

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. -
Read INSTRUCTIONS Before Filling Out Form		

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
COMCAST CABLE COMMUNICATIONS, LLC.

MSO Name:  
COMCAST CABLE COMMUNICATIONS, LLC.

B. Employment Unit's Mailing Address  
1701 JFK BOULEVARD  
NORTH EAST DIVISION

City PHILADELPHIA	State PA	Zip Code 19103-
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FCC Registration Number:

Emp. Unit ID # 8503

**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  
WASHINGTON, DC

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) 8/19/2012-9/1/2012

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 SVP HUMAN RESOURCES
Date 9/5/2012	Name of Respondent KERI ST. JEAN
Telephone No. (include area code) 6036951508	

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.  
 2012 Sourcing Summary  
 Reporting Period September 1, 2011-August 31, 2012  
 Unit #8503

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired			
DCW01	63544570	Enterprise Account Executive, Washington DC 50063096	ARBOR EDUCATION & TRAINING	0	0			
			BABBALU.COM	0	0			
			BOWIE STATE UNIVERSITY	0	0			
			COMCAST.COM	1	1			
			COMPUTER TRAINING EDU	0	0			
			DIRECTEMPLOYERS.COM	0	0			
			DIVERSITYINC	0	0			
			INTERNAL JOB POSTING	0	0			
			NATIONAL BLACK MBA ASSOCIATION	0	0			
			PRINCE GEORGE'S ONE STOP CENTER	0	0			
			RECRUITMILITARY	0	0			
			SERVICE SOURCE	0	0			
			STRAYER UNIVERSITY	0	0			
			TWEETMYJOBS.COM	0	0			
			UNIVERSITY OF MARYLAND	0	0			
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0			
			WOMENFORHIRE	0	0			
			DISABLED PERSON INC	0	0			
			HBUCONNECT LLC	0	0			
			WALTER KAITZ	0	0			
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0			
			Enterprise Account Executive, Washington DC 50063096 Total				1	1
	64166675	Supervisor, Network Maintenance-washington, DC 50088927	ARBOR EDUCATION & TRAINING	0	0			
			BABBALU.COM	0	0			
			CAREERBUILDER	0	0			
			COMCAST.COM	0	0			
			DIRECTEMPLOYERS.COM	0	0			
			DIVERSITYINC	0	0			
			INDEED	0	0			
			INTERNAL JOB POSTING	2	1			
			NATIONAL BLACK MBA ASSOCIATION	0	0			
			RECRUITMILITARY	0	0			
			SEARCHEASE	0	0			
			SERVICE SOURCE	0	0			
			STRAYER UNIVERSITY	0	0			
			TWEETMYJOBS.COM	0	0			
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0			
			WOMENFORHIRE	0	0			
			DISABLED PERSON INC	0	0			
			HBUCONNECT LLC	0	0			
			WALTER KAITZ	0	0			
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0			
			Supervisor, Network Maintenance-washington, DC 50088927 Total				2	1
				64345902	Warehouse Rep, Spoke, Washington DC, 50060326	BABBALU.COM	0	0
BALTIMORE COUNTY OFFICE OF WORKFORCE DEVELOPMENT	0	0						
CAREER DEVELOPMENT SERVICES PROJECT DIRECTOR	0	0						
COMCAST.COM	0	0						
DIRECTEMPLOYERS.COM	0	0						
DIVERSITYINC	0	0						
GOVERNORS COMMISSION ON ASIAN PACIFIC AMERICAN AF	0	0						
INTERNAL JOB POSTING	1	1						
JOBS FOR DELAWARE GRADUATES	0	0						
MAYOR'S OFFICE OF HISPANIC AFFAIRS	0	0						
NAACP	0	0						

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 2012 Sourcing Summary  
 Reporting Period September 1, 2011-August 31, 2012  
 Unit #8503

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			STRAYER UNIVERSITY	0	0
			SUSQUEHANNA WORKFORCE NETWORK	0	0
			TWEETMYJOBS.COM	0	0
			US DEPT OF VETERANS AFFAIRS	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			TESST TECHNICAL INST TECHNICAL INST	0	0
		<b>Warehouse Rep, Spoke, Washington DC, 50060326 Total</b>		<b>1</b>	<b>1</b>
	<b>64670773</b>	<b>Business Services Account Executive, Washington D.C. 50091352</b>	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	1	0
			DEVRY UNIVERSITY	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	2	1
			JOB HOTLINE	1	0
			JOBVERTISE	0	0
			LINKUP	0	0
			MONSTER .COM	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SENIOR EMPLOYMENT RESOURCES (SER)	0	0
			SERVICE SOURCE	0	0
			SIMPLY HIRED	0	0
			STRAYER UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNIVERSITY OF MARYLAND	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WESTWOOD COLLEGE	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			ECPI TECHNICAL COLLEGE TECHNICAL COLLEGE	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		<b>Business Services Account Executive, Washington D.C. 50091352 Total</b>		<b>4</b>	<b>1</b>
	<b>64672250</b>	<b>Supervisor, Install &amp; Service-Washington, DC 50091173</b>	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SEF	0	0
			DIVERSITYINC	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	7	1
			NATIONAL BLACK MBA ASSOCIATION	0	0

