

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 - 20160907ADF

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 # 12119

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
HAMILTON, IN

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 |
|-----------|-------------------|------------------|------|
|-----------|-------------------|------------------|------|

Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or [Exhibit 1] 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 | <input checked="" type="radio"/> Yes <input type="radio"/> No |
|---|---|

| | | |
|----|---|---|
| | 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 |
| Date | Name of Respondent |
| Telephone No. (include area code) | |

SVP
9/7/2016
VICTOR GAINES
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 #: 12119
 County & State: Hamilton County, IN

| Work Location | Job Req ID | Job Title | Source | Values | |
|---------------|---------------------|---|--------------------------------|-------------|-----------|
| | | | | Interviewed | Hired |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Acareers | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | BlackCareer Network | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | CALLCENTERJOBS.COM | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | CAREERBUILDER | 4 | 2 |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Comcast Talent Network | 1 | 1 |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Comcast.com | 5 | 1 |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Community Outreach | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Directemployers.com | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Employee Referral | 11 | 7 |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Glassdoor.com | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | hace-usa.org | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | IHISPANO.COM | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Indeed.com | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | MILITARY.COM | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Monster (CAN) | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | MONSTER, INC . | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Muse | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | OutPro | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | ProAble | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Professional Diversity Network | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | RecruitMilitary | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | Simply Hired | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | TAONLINE.COM | - | - |
| INF03 | 140799 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (AUG2016) | WomenCareerChannel | - | - |
| INF03 | 140799 Total | | | 21 | 11 |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Acareers | - | - |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | BlackCareer Network | - | - |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | CAREERBUILDER | 12 | 1 |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Comcast.com | 16 | 1 |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Community Outreach | - | - |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Directemployers.com | - | - |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Employee Referral | 53 | 3 |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Glassdoor.com | - | - |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | hace-usa.org | - | - |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | IHISPANO.COM | - | - |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Indeed.com | - | - |
| INF03 | 137682 | CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | MILITARY.COM | - | - |

| | | | | |
|-------|--|--------------------------------|------------|-----------|
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | OutPro | - | - |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | ProAble | - | - |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Professional Diversity Network | - | - |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | RecruitMilitary | - | - |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Simply Hired | - | - |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | TAONLINE.COM | - | - |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | WomenCareerChannel | - | - |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Bestjobsusa.com | 2 | 1 |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Direct_CareerBuilder | 5 | 1 |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Google | 4 | 1 |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Indeed | 75 | 3 |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Monster.com | 8 | 2 |
| INF03 | 137682 CE 1, CUST EXP REP (BILLING) - Fishers, IN (JUL 11, 2016) | Recommended Job from Comcast | 15 | 1 |
| INF03 | 137682 Total | | 190 | 14 |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | CAREERBUILDER | 28 | 3 |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Comcast Talent Network | 11 | 2 |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Community Outreach | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Directemployers.com | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Employee Referral | 35 | 9 |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Glassdoor.com | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | hace-usa.org | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Indeed.com | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | MILITARY.COM | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Monster (CAN) | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | RecruitMilitary | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Simply Hired | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | TAONLINE.COM | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Indeed | 20 | 5 |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Monster.com | 18 | 1 |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Asian Life | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Contingent | 7 | 1 |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | DIVERSITYINC MEDIA | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | hbcuconnect.com | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | HireDisability | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | HireHeroesUSA.org | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Interactive One | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Job Hotline | 4 | 1 |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | lgbtcareerlink.com | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Mobile App | 2 | 1 |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Retained | 2 | 1 |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | womenforhire | - | - |
| INF03 | 117720 CE 1, CUST EXP REP (BILLING) - Fishers, IN (OCT2015) | Word Of Mouth | 7 | 2 |
| INF03 | 117720 Total | | 134 | 26 |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | CAREERBUILDER | 4 | 4 |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Comcast.com | 3 | 7 |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Community Outreach | - | - |

