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

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	State	Zip Code
PHILADELPHIA	PA	19103-

FCC Registration Number:

Emp. Unit ID # 11628

Application Purpose

(●) New Program Report

( ) Amendment to Program Report

[ ] Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
NEW CASTLE, DE

D. Category of Respondent (check applicable box)

( )	Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
(●)	Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 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 A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

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 SVP HUMAN RESOURCES
Date 9/6/2012	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).

Exhibits

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit # 11628
New Castle County, DE

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
DEN04	**64439905**	Comm Tech 1, Installation & Service New Castle DE	BABBALU.COM	0	0
			COMCAST.COM	4	1
			DELAWARE COUNTY COMMERCE CENTER	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			EMPLOYEE REFERRAL	4	0
			INTERNAL JOB POSTING	2	0
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			NAACP - PHILADELPHIA	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NUEVA ESPERANZA / CAREERLINK	0	0
			RECRUITMILITARY	0	0
			TIP OF THE ARROW	0	0
			TWEETMYJOBS.COM	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
		Comm Tech 1, Installation & Service New Castle DE Total		10	1
	64439911	Comm Tech 1, Installation & Service New Castle DE	ADV MAGAZINE	1	0
			BABBALU.COM	0	0
			CABLE TELECOMMUNICATIONS ASSOC.	1	0
			CAREERBUILDER	2	1
			COMCAST VAN SIGN	1	0
			COMCAST.COM	8	0
			DELAWARE COUNTY COMMERCE CENTER	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			EMPLOYEE REFERRAL	10	0
			INTERNAL JOB POSTING	4	0
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			NAACP - PHILADELPHIA	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NUEVA ESPERANZA / CAREERLINK	0	0
			RECRUITMILITARY	0	0
			TIP OF THE ARROW	0	0
			TWEETMYJOBS.COM	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
			BA JOBS	1	0
		Comm Tech 1, Installation & Service New Castle DE Total		28	1
	64439918	Comm Tech 1, Installation & Service New Castle DE	BABBALU.COM	0	0
			COMCAST.COM	3	0
			DELAWARE COUNTY COMMERCE CENTER	0	0

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2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit # 11628
New Castle County, DE

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			EMPLOYEE REFERRAL	4	0
			INTERNAL JOB POSTING	8	1
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			NAACP - PHILADELPHIA	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NUEVA ESPERANZA / CAREERLINK	0	0
			RECRUITMILITARY	0	0
			TIP OF THE ARROW	0	0
			TWEETMYJOBS.COM	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
		Comm Tech 1, Installation & Service New Castle DE Total		15	1
	64648265	Comm Tech 1, Installation & Service New Castle DE	BABBALU.COM	0	0
			COMCAST.COM	0	0
			DELAWARE COUNTY COMMERCE CENTER	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			EMPLOYEE REFERRAL	3	1
			INTERNAL JOB POSTING	5	0
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			NAACP - PHILADELPHIA	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NUEVA ESPERANZA / CAREERLINK	0	0
			RECRUITMILITARY	0	0
			TIP OF THE ARROW	0	0
			TWEETMYJOBS.COM	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
		Comm Tech 1, Installation & Service New Castle DE Total		8	1
	64648268	Comm Tech 1, Installation & Service New Castle DE	BABBALU.COM	0	0
			BROADBANDCAREERS.COM	1	0
			CAREERBUILDER	2	0
			COMCAST.COM	4	0
			DELAWARE COUNTY COMMERCE CENTER	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DIGITAL CABLE ADVERTISEMENT	1	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			EMPLOYEE REFERRAL	7	1

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2012 Sourcing Summary
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Unit # 11628
New Castle County, DE

