Federal Communications Commission Washington, D.C. 20554 OMB 3060-1033 September 2003 **FCC 396-C**	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 - 20110926AHG

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
COMCAST CORPORATION

MSO Name:
COMCAST CABLE COMMUNICATIONS, LLC

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

City	State	Zip Code
PHILADELPHIA	PA	19103-

FCC Registration Number:
0011612017

Emp. Unit ID # 12007

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
WAYNE, MI

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) 8/21/11 - 9/3/11

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?	(•) Yes ( ) No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	(•) Yes ( ) 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?	(•) Yes ( ) No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	(•) Yes ( ) 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?	(•) Yes ( ) 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?	(•) Yes ( ) 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?	(•) Yes ( ) 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?	(•) Yes ( ) 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?	(•) Yes ( ) 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 9/26/2011	Name of Respondent TERESA FASICK
Telephone No. (include area code) 6783855100	

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

Comcast Cable Communications, Inc.
2011 Sourcing Requisition Data
Reporting Period: September 1, 2010 - August 31, 2011
Unit# 12007
Wayne County, MI

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			INTERNAL JOB POSTING	1	1
		SSD Engineer 3, XOC (Detroit, MI) Total		1	1
	62765394	SSD Engineer 2, XOC (Detroit, MI)	INTERNAL JOB POSTING	2	1
		SSD Engineer 2, XOC (Detroit, MI) Total		2	1
	62765318	HFC Supervisor, Excellence in Operations (XOC) - Westland, MI (Detroit)	COMCAST.COM	0	0
			INTERNAL JOB POSTING	1	1
		HFC Supervisor, Excellence in Operations (XOC) - Westland, MI (Detroit) Total		1	1

FCC Sourcing Report - Contact List

Date : 09/01/2010 - 08/31/2011

2011 Sourcing Contact List

Reporting Period: September 1, 2010 - August 31, 2011

Unit# 12007

Wayne County, MI

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
Internal Job Posting	Felita Perkins	www.comcast.com	41112 Concept Dr. Plymouth, Mi 48170	248-233-4593	4	3	No
Comcast.com	Felita Perkins	www.comcast.com	41112 Concept Dr. Plymouth, Mi 48170	248-233-4593	0	0	No

COMCAST
FCC GENERAL RECRUITMENT SHEET
2011
September 1, 2010 to August 31, 2011
FCC UNIT# 12007
County & State Wayne, MI

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
CommTech Program	Comcast	2010 - 2011	Supervisors, Trainers	CommTech program includes a step progression process (CT1, CT2, CT3, etc.); this program was designed to enable technicians to acquire the skills that could qualify them for higher level positions within the technical organization.
Comcast Career Fair	ITT Technical Institute	10-13-2010	Ashley King & Hanna Hasan, Talent Acquisition Specilaist.	Job Fair hosted by ITT Tech focus on recruiting CAEs and all other job openings in the Heartland Region.
Comcast Career Fair	University of Phoenix	10-11-2010	Ashley King, Talent Acquisition Specialist	Job Fair hosted by University of Phoenix. Focus CAEs, call center, finance, engineering openings for the Heartland Region.
Black Congressional Congress Career Fair	Wayne County Community College District-Congressman John Conyers & Hansen Clark	8-16-2011	Ashley King, Monica Benfordechols, Kenny Huggins & Felita Perkins.	Job Fair hosted by Congressmen John Conyers & Hansen Clark focus on recruiting CAEs and all other job openings in the Heartland Region.

Interview Workshop	Macomb Community College	10/20/2010	Hanna Hasan, Talent Acquisition Specialist & Lindsay Cook, Talent Acquisition Employment Coordinator	Worked with students to prepare them for interviews and to develop the skills needed to interview for jobs upon graduation.
ACCESS Career Fair	ACCESS of Dearborn	5-11	Monica Benfordechols, Sr Talent Acquisition Specialist.	Job Fair hosted by ACCESS focus on all open positions in the Michigan Region.
Northwest Tech Career Fair	Northwest Tech	2-11	Monica Benfordechols, Sr Talent Acquisition Specialist.	Job Fair hosted by Northwest Tech. Focus on all open positions in the Michigan Region.
Everest Institute Career Fair	Everest Institute	2/11/2011	Monica Benfordechols, Sr Talent Acquisition Specialist.	Job Fair hosted by Everest Institute. Focus on all open positions in the Michigan Region.
Everest Institute Career Fair	Everest Institute	11-May	Monica Benfordechols, Sr Talent Acquisition Specialist.	Job Fair hosted by Everest Institute. Focus on all open positions in the Michigan Region.
Michigan Works Hiring Event	Michigan Works-Livonia	12/22/2010	Felita Perkins, TA Employment Coordinator	Hosted by Michigan Works. Focus on recruiting TSS for Ann Arbor Call Center.
Comcast	Comcast	1/26/2011	Jeff Holmes, Felita Perkins, Heather Roberts	Hosted by Comcast Talent Acquisition Team. Recruiting focus on TSS for Ann Arbor Call Center. Also, provided information on openings in the Michigan Region.
AIRS Training for Hiring Managers	Comcast Talent Acquisition Team	1/31/2011	Delores Stokes, Jeff Holmes, Supervisors, Managers and Director of the APSC Call Center	Hiring Manager training to hone interview skills and to develop job descriptions.

City Year Career Day	Comcast	3/11/2011	TA Team, HR, Marketing and various Senior Leaders	Work with students during resume & interview workshops. Discuss the many opportunities within Comcast.