

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 - 20160907ACW

Read INSTRUCTIONS Before Filling Out Form

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
COMCAST CORPORATION

MSO Name:

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 # 12259

**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  
PALM BEACH, 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 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	<input checked="" type="radio"/> Yes <input type="radio"/> No
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	C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	
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 #: 12259  
 County & State: Palm Beach County, FL

Work Location	Job Req ID	Job Title	Source	Values	
				Interviewed	Hired
FLW76	124349	Retail Sales Rep	Asian Life	-	-
FLW76	124349	Retail Sales Rep	Comcast.com	5	1
FLW76	124349	Retail Sales Rep	Directemployers.com	-	-
FLW76	124349	Retail Sales Rep	disabledperson.com	-	-
FLW76	124349	Retail Sales Rep	DIVERSITYINC MEDIA	-	-
FLW76	124349	Retail Sales Rep	Glassdoor.com	-	-
FLW76	124349	Retail Sales Rep	hace-usa.org	-	-
FLW76	124349	Retail Sales Rep	hbcuconnect.com	-	-
FLW76	124349	Retail Sales Rep	HireDisability	-	-
FLW76	124349	Retail Sales Rep	HireHeroesUSA.org	-	-
FLW76	124349	Retail Sales Rep	Indeed.com	-	-
FLW76	124349	Retail Sales Rep	Interactive One	-	-
FLW76	124349	Retail Sales Rep	lgbtcareerlink.com	-	-
FLW76	124349	Retail Sales Rep	MILITARY.COM	-	-
FLW76	124349	Retail Sales Rep	RecruitMilitary	-	-
FLW76	124349	Retail Sales Rep	Simply Hired	-	-
FLW76	124349	Retail Sales Rep	TAONLINE.COM	-	-
FLW76	124349	Retail Sales Rep	Womenforhire	-	-
FLW76	<b>124349 Total</b>			<b>5</b>	<b>1</b>
FLW76	127886	Retail Sales Rep	Asian Life	-	-
FLW76	127886	Retail Sales Rep	Comcast.com	-	-
FLW76	127886	Retail Sales Rep	Directemployers.com	-	-
FLW76	127886	Retail Sales Rep	disabledperson.com	-	-
FLW76	127886	Retail Sales Rep	DIVERSITYINC MEDIA	-	-
FLW76	127886	Retail Sales Rep	Glassdoor.com	-	-
FLW76	127886	Retail Sales Rep	hace-usa.org	-	-
FLW76	127886	Retail Sales Rep	hbcuconnect.com	-	-
FLW76	127886	Retail Sales Rep	HireDisability	-	-
FLW76	127886	Retail Sales Rep	HireHeroesUSA.org	-	-
FLW76	127886	Retail Sales Rep	Indeed.com	13	1
FLW76	127886	Retail Sales Rep	Interactive One	-	-
FLW76	127886	Retail Sales Rep	lgbtcareerlink.com	-	-
FLW76	127886	Retail Sales Rep	MILITARY.COM	-	-
FLW76	127886	Retail Sales Rep	RecruitMilitary	-	-
FLW76	127886	Retail Sales Rep	Simply Hired	-	-
FLW76	127886	Retail Sales Rep	TAONLINE.COM	-	-
FLW76	127886	Retail Sales Rep	Womenforhire	-	-

FLW76	127886 Retail Sales Rep	Professional Diversity Network	-	-
FLW76	127886 Retail Sales Rep	BlackCareer Network	-	-
FLW76	127886 Retail Sales Rep	Employee Referral	2	1
FLW76	127886 Retail Sales Rep	Google	4	1
FLW76	127886 Retail Sales Rep	IHISPANO.COM	-	-
FLW76	127886 Retail Sales Rep	ProAble	-	-
FLW76	<b>127886 Total</b>		<b>19</b>	<b>3</b>
FLW76	120548 Retail Sales Supervisor	Asian Life	-	-
FLW76	120548 Retail Sales Supervisor	Comcast.com	-	-
FLW76	120548 Retail Sales Supervisor	Directemployers.com	-	-
FLW76	120548 Retail Sales Supervisor	DIVERSITYINC MEDIA	-	-
FLW76	120548 Retail Sales Supervisor	Glassdoor.com	-	-
FLW76	120548 Retail Sales Supervisor	hace-usa.org	-	-
FLW76	120548 Retail Sales Supervisor	hbcuconnect.com	-	-
FLW76	120548 Retail Sales Supervisor	HireDisability	-	-
FLW76	120548 Retail Sales Supervisor	HireHeroesUSA.org	-	-
FLW76	120548 Retail Sales Supervisor	Indeed.com	-	-
FLW76	120548 Retail Sales Supervisor	Interactive One	-	-
FLW76	120548 Retail Sales Supervisor	lgbtcareerlink.com	-	-
FLW76	120548 Retail Sales Supervisor	MILITARY.COM	-	-
FLW76	120548 Retail Sales Supervisor	RecruitMilitary	-	-
FLW76	120548 Retail Sales Supervisor	Simply Hired	-	-
FLW76	120548 Retail Sales Supervisor	TAONLINE.COM	-	-
FLW76	120548 Retail Sales Supervisor	Womenforhire	-	-
FLW76	120548 Retail Sales Supervisor	Employee Referral	1	1
FLW76	<b>120548 Total</b>		<b>1</b>	<b>1</b>
<b>FLW76 Total</b>			<b>25</b>	<b>5</b>
<b>Grand Total</b>			<b>25</b>	<b>5</b>

