

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. B396 - 20130917ABV

SECTION I IDENTIFYING INFORMATION		
A. Name of Operator: COMCAST CORPORATION		
MSO Name:		
B. Employment Unit's Mailing Address 1701 JFK BLVD SOUTHERN DIVISION		
City PHILADELPHIA	State PA	Zip Code 19103-
FCC Registration Number: 0011612017		
Emp. Unit ID # 11565		
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report		
<input type="checkbox"/> 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="radio"/> Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V		
<input checked="" type="radio"/> Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached		
E. Pay Period Covered by this Report (inclusive dates) EEO ANNUAL PROGRAM REPORT		
F. Attachments: (See "Exhibit" buttons, below.)		

SECTION II COMMUNITY INFORMATION			
System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
Review the list of communities served on the previous year's submission and attach as Exhibit A [Exhibit 1] any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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



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

SECTION IV ADDITIONAL INFORMATION

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

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed	Title VP, HUMAN RESOURCES, CENTRAL DIVISION
Date 09/17/2013	Name of Respondent TERESA FASICK
Telephone No. (include area code) 6783855128	

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

Exhibits

Comcast Cable Communication, Inc.
 2013 Sourcing Summary
 Reporting Period: September 1, 2012 - August 31, 2013
 Unit #11565
 Cook, IL

Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
ILM24	71722587	CommTech 1, Installation & Service	AURORA UNIVERSITY	0	0
			BABBALU.COM	0	0
			COMCAST.COM	0	0
			DEVRY UNIVERSITY - ADDISON	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			ELGIN COMMUNITY COLLEGE	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	1
			JOFDAV.COM	0	0
			LGBTCAREERLINK.COM	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			ROCKFORD AREA CHAMBER OF COMMERCE	0	0
			ROOSEVELT UNIVERSITY	0	0
			WALTERKAITZ.ORG	0	0
			WAUBONSEE CAREER SERVICES	0	0
			WOMENFORHIRE	0	0
Grand Total				1	1

FCC Sourcing Report - Contact List

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

FCC Unit # 11565

County & State: Cook, IL

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
AURORA UNIVERSITY	Career Services	career@aurora.edu	347 S. Gladstone, Aurora, IL 60506	(630) 892-6431	0	0	No
BABBALU.COM	Internet Source	www.babbalu.com	15 Lewis Street, Hartford CT 06103	(860) 478-2115	0	0	No
COMCAST.COM	Human Resources	www.comcast.com	2001 York Rd, Oak Brook, IL 60523	847-789-2882	0	0	No
DEVRY UNIVERSITY - ADDISON	Dianna Glatchak	dglatchak@dpg.devry.edu	1221 N. Swift Rd.- Addison, IL 60101	(630) 652-8601	0	0	No
DIRECTEMPLOYERS.COM	Internet Source	WWW.DIRECTEMPLOYERS.COM	4040 Vincennes Circle	866-268-6206	0	0	No
DISABLEDPERSON.COM	Internet Source	www.disabledperson.com	P.O. Box 230636 Encinitas, CA 92023-0636	(760)420-1269	0	0	No
DIVERSITYINC	Internet Source	www.diversityinc.com	570 Broad Street, 15th Floor, Newark, NJ 07102	(973) 494-0500	0	0	No
ELGIN COMMUNITY COLLEGE	Career Services	jjendro@elgin.edu	1700 Spartan Dr, Elgin, IL 60123	847-214-7399	0	0	No
HBCUCONNECT.COM	Internet Source	HBCU Connect	www.HBCUconnect.com	(877) 864-4446	0	0	No
INDEED	Internet Source	www.indeed.com	177 Broad Street, 6th Floor, Stamford, CT 06901	www.indeed.com	0	0	No
INTERNAL JOB POSTING	Human Resources	www.comcast.com	2001 York Rd, Oak Brook, IL 60523	847-789-2882	1	1	No
JOFDAV.COM	Internet Source	info@disabledperson.com	PO Box 230636, Encinitas, CA; 92023-0636	(760) 420-1269	0	0	No
LGBTCAREERLINK.COM	Internet Source	Internet Source	155 Sansome Street, Suite 450, San Francisco, CA 94104	415-694-6511	0	0	No
NAAAP	Internet Source	www.naaap.org	P.O. Box 354; Uwchland, PA 19480	(215) 715-3046	0	0	No
NATIONAL BLACK MBA ASSOCIATION	Internet Source	National Black MBA Association	180 North Michigan Avenue, Ste 1400, Chicago, IL 60601	(312)236-2622	0	0	No
RECRUITMILITARY	Internet Source	www.recruitmilitary.com	422 West Loveland Ave, Loveland, OH 45140	(513)683-5021	0	0	No
ROCKFORD AREA CHAMBER OF COMMERCE	Careers	www.rockfordchamber.com	308 W State Street, Rockford, IL 61101	815-987-8100	0	0	No
ROOSEVELT UNIVERSITY	Career Services	www.roosevelt.edu	1400 N Roosevelt Rd, Schaumburg, IL 60173	847-619-7300	0	0	No
WALTERKAITZ.ORG	Internet Source	WalterKaitz.org	25 Massachusetts Avenue, NW - Suite 100, Washington, DC 20001	(202) 222-2490	0	0	No
WAUBONSEE CAREER SERVICES	Internet Source	careerservices@waubonsee.edu	Rt. 47 @ Waubonsee Drive, SugarGrove, IL 60554	630-466-2407	0	0	No
WOMENFORHIRE	Internet Source	www.womenforhire.com	155 West 72nd Street Ste 403 New York, NY 10023	212-290-2600	0	0	No
Total						1	1