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 2012 Sourcing Summary  
 Reporting Period September 1, 2011-August 31, 2012  
 Unit #8503

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			RECRUITMILITARY	0	0
			SEARCHLEASE	0	0
			SERVICE SOURCE	0	0
			STRAYER UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		<b>Supervisor, Install &amp; Service-Washington, DC 50091173 Total</b>		<b>7</b>	<b>1</b>
	<b>64790286</b>	<b>Manager of Business Services, Washington DC 50058972</b>	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			CRAIGSLIST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	1
			JOBVERTISE	0	0
			LINKUP	0	0
			MONSTER .COM	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHLEASE	0	0
			SERVICE SOURCE	0	0
			SIMPLY HIRED	0	0
			STRAYER UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			US DEPT OF VETERANS AFFAIRS	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		<b>Manager of Business Services, Washington DC 50058972 Total</b>		<b>1</b>	<b>1</b>
	<b>65069601</b>	<b>Communication Tech-Washington, DC 50094505</b>	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			CABLE WORLD	1	0
			CAREERBUILDER	4	0
			COMCAST BILL INSERT	1	0
			COMCAST NOW HIRING SIGN	2	0
			COMCAST.COM	27	10
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	9	0
			EXPERIENCE.COM	1	0
			INDEED	0	0
			INFINITY BROADCASTING	1	0

Comcast Cable Communications, Inc.  
 2012 Sourcing Summary  
 Reporting Period September 1, 2011-August 31, 2012  
 Unit #8503

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			INTERNAL JOB POSTING	0	0
			JOB HOTLINE	1	0
			MONSTER.COM	2	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCH FIRM	2	0
			SEARCHEASE	0	0
			SERVICE SOURCE	0	0
			STRAYER UNIVERSITY	0	0
			TRAINING AND DEVELOPMENT	1	0
			TWEETMYJOBS.COM	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	2	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			BILINGUAL JOBS	1	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		Communication Tech-Washington, DC 50094505 Total		55	10
	65329459	Strategic Enterprise Account Executive, Washington, D.C., 50094165	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			BOWIE STATE UNIVERSITY	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	1	0
			COMPUTER TRAINING EDU	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	1	0
			INDEED	0	0
			INTERNAL JOB POSTING	3	1
			JOBVERTISE	0	0
			LINKUP	0	0
			MONSTER .COM	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			PRINCE GEORGE'S ONE STOP CENTER	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SERVICE SOURCE	0	0
			SIMPLY HIRED	0	0
			STRAYER UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNIVERSITY OF MARYLAND	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		Strategic Enterprise Account Executive, Washington, D.C., 50094165 Total		5	1
	65571131	Payment Center Rep-Washington, DC 50095206	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			CAREERBUILDER	0	0

Comcast Cable Communications, Inc.  
 2012 Sourcing Summary  
 Reporting Period September 1, 2011-August 31, 2012  
 Unit #8503

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			COMCAST.COM	3	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	1	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	1
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SERVICE SOURCE	0	0
			STRAYER UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		<b>Payment Center Rep-Washington, DC 50095206 Total</b>		<b>5</b>	<b>1</b>
	<b>65697755</b>	<b>Enterprise Account Executive, Washington, D.C. 50063095</b>	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	1	1
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JOBVERTISE	0	0
			LINKUP	0	0
			MONSTER .COM	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SERVICE SOURCE	0	0
			SIMPLY HIRED	0	0
			STRAYER UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNIVERSITY OF DC	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		<b>Enterprise Account Executive, Washington, D.C. 50063095 Total</b>		<b>1</b>	<b>1</b>
	<b>65709524</b>	<b>Supervisor, Install &amp; Service-Washington, DC 55077890</b>	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	1	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	6	1
			RECRUITMILITARY	0	0



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 2012 Sourcing Summary  
 Reporting Period September 1, 2011-August 31, 2012  
 Unit #8503

