

Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 396-C</b></p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<p><b>Multi-Channel Video Program Distributor EEO Program Annual Report</b></p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. B396 - 20131001ACQ

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
COMCAST CORPORATION

MSO Name:  
COMCAST CABLE COMMUNICATION

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

City PHILADELPHIA	State PA	Zip Code 19103-
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FCC Registration Number:  
0011612017

Emp. Unit ID # 11523

**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  
BROWARD, FL

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) AUGUST 18-31, 2013

F. Attachments: (See "Exhibit" buttons, below.)

**SECTION II COMMUNITY INFORMATION**

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type

Review the list of communities served on the previous year's submission and attach as Exhibit A [Exhibit 1] any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation.  
[Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

**SECTION IV ADDITIONAL INFORMATION**

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information. [Exhibit 3]

**SECTION V CERTIFICATION**

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Title VP, HUMAN RESOURCES, CENTRAL DIVISION
Date 10/01/2013	Name of Respondent TERESA FASICK
Telephone No. (include area code) 6783855128	

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).

## FORM FCC 396-C - SUPPLEMENTAL INVESTIGATION SHEET

### Part I Employee Job Descriptions

Give brief job descriptions for employees in the job categories specified below. The number specified in the box indicates the number of different job descriptions that are to be submitted for each category. Job descriptions should include the position title and a brief description of the major duties and responsibilities of the individual(s) in the position.

1. Officials and Managers	<input style="width: 40px; height: 20px;" type="text"/>	[Exhibit 4]
2. Professionals	<input style="width: 40px; height: 20px;" type="text"/>	[Exhibit 5]
3. Technicians	<input style="width: 40px; height: 20px; text-align: center;" type="text" value="1"/>	[Exhibit 6]
4. Sales Workers	<input style="width: 40px; height: 20px;" type="text"/>	[Exhibit 7]
5. Office and Clerical	<input style="width: 40px; height: 20px;" type="text"/>	[Exhibit 8]
6. Craft Workers (skilled)	<input style="width: 40px; height: 20px;" type="text"/>	[Exhibit 9]
7. Operatives (semi-skilled)	<input style="width: 40px; height: 20px;" type="text"/>	[Exhibit 10]
8. Laborers (unskilled)	<input style="width: 40px; height: 20px;" type="text"/>	[Exhibit 11]
9. Service Workers	<input style="width: 40px; height: 20px;" type="text"/>	[Exhibit 12]

### Part II Inquiries Concerning EEO Program and Practices

Submit responses to the inquiries indicated by a "check" Responses should be brief, but must provide sufficient information to describe the employment unit's activity and efforts in the area of inquiry.

1.  Describe the employment unit's efforts to comply with the outreach provisions of 47 C.F.R. Section 76.75(b). [Exhibit 13]
2.  Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business. [Exhibit 14]
3.  Name the organizations, media, educational institutions, and other recruitment sources used to attract applicants whenever job vacancies become available. [Exhibit 15]
4.  Explain the employment unit's efforts to promote in a nondiscriminatory manner to positions of greater responsibility. [Exhibit 16]
5.  Describe the employment unit's efforts to encourage entrepreneurs to conduct business in a nondiscriminatory manner with all parts of its operation and provide an analysis of the results of those efforts. [Exhibit 17]
6.  Report the findings of the employment unit's analysis of its efforts to recruit, hire and promote in a nondiscriminatory manner and explain any difficulties encountered in implementing its EEO program. [Exhibit 18]
7.  Describe the responsibility of each level of the employment unit's management with respect to application and enforcement of its EEO policy and explain the procedure for review and control of managerial and supervisory performance. [Exhibit 19]
8.  Describe the manner in which the employment unit conducts its continuing review of job structure and employment practices. [Exhibit 20]
9.  Other Inquiries: [Exhibit 21]

### Part III EEO Public File Report

Attach a copy of the EEO public file report from the previous year. Cable entities are required to place annually such information as is required by 47 C.F.R. Section 76.1702 in their public files. [Exhibit 22]

<b>EMP UNIT ID:</b> 11523	<b>MSO NAME:</b> COMCAST CABLE COMMUNICATION
	<b>OPR NAME:</b> COMCAST CORPORATION

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**Exhibits**

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**Attachment 6**

Description
<a href="#">Job Description</a>

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**Attachment 16**

Description
<a href="#">Response to Question 4</a>

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**Attachment 19**

Description
<a href="#">Response to Question 7</a>

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**Attachment 20**

Description
<a href="#">Response to Question 8</a>

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**Attachment 22**

Description
<a href="#">Public File Report</a>

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Comcast Cable Communications, Inc.  
 2013 Sourcing Summary  
 Reporting Period: September 1, 2012 – August 31, 2013  
 Unit # 11523  
 Broward County, FL

Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
FLM23	67651773	Supv, Cust Acct Exec	AMERICAN INTERCONTINENTAL UNIVERSITY	0	0
			BABBALU.COM	0	0
			BROWARD COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	1	0
			COMCAST.COM	0	0
			DEVRY UNIVERSITY	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	1	0
			HBCUCONNECT.COM	0	0
			HISPANIC UNITY	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	8	1
			ITT TECH	0	0
			JOFDV.COM	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUIT MILITARY	0	0
			SIMPLY HIRED	0	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	0
			WORFORCE ONE	0	0
			Total	11	1
68143679	Director 1, Customer Account Executive	AGNES SCOTT COLLEGE	0	0	
		BABBALU.COM	0	0	
		BACKPAGE	0	0	
		CAREERBUILDER.COM	2	0	
		COMCAST.COM	0	0	
		DIRECTEMPLOYERS.COM	0	0	
		DISABLEDPERSON.COM	0	0	
		DIVERSITYINC	0	0	
		ELIZABETHTOWN COMMUNITY & TECHNICAL COLLEGE	0	0	
		EMORY CAREER SERVICES	0	0	
		FT. KNOX ACAP CENTER	0	0	
		GLASSDOOR.COM	0	0	
		HBCUCONNECT.COM	0	0	

