

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

FOR COMMISSION USE ONLY
FILE NO.
B396 - 20160907ADS

Read INSTRUCTIONS Before Filling Out Form

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 PHILADELPHI	State PA	Zip Code 19103-
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FCC Registration Number:
0017882036

Emp. Unit ID # 11611

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
MIAMI DADE, FL

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) 08/14/2016 - 08/27/2016

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or [Exhibit 1] 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
Date	Name of Respondent
9/7/2016	VICTOR GAINES
Telephone No. (include area code)	
7705597223	

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, LLC
 FCC Sourcing Report - Sourcing Summary
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 11611
 County & State: Miami-Dade County, FL

Work Location	Job Req ID	Job Title	Source	Values	
				Interviewed	Hired
FLM07	125137	Supv, Installation & Service-Metro Miami	Asian Life	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	Comcast.com	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	Directemployers.com	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	disabledperson.com	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	DIVERSITYINC MEDIA	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	Glassdoor.com	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	hace-usa.org	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	hbcuconnect.com	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	HireDisability	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	HireHeroesUSA.org	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	Indeed.com	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	Interactive One	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	Internal Site	29	1
FLM07	125137	Supv, Installation & Service-Metro Miami	lgbtcareerlink.com	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	LinkedIn	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	MILITARY.COM	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	RecruitMilitary	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	Simply Hired	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	TAONLINE.COM	-	-
FLM07	125137	Supv, Installation & Service-Metro Miami	womenforhire	-	-
FLM07	125137 Total			29	1
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	Asian Life	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	Comcast.com	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	Directemployers.com	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	DIVERSITYINC MEDIA	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	Glassdoor.com	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	hace-usa.org	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	hbcuconnect.com	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	HireDisability	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	Indeed.com	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	Interactive One	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	lgbtcareerlink.com	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	MILITARY.COM	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	Simply Hired	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	womenforhire	-	-
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	Comcast Talent Network	1	1
FLM07	96361	CommTech 2 Installation & Service-Metro Miami	Monster.com	-	-

FLM07	96361 Total			1	1
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Asian Life	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Comcast.com	30	6
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Directemployers.com	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	disabledperson.com	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	DIVERSITYINC MEDIA	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Glassdoor.com	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	hace-usa.org	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	hbcuconnect.com	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	HireDisability	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	HireHeroesUSA.org	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Indeed.com	11	1
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Interactive One	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	lgbtcareerlink.com	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	MILITARY.COM	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	RecruitMilitary	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Simply Hired	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	TAONLINE.COM	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	womenforhire	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Comcast Talent Network	13	2
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Monster.com	1	1
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Acareers	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	BlackCareer Network	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	CareerBuilder	8	2
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Direct_ Others	1	1
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	IHISPANO.COM	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	ProAble	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Professional Diversity Network	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	WomenCareerChannel	-	-
FLM07	118807	CommTech 2 Installation & Service-Metro Miami	Word Of Mouth	4	1
FLM07	118807 Total			68	14
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Asian Life	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Comcast.com	27	6
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Directemployers.com	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	disabledperson.com	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	DIVERSITYINC MEDIA	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Glassdoor.com	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	hace-usa.org	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	hbcuconnect.com	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	HireDisability	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	HireHeroesUSA.org	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Indeed.com	30	1
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Interactive One	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	lgbtcareerlink.com	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	MILITARY.COM	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	RecruitMilitary	-	-

FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Simply Hired	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	TAONLINE.COM	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	womenforhire	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Comcast Talent Network	7	1
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Monster.com	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Acareers	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	BlackCareer Network	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	IHISPANO.COM	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	ProAble	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Professional Diversity Network	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	WomenCareerChannel	-	-
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Direct _ LinkedIn	1	1
FLM07	128319	CommTech 2 Installation & Service-Metro Miami	Google	4	1
FLM07	128319 Total			69	10
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	Comcast.com	6	1
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	Directemployers.com	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	Glassdoor.com	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	hace-usa.org	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	HireHeroesUSA.org	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	Indeed.com	3	1
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	MILITARY.COM	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	RecruitMilitary	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	Simply Hired	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	TAONLINE.COM	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	Acareers	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	BlackCareer Network	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	IHISPANO.COM	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	ProAble	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	Professional Diversity Network	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	WomenCareerChannel	-	-
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	Careers On Demand	1	1
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	Employee Referral	9	1
FLM07	133157	CommTech 2 Installation & Service-Metro Miami	Mobile App	1	1
FLM07	133157 Total			20	5
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	Comcast.com	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	Directemployers.com	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	Glassdoor.com	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	hace-usa.org	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	Indeed.com	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	MILITARY.COM	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	RecruitMilitary	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	Simply Hired	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	TAONLINE.COM	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	Monster.com	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	Acareers	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	BlackCareer Network	-	-