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			SEARCHEASE	0	0
			SERVICE SOURCE	0	0
			STRAYER UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		<b>Supervisor, Install &amp; Service-Washington, DC 55077890 Total</b>		<b>7</b>	<b>1</b>
	<b>66016989</b>	Supv, Installation & Service	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	1
			JOBVERTISE	0	0
			JUJU	0	0
			LEE HECHT HARRISON	0	0
			LINKUP	0	0
			MONSTER (CAN)	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SERVICE SOURCE	0	0
			SIMPLY HIRED	0	0
			STRAYER UNIVERSITY	0	0
			THE LADDERS	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		<b>Supv, Installation &amp; Service Total</b>		<b>1</b>	<b>1</b>
	<b>66673623</b>	Acct Exec 3, Entrp Direct	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			CRAIGSLIST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	1	1
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JOBVERTISE	0	0

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 2012 Sourcing Summary  
 Reporting Period September 1, 2011-August 31, 2012  
 Unit #8503

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			JUJU	0	0
			LINKUP	0	0
			MONSTER .COM	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			PRINCE GEORGE'S ONE STOP CENTER	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SERVICE SOURCE	0	0
			SIMPLY HIRED	0	0
			STRAYER UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		Acct Exec 3, Entrp Direct Total		1	1
	66685087	CommTech 1, Installation & Service	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			CAREERBUILDER	4	3
			COMCAST BILL INSERT	1	0
			COMCAST NOW HIRING SIGN	1	0
			COMCAST VAN SIGN	2	0
			COMCAST.COM	12	4
			CRAIGSLIST.COM	1	0
			DCJOBNETWORK.COM	1	1
			DIGITAL CABLE ADVERTISEMENT	1	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	3	0
			INDEED	0	0
			INTERNAL JOB POSTING	3	1
			JOB HOTLINE	1	1
			MANDY.COM	1	1
			MONSTER.COM	1	1
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SERVICE SOURCE	0	0
			SIMPLY HIRED	0	0
			STRAYER UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WASHINGTON POST	1	1
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	1
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		CommTech 1, Installation & Service Total		34	14
	66752812	Warehouse Rep, Spoke	BABBALU.COM	0	0
			BALTIMORE COUNTY OFFICE OF WORKFORCE DEVELOPMEN	0	0
			CAREER DEVELOPMENT SERVICES PROJECT DIRECTOR	0	0

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 2012 Sourcing Summary  
 Reporting Period September 1, 2011-August 31, 2012  
 Unit #8503

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			COMCAST NOW HIRING SIGN	1	0
			COMCAST.COM	3	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	3	0
			EMPLOYMENT MANAGEMENT ASSOCIATION	1	1
			GOVERNORS COMMISSION ON ASIAN PACIFIC AMERICAN AF	0	0
			INTERNAL JOB POSTING	2	0
			JOBS FOR DELAWARE GRADUATES	0	0
			MAYOR'S OFFICE OF HISPANIC AFFAIRS	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			STRAYER UNIVERSITY	0	0
			SUSQUEHANNA WORKFORCE NETWORK	0	0
			TWEETMYJOBS.COM	0	0
			US DEPT OF VETERANS AFFAIRS	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	0
			YAHOO.COM	1	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			TESST TECHNICAL INST TECHNICAL INST	0	0
		<b>Warehouse Rep, Spoke Total</b>		<b>12</b>	<b>1</b>
	<b>67952206</b>	<b>CommTech 2, Installation &amp; Service</b>	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			INTERNAL JOB POSTING	1	1
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SERVICE SOURCE	0	0
			STRAYER UNIVERSITY	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		<b>CommTech 2, Installation &amp; Service Total</b>		<b>1</b>	<b>1</b>
	<b>67952422</b>	<b>Mgr, Installation &amp; Service</b>	ARBOR EDUCATION & TRAINING	0	0
			BABBALU.COM	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			INTERNAL JOB POSTING	2	1
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0

Comcast Cable Communications, Inc.  
 2012 Sourcing Summary  
 Reporting Period September 1, 2011-August 31, 2012  
 Unit #8503

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			RECRUITMILITARY	0	0
			SERVICE SOURCE	0	0
			STRAYER UNIVERSITY	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			TESST TECHNICAL INST TECHNICAL INST COLLEGE	0	0
		<b>Mgr, Installation &amp; Service Total</b>		<b>2</b>	<b>1</b>
	<b>68064132</b>	Acct Exec 3, Enterprise Direct Sales	BABBALU.COM	0	0
			BACKPAGE	0	0
			BALTIMORE COUNTY OFFICE OF WORKFORCE DEVELOPME	0	0
			CAREER DEVELOPMENT SERVICES PROJECT DIRECTOR	0	0
			CAREERBUILDER	0	0
			CARROLL COUNTY JOB SERVICE	0	0
			COMCAST.COM	1	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	1	1
			GLASSDOOR.COM	0	0
			GOVERNORS COMMISSION ON ASIAN PACIFIC AMERICAN AF	0	0
			HOWARD COUNTY PROFESSIONAL OUTPLACEMENT ASSISTAN	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JOBVERTISE	0	0
			JUUU	0	0
			LEE HECHT HARRISON	0	0
			LINKUP	0	0
			MAYOR'S OFFICE OF HISPANIC AFFAIRS	0	0
			MONSTER (CAN)	0	0
			NAAAP	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHLEASE	0	0
			SIMPLY HIRED	0	0
			SUSQUEHANNA WORKFORCE NETWORK	0	0
			THE LADDERS	0	0
			US DEPT OF VETERANS AFFAIRS	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			TESST TECHNICAL INST TECHNICAL INST	0	0
		<b>Acct Exec 3, Enterprise Direct Sales Total</b>		<b>3</b>	<b>1</b>
	<b>68322893</b>	Acct Exec 3, Enterprise Direct Sales	BABBALU.COM	0	0
			BACKPAGE	0	0
			BALTIMORE COUNTY OFFICE OF WORKFORCE DEVELOPME	0	0