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Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			INDEED	0	0
			INTERNAL JOB POSTING	9	0
			JOBANGO.COM	1	0
			JOBVERTISE	0	0
			JOFDAV.COM	0	0
			JUJU	0	0
			KENTUCKY OFFICE FOR VOCATIONAL REHAB	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MONSTER.COM	2	1
			MURRAY STATE UNIVERSITY	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NBMBA - NATIONAL BLACK MBA ASSOCIATION	0	0
			NSHMBA - NATIONAL SOCIETY OF HISPANIC MBAS	0	0
			RECRUIT MILITARY	0	0
			SEARCHLEASE	0	0
			SIMPLY HIRED	0	0
			SPELMAN COLLEGE	0	0
			THE LADDERS	2	0
			WALTERKAITZ.ORG	0	0
			WOMEN IN CABLE AND TELECOMMUNICATIONS	0	0
			WOMENFORHIRE	0	0
			WORKFORCE INVESTMENT ACT	0	0
			Total	16	1
	<b>68278064</b>	Rep 1, Cust Service Ops (QA)	BABBALU.COM	0	0
			COMCAST.COM	1	0
			DEVRY UNIVERSITY	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EVERGLADES UNIVERSITY	0	0
			HBCUCONNECT.COM	0	0
			HISPANIC UNITY	0	0
			INTERNAL JOB POSTING	51	1
			ITT TECH	0	0
			JOFDAV.COM	0	0
			LGBTCAREERLINK.COM	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0

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			RECRUIT MILITARY	0	0
			URBAN LEAGUE BROWARD COUNTY	0	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			WORKFORCE CENTER*	0	0
			Total	52	1
	<b>68878839</b>	CAE 1, Cust Service (Billing)	AL.COM	1	0
			AMERICAN INTERCONTINENTAL UNIVERSITY	0	0
			AMERICAS JOB EXCHANGE	1	0
			BABBALU.COM	0	0
			BAJOBS.COM	1	1
			BILINGUAL-JOBS.COM	1	0
			BROWARD COMMUNITY COLLEGE	1	0
			CALLCENTERJOBS.COM	3	0
			CAREERBUILDER.COM	77	3
			CAREERS ON DEMAND*	1	0
			COMCAST BILL INSERT	1	0
			COMCAST NOW HIRING SIGN	7	1
			COMCAST.COM	108	3
			DEVRY UNIVERSITY	0	0
			DIGITAL CABLE BOX MESSAGE	1	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DNU CITY OF MIAMI JOB FAIR*	1	0
			DNU HOTJOBS.COM*	2	0
			DNU WORK MIAMI.COM*	1	0
			EMPLOYEE REFERRAL	53	2
			FLYER ADVERTISEMENT	1	0
			HBCUCONNECT.COM	0	0
			HISPANIC UNITY	0	0
			INDEED	0	0
			INTERNAL CANDIDATE	1	0
			INTERNAL JOB POSTING	6	0
			ITT TECH	0	0
			JOB HOTLINE*	1	0
			JOBCIRCLE.COM	1	0
			JOBSINNH.COM	2	0
			JOFDAV.COM	0	0
			KAPLAN UNIVERSITY	0	0
			KEISER UNIVERSITY	0	0

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Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			LGBTCAREERLINK.COM	0	0
			MONSTER.COM	8	4
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUIT MILITARY	0	0
			SEARCH FIRM*	3	1
			SIMPLY HIRED	0	0
			SNAGAJOB.COM	1	0
			URBAN LEAGUE	0	0
			US ARMY	1	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	5	1
			WORFORCE ONE	0	0
			YAHOO	3	0
			Total	293	16
	70585511	CAE 1, Cust Service (Sales)	AMERICAS JOB EXCHANGE	1	1
			BABBALU.COM	0	0
			CAREERBUILDER.COM	9	3
			COMCAST.COM	15	2
			DEVRY UNIVERSITY	0	0
			DIGITAL CABLE BOX MESSAGE	1	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	6	0
			GLASSDOOR.COM	0	0
			HBCUCONNECT.COM	0	0
			HISPANIC UNITY	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	42	7
			JOBVERTISE	0	0
			JOFDAV.COM	0	0
			JUUU	0	0
			KAPLAN UNIVERSITY	0	0
			KEISER UNIVERSITY	0	0
			LEE HECHT HARRISON	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MOAA.ORG	0	0



