

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 - 20160907ADM

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-
---------------------	-------------	--------------------

FCC Registration Number:
0017882036

Emp. Unit ID # 11902

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
MONROE, 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
-----------	-------------------	------------------	------

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

SECTION IV ADDITIONAL INFORMATION

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

[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed	Title
	SVP
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 #: 11902
 County & State: Monroe County, FL

Work Location	Job Req ID	Job Title	Source	Values	
				Interviewed	Hired
FLK02	82289	CommTech 2 Installation & Service-Key Largo	Asian Life	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	Comcast.com	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	Directemployers.com	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	DIVERSITYINC MEDIA	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	Glassdoor.com	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	Google	1	1
FLK02	82289	CommTech 2 Installation & Service-Key Largo	hace-usa.org	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	hbcuconnect.com	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	HireDisability	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	Indeed.com	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	Interactive One	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	lgbtcareerlink.com	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	MILITARY.COM	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	Monster.com	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	Simply Hired	-	-
FLK02	82289	CommTech 2 Installation & Service-Key Largo	womenforhire	-	-
FLK02	82289 Total			1	1
FLK02	133737	CommTech 2 Installation & Service-Key Largo	Comcast.com	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	Directemployers.com	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	Glassdoor.com	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	hace-usa.org	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	Indeed.com	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	MILITARY.COM	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	Simply Hired	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	womenforhire	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	Professional Diversity Network	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	BlackCareer Network	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	Employee Referral	1	1
FLK02	133737	CommTech 2 Installation & Service-Key Largo	HireHeroesUSA.org	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	IHISPANO.COM	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	ProAble	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	RecruitMilitary	-	-
FLK02	133737	CommTech 2 Installation & Service-Key Largo	TAONLINE.COM	-	-
FLK02	133737 Total			1	1
FLK02	138083	Supv, Installation & Service-Key Largo	Comcast.com	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	Directemployers.com	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	Glassdoor.com	-	-

FLK02	138083	Supv, Installation & Service-Key Largo	hace-usa.org	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	Indeed.com	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	MILITARY.COM	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	Simply Hired	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	womenforhire	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	Professional Diversity Network	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	BlackCareer Network	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	IHISPANO.COM	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	ProAble	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	RecruitMilitary	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	TAONLINE.COM	-	-
FLK02	138083	Supv, Installation & Service-Key Largo	Internal Site	11	1
FLK02	138083 Total			11	1
FLK02 Total				13	3
FLK11	118805	CommTech 2 Installation & Service-Key West	Asian Life	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	Comcast.com	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	Directemployers.com	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	DIVERSITYINC MEDIA	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	Glassdoor.com	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	hace-usa.org	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	hbucconnect.com	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	HireDisability	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	Indeed.com	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	Interactive One	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	lgbtcareerlink.com	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	MILITARY.COM	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	Monster.com	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	Simply Hired	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	womenforhire	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	HireHeroesUSA.org	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	RecruitMilitary	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	TAONLINE.COM	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	Backpage	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	CareerBuilder	1	1
FLK11	118805	CommTech 2 Installation & Service-Key West	Comcast Talent Network	1	1
FLK11	118805	CommTech 2 Installation & Service-Key West	CRAIGSLIST.ORG	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	disabledperson.com	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	JuJu.com	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	linkup	-	-
FLK11	118805	CommTech 2 Installation & Service-Key West	MOAA.org	-	-
FLK11	118805 Total			2	2
FLK11	128321	CommTech 2 Installation & Service-Key West	Asian Life	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	Comcast.com	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	Directemployers.com	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	DIVERSITYINC MEDIA	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	Glassdoor.com	-	-

FLK11	128321	CommTech 2 Installation & Service-Key West	Google	3	1
FLK11	128321	CommTech 2 Installation & Service-Key West	hace-usa.org	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	hbcuconnect.com	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	HireDisability	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	Indeed.com	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	Interactive One	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	lgbtcareerlink.com	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	MILITARY.COM	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	Monster.com	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	Simply Hired	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	womenforhire	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	Professional Diversity Network	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	BlackCareer Network	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	HireHeroesUSA.org	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	IHISPANO.COM	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	ProAble	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	RecruitMilitary	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	TAONLINE.COM	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	Backpage	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	CRAIGSLIST.ORG	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	disabledperson.com	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	linkup	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	Military2Career	-	-
FLK11	128321	CommTech 2 Installation & Service-Key West	Muse	-	-
FLK11	128321 Total			3	1
FLK11 Total				5	3
Grand Total				18	6

Comcast Cable Communications, LLC
 FCC Sourcing Report - General Recruitment
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 11902
 County & State: Monroe County, FL