Comcast Cable Communications, Inc.  
 2012 Sourcing Summary  
 Reporting Period September 1, 2011-August 31, 2012  
 Unit #8503

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			CAREER DEVELOPMENT SERVICES PROJECT DIRECTOR	0	0
			CAREERBUILDER	0	0
			CARROLL COUNTY JOB SERVICE	0	0
			COMCAST.COM	1	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	1	1
			GLASSDOOR.COM	0	0
			GOVERNORS COMMISSION ON ASIAN PACIFIC AMERICAN AF	0	0
			HOWARD COUNTY PROFESSIONAL OUTPLACEMENT ASSISTAI	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JOBVERTISE	0	0
			JUJU	0	0
			LEE HECHT HARRISON	0	0
			LINKUP	0	0
			MAYOR'S OFFICE OF HISPANIC AFFAIRS	0	0
			MONSTER (CAN)	0	0
			NAAAP	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			SUSQUEHANNA WORKFORCE NETWORK	0	0
			THE LADDERS	0	0
			US DEPT OF VETERANS AFFAIRS	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			TESST TECHNICAL INST TECHNICAL INST	0	0
		Acct Exec 3, Enterprise Direct Sales Total		2	1
<b>Grand Total</b>				<b>145</b>	<b>41</b>

Comcast Cable Communications, Inc.  
Source Contact List  
Unit #8503, Washington DC County, DC  
Reporting Period: 09/01/11 to 08/31/12

Source Name	Contact Name	Contact Title	Address	Phone #	Interviewed	Hired	Notification Organization (Yes/No)
ARBOR EDUCATION & TRAINING	http://www.rescare.com/workforce-services-contact-us.php	http://www.rescare.com/workforce-services-contact-us.php	9901 Linn Station Road Louisville, Kentucky 40223-3808	502.394.2100	0	0	N
BABBALU.COM	JWT - Trish Golden	Client Director	15 Lewis Street, Suite 107, Hartford, CT 06103	860-478-2115	0	0	N
BACKPAGE	JWT - Trish Golden	Client Director	PO Box 21328, Phoenix, AZ 85034	212-210-1192	0	0	N
BALTIMORE COUNTY OFFICE OF WORKFORCE DEVELOPMENT	Angela Harkness	Business Resource Representative/Outreach Coordinator	400 Washington Ave., Towson, MD 21204	410-887-3917	0	0	N
BILINGUAL JOBS	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	1	0	N
BOWIE STATE UNIVERSITY	Career, Co-op, and International Student Services	careerservices@bowiestate.edu	14000 Jericho Park Rd, Bowie, MD 20715	301-860-3825	0	0	N
CABLE WORLD	Amy Abbey	Associate Publisher	aabbey@accessintel.com	(301) 354-1629	1	0	N
CAREER DEVELOPMENT SERVICES PROJECT DIRECTOR	N/A	N/A	N/A	N/A	0	0	N
CAREERBUILDER	JWT - Trish Golden	Client Director	5550-A Peachtree Parkway, Norcross, GA 30092	866-438-1485	8	3	N
CARROLL COUNTY JOB SERVICE	Chris Weinbrenner	Business Consultant	224 N. Center St, Westminster, MD 21157	410-386-2521	0	0	N
COMCAST BILL INSERT	Comcast	Comcast Cable	1500 Market St Philadelphia PA 19102	2156551700	2	0	N
COMCAST NOW HIRING SIGN	Comcast	Comcast Cable	1500 Market St Philadelphia PA 19102	2156551700	4	0	N
COMCAST VAN SIGN	Comcast	Comcast Cable	1500 Market St Philadelphia PA 19102	2156551700	2	0	N
COMCAST.COM	Comcast	Comcast Cable	1500 Market St Philadelphia PA 19102	2156551700	51	15	N
COMPUTER TRAINING EDU	Comcast	Comcast Cable	1500 Market St Philadelphia PA 19102	2156551700	0	0	N