FLM07	139310	CommTech 2 Installation & Service-Metro Miami	IHISPANO.COM	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	ProAble	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	Professional Diversity Network	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	WomenCareerChannel	-	-
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	Google	1	1
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	Employee Referral	2	1
FLM07	139310	CommTech 2 Installation & Service-Metro Miami	Muse	-	-
FLM07	139310 Total			3	2
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Comcast.com	9	2
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Directemployers.com	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Glassdoor.com	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	hace-usa.org	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Indeed.com	22	1
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	MILITARY.COM	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	RecruitMilitary	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Simply Hired	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	TAONLINE.COM	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Comcast Talent Network	9	1
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Monster.com	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Acareers	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	BlackCareer Network	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	IHISPANO.COM	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	ProAble	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Professional Diversity Network	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	WomenCareerChannel	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Employee Referral	15	3
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Muse	-	-
FLM07	139312	CommTech 2 Installation & Service-Metro Miami	Comcast Now Hiring Sign	1	1
FLM07	139312 Total			56	8
FLM07	135160	CSC Assistant Store Manager-Metro Miami	Comcast.com	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	Directemployers.com	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	Glassdoor.com	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	hace-usa.org	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	HireHeroesUSA.org	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	Indeed.com	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	Internal Site	5	1
FLM07	135160	CSC Assistant Store Manager-Metro Miami	LinkedIn	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	MILITARY.COM	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	RecruitMilitary	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	Simply Hired	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	TAONLINE.COM	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	Acareers	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	BlackCareer Network	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	IHISPANO.COM	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	ProAble	-	-
FLM07	135160	CSC Assistant Store Manager-Metro Miami	Professional Diversity Network	-	-

FLM07	135160	CSC Assistant Store Manager-Metro Miami	WomenCareerChannel	-	-
FLM07	135160	Total		5	1
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	Asian Life	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	Comcast.com	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	Directemployers.com	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	disabledperson.com	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	DIVERSITYINC MEDIA	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	Glassdoor.com	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	hace-usa.org	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	hbucconnect.com	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	HireDisability	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	HireHeroesUSA.org	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	Indeed.com	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	Interactive One	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	lgbtcareerlink.com	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	LinkedIn	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	MILITARY.COM	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	RecruitMilitary	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	Simply Hired	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	TAONLINE.COM	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	womenforhire	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	Acareers	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	BlackCareer Network	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	IHISPANO.COM	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	ProAble	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	Professional Diversity Network	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	WomenCareerChannel	-	-
FLM07	126733	Sr Manager (CSC-XFINITY Retail)-Market Manager-Metro Miami	Direct _ LinkedIn	2	1
FLM07	126733	Total		2	1
FLM07	130332	Supv, Installation & Service-Redlands	Asian Life	-	-
FLM07	130332	Supv, Installation & Service-Redlands	Comcast.com	-	-
FLM07	130332	Supv, Installation & Service-Redlands	Directemployers.com	-	-
FLM07	130332	Supv, Installation & Service-Redlands	disabledperson.com	-	-
FLM07	130332	Supv, Installation & Service-Redlands	DIVERSITYINC MEDIA	-	-
FLM07	130332	Supv, Installation & Service-Redlands	Glassdoor.com	-	-
FLM07	130332	Supv, Installation & Service-Redlands	hace-usa.org	-	-
FLM07	130332	Supv, Installation & Service-Redlands	hbucconnect.com	-	-
FLM07	130332	Supv, Installation & Service-Redlands	HireDisability	-	-
FLM07	130332	Supv, Installation & Service-Redlands	HireHeroesUSA.org	-	-
FLM07	130332	Supv, Installation & Service-Redlands	Indeed.com	-	-
FLM07	130332	Supv, Installation & Service-Redlands	Interactive One	-	-
FLM07	130332	Supv, Installation & Service-Redlands	Internal Site	23	1
FLM07	130332	Supv, Installation & Service-Redlands	lgbtcareerlink.com	-	-
FLM07	130332	Supv, Installation & Service-Redlands	MILITARY.COM	-	-
FLM07	130332	Supv, Installation & Service-Redlands	RecruitMilitary	-	-
FLM07	130332	Supv, Installation & Service-Redlands	Simply Hired	-	-