Event Name	Location	Date	Participants	type
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
City Year Miami-College & Career Fair	Miami, FL	1/25/2016	Talent Acquisition	Job Fair
South Florida 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	Career Expo & Job 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.
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	Miami, FL	7/20/2016	Talent Acquisition & Human Resources	Professional Development
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	Florida Region 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.
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, etc.
Comcast Sales Center Training	Comcast	Ongoing	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: Xfinity Apps, Learning Nugget training for Brand, TV, Voice, Wireless, and Home.
Business Services Training	Comcast	Ongoing	All Business Services Account Executives	In order to ensure that all Business Services Account Executives 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., Business Voice Edge Soft Phone, BVE Training; Comcast Business Wireless, IMS Business Services Sales, Virtual Sales Point.
Facilitative Leadership	Comcast	Ongoing	Managers and Directors	Facilitative Leadership offers a practical approach for leaders to inspire commitment and performance in others. This 2-day workshop is a forum for exploring the relationship between leadership and collaboration. Participants learn how to increase employee involvement and how effective leaders produce bottom-line results by sharing responsibility for success.
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.
Comcast Business Strategy and Finance	Comcast	Ongoing	Supervisors, and Managers	To help managers and supervisors understand the basics of finance such as Operating Cash Flow and margin. Comcast financial terms will be discussed and exercises will help participants learn how to apply financial metrics that drive business decisions.
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	Technical Operations and Customer Service Managers and Supervisors. HR Managers	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.
Workforce Diversity and Inclusion Initiatives	Comcast	Ongoing	Broadcast program through employees network channel	Enrichment Series featuring interviews and conversation to celebrate diversity (Black History Month, Asian Heritage, etc.)
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.
Comm Tech Jeopardy	Comcast	Ongoing	Technical employees	High Profile Opportunity for high performers in the technical and customer care environment that can lead to promotional opportunities and increased exposure to senior leadership as well as cross-functional networking.

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.
Foundations of Organizational Leadership (FOL)	Comcast	Ongoing	Available to senior leaders	Foundations of Organizational Leadership (FOL) focuses 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.
Executive Leadership Forum (ELF)	Comcast	Ongoing	Available to senior leaders	The Executive Leadership Forum (ELF) is Comcast’s leadership program focuses on the continued development of leaders at the senior management level. This intense program consists of three phases, including: Executive Leadership, Operational Knowledge, and Personal Leadership Insight. The goals of ELF are to deepen participants’ understanding of our business, broaden their appreciation of various leadership styles, and enable them to flex new leadership skills. Through in-class learning, group projects, and required community involvement (after graduation), participants develop cross-functional knowledge, process improvement strategies, leadership skills, and team effectiveness.

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.

Comcast Cable Communications, LLC
 FCC Sourcing Report - Sourcing Contacts
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 11902
 County & State: Monroe 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	0	0
Directemployers.com	866-268-6206	9002 N. Purdue Road Indianapolis IN 46268	info@DirectEmployers.org	www.directemployers.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.	0	0
Google	404-487-9000	1600 Amphitheatre Pkwy., Mountain View, CA 94043		https://www.google.com/	4	2
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
Indeed.com	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Interactive One	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
lgbtcareerlink.com	415-694-6538	155 Sansom Street, Suite 450, San Francisco CA 94104	jbeach@outandequal.org	http://lgbtcareerlink.com/	0	0
MILITARY.COM	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Monster.com	(212) 351-7000	622 Third Avenue, 39th Floor, New York, NY 10017	Sponsorship@Monster.com	http://www.monster.com/	0	0
Simply Hired	website	370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	support@simplyhired.com	http://www.simplyhired.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
Professional Diversity Network	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
Employee Referral	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	1	1
HireHeroesUSA.org	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
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
RecruitMilitary	513.683.5020	422 West Loveland Ave, Loveland, OH 45140	support@recruitmilitary.com	https://recruitmilitary.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

Internal Site	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	11	1
Backpage	N/A	PO Box 192307, Dallas, TX 75219 USA	http://posting.www.backpage.com/classifieds	http://www.backpage.com/	0	0
CareerBuilder	866-438-1485	5550-A Peachtree Parkway, Norcross, GA 30092	customer.service@careerbuilder.com	http://www.careerbuilder.com/	1	1
Comcast Talent Network	Comcast	0	0	0	1	1
CRAIGSLIST.ORG	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
disabledperson.com	760-420-1269	PO Box 230636, Encinitas, CA 92023	info@disabledperson.com	disabledpersons.com	0	0
Juju.com	website	PO Box 715486 Columbus OH 43218	press@juju.com	http://www.job-search-engine.co	0	0
linkup	866-359-9360	5051 Highway 7, Suite 240, St. Louis Park, MN 55416	support@linkup.com	http://www.linkup.com/	0	0
MOAA.org	800-234-6622	201 N. Washington Street, Alexandria, VA 22314	msc@moaa.org	http://www.moaa.org/	0	0
Military2Career	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Muse	website	0	0	https://www.themuse.com/	0	0

** 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