOLOGIES          | 1   | 1  |
|                          |   |                   | <b>Total</b>                          | 1   | 1  |
|                          |   |                   | <b>Grand Total</b>                    | 165 | 68 |

|   | FCC Recruitment Menu Activity  | Recruiting Event                     | Sponsor                     | Date      | System Personnel Involved | Narrative   |
|---|--|--------------------------------------|-----------------------------|-----------|---------------------------|---|
| 1 | Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.  | Tucson Urban League Job Fair         | Tucson Urban League/Comcast | 5/25/2008 | Jill Sines                | Participated in Job Fair  |
| 2 |  | Pima Community College Job Fair      | Pima Community College      | 10/5/2007 | Jill Sines                | Participated in Job Fair  |
| 3 | Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities. | Tucson Urban League Job Fair         | Tucson Urban League/Comcast | 5/25/2008 | Jill Sines                | Hosted Job Fair   |
| 4 | Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.                                     | Comm Tech Progression                | Comcast                     | Ongoing   |                           | System/Area/Company driven program to educate and present opportunities to move up within this position.          |
| 5 |  | CAE Slotting                         | Comcast                     | Ongoing   |                           | System/Area/Company driven program to educate and present opportunities to move up within this position.          |
| 6 | Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in the cable industry.                                 | Mountain View High School Career Day | Mountain View High School   | 2/12/2008 | David Getman              | Participated in workshop geared to encourage good work ethics and to present Comcast as a viable work opportunity |

| SOURCE NAME                                | CONTACT NAME    | EMAIL  | CONTACT TITLE         | ADDRESS  | PHONE                            |
|--|-----------------|--|-----------------------|--|----------------------------------|
| N - TNI                                    | Denise Tellez   | <a href="mailto:dtellez@tucson.com">dtellez@tucson.com</a> | Account Rep           | 4850 S. Park Ave PO Box 26887<br>Tucson, AZ 85726-6887 | (520)573-4326                    |
| O - DES                                    | Herb Monsanto   | N/A  | VET                   | 7750 E. Broadway Suite 100 Tucson, AZ<br>85710         | FAX: (520)584-9567               |
| I - PIMA COLLEGE JOB BANK                  | N/A             | N/A  |                       | 2202 W. Anklem Rd.                                     | (520)884-6696                    |
| O - TUCSON URBAN LEAGUE                    | Curtis Stokelin | N/A  | Job Fair Coordinator  | 2305 S. Park Tucson, AZ 85713                          | (520)791-9522 FAX: (520)623-9364 |
| O - JOB ASSISTANCE CENTER                  | N/A             | N/A  | N/A                   | N/A  | N/A                              |
| O - TUCSON INDIAN CENTER                   | Benny McCabe    | N/A  | Executive Facilitator | 705 N. Main Ave Tucson, AZ 85705                       | (520)884-7131 FAX: (520)884-0240 |
| O - PROJECT PHASE                          | Diane Wilson    | N/A  | N/A                   | 1230 N. Park #209 Tucson, AZ 85721                     | FAX: (520)621-5008               |
| O - REGIONAL RE-EMPLOYMENT CENTER          | Sean Lopez      | N/A  | Account Rep           | 667 N. 7th Avenue Tucson, AZ 85705                     | FAX: (520)791-9926               |
| O - TOHONO O'ODHAM NATION                  | Attn: Personnel | N/A  | N/A                   | P.O. 837 Sels, AZ 85634                                | N/A                              |
| O - REFUGEE EDUCATION PROJECT              | Mark Pederson   | N/A  | N/A                   | 1630 S. Alvernon Suite 106 Tucson, AZ<br>85711         | N/A                              |
| O - EMPLOYMENT OF PEOPLE WITH DISABILITIES | Del Dawley      | N/A  | N/A                   | 3002 N. Winstel Blvd. Tucson, AZ 85716                 | (520)325-4260                    |
| O - TUCSON CENTER OF WOMEN & CHILDREN      | Attn: Personnel | N/A  | N/A                   | P.O. Box 40878 Tucson, AZ 85717                        | (520)795-4266                    |

|                                  |           |     |                                       |                                     |                    |  |
|----------------------------------|-----------|-----|---------------------------------------|-------------------------------------|--------------------|--|
| Date :9/1/2007-8/31/2008         |           |     |                                       |                                     |                    |  |
| Work Location: AZT01             |           |     |                                       |                                     |                    |  |
| Position Type: ALL               |           |     |                                       |                                     |                    |  |
| Unit #: 5616                     |           |     | Tucson 2008 FCC Unit 5616 - final.xls |                                     |                    |  |
| O - ONE STOP                     | MeI Gates | N/A | N/A                                   | 1039 N. Stone Ave. Tucson, AZ 85705 | FAX: (520)622-0361 |  |
| F - CONVERGENCE EXECUTIVE SEARCH | N/A       | N/A | N/A                                   | N/A                                 | N/A                |  |