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Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			MONSTER.COM	6	2
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUIT MILITARY	0	0
			SEARCH FIRM*	3	1
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			URBAN LEAGUE	0	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	2	0
			YAHOO	1	0
			Total	86	16
	71277550	CAE 1, Cust Service (Billing)	BABBALU.COM	0	0
			BING.COM	1	1
			BROWARD COMMUNITY COLLEGE	1	0
			CALLCENTERJOBS.COM	1	1
			CAREERBUILDER.COM	8	4
			COMCAST.COM	19	9
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DNU BOSTONHIRE.COM*	1	0
			DNU HOTJOBS.COM*	1	1
			EMPLOYEE REFERRAL	13	9
			EMPLOYFLORIDA.COM	1	1
			EMPLOYMENT GUIDE	0	0
			HBCUCONNECT.COM	0	0
			HISPANIC UNITY	0	0
			INDEED	5	4
			INTERNAL JOB POSTING	2	1
			JOB FAIR	1	0
			JOB HOTLINE*	1	0
			JOBVERTISE	0	0
			JOFDV.COM	0	0
			LGBT CAREERLINK.COM	0	0
			LINKUP	0	0
			MONSTER.COM	2	1
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0

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Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			RPO VENDOR*	1	1
			SEARCH FIRM*	2	1
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	2	1
			WORKFORCE CENTER*	0	0
			YAHOO	1	0
			CRAIGSLIST.ORG	2	1
			Total	65	36
	71419154	CAE 1, Cust Service (Sales)	BABBALU.COM	0	0
			BROWARD COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	6	2
			COMCAST.COM	13	4
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DNU BOSTONHIRE.COM*	1	0
			EMPLOYEE REFERRAL	6	2
			EMPLOYMENT GUIDE	0	0
			GLASSDOOR.COM	0	0
			GOOGLE	1	1
			HBCUCONNECT.COM	0	0
			HISPANIC UNITY	0	0
			INDEED	2	0
			INTERNAL JOB POSTING	22	7
			JOBVERTISE	0	0
			JOFDV.COM	0	0
			JUJU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MANCHESTER*	1	0
			MOAA.ORG	0	0
			MONSTER.COM	1	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0

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			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	2	0
			Total	55	16
	<b>71653952</b>	Manager, Inbound Sales	BABBALU.COM	0	0
			BROWARD COMMUNITY COLLEGE	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYMENT GUIDE	0	0
			HBCUCONNECT.COM	0	0
			HISPANIC UNITY	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	1
			JOFDV.COM	0	0
			LGBTCAREERLINK.COM	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			WORKFORCE CENTER*	0	0
			Total	1	1
	<b>72118036</b>	CAE 1, Cust Service (Sales)	ASK.COM	1	1
			BABBALU.COM	0	0
			BACKPAGE	0	0
			BROWARD COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	5	3
			COMCAST.COM	10	6
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0

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 Unit # 11523  
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Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	13	5
			EMPLOYMENT GUIDE	0	0
			GLASSDOOR.COM	0	0
			GOOGLE	2	1
			HBCUCONNECT.COM	0	0
			HISPANIC UNITY	0	0
			INDEED	4	1
			INTERNAL JOB POSTING	3	0
			JOBVERTISE	0	0
			JOFDV.COM	0	0
			JUJU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MOAA.ORG	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	2	0
			WORKFORCE CENTER*	0	0
			XFINITY.COM	2	0
			Total	42	17
	<b>72157826</b>	CAE 1, Cust Service (Billing)	ASK.COM	1	1
			BABBALU.COM	0	0
			BROWARD COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	9	2
			COMCAST NOW HIRING SIGN	1	0
			COMCAST.COM	11	4
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	7	1
			EMPLOYMENT GUIDE	1	0
			GLASSDOOR.COM	0	0

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Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			HACE-USA.ORG	0	0
			HBCUCONNECT.COM	0	0
			HISPANIC UNITY	0	0
			INDEED	5	1
			INTERNAL JOB POSTING	3	3
			JOB HOTLINE*	1	1
			JOBGING.COM	1	1
			JOBVERTISE	0	0
			JOFDAV.COM	0	0
			JUUU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MOAA.ORG	0	0
			MONSTER.COM	4	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SEARCH FIRM*	1	0
			SEARCHLEASE	0	0
			SIMPLY HIRED	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			SUN SENTINEL	1	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	5	1
			WORKFORCE CENTER*	0	0
			XFINITY.COM	1	0
			CRAIGSLIST.ORG	2	1
			Total	54	16
	<b>72611825</b>	CAE 1, Cust Service (Sales)	BROWARD COMMUNITY COLLEGE	0	0
			COMCAST.COM	10	5
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	16	4
			EMPLOYMENT GUIDE	0	0
			GLASSDOOR.COM	0	0
			GOOGLE	1	0
			HISPANIC UNITY	0	0

Comcast Cable Communications, Inc.  
 2013 Sourcing Summary  
 Reporting Period: September 1, 2012 – August 31, 2013  
 Unit # 11523  
 Broward County, FL

Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			INDEED	2	1
			INTERNAL JOB POSTING	6	3
			JOBVERTISE	0	0
			JOFLAV.COM	0	0
			JUJU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MIAMI-DADE COMMUNITY COLLEGE	1	0
			MOAA.ORG	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SEARCHLEASE	0	0
			SIMPLY HIRED	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			TV COMMERCIAL	2	2
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	0
			WORKFORCE CENTER*	0	0
			Total	39	15
	<b>72985360</b>	CAE 1, Cust Service (Sales)	ASK.COM	2	0
			BROWARD COMMUNITY COLLEGE	0	0
			CALLCENTERJOBS.COM	1	0
			CAREERBUILDER.COM	1	0
			COMCAST NOW HIRING SIGN	1	0
			COMCAST.COM	9	5
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	10	8
			EMPLOYMENT GUIDE	0	0
			GLASSDOOR.COM	0	0
			HACE-USA.ORG	0	0
			HISPANIC UNITY	0	0
			INDEED	1	1
			INTERNAL JOB POSTING	2	1
			JOB HOTLINE*	1	0
			JOBVERTISE	0	0
			JOFLAV.COM	0	0

