

Federal Communications Commission
Washington, D.C. 20554

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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 - 20160913AAM

Read INSTRUCTIONS Before Filling Out Form

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

COMCAST CABLE COMMUNICATIONS, LLC.

MSO Name:

COMCAST CABLE COMMUNICATIONS

B. Employment Unit's Mailing Address

1701 JFK BOULEVARD
NORTH EAST DIVISION

City

PHILADELPHIA

State

PA

Zip Code

19103-

FCC Registration Number:

0017882036

Emp. Unit ID # 12152

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

BALTIMORE, MD

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 9/13/2016	Name of Respondent KERRI ST. JEAN
Telephone No. (include area code) 6036951508	

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 - General Recruitment
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 12152
 County & State: Baltimore County, MD

Event Name	Location	Date	Participants	type
Baltimore Veteran Job Fair	Recruit Military	2/11/16	Talent Recruiters	Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.
National Urban League Career Fair Engagement	Urban League	8/3/2016-8/6/2016	Talent Leaders and Recruiters	Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.
Veteran Career Fair	COMCAST Talent Team	11/10/15	Talent recruiters	Hosting at least one job fair.
United Way Career Fair	United Way	11/18/2015	Recruiters and HR leaders	Participate in at least two events sponsored by organizations representing groups present in the community interested in cable television employment issues, including conventions, career days, workshops, and similar activities.
Beltway Women's Network Professional Development Event	Women's Network	6/22/2016	Talent Manager, Recruiters, and HR Leaders	Participate in at least two events sponsored by organizations representing groups present in the community interested in cable television employment issues, including conventions, career days, workshops, and similar activities.
Internship Program	Beltway Talent Acquisition: Internship Program	Summer 2016		Establishment of an internship program designed to assist members of the community to acquire skills needed for cable television employment.
Year Up Graduation and Networking event	Year Up - Baltimore chapter	7/29/2016	talent manager	Participation in general (as opposed to vacancy-specific) outreach efforts such as job banks and internet programs designed to promote outreach generally.
Job and Networking Fair	Frederick Community College	5/16/2016	Talent Recruiters	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in the cable industry.
Career Fair	Brightwood College	2/17/2016	Talent Recruiters	
Interview Competency Training for CARE Manager	Beltway TA and HR Leaders Collaboration	5/16/16	TA Operations Manager	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
Equal Opportunity Publication	Careers and Disabled Magazine	11/13/2015	Talent Recruiter & Workforce Diversity & Inclusion Specialist	Participation in other activities reasonably calculated by the unit to further the goal of disseminating employment opportunity information to job candidates who might otherwise be unaware of such opportunities.

Comcast Cable Communications, LLC
 FCC Sourcing Report - Sourcing Summary
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 12152
 County & State: Baltimore County, MD

Work Location	Job Req ID	Job Title	Source	Values	
				Interviewed	Hired
MDB14	134376	Mgr, Technl Support- ER Account Manager	Acareers	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	BlackCareer Network	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	Community Outreach	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	Directemployers.com	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	Glassdoor.com	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	hace-usa.org	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	IHISPANO.COM	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	Indeed.com	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	MILITARY.COM	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	OutPro	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	ProAble	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	Professional Diversity Network	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	RecruitMilitary	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	Simply Hired	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	TAONLINE.COM	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	WomenCareerChannel	-	-
MDB14	134376	Mgr, Technl Support- ER Account Manager	Internal Site	18	1
MDB14	134376	Mgr, Technl Support- ER Account Manager	LinkedIn	-	-
MDB14	134376 Total			18	1
MDB14	133301	Sr. Mgr, Technical Support	Acareers	-	-
MDB14	133301	Sr. Mgr, Technical Support	BlackCareer Network	-	-
MDB14	133301	Sr. Mgr, Technical Support	Community Outreach	-	-
MDB14	133301	Sr. Mgr, Technical Support	Directemployers.com	-	-
MDB14	133301	Sr. Mgr, Technical Support	Glassdoor.com	-	-
MDB14	133301	Sr. Mgr, Technical Support	hace-usa.org	-	-
MDB14	133301	Sr. Mgr, Technical Support	IHISPANO.COM	-	-
MDB14	133301	Sr. Mgr, Technical Support	Indeed.com	-	-
MDB14	133301	Sr. Mgr, Technical Support	MILITARY.COM	-	-
MDB14	133301	Sr. Mgr, Technical Support	OutPro	-	-
MDB14	133301	Sr. Mgr, Technical Support	ProAble	-	-
MDB14	133301	Sr. Mgr, Technical Support	Professional Diversity Network	-	-
MDB14	133301	Sr. Mgr, Technical Support	RecruitMilitary	-	-
MDB14	133301	Sr. Mgr, Technical Support	Simply Hired	-	-
MDB14	133301	Sr. Mgr, Technical Support	TAONLINE.COM	-	-
MDB14	133301	Sr. Mgr, Technical Support	WomenCareerChannel	-	-
MDB14	133301	Sr. Mgr, Technical Support	Internal Site	18	1
MDB14	133301	Sr. Mgr, Technical Support	LinkedIn	-	-