Comcast Cable Communications, LLC  
 FCC Sourcing Report - General Recruitment  
 Date: 09/01/2015 to 08/31/2016  
 FCC Unit #: 12259  
 County & State: Palm Beach 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
Paychecks for Patriots Veteran Hiring Fair	Ft. Lauderdale, FL	11/10/2015	Talent Acquisition	Job Fair
Virtual Career Fair for Veterans	Virtual Job Fair	11/10/2015	Talent Acquisition	Virtual Job fair
Boca Raton XSP Open House	Boca Raton, FL	1/21/2016	Talent Acquisition & Business Partners	Open House & Job Fair
Strayer University Appreciation Week Job Fair	Palm Beach Gardens, FL	2/10/2016	Talent Acquisition	Job Fair
Palm Beach County Comm Tech Open House	West Palm Beach, FL	2/18/2016	Talent Acquisition & Business Partners	Open House & Job Fair
14th Annual Heritage Day (Urban League of Palm Bch County)	West Palm Beach, FL	2/25/2016	Talent Acquisition	Job Fair
Career Fair Connection-South Florida Job Fair	Boca Raton, FL	4/18/2016	Talent Acquisition	Job Fair
South Florida Job Fair	Ft. Lauderdale, FL	4/26/2016	Talent Acquisition	Job Fair
PC Professor IT Career Fair	Boca Raton, FL	5/18/2016	Talent Acquisition & Business Partners	Job Fair
South University Career Fair	Royal Palm Beach, FL	5/26/2016	Talent Acquisition	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.
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.
Resume and Interviewing Workshops	Comcast	Jul-16	All WPB Call Center Employees	Human Resources provided guidance, resources and feedback to employees to assist with resume and interview preparations.
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.
Retail Sales Open House	Boca Raton, FL	7/20/2016	Talent Acquisition & Business Partners	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	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.
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.
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.
Thrive	Comcast	Ongoing	Supervisors and Managers	Leadership training program on Company policies and effective management. Includes EEO policy, fair treatment, etc.

Launch	Comcast	Ongoing	Supervisors and Managers	Supervisory training program on Company policies and effective management. Includes EEO policy, fair treatment, etc.
GIS - General Information Sessions	Comcast	Ongoing	Supervisors, Managers, Director, 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: Black Professional Alliance	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.
Career Advance Path for Customer Care	Comcast	Ongoing	Cust Exp Associate (Billing), Cust Exp Representative (Billing), Cust Exp Specialist (Billing), Cust Exp Professional (Billing),	Career Advance Path is a national career progression program that provides high-potential call center agents with a comprehensive roadmap to advance their skills, deepen their experience and shape their professional future at Comcast. The program provides an individualized
Comm Tech Jeopardy	Comcast	Ongoing	Supervisor, ESL and Nirvana Teams	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.
Care Director Leadership Program (CDLP)	Comcast	Ongoing	Care Director	The goal of CDLP is to have Directors engage in experiences that will help them drive innovation and a best-in-class customer experience.
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.
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Comcast Cable Communications, LLC  
 FCC Sourcing Report - Sourcing Contacts  
 Date: 09/01/2015 to 08/31/2016  
 FCC Unit #: 12259  
 County & State: Palm Beach 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	5	1
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.	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/	13	1
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
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
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	3	2



Google	404-487-9000	1600 Amphitheatre Pkwy., Mountain View, CA 94043		<a href="https://www.google.com/">https://www.google.com/</a>	4	1
IHISPANO.COM	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	<a href="http://www.jwt.com/">http://www.jwt.com/</a>	0	0
ProAble	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	<a href="http://www.jwt.com/">http://www.jwt.com/</a>	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](http://jobs.comcast.com)*