Comcast Cable Communications, Inc.  
 2013 Sourcing Summary  
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Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			JUJU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MOAA.ORG	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SEARCHLEASE	0	0
			SIMPLY HIRED	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	1
			WORKFORCE CENTER*	0	0
			Total	29	16
	<b>73022412</b>	CAE 1, Cust Service (Billing)	OSEARCHENGINES.COMRCHENGINES.COM*	1	1
			BROWARD COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	4	3
			COMCAST BILL INSERT	1	0
			COMCAST.COM	13	9
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	19	14
			EMPLOYMENT GUIDE	0	0
			GLASSDOOR.COM	0	0
			HACE-USA.ORG	0	0
			HISPANIC UNITY	0	0
			INDEED	10	2
			INTERNAL JOB POSTING	1	1
			JOB FAIR	1	1
			JOBVERTISE	0	0
			JOFDAV.COM	0	0
			JUJU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MOAA.ORG	0	0
			MONSTER.COM	1	1
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0

Comcast Cable Communications, Inc.  
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Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SEARCH FIRM*	1	1
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	4	2
			WORKFORCE CENTER*	0	0
			YAHOO	1	0
			CRAIGSLIST.ORG	2	1
			Total	59	36
	<b>73868869</b>	Analyst 2, Business Suppt & Analytics	BROWARD COMMUNITY COLLEGE	0	0
			COMCAST.COM	1	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYMENT GUIDE	0	0
			HACE-USA.ORG	0	0
			HISPANIC UNITY	0	0
			INDEED	2	0
			INTERNAL JOB POSTING	7	1
			JOFDAV.COM	0	0
			LGBTCAREERLINK.COM	0	0
			LINKEDIN	2	0
			MONSTER.COM	1	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			WOMENFORHIRE	0	0
			WORKFORCE CENTER*	0	0
			Total	13	1
	<b>73925244</b>	CAE 1, Cust Service (Billing)	BROWARD COMMUNITY COLLEGE	0	0
			CAREER CENTER*	1	1
			CAREERBUILDER.COM	4	2
			COMCAST NOW HIRING SIGN	1	1
			COMCAST.COM	20	14





Comcast Cable Communications, Inc.  
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Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	4	3
			EMPLOYMENT GUIDE	0	0
			EXECUTIVE REFERRAL	2	1
			FLYER ADVERTISEMENT	1	0
			GOOGLE	1	0
			HACE-USA.ORG	0	0
			HISPANIC UNITY	0	0
			INDEED	7	3
			INTERNAL JOB POSTING	9	1
			JOFDV.COM	0	0
			LGBTCAREERLINK.COM	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SEARCH FIRM*	1	1
			SOUTH FLORIDA WORKFORCE	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	0
			WORKFORCE CENTER*	0	0
			Total	37	16
	<b>74060867</b>	Supv, Cust Acct Exec (Inbound Sales)	BROWARD COMMUNITY COLLEGE	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYMENT GUIDE	0	0
			GLASSDOOR.COM	0	0
			HACE-USA.ORG	0	0
			HISPANIC UNITY	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	11	1
			JOBVERTISE	0	0
			JOFDV.COM	0	0
			JUUU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MOAA.ORG	0	0
			NAAAP	0	0

Comcast Cable Communications, Inc.  
 2013 Sourcing Summary  
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 Unit # 11523  
 Broward County, FL

Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			WOMENFORHIRE	0	0
			WORKFORCE CENTER*	0	0
			Total	11	1
	<b>74060868</b>	Supv, Cust Acct Exec (Inbound Sales)	BROWARD COMMUNITY COLLEGE	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYMENT GUIDE	0	0
			GLASSDOOR.COM	0	0
			HACE-USA.ORG	0	0
			HISPANIC UNITY	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	9	1
			JOBVERTISE	0	0
			JOFDAV.COM	0	0
			JUJU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MOAA.ORG	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			WOMENFORHIRE	0	0
			WORKFORCE CENTER*	0	0
			Total	9	1
	<b>74060869</b>	Supv, Cust Acct Exec (Inbound Sales)	BROWARD COMMUNITY COLLEGE	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0

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Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYMENT GUIDE	0	0
			GLASSDOOR.COM	0	0
			HACE-USA.ORG	0	0
			HISPANIC UNITY	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	8	1
			JOBVERTISE	0	0
			JOFLAV.COM	0	0
			JUUU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MOAA.ORG	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			SEARCHLEASE	0	0
			SIMPLY HIRED	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			WOMENFORHIRE	0	0
			WORKFORCE CENTER*	0	0
			Total	8	1
	<b>74458586</b>	CAE 1, Cust Service (Billing)	BING.COM	1	0
			BROWARD COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	2	1
			COMCAST.COM	12	2
			DIGITAL CABLE BOX MESSAGE	1	1
			DIRECT FÇÖ CAREERBUILDER*	2	1
			DIRECT FÇÖ OTHERS*	2	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	6	1
			EMPLOYMENT GUIDE	0	0
			HACE-USA.ORG	0	0
			HISPANIC UNITY	0	0
			INDEED	11	5
			INTERNAL JOB POSTING	0	0

Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			JOB FAIR	2	1
			JOBVERTISE	0	0
			JOFDV.COM	0	0
			JUJU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKEDIN	1	1
			LINKUP	0	0
			MOAA.ORG	0	0
			MONSTER.COM	1	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			RPO VENDOR*	4	3
			SEARCHLEASE	0	0
			SIMPLY HIRED	0	0
			SOUTH FLORIDA WORKFORCE	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	0
			WORKFORCE CENTER*	0	0
			CRAIGSLIST.ORG	2	1
			Total	48	17
	74994632	CAE 1, Cust Service (Sales)	BLACKPLANET.COM	1	0
			BROWARD COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	19	4
			COMCAST.COM	15	3
			DIRECT & OTHERS*	2	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	11	4
			EMPLOYMENT GUIDE	0	0
			GLASSDOOR.COM	0	0
			GOOGLE	1	0
			HACE-USA.ORG	0	0
			HISPANIC UNITY	0	0
			INDEED	8	2
			INTERNAL JOB POSTING	8	1
			JOFDV.COM	0	0
			LGBTCAREERLINK.COM	0	0

Comcast Cable Communications, Inc.  
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Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
			MONSTER.COM	8	1
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OIC OF BROWARD COUNTY	0	0
			RECRUIT MILITARY	0	0
			RPO VENDOR*	1	0
			SOUTH FLORIDA WORKFORCE	0	0
			WOMENFORHIRE	0	0
			WORKFORCE CENTER*	0	0
			XFINITY.COM	1	0
			<b>Total</b>	<b>75</b>	<b>15</b>

\* Indicates source(s) identified by interviewee(s) that Comcast either did not use to recruit for the position(s) or cannot precisely associate with a source that was used. For instance, an interviewee may be referred by a source that pulled Comcast's job vacancy information from Comcast.com or other sources that Comcast did affirmatively use to recruit for its full-time positions, and published the information independently. Alternatively, an interviewee may state that he or she found out about the job on the "internet" or other form of media generally without being able to identify the precise name of the source.

**FCC Sourcing Report - Contact List**

Date : 09/01/2012 - 08/31/2013

FCC Unit # 11523

County & State: Broward County, FL

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
OSEARCHENGINES.COM*					1	1	No
AGNES SCOTT COLLEGE	Internet Source	www.agnesscott.edu/	141 E College Ave Decatur, GA 30030	(404) 471-6000	0	0	No
AL.COM	Internet Source	al.com	Al.com	800.239.1340	1	0	No
AMERICAN INTERCONTINENTAL UNIVERSITY	Internet Source	http://www.aiuniv.edu/	2250 N. Commerce Parkway Weston, FL 33326	(954) 446-6100	0	0	No
AMERICAS JOB EXCHANGE	Internet Source	http://www.americasjobexchange.com/	187 Ballardvale Street, Suite B110 Wilmington, MA 01887	1-866-923-6284	2	1	No
ASK.COM	Internet Source	ask.com	555 12th Street, Ste 500, Oakland, CA 94607	510.985.7400	4	2	No
BABBALU.COM	Internet Source	www.babbalu.com	15 Lewis Street, Hartford CT 06103	860-478-2115	0	0	No
BACKPAGE	Internet Source	www.backpage.com	PO Box 21328 Phoenix AZ 85034	www.backpage.com	0	0	No
BAJOBS.COM	Internet Source	http://bajobs.com/	399 N. Third St. Campbell, CA 95008	408) 454-2220	1	1	No
BILINGUAL-JOBS.COM	Internet Source	bilingual-jobs.com/	bilingual-jobs.com/	bilingual-jobs.com/	1	0	No
BING.COM	Internet Source	bing.com	https://support.discoverbing.com)	https://support.discoverbing.com)	2	1	No
BLACKPLANET.COM	Internet Source	www.blackplanet.com	494 Broadway, Fourth Floor New York, NY 10012	www.blackplanet.com/ help/	1	0	No
BROWARD COMMUNITY COLLEGE	Internet Source	www.broward.edu/	3501 Davie Rd, Davie, FL 33314	(954) 201-6800	2	0	No
CALLCENTERJOBS.COM	Internet Source	callcenterjobs.com	support@callcenterjobs.com	support@callcenterjobs.com	5	1	No
CAREER CENTER*					1	1	No
CAREERBUILDER.COM	Internet Source	www.careerbuilder.com	5550 Peachtree Parkway Norcross, GA 30092	866-438-1485	150	29	No