FLM07	130332	Supv, Installation & Service-Redlands	TAONLINE.COM	-	-
FLM07	130332	Supv, Installation & Service-Redlands	womenforhire	-	-
FLM07	130332	Total		23	1
FLM07	133066	Supv, Installation & Service-Metro Miami	Comcast.com	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	Directemployers.com	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	Glassdoor.com	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	hace-usa.org	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	HireHeroesUSA.org	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	Indeed.com	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	Internal Site	13	1
FLM07	133066	Supv, Installation & Service-Metro Miami	MILITARY.COM	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	RecruitMilitary	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	Simply Hired	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	TAONLINE.COM	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	Acareers	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	BlackCareer Network	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	IHISPANO.COM	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	ProAble	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	Professional Diversity Network	-	-
FLM07	133066	Supv, Installation & Service-Metro Miami	WomenCareerChannel	-	-
FLM07	133066	Total		13	1
FLM07 Total				289	45
Grand Total				289	45

Comcast Cable Communications, LLC
FCC Sourcing Report - General Recruitment
Date: 09/01/2015 to 08/31/2016
FCC Unit #: 11611
County & State: Miami-Dade County, FL

Event Name	Location	Date	Participants	type
Veterans Employment Expo	Pembroke Pines, FL	10/6/2015	Talent Acquisition	Career Expo
AbilityLinks Virtual Job Fair	Virtual Job Fair	10/14/2015	Talent Acquisition	Virtual Job Fair
Employment Fair hosted by Senator R. Garcia/Mayor Z. Garcia/State Rep B. Avila	Miami Springs, FL	11/7/2015	Talent Acquisition	Job Fair
Virtual Career Fair for Veterans	Virtual Job Fair	11/10/2015	Talent Acquisition	Virtual Job Fair
Comcast Florida Veterans Event	Sunrise, FL	11/23/2015	Talent Acquisition	Job Fair
Boca Raton XSP Open House	Boca Raton, FL	1/21/2016	Talent Acquisition & Business Partners	Open House & Job Fair
City Year Miami-College & Career Fair	Miami, FL	1/25/2016	Talent Acquisition	Career Fair
City Year Job Corps	Miramar, FL	2/16/2016	Talent Acquisition & HR Partners	Career Expo
Broward County Comm Tech Open House	Pompano Beach, FL	2/23/2016	Talent Acquisition & Business Partners	Open House & Job Fair
Dade County Comm Tech Open House	Miami, FL	2/25/2016	Talent Acquisition & Business Partners	Open House & Job Fair
Recruit Military Recruiting Event	North Miami, FL	2/25/2016	Talent Acquisition & Business Partners	Open House & Job Fair
Comcast Unidos ERG Professional Development Event	Miramar, FL	3/30/2016	Talent Acquisition & HR Partners	Professional Development
Unidos and Women's Network - Resume Workshop	Comcast	3/30/2016	Available to all members of Unidos and Women's Network ERG	Workshop for employees on how to create and transform their resume into a powerful tool that will help them grow their career.
South Florida CommTech Open House	Hialeah, FL	4/5/2016	Talent Acquisition & Business Partners	Open House & Job Fair
Career Fair Connection-South Florida Job Fair	Boca Raton, FL	4/18/2016	Talent Acquisition	Job Fair
South Florida CommTech Open House	Hialeah, FL	5/5/2016	Talent Acquisition & Business Partners	Open House & Job Fair
PC Professor IT Career Fair	Boca Raton, FL	5/18/2016	Talent Acquisition & Business Partners	Career Fair
AbilityLinks Virtual Job Fair	Virtual Job Fair	5/28/2016	Comcast recruiters	Virtual Job Fair for all positions in the Central division. We virtually spoke to candidates from all over the US. Focused on recruiting veterans and PWD.