COMCAST
FCC GENERAL RECRUITMENT SHEET
2012
September 1, 2012 to August 31, 2013
FCC UNIT #: 11565
County and State: Cook, IL

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
CommTech Program	Comcast	2012 - 2013	Supervisors, Trainers	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.
Linked to Leadership	Comcast	February, 2013 March, 2013	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.
New Hire Orientation	Comcast Recruiting /Human Resources	2012 - 2013	Trainers/New Employees	Introduction to Comcast Mission/Vision, Strategy, Benefits, Safety Principles, Code of Ethics and Conduct, etc.

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Training Programs: Comcast Listens /Diversity and Inclusion;	Comcast	2012 - 2013	All Employees / 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.
PDP (Professional Development Program)	Comcast	2012 - 2013	Managers/Supervisors /Front Line (CommOps/WorkForce Operations)	PDP is an application and selection programs which offers ees the opportunity to acquire the necessary skills to advance into a supervisory role. Program consiste on otj experience, CU and online courses, workshops, shadowing, completion of job related projection and mentor.
Time Management Training	Comcast	2012 - 2013	All Employees / Human Resources / Comcast University	Development Training
Business Writing Skills	Comcast	2012 - 2013	New Supervisors / Human Resources/ Comcast University	Development Training
Emma Bowen Internships	Emma Bowen Foundation	Ongoing 2012 - 2013	Greater Chicago Region	Partnered with Emma Bowen to hire interns for summer positions in various departments.

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 FCC GENERAL RECRUITMENT SHEET
 2012
 September 1, 2012 to August 31, 2013
 FCC UNIT #: 11565
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APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Job Fair	Bellwood Public Library	10/1/2012	Talent Acquisition	Bellwood Public Library Job Fair
Job Fair	Devry University	10/19/2012	Talent Acquisition	Devry Job Fair
Job Fair	Illinois Department of Employment Security (IDES)	11/7/2012	Talent Acquisition	Hiring Our Hometown Heros Veterans Job Fair
Job Fair	Illinois Department of Employment Security (IDES)	11/9/2012	Talent Acquisition	Veterans Job Fair
Job Fair	Illinois Department of Employment Security (IDES)	4/4/2013	Talent Acquisition	Hiring Our Hometown Heros Veterans Job Fair
Job Fair	Illinois Department of Employment Security (IDES)	7/26/2012	Talent Acquisition	Hiring Our Heroes Veterans Job Fair