

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 - 20080930AEZ

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 # 11942

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
 YUBA, 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) 08/24/2008-09/6/2008

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 HR VP
Date 9/26/2008	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		Sutter, CA 1942 - final.xls				
Date :9/1/2007-8/31/2008						
Work Location: CAY11 - Yuba City CA; CAC15 - Chico CA; CAG11 - Grass Valley CA						
Position Type: ALL						
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires	
29346BR	Tap Auditor	CAY11 - Yuba City CA	I - COMCAST.COM	1	1	
29346BR	Tap Auditor	CAY11 - Yuba City CA	N - APPEAL - DEMOCRAT	1	0	
				2	1	
29347BR	Tap Auditor	CAC15 - Chico CA	R - EMPLOYEE REFERRAL	1	1	
				1	1	
31642BR	Tap Auditor	CAC15 - Chico CA	I - COMCAST.COM	1	0	
31642BR	Tap Auditor	CAC15 - Chico CA	R - EMPLOYEE REFERRAL	1	1	
				2	1	
32656BR	Mgr Business Operations	CAY11 - Yuba City CA	Internal	1	1	
32656BR	Mgr Business Operations	CAY11 - Yuba City CA	INTERNAL CANDIDATE	2	0	
				3	1	
48937BR	Res Field Sales Acct Exec	CAY11 - Yuba City CA	REMPREF - EMPLOYEE	1	1	
				1	1	
49993BR	Comm Technician 1	CAY11 - Yuba City CA	I - COMCAST.COM	1	1	
49993BR	Comm Technician 1	CAY11 - Yuba City CA	N - APPEAL - DEMOCRAT	1	1	
49993BR	Comm Technician 1	CAY11 - Yuba City CA	N - EMPLOYMENT GUIDE	1	0	
49993BR	Comm Technician 1	CAY11 - Yuba City CA	R - EMPLOYEE REFERRAL	1	1	
49993BR	Comm Technician 1	CAY11 - Yuba City CA	REMPREF - EMPLOYEE	1	0	
49993BR	Comm Technician 1	CAY11 - Yuba City CA	V - TV COMMERCIAL	1	1	
				6	4	
50750BR	Sr Commercial Sales Acct Exec	CAC15 - Chico CA	I - CAREERBUILDER.COM	1	1	
50750BR	Sr Commercial Sales Acct Exec	CAC15 - Chico CA	R - EMPLOYEE REFERRAL	1	0	
				2	1	
51304BR	Comm Technician 1	CAY11 - Yuba City CA	I - COMCAST.COM	2	2	
51304BR	Comm Technician 1	CAY11 - Yuba City CA	No Source	1	1	
51304BR	Comm Technician 1	CAY11 - Yuba City CA	R - EMPLOYEE REFERRAL	1	1	
51304BR	Comm Technician 1	CAY11 - Yuba City CA	REMPREF - EMPLOYEE	2	2	
51304BR	Comm Technician 1	CAY11 - Yuba City CA	V - TV COMMERCIAL	2	1	
				8	7	
52489BR	Comm Technician 1	CAC15 - Chico CA	I - COMCAST.COM	1	1	
52489BR	Comm Technician 1	CAC15 - Chico CA	REMPREF - EMPLOYEE	1	1	
				2	2	
53302BR	Supv Comm Tech	CAC15 - Chico CA	Internal	1	1	
				1	1	
54217BR	Dispatch Rep 1	CAC15 - Chico CA	A - EMPLOYMENT	1	0	
54217BR	Dispatch Rep 1	CAC15 - Chico CA	Internal	1	1	
				2	1	

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Date :9/1/2007-8/31/2008						
Work Location: CAY11 - Yuba City CA; CAC15 - Chico CA; CAG11 - Grass Valley CA						
Position Type: ALL						
54831BR	Comm Technician 1	CAG11 - Grass Valley CA	ICOMCAST - COMCAST.COM	1	0	
54831BR	Comm Technician 1	CAG11 - Grass Valley CA	Internal	1	1	
54831BR	Comm Technician 1	CAG11 - Grass Valley CA	REMPREF - EMPLOYEE	1	1	
55023BR	Dispatch Rep 1	CAY11 - Yuba City CA	No Source	1	1	
55434BR	Res Field Sales Acct Exec	CAY11 - Yuba City CA	I - COMCAST.COM	1	0	
55434BR	Res Field Sales Acct Exec	CAY11 - Yuba City CA	ICOMCAST - COMCAST.COM	1	0	
55434BR	Res Field Sales Acct Exec	CAY11 - Yuba City CA	Internal	1	1	
55434BR	Res Field Sales Acct Exec	CAY11 - Yuba City CA	R - EMPLOYEE REFERRAL	2	1	
55434BR	Res Field Sales Acct Exec	CAY11 - Yuba City CA	REMPREF - EMPLOYEE	1	1	
55434BR	Res Field Sales Acct Exec	CAY11 - Yuba City CA	V - TV COMMERCIAL	1	1	
				7	4	
55504BR	Administrative Asst 1	CAY11 - Yuba City CA	REMPREF - EMPLOYEE	1	1	
55991BR	Comm Technician 1	CAC15 - Chico CA	No Source	1	1	
55991BR	Comm Technician 1	CAC15 - Chico CA	V - TV COMMERCIAL	1	1	
				2	2	
56100BR	Field Audit Technician 1	CAY11 - Yuba City CA	I - COMCAST.COM	1	1	
56201BR	Assoc Editor	CAY11 - Yuba City CA	ICOMCAST - COMCAST.COM	1	0	
56201BR	Assoc Editor	CAY11 - Yuba City CA	No Source	1	1	
				2	1	
56758BR	Operations Support Rep 1	CAY11 - Yuba City CA	Internal	1	1	
57922BR	Comm Technician 1	CAY11 - Yuba City CA	REMPREF - EMPLOYEE	1	1	
				1	1	
57927BR	Payment Center/Lobby Rep 1	CAY11 - Yuba City CA	REMPREF - EMPLOYEE	1	1	
				2	2	
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.	Career Fair	SAC BEE	9/11/2007	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career Fair