Comcast Cable Communications, Inc.  
Source Contact List  
Unit #8503, Washington DC County, DC  
Reporting Period: 09/01/11 to 08/31/12

CRAIGSLIST.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	1	0	N
DCJOBNETWORK.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	1	1	N
DEVRY UNIVERSITY	Heather Carey- Employer Liason	hcarey@devry.edu	4550 Montgomery Ave, Bethesda, MD 20814	703-414-4036	0	0	N
DIGITAL CABLE ADVERTISEMENT	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	1	0	N
DIRECTEMPLOYERS.COM	JWT - Trish Golden	Client Director	9002 N Purdue Road, Indianapolis, IN 46268	866-268-6206	0	0	N
DISABLED PERSON INC	JWT - Trish Golden	Client Director	PO Box 230636, Encinitas, CA 92023	760-420-1269	0	0	N
DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES	www.does.dc.gov/	www.does.dc.gov/	4058 Minnesota Avenue Northeast Washington	(202) 724-7000	0	0	N
DIVERSITYINC	JWT - Trish Golden	Client Director	342 Nassau Street, Princeton, NJ 08540	973-494-0506	0	0	N
ECPI TECHNICAL COLLEGE TECHNICAL COLLEGE	Jeremy Johnson	JJohnson@epci.edu	800 Monnefield Park Dr, Richmond, VA 23236	804-330-5533	0	0	N
EMPLOYEE REFERRAL	Comcast	Comcast Cable	1500 Market St Philadelphia PA 19102	2156551700	21	4	N
EMPLOYMENT MANAGEMENT ASSOCIATION	N/A	N/A	1800 Duke Street Alexandria, Virginia 22314 USA	(703) 548-3440	1	1	N
EXPERIENCE.COM	experience.com	experience.com	Two Faneuil Hall Marketplace, Third Floor Boston, MA 02109	866.397.5627	1	0	N
GLASSDOOR.COM	JWT - Trish Golden	Client Director	1 Harbor Drive, Suite 300, Sausalito, CA 94965	212-210-1192	0	0	N
GOVERNORS COMMISSION ON ASIAN PACIFIC AMERICAN AFFAIRS	Agnes Smith	Executive Assistant	301 W. Preston Street, Suite 1500, Baltimore, MD 21201	410-767-7491	0	0	N
HBUCONNECT LLC	JWT - Trish Golden	Client Director	750 Cross Pointe Road, Suite Q, Gahanna, OH 43230	614-416-5514	0	0	N
HOWARD COUNTY PROFESSIONAL OUTPLACEMENT ASSISTANCE CENTER	Lloyd Day	lday@dllr.state.md.us	7161 Columbia Gateway Dr, Columbia, MD 21046	410-290-2620	0	0	N
INDEED	JWT - Trish Golden	Client Director	177 Broad Street, 6th Floor, Stamford, CT 06901	203-391-6310	0	0	N

Comcast Cable Communications, Inc.  
Source Contact List  
Unit #8503, Washington DC County, DC  
Reporting Period: 09/01/11 to 08/31/12

INFINITY BROADCASTING	Comcast	Comcast Cable	1500 Market St Philadelphia PA 19102	2156551700	1	0	N
INTERNAL JOB POSTING	Comcast	Comcast Cable	1500 Market St Philadelphia PA 19102	2156551700	32	12	N
JOB HOTLINE	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	3	1	N
JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	JWT - Trish Golden	Client Director	PO Box 230636, Encinitas, CA 92023	760-420-1269	0	0	N
JOB FOR DELAWARE GRADUATES	Sheree Talbott-Supervisor	stalbott@jobsdegrads.org	381 West North Street, Dover, DE 19904	302-424-8345	0	0	N
JOBVERTISE	JWT - Trish Golden	Client Director	32 Cumberland Drive, Lincolnshire, IL 60069	212.210.1192	0	0	N
JUUU	JWT - Trish Golden	Client Director	PO BOX 715486, Columbus, OH 43218	212-210-1192	0	0	N
LEE HECHT HARRISON	Christine Cessna	Branch Manager	1101 17th St NW # 200 Washington, DC 20036-4700	202- 637-0011	0	0	N
LINKUP	JWT - Trish Golden	Client Director	5051 Highway 7, Suite 240, St Louis Park, MD 55416	866-359-9360	0	0	N
MANDY.COM	MANDY.COM	MANDY.COM	MANDY.COM	MANDY.COM	1	1	N
MAYOR'S OFFICE OF HISPANIC AFFAIRS	Jose Ruiz	Operations Director	250 City Hall, Baltimore MD 21202	410-545-6532	0	0	N
MONSTER (CAN)	JWT - Trish Golden	Client Director	622 Third Avenue, 39th Floor, New York, NY 10017	212-351-7000	0	0	N
MONSTER .COM	JWT - Trish Golden	Client Director	622 Third Avenue, 39th Floor, New York, NY 10017	212-351-7000	0	0	N
MONSTER.COM	JWT - Trish Golden	Client Director	622 Third Avenue, 39th Floor, New York, NY 10017	212-351-7000	3	1	N
NAAAP	Community Partner	Community Partner	233 Tall Timber Dr Johnstown PA 15907	8145356937	0	0	N
NAACP	<a href="http://www.naacp.org/page/s/contact">http://www.naacp.org/page/s/contact</a>	<a href="http://www.naacp.org/page/s/contact">http://www.naacp.org/page/s/contact</a>	4805 Mt. Hope Drive Baltimore MD 21215	(410) 580-5777	0	0	N
NATIONAL BLACK MBA ASSOCIATION	<a href="http://www.nbmbaa.org">www.nbmbaa.org</a>	<a href="mailto:mail@nbmbaa.org">mail@nbmbaa.org</a>	180 N. Michigan Avenue, Suite 1400, Chicago, IL 60601	312-236-2622	0	0	N