Key West CommTech Open House	Key West, FL	6/8/2016	Talent Acquisition & Business Partners	Open House & Job Fair
Comcast/NBC Virtual Career Fair	Virtual Job Fair	6/16/2016	Comcast recruiters	Virtual Job Fair for all positions in the Central division. We virtually spoke to candidates from across the US. Focused on military recruiting.
JobNewsUSA Ft Lauderdale Career Fair	Sunrise, FL	6/28/2016	Talent Acquisition	Career Fair
Virtual Student Veteran Job Fair	Virtual Job Fair	7/16/2016	Comcast recruiters	Virtual Job Fair for all positions in the Central division. Focused on veteran recruiting.
Comcast Career Week	Pompano Beach, FL	7/19/2016	Talent Acquisition & HR Partners	Professional Development
Retail Sales Open House-NEW Delray Beach Xfinity Store	Boca Raton, FL	7/20/2016	Talent Acquisition	Open House & Job Fair
Comcast Career Week	Miami, FL	7/20/2016	Talent Acquisition	Professional Development
Comcast Career Week	Miami, FL	7/20/2016	Talent Acquisition	Professional Development
Comcast Career Week	Davie, FL	7/21/2016	Talent Acquisition	Professional Development
Comcast Career Week	Sunrise, FL	7/21/2016	Talent Acquisition	Professional Development
Unidos - Public Speaking Workshop	Comcast	7/28/2016	Available to all members of Unidos ERG	Workshop for employees on how to speak with confidence and do's and don'ts of Public Speaking
CommTech Open House	Naples, FL	8/13/2016	Talent Acquisition	Open House & Job Fair
MOAA (Military Officers Assoc of America) Military & Veteran Virtual Career Fair	Virtual Job Fair	8/24/2016	Talent Acquisition	Virtual Job Fair
Career Week 2016	Greater Miami Dade Area and comcastnow.com	July 18-22, 2016	All employees	A weeklong series of online articles, podcasts, videos, and discussion panels related to career advancement, growing as a leader, and developing as an employee.
Black Employee Network (BEN) - Mentorship Program	Comcast	Ongoing	Available to members of BEN ERG	Participation in the program provides an opportunity for one-on-one mentoring relationships with leaders at Comcast and networking opportunities with colleagues and leaders from across many different organizations.

CommTech Program	Comcast	Ongoing	Supervisors, Trainers, Comm Techs	CommTech program includes a step progression process (CT1, CT2, CT3, etc.); this program was designed to enable technicians to acquire the skills that could qualify them for higher level positions within the technical organization.
Comcast New Hire Experience	Comcast	Ongoing	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 TeamComcast and the Employee Handbook and Training provided through the LSO.
Technical Training	Comcast	Ongoing	All Technicians	In order to ensure that all Communication and Network Technicians 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 installation, i.e., XFINITY Home, iOS device user training, Defeat Repeats, SCOUT Flux - ILT,
Linked to Leadership	Comcast	Ongoing	All Employees / Human Resources / Comcast University	Nationally standard solution 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.
Creating a Culture of Inclusion	Comcast	Ongoing	Managers and Supervisors	At the conclusion of this course, 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 learn to identify specific behaviors that encourage support, respect and fairness within the work environment. Focus is placed on identifying resources to attract and retain a diverse workforce and recognizing the competitive advantage of having an inclusive workforce.
Messaging Your Team	Comcast	Ongoing	Managers and 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.
Principles of Leadership	Comcast	Ongoing	Managers and 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.
Raising the Performance Bar	Comcast	Ongoing	Managers and 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.