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			INTERNAL JOB POSTING	5	0
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			JOB HOTLINE	1	0
			MONSTER.COM	1	0
			NAACP - PHILADELPHIA	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NUEVA ESPERANZA / CAREERLINK	0	0
			RECRUITMILITARY	0	0
			TIP OF THE ARROW	0	0
			TWEETMYJOBS.COM	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
		Comm Tech 1, Installation & Service New Castle DE Total		23	1
	65072112	Comm Tech 1, Installation & Service New Castle DE	BABBALU.COM	0	0
			COMCAST.COM	0	0
			DELAWARE COUNTY COMMERCE CENTER	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			EMPLOYEE REFERRAL	1	1
			INTERNAL JOB POSTING	2	0
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			NAACP - PHILADELPHIA	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NUEVA ESPERANZA / CAREERLINK	0	0
			RECRUITMILITARY	0	0
			TIP OF THE ARROW	0	0
			TWEETMYJOBS.COM	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
		Comm Tech 1, Installation & Service New Castle DE Total		3	1
	65821472	Direct Sales Winback Rep New Castle DE	BABBALU.COM	0	0
			BACKPAGE	0	0
			COMCAST DSR SITE	0	0
			COMCAST.COM	3	0
			DELAWARE COUNTY COMMERCE CENTER	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			EMPLOYER AD NETWORK	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0

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2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
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New Castle County, DE

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			JOBVERTISE	0	0
			LINKUP	0	0
			MONSTER .COM	0	0
			MONSTER.COM	3	0
			NAACP ï¿½ PHILADELPHIA	0	0
			NUEVA ESPERANZA/CAREERLINK	0	0
			RECRUITMILITARY	0	0
			SALESJOBS.COM	0	0
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			TIP OF THE ARROW	0	0
			TV COMMERCIAL	1	1
			TWEETMYJOBS.COM	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
		Direct Sales Winback Rep New Castle DE Total		7	1
	65821474	Direct Sales Winback Rep New Castle DE	BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER	1	0
			COMCAST DSR SITE	0	0
			COMCAST.COM	0	0
			DELAWARE COUNTY COMMERCE CENTER	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			EMPLOYEE REFERRAL	5	1
			EMPLOYER AD NETWORK	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			JOBVERTISE	0	0
			LINKUP	0	0
			MONSTER.COM	1	0
			NAACP ï¿½ PHILADELPHIA	0	0
			NUEVA ESPERANZA/CAREERLINK	0	0
			RECRUITMILITARY	0	0
			SALESJOBS.COM	0	0
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			SNAGAJOB.COM	1	0
			TIP OF THE ARROW	0	0
			TWEETMYJOBS.COM	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
		Direct Sales Winback Rep New Castle DE Total		8	1

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2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit # 11628
New Castle County, DE

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
	65989346	Tech 1, Planning & Design	BABBALU.COM	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DELAWARE COUNTY COMMERCE CENTER	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			EMPLOYER AD NETWORK	0	0
			INTERNAL JOB POSTING	1	1
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			JUJU	0	0
			NAACP ï¿½ PHILADELPHIA	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NUEVA ESPERANZA/CAREERLINK	0	0
			RECRUITMILITARY	0	0
			SIMPLY HIRED	0	0
			TIP OF THE ARROW	0	0
			TWEETMYJOBS.COM	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
		Tech 1, Planning & Design Total		1	1
	68721350	Technician 1, Planning & Design	AFTERCOLLEGE	0	0
			BABBALU.COM	0	0
			BRANCHOUT	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	3	0
			DELAWARE COUNTY CAREERLINK	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DEVRY UNIVERSITY	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			EMPLOYEE REFERRAL	3	1
			GOODWILL OF DELAWARE AND DELAWARE COUNTY	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			JOB CORPS	0	0
			NAAAP	0	0
			NAACP ï¿½ PHILADELPHIA	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NUEVA ESPERANZA/PA CAREERLINK	0	0
			RECRUITMILITARY	0	0
			SIMPLY HIRED	0	0
			TIP OF THE ARROW	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit # 11628
New Castle County, DE

