

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

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
 COMCAST CORPORATION

MSO Name:  
 COMCAST CABLE COMMUNICATIONS, LLC

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:

Emp. Unit ID # 11543

**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  
 COOK, IL

D. Category of Respondent (check applicable box)

<input type="checkbox"/>	Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
<input checked="" type="checkbox"/>	Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) AUGUST 17 - 30, 2014

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 [Exhibit 1] additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

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

#### SECTION IV ADDITIONAL INFORMATION

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

[Exhibit 3]

#### SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed	Title VICE PRESIDENT, HUMAN RESOURCES
Date 9/17/2014	Name of Respondent TERESA FASICK
Telephone No. (include area code) 6783855128	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

## **Exhibits**

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Comcast Cable Communications, LLC  
 FCC Sourcing Report - Sourcing Summary  
 Date: 09/01/2013 to 08/31/2014  
 FCC Unit #: 11543  
 County & State: Cook, IL

Work Location	Job Req ID	Job Title	Source	Values	
				Interviewed	Hired
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Arbor Education & Training	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Asian Life	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Association House	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	CEDA	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Comcast.com	13	1
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Community Outreach*	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Devry	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Direct Employers	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Diversityinc	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Glassdoor.com	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	HBCU	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	HireDisability	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Indeed	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Interactive One	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	LGBT career link	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Military Outreach	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Monster.com	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	RVC Career Placement Office	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	SimplyHired.com	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	Westwood College	-	-
ILC16	60430	CommTech 1, Installation & Service 112th 60430	WomenForHire.com	-	-
ILC16	<b>60430 Total</b>			<b>13</b>	<b>1</b>
ILC16	48344	Rep 1, Administration Clerical -Chicago	Arbor Education & Training	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Asian Life	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Association House	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	CEDA	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Community Outreach*	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Devry	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Direct Employers	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Diversityinc	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Glassdoor.com	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	HBCU	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	HireDisability	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Indeed	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Interactive One	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	LGBT career link	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Military Outreach	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	RVC Career Placement Office	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	SimplyHired.com	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Westwood College	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	WomenForHire.com	-	-
ILC16	48344	Rep 1, Administration Clerical -Chicago	Conversion*	1	1



<b>ILC16 Total</b>	<b>17</b>	<b>4</b>
<b>Grand Total</b>	<b>17</b>	<b>4</b>

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

*Every job posted externally is posted on our careers page, [jobs.comcast.com](https://jobs.comcast.com)*

Comcast Cable Communications, LLC  
 FCC Sourcing Report - General Recruitment  
 Date: 09/01/2013 to 08/31/2014  
 FCC Unit #: 11543  
 County & State: Cook, IL