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
CAREERS ON DEMAND*					1	0	No
COMCAST BILL INSERT	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	2	0	No
COMCAST NOW HIRING SIGN	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	10	2	No
COMCAST.COM	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	262	70	No
DEVRY UNIVERSITY	Internet Source	www.devry.edu	3005 Highland Parkway Downers Grove, IL 60515-5683	1-866-338-7934	0	0	No
DIGITAL CABLE BOX MESSAGE	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	3	1	No
DIRECT EMPLOYERS	Internet Source	http://www.directemployers.org/	9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268	(866) 268-6206	1	1	No
DIRECT ÇÇô CAREERBUILDER*					4	2	No
DIRECT ÇÇô MONSTER*					3	0	No
DIRECT ÇÇô OTHERS*					7	0	No
DISABLEDPERSON.COM	Internet Source	www.disabledperson.com	P.O. Box 230636 Encinitas, CA 92023-0636	(760)420-1269	0	0	No
DIVERSITYINC	Internet Source	www.diversityinc.com	570 Broad Street, 15th Floor, Newark, NJ 07102	(973) 494-0500	0	0	No
DNU BOSTONHIRE.COM*					2	0	No
DNU CITY OF MIAMI JOB FAIR*					1	0	No
DNU HOTJOBS.COM*					3	1	No
DNU WORK MIAMI.COM*					1	0	No
ELIZABETHTOWN COMMUNITY & TECHNICAL COLLEGE	Internet Source	www.elizabethtown.kctcs.edu/	600 College Street Rd Elizabethtown, KY 42701	(270) 769-2371	0	0	No
EMORY CAREER SERVICES	Internet Source	http://www.emory.edu/	201 Dowman Drive, Atlanta, Georgia 30322	404.727.6123	0	0	No
EMPLOYEE REFERRAL	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	170	55	No
EMPLOYFLORIDA.COM	Internet Source	www.employflorida.com/	Caldwell Building Tallahassee, Florida 32399-4120	(850) 245-7105	1	1	No



Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
EMPLOYMENT GUIDE	Internet Source	http://www.employmentguide.com/	150 Granby Street Norfolk, VA 23510	1-877-876-4039	1	0	No
EVERGLADES UNIVERSITY	Internet Source	http://www.evergladesuniversity.edu/	5002 T-REX Avenue, #100 Boca Raton, FL 33431	(888) 772-6077	0	0	No
EXECUTIVE REFERRAL	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	2	1	No
FLYER ADVERTISEMENT	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	2	0	No
FT. KNOX ACAP CENTER	Internet Source	www.acap.army.mil/a	197 Spearhead Div Ave, Ste 112 Fort Knox KY 40121	502-624-2227	0	0	No
GLASSDOOR.COM	Internet Source	http://www.glassdoor.com/	1 Harbor Drive, Suite 300 Sausalito, CA 94965-1434	http://www.glassdoor.com/contactus	0	0	No
GOOGLE	Internet Source	www.googlebase.com	10 10th Street Suite 600 Atlanta, GA 30309	404-487-9000	7	3	No
HACE-USA.ORG	Internet Source	www.haceonline.org	330 S. Wells, Suite 1104, Chicago, IL 60606	312-435-0498	0	0	No
HBCUCONNECT.COM	Internet Source	www.HBCUconnect.com	750 Cross Pointe Road Ste Q Columbus OH 43230	877-864-4446	0	0	No
HISPANIC UNITY	Internet Source	www.hispanicunity.org/	5840 Johnson St Hollywood, FL 33021	(954) 964-8884	0	0	No
INDEED	Internet Source	www.indeed.com	177 Broad Street 6th Floor Stamford CT 06901	203-328-2691	69	26	No
INTERNAL CANDIDATE	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	1	0	No
INTERNAL JOB POSTING	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	211	33	No
ITT TECH	Internet Source	http://www.itt-tech.edu/	http://www.itt-tech.edu	1-800-ITT-Tech	0	0	No
JOB FAIR	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	4	2	No
JOB HOTLINE*					4	1	No
JOBBING.COM	Internet Source	jobbing.com	9400 W Maryland Ave Glendale, AZ 85305	(623) 772-3200	1	1	No
JOBCIRCLE.COM	Internet Source	Jobcircle.com	Jobcircle.com	Jobcircle.com	1	0	No
JOBDANGO.COM	Internet Source	jobdango.com	PO Box 33710 Portland, Oregon 97292	503-256-4446	1	0	No
JOBSINNH.COM	Internet Source	jobsinnh.com	jobsinnh.com	1-877-374-1088.	2	0	No

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
JOBVERTISE	Internet Source	www.jobvertise.com	32 Cumberland Drive Lincolnshire, IL 60069	888-388-5627	0	0	No
JOFDV.COM	Internet Source	www.jofdav.com	PO Box 230636 Encinitas CA 92023	760-420-1269	0	0	No
JUJU	Internet Source	www.juju.com	1st Avenue #19. New York, NY 10003	(212) 537-3898	0	0	No
KAPLAN UNIVERSITY	Internet Source	www.kaplanuniversity.edu/	6301 Kaplan University Avenue, Fort Lauderdale, FL 33309	(954) 515-3000	0	0	No
KEISER UNIVERSITY	Internet Source	www.keiseruniversity.edu/	1500 NW 49th St Fort Lauderdale, FL 33309	(954) 776-4456	0	0	No
KENTUCKY OFFICE FOR VOCATIONAL REHAB	Internet Source	http://ovr.ky.gov/	Mail Stop 2E-K Frankfort, KY 40621	(800) 372-7172	0	0	No
LEE HECHT HARRISON	Internet Source	http://www.lhh.com/	http://www.lhh.com/	800.611.4544	0	0	No
LGBTCAREERLINK.COM	Internet Source	Internet Source	155 Sansome Street, Suite 450, San Francisco, CA 94104	415-694-6511	0	0	No
LINKEDIN	Internet Source	www.linkedin.com	2027 Stierlin Court Mountain View, CA 94043	650-687-3600	3	1	No
LINKUP	Internet Source	www.linkup.com	2027 Stierlin Court Mountain View, CA 94043	866-359-9360	0	0	No
MANCHESTER*					1	0	No
MIAMI-DADE COMMUNITY COLLEGE	Internet Source	www.mdc.edu/	300 NE 2nd Ave Miami, FL 33132	(305) 237-3000	1	0	No
MOAA.ORG	Internet Source	http://www.moaa.org/	201 N. Washington St., Alexandria, Va. 22314	(800) 234-6622	0	0	No
MONSTER.COM	Internet Source	www.monster.com	622 Third Avenue, 39th Floor, New York, NY 10017	800-666-7837	35	11	No
MURRAY STATE UNIVERSITY	Internet Source	www.murraystate.edu/	102 Curris Center Murray, KY 42071	(270) 809-3011	0	0	No
NAAAP	Internet Source	www.naaap.org	P.O. Box 354 Uwchland, PA 19480	(215) 715-3046	0	0	No
NBMBAA - NATIONAL BLACK MBA ASSOCIATION	Internet Source	www.nbmbaa.org	180 North Michigan Avenue, Ste 1400, Chicago, IL 60601	(312)236-2622	0	0	No
NSHMBA - NATIONAL SOCIETY OF HISPANIC MBAS	Internet Source	http://www.nshmba.org/?	http://www.nshmba.org/?	214.596.9338	0	0	No
OIC OF BROWARD COUNTY	Internet Source	www.oicofbrowardcounty.org/	3407 NW 9th Ave #100, Oakland Park, FL 33309	(954) 563-3535	0	0	No
RECRUIT MILITARY	Internet Source	www.recruitmilitary.com	422 West Loveland Ave, Loveland, OH 45140	513.683.5020	0	0	No