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			HBUCONNECT LLC	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			WALTER KAITZ	0	0
		Technician 1, Planning & Design Total		6	1
DEN07	**65457936**	Rep 1, Payment Center/Lobby New Castle DE	BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER	2	0
			COMCAST.COM	1	0
			DELAWARE COUNTY COMMERCE CENTER	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			EMPLOYEE REFERRAL	1	0
			HIRED JOB DATABASE	1	0
			INDEED	0	0
			INTERNAL JOB POSTING	4	1
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			JOBVERTISE	0	0
			LINKUP	0	0
			NAACP ï¿½ PHILADELPHIA	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NUEVA ESPERANZA/CAREERLINK	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			TIP OF THE ARROW	0	0
			TWEETMYJOBS.COM	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			WALTER KAITZ	0	0
		Rep 1, Payment Center/Lobby New Castle DE Total		9	1
	67533052	Rep 2, Payment Center/Lobby	BABBALU.COM	0	0
			BACKPAGE	0	0
			COMCAST.COM	0	0
			DELAWARE COUNTY COMMERCE CENTER	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			GOODWILL OF DELAWARE AND DELAWARE COUNTY	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	1
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			JOBVERTISE	0	0
			JUJU	0	0
			LINKUP	0	0
			NAAAP	0	0
			NAACP ï¿½ PHILADELPHIA	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit # 11628
New Castle County, DE

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NUEVA ESPERANZA/CAREERLINK	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			TIP OF THE ARROW	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			WALTER KAITZ	0	0
		Rep 2, Payment Center/Lobby Total		1	1
	68322192	Rep 2, Payment Center/Lobby	BABBALU.COM	0	0
			CAREERBUILDER	1	0
			COMCAST.COM	1	0
			DELAWARE COUNTY CAREERLINK	0	0
			DEPARTMENT OF LABOR - WILMINGTON	0	0
			DEVRY UNIVERSITY	0	0
			DIRECTEMPLOYERS.COM	0	0
			DIVERSITYINC	0	0
			EDUCATIONAL DATA SYSTEMS INCORPORATED	0	0
			GOODWILL OF DELAWARE AND DELAWARE COUNTY	0	0
			INTERNAL JOB POSTING	2	1
			JEVS/ORLEANS TECHNICAL INSTITUTE	0	0
			JOB CORPS	0	0
			NAAAP	0	0
			NAACP ï¿½ PHILADELPHIA	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NUEVA ESPERANZA/PA CAREERLINK	0	0
			RECRUITMILITARY	0	0
			TIP OF THE ARROW	0	0
			URBAN LEAGUE OF PHILADELPHIA	0	0
			WOMENFORHIRE	0	0
			DISABLED PERSON INC	0	0
			HBUCONNECT LLC	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			WALTER KAITZ	0	0
		Rep 2, Payment Center/Lobby Total		4	1
Grand Total				**123**	**13**

Comcast Cable Communications, Inc.
Source Contact List
11628
Reporting Period: 09/01/11 to 08/31/12
New Castle County, DE