| | | | | |
|-------|---|------------------------|-----------|-----------|
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Directemployers.com | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Employee Referral | 5 | 9 |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Glassdoor.com | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | hace-usa.org | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Indeed.com | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | MILITARY.COM | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Monster (CAN) | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | RecruitMilitary | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Simply Hired | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | TAONLINE.COM | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Direct _ CareerBuilder | 1 | 1 |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Indeed | 4 | 1 |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Monster.com | 1 | 2 |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Asian Life | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | DIVERSITYINC MEDIA | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | hbcuconnect.com | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | HireDisability | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | HireHeroesUSA.org | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Interactive One | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Job Hotline | 1 | 1 |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | lgbtcareerlink.com | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Mobile App | 1 | 1 |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | womenforhire | - | - |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Word Of Mouth | 2 | 1 |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Conversion | 2 | 2 |
| INF03 | 117719 CE 1, CUST EXP REP (BILLING) - Fishers, IN (Sep2015) | Job Fair | 1 | 1 |
| INF03 | 117719 Total | | 25 | 30 |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | Community Outreach | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | Directemployers.com | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | Glassdoor.com | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | hace-usa.org | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | Indeed.com | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | MILITARY.COM | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | RecruitMilitary | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | Simply Hired | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | TAONLINE.COM | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | Asian Life | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | DIVERSITYINC MEDIA | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | hbcuconnect.com | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | HireDisability | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | HireHeroesUSA.org | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | Interactive One | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | lgbtcareerlink.com | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | womenforhire | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | disabledperson.com | - | - |
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | Internal Site | 12 | 1 |

| | | | | |
|--------------------|--|---------------------|------------|-----------|
| INF03 | 126813 Mgr 1, Cust Acct Exec, Fishers, IN | LinkedIn | - | - |
| INF03 | 126813 Total | | 12 | 1 |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | Community Outreach | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | Directemployers.com | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | Glassdoor.com | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | hace-usa.org | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | Indeed.com | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | MILITARY.COM | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | RecruitMilitary | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | Simply Hired | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | TAONLINE.COM | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | Asian Life | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | DIVERSITYINC MEDIA | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | hbcuconnect.com | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | HireDisability | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | HireHeroesUSA.org | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | Interactive One | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | lgbtcareerlink.com | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | womenforhire | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | disabledperson.com | - | - |
| INF03 | 124367 Rep 1, Cust Service Ops (QA), Fishers, IN | Internal Site | 27 | 1 |
| INF03 | 124367 Total | | 27 | 1 |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | Comcast.com | 1 | 1 |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | Community Outreach | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | Directemployers.com | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | Glassdoor.com | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | hace-usa.org | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | Indeed.com | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | MILITARY.COM | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | Simply Hired | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | Asian Life | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | DIVERSITYINC MEDIA | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | hbcuconnect.com | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | HireDisability | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | Interactive One | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | lgbtcareerlink.com | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | womenforhire | - | - |
| INF03 | 116160 Sr Manager Human Resources - Fishers, IN | LinkedIn | - | - |
| INF03 | 116160 Total | | 1 | 1 |
| INF03 Total | | | 410 | 84 |
| Grand Total | | | 410 | 84 |

Comcast Cable Communications, LLC
 FCC Sourcing Report - General Recruitment
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 12119
 County & State: Hamilton County, IN

| 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. |
| Henry County Ivy Tech Job Fair | New Castle, IN | 3/2/2016 | Comcast Human Resources | Attended job fair recruiting for all Comcast positions. |
| Indianapolis Urban League 2016 Spring Job Fair | Indianapolis, IN | 4/27/2016 | Comcast recruiters | Attended job fair recruiting for all Comcast positions. |
| 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 Specific 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. |
| Indiana Black Expo 46th Annual Summer Celebration | Indianapolis, IN | 7/14/2016 | Comcast recruiters | Attended career fair recruiting for all Comcast positions. |
| 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. |
| Carson's Job Fair, Ivy Tech Corporate College and Culinary Center | Indianapolis, IN | 8/10/2016 | Comcast recruiters | Attended career fair recruiting for call center and sales positions |
| Referral Sunday event | Fishers, IN | 8/13/2016 | Comcast recruiters | Hosted event at Fishers, IN call center for employee referral hiring. |
| Career Week 2016 | Heartland 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" | Heartland 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 | Heartland Region | Ongoing | New leaders | Supervisory training program on Company policies and effective management. Includes EEO policy, fair treatment, etc. |
| Thrive | Heartland Region | Ongoing | Tenured leaders | Leadership training program on Company policies and effective management. Includes EEO policy, fair treatment, etc. |
| Introduction to Leadership | Heartland Region | Ongoing | New leaders | New leadership training program on Company policies and effective management. Includes EEO policy, fair treatment, etc. |
| Raising the Performance Bar | Heartland Region | Ongoing | Current supervisors | Supervisory training program on effective coaching practices |
| Building a Culture of Coaching | Heartland Region | Ongoing | Current managers | Manager training program on effective coaching practices |
| Comcast Care Career Advance program | Fishers, IN | Ongoing | Technical Operations and Training Team | The Career Advance program includes a step progression process (Representative, Associate, Specialist, Professional); this program was designed to enable call center agents to acquire the skills that could qualify them for higher level positions within the Care organization. |
| Compliance Training for all employees | Heartland 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 #: 12119
 County & State: Hamilton County, IN