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Date :9/1/2007-8/31/2008							
Work Location: CAY11 - Yuba City CA; CAC15 - Chico CA; CAG11 - Grass Valley CA							
Position Type: ALL							
		Career Fair	SacJobs	9/27/2007	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career Fair	
		Career Fair	Placer County	10/11/2007	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career Fair	
		Diversity Career Fair	Urban League	1/24/2008	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career Fair	
		Career Fair	SacJobs	1/29/2008	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career Fair	
		Career Fair	Sutter County One-Stop	4/9/200	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career Fair	
		Career Fair	ITT -Institute of Technology	4/10/2008	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career Fair	
		Career Fair	SacJobs	4/29/2008	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career Fair	
		Diversity Career Fair	Cal Job Journal	5/13/2008	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career Fair	

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Date :9/1/2007-8/31/2008						
Work Location: CAY11 - Yuba City CA; CAC15 - Chico CA; CAG11 - Grass Valley CA						
Position Type: ALL						
		Displacement Fair	Apple Computer	5/22/2008	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career Fair
		Diversity Career Fair	Citycareerfair.com	7/1/2008	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career Fair
		Career Fair	SacJobs	7/29/2008	CAS11, CAS05, CAY11, CAC15, CAR17, CAD14, CAG11	Participated in Career 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.	On-site Career Information Session and Tour	Comcast Cable, Sacramento	4/14/2008	CAS11, CAR17, CAD14	Open house for American River College Students at the Roseville Headend - session included career opportunity information and tour
4	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.	Career workshops	American River College	2/26, 2/27, 3/4, 3/5, 4/15, 9/19,10/8,10/6, 11/6	CAS11	In class presentations on Career Opportunities with Comcast
		Technical Festival	American River College	5/2/2008	CAS11, CAR17, CAD14, CAY11, CAG11, CAC15	Tech Festival to host local high school students interested in pursuing technical education
		Career workshops	Delta College	5/6/08, 5/7/08	CAS11, CAR17, CAD14, CAS47	In class presentations on Career Opportunities with Comcast
		Career Fair	Department of Human Assistance	19-Sep	CAS11, CAR17, CAD14, CAS47	Participated in Career Event
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for cable television employment.		Comcast		CAS11	Internship program
10	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in the cable industry.	Career Fair	Yuba College	5/1/2008	CAY11, CAG11, CAC15	Participated in Career Fair

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Work Location: CAY11 - Yuba City CA; CAC15 - Chico CA; CAG11 - Grass Valley CA						
Position Type: ALL						
		Career Fair	American River College	10/4/2007	CAS11, CAR17, CAD14, CAS05	Participated in Career Fair
11	Sponsorship of at least one event in the community designed to inform and educate members of the public as to employment opportunities in the cable industry.	Career Workshop - how to search for employment, interviewing and resume writing.	Gerber Community School		CAS11	Workshop Sponsor
12	Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	Career Opportunity posting and meeting information	WICT - Women in Cable Television		CAS11	
13	Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for cable industry employment and/or other career development assistance pertinent to the cable industry.	Career Workshop - how to search for employment, interviewing and resume writing.	Gerber Community School		CAS11	Workshop Sponsor
Source	Contact Name	Title	Contact Address	Phone		
A - CABLE TELECOMMUNICATIONS ASSOC.	NCTA.org	NCTA.org	NCTA.org	NCTA.org		
A - CABLE/TEL HUMAN RESOURCES ASSOC	CTHRA	CTHRA	1755 Park St, Naperville, IL	630-416-1166		
I - A.JB.COM (AMERICANICAS JOB BANK)	Valerie Sullivan	Account Manager	10029 E. 126th St. Suite D, Fishers, IN 46038	(317) 813-0366		
I - CAJOBS.COM (CALIFORNIA ONLINE JOB NETWORK)	Terry Carpenter	Employment Specialist	925 Del Paso Blvd. Sacramento	916-263-3800		
I - COMCAST.COM	COMCAST.COM	COMCAST CABLE	1500 Market Street Philadelphia PA 19102	215-655-1700		
I - MONSTER.COM	Valerie Sullivan	Account Manager	10029 E. 126th St. Suite D, Fishers, IN 46038	(317) 813-0366		
I - WWW.JOBING.COM	Valerie Sullivan	Account Manager	10029 E. 126th St. Suite D, Fishers, IN 46038	(317) 813-0366		
Internal	Comcast Recruitment Team	Recruiter	4450 E. Commerce Way Sacramento CA 95834	916-515-5627		
M - COMCAST NOW HIRING SIGN	Comcast Recruitment Team	Recruiter	4450 E. Commerce Way Sacramento CA 95834	916-515-5627		
M - COMCAST VAN SIGN	Comcast Recruitment Team	Recruiter	4450 E. Commerce Way Sacramento CA 95834	916-515-5627		
N - APPEAL - DEMOCRAT	http://www.appeal-democrat.com/	Online	1530 Ellis Lake Dr, Marysville, CA	(530) 741-1195		
N - CITY PAPER	http://www.appeal-democrat.com/	Online	1530 Ellis Lake Dr, Marysville, CA	(530) 741-1195		