Source Name	Contact Name	Contact Title	Address	Phone #	Interviewed	Hired	Notification Organization (Yes/No)
ADV MAGAZINE					1	0	N
AFTERCOLLEGE	info@aftercollege.com	info@aftercollege.com	98 Battery Street, Suite 502 San Francisco, CA 94111	415-263-1300	0	0	N
BA JOBS					1	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
BRANCHOUT	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	0	0	N
BROADBANDCAREERS.COM	JWT - Trish Golde	Client Director	trish.golden@jwt.com	212.210.1192	1	0	N
CABLE TELECOMMUNICATIONS ASSOC.					1	0	N
CAREERBUILDER	JWT - Trish Golden	Client Director	5550-A Peachtree Parkway, Norcross, GA 30092	866-438-1485	8	1	N
COMCAST DSR SITE	Comcast	Comcast Cable	1501 Market St Philadelphia PA 19102	2156551701	0	0	N
COMCAST VAN SIGN	Comcast	Comcast Cable	1501 Market St Philadelphia PA 19102	2156551701	1	0	N
COMCAST.COM	Comcast	Comcast Cable	1501 Market St Philadelphia PA 19102	2156551701	27	1	N
DELAWARE COUNTY CAREERLINK	Sarah Twomey	Business Development Coordinator	701 Crosby St, Suite B, Chest	640-447-1303	0	0	N
DELAWARE COUNTY COMMERCE CENTER	John Sammartino	Director of Small Business	00 E. State St. Media, PA 1906	610-566-2225	0	0	N
DEPARTMENT OF LABOR - WILMINGTON	John Ludwig	Employment Specialist	I. Market St., Wilmington, DE	302-761-8248	0	0	N
DEVRY UNIVERSITY	Samantha Munso	Career Services Advisor	1800 JFK Boulevard Phila PA	215-575-6626	0	0	N
DIGITAL CABLE ADVERTISEMENT					1	0	N
DIRECTEMPLOYERS.COM	JWT - Trish Golde	Client Director	Purdue Road, Indianpolis, IN	866-268-6206	0	0	N
DISABLED PERSON INC	JWT - Trish Golden	Client Director	PO Box 230636, Encinitas, CA 92023		0	0	N
DIVERSITYINC	Client Director	342 Nassau Street, Princton, NJ 08540	973-494-0506		0	0	N
EDUCATIONAL DATA SYSTEMS INCORPORATED	Bob Martin	rmartin@edsisolutions.com	1520 Chichester Ave, Marcus Hook PA 19061	267-285-6048	0	0	N
EMPLOYEE REFERRAL					38	5	N
EMPLOYER AD NETWORK					0	0	N
GOODWILL OF DELAWARE AND DELAWARE COUNTY	Kim Durnell	Job Resource Coordinator	2137 MacDade Blvd, Holmes	610-586-1124	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

Comcast Cable Communications, Inc.
Source Contact List
11628
Reporting Period: 09/01/11 to 08/31/12
New Castle County, DE

HIRED JOB DATABASE					1	0	N
INDEED	JWT - Trish Golde	Client Director	d Street, 6th Floor, Stamford,	203-391-6310	0	0	N
INTERNAL JOB POSTING					34	5	N
JEVS/ORLEANS TECHNICAL INSTITUTE	Greg Hoffman	Employment Specialist	2770 Red Lion rd. Philadelphia, PA 19114	215-728-4732	0	0	N
JOB CORPS	Regina Maggi	CTS	1528 Walnut St, Suite 1528, I	215-875-9210 x24	0	0	N
JOB HOTLINE	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	1	0	N
JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	JWT - Trish Golden	Client Director	PO Box 230636, Encinitas, CA 92023	760-420-1269	0	0	N
JOBVERTISE	JWT - Trish Golden	Client Director	32 Cumberland Drive, Lincolnshire, IL 60069	212.210.1192	0	0	N
JUJU	JWT - Trish Golden	Client Director	PO BOX 715486, Columbus, OH 43218	212-210-1192	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
MONSTER.COM	JWT - Trish Golden	Client Director	623 Third Avenue, 39th Floor, New York, NY 10017	212-351-7001	5	0	N
NAAAP	Community Partner	Community Partner	233 Tall Timber Dr Johnstown PA 15907	8145356937	0	0	N
NAACP - PHILADELPHIA		Philadelphianaacp@comcast.net			0	0	N
NATIONAL BLACK MBA ASSOCIATION	www.nbmbaa.org	mail@nbmbaa.org	180 N. Michigan Avenue, Suite 1400, Chicago, IL 60601	312-236-2622	0	0	N
NUEVA ESPERANZA / CAREERLINK	Hilda Delarosa	Bilingual CareerLink Specialist	4261 N 5th St. Philadelphia, PA 19140	215-324-0746	0	0	N
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
RECRUITMILITARY	JWT - Trish Golden	Client Director	422 West Loveland Ave, Loveland, OH 45140	513-683-5020	0	0	N
SALESJOBS.COM	SALESJOBS.COM	SALESJOBS.COM	SALESJOBS.COM	SALESJOBS.COM	0	0	N
SEARCHEASE	JWT - Trish Golden	Client Director	51 Mill Street, Bldg. E, Suite 21, Hanover, MA 02339	703-750-1936	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

