

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 - 20160907AEJ

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-

FCC Registration Number:

0017882036

Emp. Unit ID # 11541

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

WILL, 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	<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 #: 11541
County & State: Will County, IL

This unit has not filled any full-time positions during this reporting period.

Comcast Cable Communications, LLC
 FCC Sourcing Report - General Recruitment
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 11541
 County & State: Will 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.
Rep Mark Batnick Job Fair - Minooka	Minooka, IL	6/25/2016	Comcast Recruiters	Job fair event hosted by elected official.
American Legion Job Event	Springfield, IL	7/15/2016	Comcast Recruiters	Job fair event hosted by American Legion, focused on veteran hiring.
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	Various Comcast Locations 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 Cable Communications, LLC
FCC Sourcing Report - Sourcing Contacts
Date: 09/01/2015 to 08/31/2016
FCC Unit #: 11541
County & State: Will County, IL

Source	Phone	Address	email Address	website	Interviewed	Hired

** 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