Comcast Cable Communications, Inc.  
Source Contact List  
Unit #8503, Washington DC County, DC  
Reporting Period: 09/01/11 to 08/31/12

OUT & EQUAL WORKFORCE ADVOCACY	Julie Beach	Associate Director of Career Development & IT Services	155 Sansome Street Suite 450 San Francisco, CA 94104	(415) 694.6500	0	0	N
PRINCE GEORGE'S ONE STOP CENTER	Tonya Anderson	Director	1100 Mercantile Lane, Largo, MD 20774	301-618-8400	0	0	N
RECRUITMILITARY	JWT - Trish Golden	Client Director	422 West Loveland Ave, Loveland, OH 45140	513-683-5020	0	0	N
SEARCH FIRM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	2	0	N
SEARCHEASE	JWT - Trish Golden	Client Director	51 Mill Street, Bldg. E, Suite 21, Hanover, MA 02339	703-750-1936	0	0	N
SENIOR EMPLOYMENT RESOURCES (SER)	Jim Nanjo	Director of Outreach	4201 John Marr Drive Suite 236, Annandale, VA 22003	212-210-6812	0	0	N
SERVICE SOURCE	Jacque Scholl	HR Manager	6925 Edsall Road, Alexandria, VA 22312	304-876-5116	0	0	N
SIMPLY HIRED	JWT - Trish Golden	Client Director	370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	212.210.1192	0	0	N
STRAYER UNIVERSITY	LRC Manger	nqn@strayer.edu	1520 Jabez Run, Millersville, MD 21108	410-923-4500	0	0	N
SUSQUEHANNA WORKFORCE NETWORK	Jackie Angerhoffer	Manager	34 N. Philadelphia Blvd, Aberdeen, MD 21001	410-575-7248	0	0	N
TESST TECHNICAL INST TECHNICAL INST	Sue Sherwood	Job Developer	1520 South Caton Avenue, Baltimore, MD 21227	410-644-6400	0	0	N
THE LADDERS	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	0	0	N
TRAINING AND DEVELOPMENT	N/A	N/A	N/A	N/A	1	0	N
TWEETMYJOBS.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	0	0	N
UNIVERSITY OF DC	Janet McGuire- Student Affairs, Vice President	jmcguire@udc.edu	4200 Connecticut Avenue NW   Washington, DC 20008	202-274-6412	0	0	N
UNIVERSITY OF MARYLAND	Linda Lenoir	Assistant Director	3100 Hornbake Library, College Park, MD 20742	301-314-7225	0	0	N

Comcast Cable Communications, Inc.  
Source Contact List  
Unit #8503, Washington DC County, DC  
Reporting Period: 09/01/11 to 08/31/12

UNIVERSITY OF THE DISTRICT OF COLUMBIA	Janet McGuire-Student Affairs, Vice President	jmcguire@udc.edu	4200 Connecticut Avenue NW   Washington, DC 20008	202-274-6412	0	0	N
US DEPT OF VETERANS AFFAIRS	Paul Prozialeck	paul.prozialeck@vba.va.gov	810 Vermont Avenue, NW – Washington, DC 20420	800-827-1000	0	0	N
WALTER KAITZ	JWT - Trish Golden	Client Director	25 Massachusetts Avenue, NW - Suite 100   Washington, DC 20001	202-222-2490	0	0	N
WASHINGTON POST	Marsha Bell	Recruitment Advertising Specialist	jobsmajoraccounts@washpost.com	202-334-6000	1	1	N
WESTWOOD COLLEGE	Jennifer Gates	JGates@westwood.edu	7619 Little River Turnpike, Suite 500, Annandale, VA	877-280-4006	0	0	N
WOMENFORHIRE	JWT - Trish Golden	Client Director	155 West 72nd Street, Suite 403, New York, NY 10023	212-290-2600	0	0	N
WORD OF MOUTH	Comcast	Comcast Cable	1500 Market St Philadelphia PA 19102	2156551700	5	1	N
YAHOO.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	1	0	N
TESST TECHNICAL INST TECHNICAL INST COLLEGE	Sue Sherwood	Job Developer	1520 South Caton Avenue, Baltimore, MD 21227	410-644-6400	0	0	N
<b>Grand Total</b>					<b>145</b>	<b>41</b>	