Time Management for Supervisors	Comcast	Ongoing	Supervisors	Time Management is a course in which supervisors will discuss the basics of time management and task prioritization, so that they can have more time to coaching their reports.
Thrive	Comcast	Ongoing	Supervisors and Managers	Thrive is a 3 day program that builds a broad range of foundational leadership skills for tenured leaders (in role more than 18 months). THRIVE provides frontline leaders with an opportunity to refresh and strengthen their leadership approach, while giving them the essential skills and tools to lead and develop a high performance team. THRIVE delivers value to its participants and the business by accelerating leadership effectiveness, which drives successful employee performance and superior customer experience.
Launch	Comcast	Ongoing	Supervisors and Managers	LAUNCH for Frontline Leaders encompasses a broad scope of critical onboarding skills that support new to role frontline leaders. LAUNCH provides frontline leaders the knowledge and skills necessary to navigate the early transition stages of the new role while giving them the tools to lead and develop a high performance team.
GIS - General Information Sessions	Comcast	Ongoing	Supervisor, Managers, and Human Resources	General Information Sessions are conducted by our Talent Acquisition, HR, or Department Leader teams. They focus on recruiting candidates for open positions and provide a general overview of Comcast's culture of diversity and equal employment opportunities within the organization.
Employee Resource Groups: Include Abilities Network; Asian Pacific Americans; Black Professional Alliance; OUT; Unidos at Comcast; Veterans Network; Women's Network; Young Professionals Network	Comcast	Ongoing	All Employees in Comcast are eligible to participate.	Employee Resource Groups (ERGs) serve as a unique support network for employees and promote an enterprise-wide culture of inclusion, awareness and respect within the workplace. Comcasters participating in ERGs share a common interest in development, cultural learning and a desire to give back to the community and push the business forward. Examples of events include professional development workshops, networking events, community service outreach and executive speaker series.
FASA BASA training	Comcast and the Alarm Association of Florida	Ongoing	Technical and Direct Sales employees	Fire Alarm System Agent and Burglar Alarm System Agent training for all Technicians and Direct Sales Representatives installing or selling Fire and Burglar Alarm systems per Florida Statute Section 489.5185.
Totally Comcast Virtual Training	Comcast	Ongoing	Open for all Comcast employees to enroll on a monthly basis.	Comcast University promotes a monthly calendar of virtual training programs offered on a variety of topics. Sessions are open to all employees. Courses promote topics that focus on career enhancing soft skills such as "5 Keys to Effective Presentations", "Inclusion at Work", "Professional Presence" and "Leadership Mindset".
Employee Referral Program	Comcast	Ongoing	All employees	Provides and encourages current employees the opportunity to promote working with Comcast through their diverse and independent networking circles including their connections on social media.
Comcast University Learning Portal (LSO)	Comcast	Ongoing	All employees	Comcast University Learning Portal provides a variety of classes for all employees to access and request web based training. Course range from product knowledge to leadership development as well as computer skills such as Microsoft Office.
Harvard Manage Mentor	Comcast	Ongoing	Available to all Comcast Employees	Harvard Manage Mentor provides Comcast employees with the on line resources and support to provide on-the-job tools that help employees grow and develop in a variety of topics that range from writing skills and finance essentials to time management and handling conflict. The courses are self-paced and available to all employees for personal development.

Grow your Career Workshops	Comcast	Ongoing	All Comcast Employees	Grow Your Career workshops focus on helping all employees develop and build their personal brand, complete their career profile and learn about the robust resources Comcast employees have available to them to help them grow their career with Comcast.
Ed Assist	Comcast	Ongoing	Available to all Comcast Employees	Comcast offers an Education Assistance Program to provide full-time employees with financial support following successful completion of classes under an approved degree or certificate program at a regionally accredited college, university or other institution. This program includes academic and financial advising services, which are available to employees at no cost.
Core Labor Relations	Comcast	Ongoing	Supervisor, Managers, and Directors	Core Labor Relations for Management focuses on the importance of the relationship between the supervisor and frontline employee when dealing with labor relations issues. It discusses the realities of union contracts and negotiations and better prepares supervisors to communicate with their employees when potential union activities occur.
Customer Experience Conversations	Comcast	Ongoing	All Employees	Inspire all employees by communicating a consistent, yet functionally specific message of what we're doing differently to transform the customer experience and how it is being executed.

