

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 - 20160907ADJ

Read INSTRUCTIONS Before Filling Out Form

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:
0017882036

Emp. Unit ID # 11936

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
DUPAGE, IL

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 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 #: 11936
 County & State: Dupage County, IL

Work Location	Job Req ID	Job Title	Source	Values	
				Interviewed	Hired
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	Acareers	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	BlackCareer Network	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	Community Outreach	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	Directemployers.com	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	Glassdoor.com	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	hace-usa.org	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	HireHeroesUSA.org	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	IHISPANO.COM	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	Indeed.com	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	Internal Site	19	1
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	MILITARY.COM	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	OutPro	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	ProAble	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	Professional Diversity Network	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	RecruitMilitary	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	Simply Hired	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	TAONLINE.COM	-	-
ILC30	134801	Supv, Installation & Service - Carol Stream 134801	WomenCareerChannel	-	-
ILC30	134801 Total			19	1
ILC30	134792	UN-Cust Facing Tech - Cortland	Acareers	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	BlackCareer Network	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	Community Outreach	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	Directemployers.com	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	Glassdoor.com	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	hace-usa.org	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	IHISPANO.COM	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	Indeed.com	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	MILITARY.COM	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	OutPro	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	ProAble	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	Professional Diversity Network	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	RecruitMilitary	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	Simply Hired	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	TAONLINE.COM	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	WomenCareerChannel	-	-
ILC30	134792	UN-Cust Facing Tech - Cortland	Employee Referral	1	1
ILC30	134792 Total			1	1

ILC30	134807	UN-Cust Facing Tech - Cortland	Acareers	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	BlackCareer Network	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	Community Outreach	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	Directemployers.com	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	Glassdoor.com	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	hace-usa.org	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	IHISPANO.COM	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	Indeed.com	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	MILITARY.COM	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	OutPro	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	ProAble	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	Professional Diversity Network	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	RecruitMilitary	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	Simply Hired	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	TAONLINE.COM	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	WomenCareerChannel	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	Muse	-	-
ILC30	134807	UN-Cust Facing Tech - Cortland	SnagaJob.com	1	1
ILC30	134807 Total			1	1
ILC30 Total				21	3
Grand Total				21	3

Comcast Cable Communications, LLC
 FCC Sourcing Report - General Recruitment
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 11936
 County & State: Dupage County, IL

Event Name	Location	Date	Participants	type
AbilityLinks Virtual Job Fair	Virtual Job Fair	10/14/2015	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.
VA Medical Center Job Fair - Jesse Brown	Chicago, IL	2/11/2016	Comcast Recruiters	Job fair event hosted by elected official. Focus on veteran hiring.
Illinois Dept. of Employment Security	Harvey, IL	3/18/2016	Comcast Recruiters	Job fair event hosted by state employment agency. Recruited for all positions.
State Rep Bob Dold Job Event	Grayslake, IL	5/4/2016	Comcast Recruiters	Job fair event hosted by elected official.
Chicago Ald Joe Moore Job Event	Chicago, IL	5/11/2016	Comcast Recruiters	Job fair event hosted by elected official.
VA Medical Center Job Fair - Jesse Brown	Chicago, IL	5/26/2016	Comcast Recruiters	Job fair event hosted by elected official. Focus on veteran hiring.
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.
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.
Rep Bob Dold Vet & Community Job Event	Wheeling, IL	7/27/2016	Comcast Recruiters	Job fair event hosted by elected official. Focus on veteran hiring.
Rep Rita Mayfield Vet & Community job fair	North Chicago, IL	7/28/2016	Comcast Recruiters	Job fair event hosted by elected official.
IDES Veteran Job Fair	Chicago, IL	8/4/2016	Comcast Recruiters	Job fair event focused on veteran hiring.
Career Week 2016	Greater Chicago 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.
Link to Leadership "L2L"	Greater Chicago Region	Ongoing	Highly effective frontline employees that are interested in a leadership role, and new leaders	Leadership training program on Company policies and effective management. Includes EEO policy, fair treatment, etc..
Launch	Greater Chicago Region	Ongoing	New leaders	Supervisory training program on Company policies and effective management. Includes EEO policy, fair treatment, etc..
Thrive	Greater Chicago Region	Ongoing	Tenured leaders	Leadership training program on Company policies and effective management. Includes EEO policy, fair treatment, etc..
Introduction to Leadership	Greater Chicago Region	Ongoing	New leaders	New leadership training program on Company policies and effective management. Includes EEO policy, fair treatment, etc..
Raising the Performance Bar	Greater Chicago Region	Ongoing	Current supervisors	Supervisory training program on effective coaching practices
Building a culture of Coaching	Greater Chicago Region	Ongoing	Current managers	Manager training program on effective coaching practices
Compliance Training for all employees	Greater Chicago Region	Ongoing	All employees	Compliance training regarding preventing discrimination and harassment training.
Comcast CommTech Program	Greater Chicago Region	Ongoing	Technical Operations and Training Team	The 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 Cable Communications, LLC
 FCC Sourcing Report - Sourcing Contacts
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 11936
 County & State: Dupage County, IL

Source	Phone	Address	email Address	website	Interviewed	Hired
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
Community Outreach	404.631.6383	1514 E. Cleveland Ave., Suite 120, Eastpoint, Georgia. 30344	0	http://www.communityoutreachs	0	0
Directemployers.com	866-268-6206	9002 N. Purdue Road Indianapolis IN 46268	info@DirectEmployers.org	www.directemployers.com	0	0
Glassdoor.com	*	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
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
Indeed.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	19	1
MILITARY.COM	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
OutPro	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
RecruitMilitary	513.683.5020	422 West Loveland Ave, Loveland, OH 45140	support@recruitmilitary.com	https://recruitmilitary.com/	0	0
Simply Hired	*	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
WomenCareerChannel	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
Muse	*	*	business@themuse.com.	https://www.themuse.com/	0	0
SnagaJob.com	website	4851 Lake Brook Drive, Glen Allen, VA 23060	info@snagajob.com	http://www.snagajob.com/	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