Comcast Cable Communications, Inc.  
 2012 General Recruitment Report  
 Reporting Period: 9/1/2011 - 8/31/2012  
 Unit #8503  
 Washington DC County, DC

	FCC Recruitment Menu Activity	Recruiting Event	Sponsor	Date	System Personnel Involved	Narrative
		City of Bowie Job Fair	City of Bowie Career Center	4/27/2012	Beltway Region Recruiting Team	Career Fair for Bowie area job seekers
		Naval Support Job Fair	Naval Support Activities of Bethesda	8/25/2012	Beltway Region Recruiting Team	Job fair for U.S. military veterans, transitioning service members, wounded warriors and military spouses
		Gwynn Park PTSO Career Fair	Gwynn Park High School	5/1/2012	Beltway Region Recruiting Team	Job fair for high school students
		Anne Arundel Community College Job Fair	Anne Arundel Community College	5/17/2012	Beltway Region Recruiting Team	Job fair for college students
2	<u>Hosting</u> at least one job fair.	General Information Session at local office	Comcast	2/22/2012	Beltway Region Recruiting Team and Business Management	Group Open House aimed at hiring for Direct Sales
		General Information Session at local office	Comcast	1/11/2012	Beltway Region Recruiting Team and Business Management	Group Open House aimed at hiring for Communication Technicians
		General Information Session at local office	Comcast	3/7/2012	Beltway Region Recruiting Team and Business Management	Group Open House aimed at hiring for Communication Technicians
3	<u>Co-sponsoring</u> at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.					

Comcast Cable Communications, Inc.  
 2012 General Recruitment Report  
 Reporting Period: 9/1/2011 - 8/31/2012  
 Unit #8503  
 Washington DC County, DC

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.					
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for cable television employment.					
6	Participation in general (as opposed to vacancy-specific) outreach efforts such as job banks and internet programs designed to promote outreach generally.					
7	Participation in scholarship programs designed to assist students interested in pursuing a career in the cable industry.					
8	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.	Business Writing Skills	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	All Employees	This program focuses on Competency Areas: Execution Excellence & Reliability, Responsible Working
		Comcast Business Strategy and Finance	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and above	Teaches how financial metrics drive business decisions
		Comcast Talent Introduction	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	All Employees	This module introduces employees to Comcast Talent, the new approach to performance management.
		Comcast Talent: Career Development Plan	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	All Employees	This training is to help pinpoint what it is you may want to do next in your career.

Comcast Cable Communications, Inc.  
 2012 General Recruitment Report  
 Reporting Period: 9/1/2011 - 8/31/2012  
 Unit #8503  
 Washington DC County, DC

		Comcast Talent: Individual Dev Plans	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	All Employees	Learn how to conduct an initial conversation with your manager/direct report to identify strengths and development areas to include in the Individual Development Plan (IDP)
		Core Labor Relations	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and above	Core Labor Relations for Management focuses on the importance of the relationship between the supervisor and frontline employee when dealing with labor relations issues.
		Cross Functional Partnerships	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and Managers	This course serves to identify Key Performance Indicators for all functional groups, and determines the impacts and needs of each group.
		Direct Sales Supervisor Boot Camp	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Direct Sales Supervisors	This instructor-led course is designed to provide newly hired Direct Sales Supervisors with the skills and knowledge to be successful in their role.

Comcast Cable Communications, Inc.  
 2012 General Recruitment Report  
 Reporting Period: 9/1/2011 - 8/31/2012  
 Unit #8503  
 Washington DC County, DC

		Facilitative Leadership	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Managers	Provides Managers with the practical skills and tools for tapping the creativity, experience and commitment of the people with whom the leader works. The eight principles of facilitative leadership are experienced and practiced during this program. They include: Sharing an Inspiring Vision, Focusing on Results, Process and Relationship, Seeking Maximum Appropriate Involvement, Designing Pathways to Action, Facilitating Agreement, Coaching for Performance, and Celebrating Accomplishment.
		Fundamentals of Communication	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	All Employees	This course teaches the characteristics of communication that influence the end results, both positively and negatively. Understanding personal working styles and investigate the impact of working style on their communication style.
		HFC Now - ILT	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	NCT 4,5,6 and Network/LMC Dispatchers	HFC NOW is a training course for network technicians, LMC dispatchers, and their supervisors to work together to improve network health.