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
RPO VENDOR*	RPO VENDOR	Various	Various	Various	6	4	No
SEARCH FIRM*	SEARCH FIRM	Various	Various	Various	12	5	No
SEARCHEASE	Internet Source	Searchease.com	51 Mill Street Bldg. E Suite 21 Hanover, MA 02339	(781)826-1510	0	0	No
SIMPLY HIRED	Internet Source	www.simplyhired.com	2513 Charleston Road, Suite 200, Mountain View, CA 94340	(650)254-9000	0	0	No
SNAGAJOB.COM	Internet Source	snagajob.com	snagajob.com	snagajob.com	1	0	No
SOUTH FLORIDA WORKFORCE	Internet Source	http://www.southfloridaworkforce.com/	7300 Corporate Center Drive Suite 500 Miami, FL 33126-1234	(305) 594-7615	0	0	No
SPELMAN COLLEGE	Internet Source	www.spelman.edu/	350 Spelman Ln SW Atlanta, GA 30314	(404) 681-3643	0	0	No
SUN SENTINEL	Internet Source	http://www.sun-sentinel.com/	500 E. Broward Blvd., Fort Lauderdale, FL 33394	1-877-Read-Sun (732-3786)	1	0	No
THE LADDERS	Internet Source	www.theladders.com	137 Varick Street, 8th Floor, New York, NY 10013	646-453-1913	2	0	No
TV COMMERCIAL	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	2	2	No
URBAN LEAGUE	Internet Source	http://nul.iamempowered.com/	120 Wall Street, New York, NY 10005	212-558-5300	0	0	No
URBAN LEAGUE BROWARD COUNTY	Internet Source	http://nul.iamempowered.com/	120 Wall Street, New York, NY 10005	212-558-5300	0	0	No
US ARMY	Internet Source	http://www.usace.army.mil/	441 G Street NW Washington, DC 20314-1000	202-761-0011	1	0	No
WALTERKAITZ.ORG	Internet Source	http://www.walterkaitz.org	25 Massachusetts Avenue NW, Suite 100 Washington, DC 20001	(202) 222-2490	0	0	No
WOMEN IN CABLE AND TELECOMMUNICATIONS	Internet Source	http://www.wict.org/	Suite 350 Washington, DC 20006	202.827.4794	0	0	No
WOMENFORHIRE	Internet Source	www.womenforhire.com	155 West 72nd Street Ste 403 New York, NY 10023	212-290-2600	0	0	No
WORD OF MOUTH	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	27	6	No
WORKFORCE CENTER*					0	0	No

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
WORKFORCE INVESTMENT ACT	Career Services	www.workingforamerica.org/documents/ <b>workforce.htm</b>	815 16th Street, NW, Washington, DC 20006	202-508-3717	0	0	No
WORFORCE ONE	Internet Source	http://www.workforcecenter.org/	625 Hwy 231 Panama City, FL 32405	850-872-4340	0	0	No
XFINITY.COM	Human Resources	www.comcast.com	2501 SW 145th Ave, Miramar, FL 33023	954-534-7154	4	0	No
YAHOO	Internet Source	yahoo.com	yahoo.com	yahoo.com	6	0	No
CRAIGSLIST.ORG	Internet Source	Craigslist.org	1381 9th Ave San Francisco CA 94122	415-566-6394	8	4	No
				<b>Grand Total</b>	<b>1058</b>	<b>270</b>	

\* Indicates source(s) identified by interviewee(s) that Comcast either did not use to recruit for the position(s) or cannot precisely associate with a source that was used. For instance, an interviewee may be referred by a source that pulled Comcast's job vacancy information from Comcast.com or other sources that Comcast did affirmatively use to recruit for its full-time positions, and published the information independently. Alternatively, an interviewee may state that he or she found out about the job on the "internet" or other form of media generally without being able to identify the precise name of the source.