| 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 |
| CALLCENTERJOBS.COM | 888-353-7530 | 11414 West Center Road, Suite 321, Omaha, NE 68144 | pricing@callcenterjobs.com | http://callcenterjobs.com/ | 0 | 0 |
| CAREERBUILDER | 866-438-1485 | 5550-A Peachtree Parkway, Norcross, GA 30092 | customer.service@careerbuilder.com | http://www.careerbuilder.com/ | 48 | 10 |
| Comcast Talent Network | Comcast | | 0 | 0 | 0 | 12 |
| Comcast.com | Comcast | | 0 | 0 www.comcast.com/careers | 25 | 10 |
| 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 |
| Employee Referral | Comcast | Comcast Employee | Teamcomcast.com | Teamcomcast.com | 104 | 28 |
| 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 |
| 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 |
| MILITARY.COM | 267-265-4178 | PO BOX 70104 SANTA ANA, CA 92725 | Jennifer.Laxson@monster.com | Monster.com | 0 | 0 |
| Monster (CAN) | (212) 351-7000 | 622 Third Avenue, 39th Floor, New York, NY 10017 | Sponsorship@Monster.com | http://www.monster.com/ | 0 | 0 |
| MONSTER, INC . | (212) 351-7001 | 623 Third Avenue, 39th Floor, New York, NY 10017 | Sponsorship@Monster.com | http://www.monster.com/ | 0 | 0 |
| Muse | * | * | business@themuse.com. | https://www.themuse.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 |
| Bestjobsusa.com | (561) 247-3997 | 112 Intracoastal Pointe Drive, Jupiter FL 33147 | | 0 http://www.bestjobsusa.com/ | 2 | 1 |

| | | | | | | | |
|------------------------------|---------------------------|--|----------------------------------|---|---|----|---|
| Direct _ CareerBuilder | Comcast recruiter sourced | | 0 | 0 | 0 | 6 | 2 |
| Google | 404-487-9000 | 1600 Amphitheatre Pkwy., Mountain View, CA 94043 | | 0 | https://www.google.com/ | 4 | 1 |
| Indeed | 203-391-6310 | 177 Broad Street, 6th Floor Stamford CT 06901 | | 0 | www.indeed.com | 99 | 9 |
| Monster.com | (212) 351-7000 | 622 Third Avenue, 39th Floor, New York, NY 10017 | Sponsorship@Monster.com | | http://www.monster.com/ | 27 | 5 |
| Recommended Job from Comcast | * | | 0 | 0 | | 15 | 1 |
| Asian Life | 267-265-4178 | PO BOX 70104 SANTA ANA, CA 92725 | Jennifer.Laxson@monster.com | | Monster.com | 0 | 0 |
| Contingent | Comcast | | 0 | 0 | | 7 | 1 |
| DIVERSITYINC MEDIA | 212-210-7000 | 466 Lexington Avenue, New York, NY 10017 | Trish.golden@jwt.com | | http://www.jwt.com/ | 0 | 0 |
| hbcuconnect.com | 614-416-5514 | 750 Cross Pointe Road, Suite Q Gahanna OH 43230 | | 0 | 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 |
| Interactive One | 267-265-4178 | PO BOX 70104 SANTA ANA, CA 92725 | Jennifer.Laxson@monster.com | | Monster.com | 0 | 0 |
| Job Hotline | 800-333-7680 | 3030 Poplar Ave, Memphis, TN 38111 | webmaster@Network Solutions.com. | | http://www.memphislibrary.org/ | 5 | 2 |
| lgbtcareerlink.com | 415-694-6538 | 155 Sansom Street, Suite 450, San Francisco CA 94104 | jbeach@outandequal.org | | http://lgbtcareerlink.com/ | 0 | 0 |
| Mobile App | Comcast | | 0 | 0 | | 3 | 2 |
| Retained | * | | 0 | 0 | | 2 | 1 |
| womenforhire | 212-290-2600 | 155 West 72nd Street, Suite 403, New York, NY 10023 | marketing@womenforhire.com | | http://womenforhire.com/ | 0 | 0 |
| Word Of Mouth | * | | 0 | 0 | | 9 | 3 |
| Conversion | Comcast | | 0 | 0 | | 2 | 2 |
| Job Fair | * | | 0 | 0 | | 1 | 1 |
| disabledperson.com | 760-420-1269 | PO Box 230636, Encinitas, CA 92023 | info@disabledperson.com | | disabledpersons.com | 0 | 0 |
| Internal Site | Comcast | Comcast Employee | Teamcomcast.com | | Teamcomcast.com | 39 | 2 |
| LinkedIn | * | 2029 Stierlin Court, Mountain View, CA 94043 | | 0 | http://www.linkedin.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