Comcast Cable Communications, Inc.  
 2012 General Recruitment Report  
 Reporting Period: 9/1/2011 - 8/31/2012  
 Unit #8503  
 Washington DC County, DC

		Hiring for Success: Behavioral Interviewing	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and Managers	Given various scenarios learners will select most appropriate interview questions; use behavior based questions in a sequential process to select responses that most accurately predict candidates' future behavior.
		How we Measure Success at Comcast	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	All Employees	This module will help you understand how to connect business performance to employee performance.
		Managing Change	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and Managers	This course teaches the dynamic of change from an individual to an organizational perspective. Emphasis will be on identifying management strategies that will assist individuals and teams dealing with change.
		Messaging to Your Team	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Frontline Supervisors	Messaging to Your Team focuses on the importance of effective messaging and downward communication strategies.
		Presentation Skills	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	All Employees	Prepare and deliver impactful presentations through understanding learning styles and by using fundamental presentation and platform skills

Comcast Cable Communications, Inc.  
 2012 General Recruitment Report  
 Reporting Period: 9/1/2011 - 8/31/2012  
 Unit #8503  
 Washington DC County, DC

		Principles of Leadership	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and above	Principles of Leadership focuses on the general aspects of management that are immediately pertinent to new leaders. Topics include Performance Management, Coaching, Delegation, Corrective Action and How We Measure Success.
		Time Management for Supervisors	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors	Time Management is a course in which supervisors will discuss the basics of time management and task prioritization, so that they can be more time to coaching their reports.
		Virtual Financial Literacy Series	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Directors	Through this series, participants will join key leaders from the finance organization for presentations and discussions on various aspects of Comcast's finances. Participants will gain a greater understanding of the financial reports used to operate the business from a macro to micro level of operations.
9	Establishment of a mentoring program for unit personnel.					
10	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in the cable industry.	Gwynn Park PTSO Career Fair	Gwynn Park High School	5/1/2012	Beltway Region Recruiting Team	Job fair for high school students
		Anne Arundel Community College Job Fair	Anne Arundel Community College	5/17/2012	Beltway Region Recruiting Team	Job fair for college students



Comcast Cable Communications, Inc.  
 2012 General Recruitment Report  
 Reporting Period: 9/1/2011 - 8/31/2012  
 Unit #8503  
 Washington DC County, DC

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.	City of Bowie Job Fair	City of Bowie Career Center	4/27/2012	Beltway Region Recruiting Team	Career Fair for Bowie area job seekers
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.					
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.					
14	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Creating a Culture of Inclusion	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and above	Leadership training to give an understanding of tactics to create a culture that celebrates individual differences and how to define inclusion as it relates to Comcast culture.
		Hiring for Success: Legal Interviewing	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and Managers	By the end of this course learners will be able to distinguish between legal and illegal interview questions.

Comcast Cable Communications, Inc.  
 2012 General Recruitment Report  
 Reporting Period: 9/1/2011 - 8/31/2012  
 Unit #8503  
 Washington DC County, DC

			Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and above	By the end of this module, you will recognize your duty to act as a manager, know methods for minimizing legal exposure and have a basic understanding of the Equal Employment Opportunity Laws and Family and Medical Leave Act
		POL: Legal Side of Management (Part				
			Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and above	By the end of this module, you will have a basic understanding of The Americans with Disabilities Act (ADA) and Federal EEO laws regarding religious beliefs and practices, become aware of EEOC retaliation guidelines and learn methods of avoiding common employment law mistakes
		POL: Legal Side of Management (Part				
		Maintain a Harassment-Free Workplace-Mgr	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and above	This training module covers Comcast's policy against sexual harassment, general harassment, and other related conduct.
		Preventing Workplace Violence for Mgrs	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and above	Comcast is committed to providing a work environment that is safe, secure and free of prejudice, harassment, threats, intimidation and violence. This course is part of Comcast's continuing effort to provide an environment that fosters dignity and respect to all employees.

Comcast Cable Communications, Inc.  
 2012 General Recruitment Report  
 Reporting Period: 9/1/2011 - 8/31/2012  
 Unit #8503  
 Washington DC County, DC

		Annual Equal Employment Opportunity Training	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	All Exempt employees	Annual required training on Comcast Equal Employment Opportunity Policies and Procedures.
15	Provision of training to personnel of unaffiliated non-profit organizations interested in cable industry employment opportunities that would enable them to refer better job candidates for cable television video programming positions.					
16	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.					