Comcast Cable Communications, LLC
 FCC Sourcing Report - Sourcing Contacts
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 11611
 County & State: Miami-Dade County, FL

Source	Phone	Address	email Address	website	Interviewed	Hired
Asian Life	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Comcast.com	Comcast	1701 JFK Boulevard. Philadelphia, PA 19103	comcast_careers@comcast.com	www.comcast.com/careers	72	15
Directemployers.com	866-268-6206	9002 N. Purdue Road Indianapolis IN 46268	info@DirectEmployers.org	www.directemployers.com	0	0
disabledperson.com	760-420-1269	PO Box 230636, Encinitas,CA 92023	info@disabledperson.com	disabledpersons.com	0	0
DIVERSITYINC MEDIA	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Glassdoor.com	website	1 Harbor Drive, Suite 300 Sausalito CA 94965	careercenters@glassdoor.com	http://www.glassdoor.com/index.f	0	0
hace-usa.org	312-435-0498	330 S. Wells St., Suite 1104 Chicago, IL 60606	vanessa@haceonline.org (Vanessa Valentin)	http://www.hace-usa.org/	0	0
hbcuconnect.com	614-416-5514	750 Cross Pointe Road, Suite Q Gahanna OH 43230		www.hbcuconnect.com	0	0
HireDisability	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
HireHeroesUSA.org	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Indeed.com	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	66	4
Interactive One	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Internal Site	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	70	4
lgbtcareerlink.com	415-694-6538	155 Sansom Street, Suite 450, San Francisco CA 94104	jbeach@outandequal.org	http://lgbtcareerlink.com/	0	0
LinkedIn	website	2029 Stierlin Court, Mountain View, CA 94043		http://www.linkedin.com/	0	0
MILITARY.COM	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
RecruitMilitary	513.683.5020	422 West Loveland Ave, Loveland, OH 45140	support@recruitmilitary.com	https://recruitmilitary.com/	0	0
Simply Hired	website	370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	support@simplyhired.com	http://www.simplyhired.com/	0	0
TAONLINE.COM	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
womenforhire	212-290-2600	155 West 72nd Street, Suite 403, New York, NY 10023	marketing@womenforhire.com	http://womenforhire.com/	0	0
Asian Life	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0

Comcast Talent Network	Comcast	1701 JFK Boulevard. Philadelphia, PA 19103	comcast_careers@comcast.com	www.comcast.com/careers	30	5
Monster.com	(212) 351-7000	622 Third Avenue, 39th Floor, New York, NY 10017	Sponsorship@Monster.com	http://www.monster.com/	1	1
Acareers	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
BlackCareer Network	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
CareerBuilder	866-438-1485	5550-A Peachtree Parkway, Norcross, GA 30092	customer.service@careerbuilder.com	http://www.careerbuilder.com/	8	2
Direct _ Others	Comcast recruiter sourced	Comcast Employee	Teamcomcast.com	Teamcomcast.com	1	1
IHISPANO.COM	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
ProAble	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Professional Diversity Network	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
WomenCareerChannel	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Word Of Mouth	*			0	4	1
Direct _ LinkedIn	Comcast recruiter sourced	Comcast Employee	Teamcomcast.com	Teamcomcast.com	3	2
Google	404-487-9000	1600 Amphitheatre Pkwy., Mountain View, CA 94043		https://www.google.com/	5	2
Careers On Demand	0	0	0	Comcast Cable Box Channel	1	1
Employee Referral	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	26	5
Mobile App	Comcast	1701 JFK Boulevard. Philadelphia, PA 19103	comcast_careers@comcast.com	www.comcast.com/careers	1	1
Muse	website		0	0 https://www.themuse.com/	0	0
Comcast Now Hiring Sign	Comcast	1701 JFK Boulevard. Philadelphia, PA 19103	comcast_careers@comcast.com	www.comcast.com/careers	1	1

** 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.*

Every job posted externally is posted on our careers page, jobs.comcast.com