Event Name	Location	Date	Participants	type
<b>CommTech Program</b>	2001 York Road, Oak Brook, IL 60523	2013-2014	Comcast University	Comm Tech program includes a step progression process which was designed to enable customer service representatives to acquire the skills that could qualify them for higher level positions within the Comm Tech organization.
<b>Linked to Leadership</b>	2001 York Road, Oak Brook, IL 60523	2013-2014	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.
<b>New Hire Orientation</b>	2001 York Road, Oak Brook, IL 60523	2013-2014	Human Resources	Introduction to Comcast Mission/Vision, Strategy, Benefits, Safety Principles, Code of Ethics and Conduct, etc.
<b>Training Programs: Comcast Listens /Diversity and Inclusion;</b>	2001 York Road, Oak Brook, IL 60523	2013-2014	Comcast University	Providing Leadership with the skills to encourage communications with their front line employees and revisiting the anti-retaliation policy; focus on an all-inclusive work environment where individual differences and preferences are respected and valued in the workplace.
<b>PDP (Professional Development Program)</b>	2001 York Road, Oak Brook, IL 60523	2013-2014	Comcast University	PDP is an application and selection programs which offers ees the opportunity to acquire the necessary skills to advance into a supervisory role. Program consists of otj experience, CU and online courses, workshops, shadowing, completion of job related projection and mentor.
<b>Time Management Training</b>	2001 York Road, Oak Brook, IL 60523	2013-2014	Comcast University	Development Training
<b>Business Writing Skills</b>	2001 York Road, Oak Brook, IL 60523	2013-2014	Comcast University	Development Training
<b>Yellow Ribbon Event</b>	6350 N River Rd, Rosemont, IL 60018	9/14/2013	Talent Acquisition	Job Fair
<b>Lake Zurich American Legion Job Fair</b>	51 Lions Dr. Lake Zurich, IL 60047	9/20/2013	Talent Acquisition	Job Fair
<b>Congresswoman Robin Kelly job fair</b>	15800 S. State St. South Holland, IL 60473	10/4/2013	Talent Acquisition	Job Fair
<b>Dominicks Employee Career Fair</b>	Crowne Plaza Hotel in Rosemont, IL	11/12/2013	Talent Acquisition	Job Fair
<b>Alderman Joe Moore Job Fair</b>	Willye B. White Park (1610 W Howard St, Chicago)	11/19/2013	Talent Acquisition	Job Fair
<b>Veteran Job Club</b>	Job Center of Lake County, 800 Lancer Lane, Grayslake, IL 60030	2/13/2014	Talent Acquisition	Job Fair
<b>37th Ward Job Fair</b>	Bethel New Life, 1140 N Lamon Ave, Chicago, IL 60651	3/22/2014	Talent Acquisition	Job Fair
<b>Hiring Fair Hosted by State Senator Hutchinson</b>	150 N. Indiana Ave., Kankakee IL	4/24/2014	Talent Acquisition	Job Fair
<b>Harry S Truman College: Career Fair!</b>	Harry S Truman College - 1145 W Wilson Ave - Chicago, IL 60640	4/28/2014	Talent Acquisition	Job Fair
<b>Devry Job fair</b>	1221 North Swift Road in Addison	6/4/2014	Talent Acquisition	Job Fair
<b>28th Ward Job Fair and Prep Workshop</b>	2622 W Jackson Blvd Chicago IL	6/12/2014	Talent Acquisition	Job Fair
<b>Military Event (Comcast as host)</b>	454 N. Columbus Dr. Chicago, IL 60611	7/2/2014	Talent Acquisition	Job Fair
<b>Roskam Job Fair</b>	1200 West Algonquin Road Palatine	7/21/2014	Talent Acquisition	Job Fair
<b>Alderman Erving job fair</b>	1700 West 18th St., Chicago, IL 60608	7/25/2014	Talent Acquisition	Job Fair
<b>Veteran Hiring Expo</b>	6920 Mannheim Rd, Rosemont IL 60018	8/6/2014	Talent Acquisition	Job Fair

Comcast Cable Communications, LLC  
 FCC Sourcing Report - Sourcing Contacts  
 Date: 09/01/2013 to 08/31/2014  
 FCC Unit #: 11543  
 County & State: Cook, IL