**COMCAST  
FCC GENERAL RECRUITMENT SHEET**

**September 1, 2012 to August 31, 2013**

**FCC UNIT #: 11523**

**Broward County, Florida**

<b>APPLICABLE EVENT</b>	<b>SPONSOR</b>	<b>DATE</b>	<b>Personnel Involved/System</b>	<b>Narrative</b>
CommCare Program	Comcast	2012 - 2013	Supervisors, Trainers	Customer Account Executive Program includes a self-directed learning and progression component based on advanced technologies.
Linked to Leadership	Comcast	February, 2013 March, 2013	All Employees / Human Resources / Comcast University	National program to develop and build frontline leadership bench strength in a consistent manner that aligns the goal of the program directly to Comcast business initiatives by providing bench-strength in key front-line supervisor roles and an environment that helps drive growth across all businesses.
Principles of Leadership	Comcast	March 2013, August 2013	Supervisors	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.
Creating a Culture of Inclusion	Comcast	March 2013	Supervisors	Lessons include: at the conclusion, participants will have an understanding of tactics to create a culture that celebrates individual differences and how to define inclusion as it relates to Comcast culture. Through developing effective communication skills to encourage feedback and input, participants will identify specific behaviors that encourage support, respect and fairness within the work environment. Focus will be put on identifying resources to attract and retain a diverse workforce and recognizing the competitive advantage of having an inclusive workforce.
Messaging to your Team	Comcast	April 2013, August 2013	Supervisors	Messaging to Your Team focuses on the importance of effective messaging and downward communication strategies. This course discussed the importance of the supervisor in communicating Comcast's mission, vision, and values. It also provides practical tips for engaging teams, improving interpersonal communication, and constructing and delivering organizational communications in a positive way.

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Raising the Performance Bar (Supv)	Comcast	May 2013	Supervisors	Raising the Performance Bar through Powerful Coaching is a one and a half day experiential course that builds powerful coaching skills for Frontline Leaders/Supervisors. This course teaches Frontline Leaders/Supervisors to successfully coach their employees in both formal and informal settings using IDEA coaching model. While this course reviews the basics of coaching, the focus is on more advanced skills such as coaching in difficult situations, adopting a coaching mindset, and customizing coaching style to fit the needs of the coachee. In addition, the course provides participants with opportunities to practice and receive developmental feedback on their coaching abilities.
Comcast Business Strategy and Finance	Comcast	March 2013, June 2013	Supervisors	Identify how operating cash flow is different from free cash flow, what margins means and other finance terms such as ARPU, ARBS and ARPS. This program will immerse you in a whirlwind experience that puts you at the head of your own company so you can experience first hand how financial metrics drive business decisions.
Fundamentals of Leadership (FOL)	Comcast	October 2012	CU, Vice President, Care	FOL is focused on developing high potential employees at the middle management level. This intense program develops three main skill areas: Self leadership through personal improvement; business leadership through process improvement; and people leadership through performance improvement. The vision of the FOL graduate is a developing leader who is skilled at leadership through influence, understands the larger perspective, demonstrates leadership to improve processes and introduce efficiencies into our organization and is an effective leader of others.
Time Management for Supervisors	Comcast	January 2013, May 2013, July 2013, August 2013	Supervisors	Time Management is a 2 hour course in which supervisors will discuss the basics of time management and task prioritization so that they can spend more time coaching their reports.

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Managing Inclusion (Directors)	Comcast	March 2013	Director, Sales	Teaches concepts and tools that managers can use to maximize productivity and create an inclusive environment where all employees have the opportunity to be challenged. Managers learn to conduct a productive development discussion with employees to maximize contribution, while developing a concise, powerful way of thinking about and effectively managing a diverse workforce.
Comcast New Hire Experience	Comcast	2012-2013	All New Hires	All Comcast New Hires receive new hiring orientation training to include indoctrination into the Comcast culture to include Credo and Touchstones. All policies are presented including Comcast's EEO policies and opportunities for transfer and promotion within the organization. Employees learn about Comcast's Open Door Policy and Comcast Listen's process in order to provide feedback. Employees are introduced to Team Comcast and the Employee Handbook and Training provided through the LSO.
Year End Compensation VLT	Comcast	1/1/2013	Human Resources	This course is designed to prepare HR Leaders throughout Comcast for the annual compensation process, including Merit and Bonus calculations. This course provides a general overview of the process, as well as defines specific steps needed to make adjustments in the system.
Comcast Sales Center Training	Comcast	2012-2013	All Comcast Sales Center employees	In order to ensure that all Comcast Sales Center employees have the opportunities for transfer and promotion regular training is provided in order to enhance their work experience and skills. Training includes product knowledge and learning new sales techniques, i.e., Selling the Value, VISION, XFINITY Home End to End Sales program,
Customer Service Training (Care and Sales)	Comcast	2012-2013	Call Center employees	CARE: X1 training, market specific training, Einstein; SALES: X1 training, Xfinity Control
City of Miramar Job Fair	City of Miramar	5/29/2013	Talent Acquisition	Open to all Miramar Residents and surrounding areas

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Virtual Veterans Job Fair	VRS	12/13/2012, 06/27/13, 7/30/2013	Talent Acquisition, HR	Virtual Career Fair open to all veteran candidates across the world
Jacksonville City Job Fair	Jacksonville City Hall	7/9/2013	Talent Acquisition	Jacksonville Veteran Affairs office Career Fair to all local citizens