Comcast Cable Communications, Inc.
Source Contact List
11628
Reporting Period: 09/01/11 to 08/31/12
New Castle County, DE

SNAGAJOB.COM	Marni Levine	JWT Account Executive	466 Lexington Avenue I 4th Floor I New York, NY 10017	212-210-6812	1	0	N
TIP OF THE ARROW	Carl Blum	Co-Founder	231 Powerville Road	973-727-5651	0	0	N
TV COMMERCIAL					1	1	N
TWEETMYJOBS.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	0	0	N
URBAN LEAGUE OF PHILADELPHIA	Debra Abrams	Director, Career Services	121 South Broad Street, 9th Floor Philadelphia, PA 19107	215-985-3220 x217	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
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					1	0	N
Grand Total					**123**	**13**	

Comcast Cable Communications, Inc.
2012 General Recruitment Report
Reporting Period 9/1/2011 - 8/31/2012
Unit #11628
New Castle, DE

	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.					
2	Hosting at least one job fair.	New Castle CAE Billing Interview Day	Comcast	12/19/2011	Freedom Region Recruiting Team	This event was a mass interview session for CAE Billing candidates in the New Castle DE area
		New Castle CAE Billing Interview Day	Comcast	11/1/2011	Freedom Region Recruiting Team	This event was a mass interview session for CAE Billing candidates in the New Castle DE area
		Newark CAE APG and Service Interview Day	Comcast	12/6/2011	Freedom Region Recruiting Team	This event was a mass interview session for CAE APG and Service candidates in the Newark/New Castle DE area
		New Castle CAE Billing Interview Day	Comcast	2/28/2012	Freedom Region Recruiting Team	This event was a mass interview session for CAE APG and Service candidates in the Newark/New Castle DE area
		New Castle CAE Billing Interview Day	Comcast	6/8/2012	Freedom Region Recruiting Team	This event was a mass interview session for CAE APG and Service candidates in the Newark/New Castle DE area
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.					
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 Day	Orleans Technical Institute	2/15/2012	Freedom Region Recruiting Team	This event gave the recruiting team the opportunity to meet with a large amount of people and discuss job opportunities throughout the area.
		Workshop	PA Career Link/Nueva Esperanza	3/22/2012	Freedom Region Recruiting Team	This event gave the recruiting team the opportunity to meet with a group of people and discuss Comcast's application process.

Comcast Cable Communications, Inc.
2012 General Recruitment Report
Reporting Period 9/1/2011 - 8/31/2012
Unit #11628
New Castle, DE

		Career Day	Kaplan Career Institute	4/19/2012	Freedom Region Recruiting Team	This event gave the recruiting team the opportunity to meet with a group of people and discuss Comcast's application process.
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for cable television employment.	Emma BowenSummer Internship Program	Comcast- Staffing	06/2012 - 08/2012	Beltway Recruiting Team and Business Management	Project/event focused internship aimed at developing early career talent pool with an organization focused on hiring diverse interns.
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.	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.
		Managing Change	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and Managers	This courses 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.
		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.
9	Establishment of a mentoring program for unit personnel.					

Comcast Cable Communications, Inc.
2012 General Recruitment Report
Reporting Period 9/1/2011 - 8/31/2012
Unit #11628
New Castle, DE

10	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in the cable industry.					
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.					
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.	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 #11628
New Castle, DE

		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.					