Source	Phone	Address	email Address	website	Interviewed	Hired
Arbor Education & Training	(610) 627-1616	1400 N Providence Rd Ste 301 Media, PA 19063	gbest@arboret.com	www.rescare.com/workforce-services-overview.php	0	0
Asian Life	website	1270 Broadway Suite 703, New York, NY 10001	webmaster@asianlife.com	www.asianlife.com	0	0
Association House	(630) 892-6431	347 S. Gladstone, Aurora, IL 60506	career@aurora.edu	www.aurora.edu	0	0
Backpage	website	PO Box 192307, Dallas, TX 75219 USA	http://www.backpage.com/	http://www.backpage.com/	0	0
CEDA	800-571-2332	WWW.CEDAORG.NET	WWW.CEDAORG.NET	WWW.CEDAORG.NET	0	0
Comcast.com	847-789-2882	2001 York Road, Oak Brook, IL 60523	www.comcast.com/careers	www.comcast.com/careers	13	1
Community Outreach*					0	0
Conversion*					1	1
Devry	866-338-7934	3005 Highland Parkway, Downers Grove, IL 60515-5683	tgaddy@devry.edu	http://www.devry.edu/	0	0
Direct Employers	866-268-6206	9002 N. Purdue Road Indianapolis IN 46268	info@DirectEmployers.org	www.directemployers.com	0	0
Disabledperson	760-420-1269	PO Box 230636, Encinitas,CA 92023	info@disabledperson.com	disabledpersons.com	0	0
Diversityinc	973-494-0506	342 Nassau Street, Princeton, NJ 08540	diversityincsales@careercast.com	http://www.diversityinc.com/	0	0
Glassdoor.com	website	1 Harbor Drive, Suite 300 Sausalito CA 94965	careercenters@glassdoor.com	http://www.glassdoor.com/inde	0	0
haceonline.org	website	http://www.hace-usa.org/	http://www.hace-usa.org/	http://www.hace-usa.org/	0	0
Hace-Usa.Org	website	http://www.hace-usa.org/	http://www.hace-usa.org/	http://www.hace-usa.org/	0	0
HBCU	614-416-5514	750 Cross Pointe Road, Suite Q Gahanna OH 43230	www.hbcuconnect.com	www.hbcuconnect.com	0	0
HireDisability	603-432-6653	25 Nashua Rd Suite C6 Londonderry, NH 03053	sales@hireability.com	www.hireability.com/	0	0
Indeed	203-391-6310	177 Broad Street, 6th Floor Stamford CT 06901		www.indeed.com	0	0
Interactive One	(212) 431-4477	850 3rd Ave, New York, NY 10022	interactiveone.com	interactiveone.com	0	0
Internal Job Posting	847-789-2882	2001 York Road, Oak Brook, IL 60523	www.comcast.com/careers	www.comcast.com/careers	3	2
JobVertise.com	888-388-5627	32 Cumberland Drive Lincolnshire, IL 60069	www.jobvertise.com	www.jobvertise.com	0	0
JOFDAV.com	760-420-1269	PO Box 230636 Encinitas CA 92023	info@disabledperson.com	https://www.jofdav.com/	0	0
Juju.com	website	PO Box 715486 Columbus OH 43218	press@juju.com	http://www.job-search-engine.cc	0	0
LGBT career link	415-694-6538	155 Sansom Street, Suite 450, San Francisco CA 94104	jbeach@outandequal.org	http://lgbtcareerlink.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
LinkUp	866-359-9360	5051 Highway 7, Suite 240, St. Louis Park, MN 55416	support@linkup.com	http://www.linkup.com/	0	0
Military Outreach	800-827-1000	2122 W. Taylor Street, Chicago, IL 60612	Timothy.Brien@va.gov	http://www.va.gov/	0	0
moaa.org	800-234-6622	201 N. Washington Street, Alexandria, VA 22314	msc@moaa.org	http://www.moaa.org/	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
NAAAP - National Assoc. of Asian American Prof	404.409.2471	4850 Sugarloaf Parkway Suite 209-289 Lawrenceville, GA 30044	www.naaap.org	www.naaap.org	0	0
NBMBAA - National Black MBA Association	(312) 236-2622	180 N. Michigan Ave., Suite 1400 Chicago, IL 60601	Robin.Melton@nbmbaa.org	www.nbmbaa.org/	0	0
Recruitmilitary.com	513-683-5020	422 West Loveland Ave Loveland OH 45140	support@recruitmilitary.com	www.recruitmilitary.com	0	0
RVC Career Placement Office	(815) 921-7821	3301 N Mulford Rd., Rockford, IL 61114	J.Fillicaro@RockValleyCollege.edu	http://www.rockvalleycollege.ed	0	0
Searchease.com	781-826-1510	51 Mill Street, Bldg. E, Suite 21, Hanover, MA 02339	Customerservice@searchease.com	http://www.jobboardsoftware.cc	0	0
SimplyHired.com	website	370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	support@simplyhired.com	http://www.simplyhired.com/	0	0
Westwood College	877-817-9525	10249 Church Ranch Way, Westminster, CO 80021	JGates@westwood.edu	http://www.westwood.edu/	0	0
WomenForHire.com	212-290-2600	155 West 72nd Street, Suite 403, New York, NY 10023	marketing@womenforhire.com	http://womenforhire.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](http://jobs.comcast.com)*