MDB14	133301 Total			18	1
MDB14	134358	Supervisor, Construction (Manassas)	Acareers	-	-
MDB14	134358	Supervisor, Construction (Manassas)	BlackCareer Network	-	-
MDB14	134358	Supervisor, Construction (Manassas)	Community Outreach	-	-
MDB14	134358	Supervisor, Construction (Manassas)	Directemployers.com	-	-
MDB14	134358	Supervisor, Construction (Manassas)	Glassdoor.com	-	-
MDB14	134358	Supervisor, Construction (Manassas)	hace-usa.org	-	-
MDB14	134358	Supervisor, Construction (Manassas)	IHISPANO.COM	-	-
MDB14	134358	Supervisor, Construction (Manassas)	Indeed.com	-	-
MDB14	134358	Supervisor, Construction (Manassas)	MILITARY.COM	-	-
MDB14	134358	Supervisor, Construction (Manassas)	OutPro	-	-
MDB14	134358	Supervisor, Construction (Manassas)	ProAble	-	-
MDB14	134358	Supervisor, Construction (Manassas)	Professional Diversity Network	-	-
MDB14	134358	Supervisor, Construction (Manassas)	RecruitMilitary	-	-
MDB14	134358	Supervisor, Construction (Manassas)	Simply Hired	-	-
MDB14	134358	Supervisor, Construction (Manassas)	TAONLINE.COM	-	-
MDB14	134358	Supervisor, Construction (Manassas)	WomenCareerChannel	-	-
MDB14	134358	Supervisor, Construction (Manassas)	HireHeroesUSA.org	-	-
MDB14	134358	Supervisor, Construction (Manassas)	Internal Site	2	1
MDB14	134358	Supervisor, Construction (Manassas)	LinkedIn	-	-
MDB14	134358 Total			2	1
MDB14	134393	Supervisor, Construction (White Marsh)	Acareers	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	BlackCareer Network	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	Community Outreach	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	Directemployers.com	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	Glassdoor.com	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	hace-usa.org	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	IHISPANO.COM	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	Indeed.com	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	MILITARY.COM	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	OutPro	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	ProAble	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	Professional Diversity Network	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	RecruitMilitary	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	Simply Hired	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	TAONLINE.COM	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	WomenCareerChannel	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	HireHeroesUSA.org	-	-
MDB14	134393	Supervisor, Construction (White Marsh)	Internal Site	2	1
MDB14	134393	Supervisor, Construction (White Marsh)	LinkedIn	-	-
MDB14	134393 Total			2	1
MDB14	134351	Supervisor, Planning & Design (White Marsh)	Acareers	-	-
MDB14	134351	Supervisor, Planning & Design (White Marsh)	BlackCareer Network	-	-
MDB14	134351	Supervisor, Planning & Design (White Marsh)	Community Outreach	-	-
MDB14	134351	Supervisor, Planning & Design (White Marsh)	Directemployers.com	-	-
MDB14	134351	Supervisor, Planning & Design (White Marsh)	Glassdoor.com	-	-

MDB14	134351 Supervisor, Planning & Design (White Marsh)	hace-usa.org	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	IHISPANO.COM	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	Indeed.com	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	MILITARY.COM	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	OutPro	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	ProAble	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	Professional Diversity Network	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	RecruitMilitary	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	Simply Hired	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	TAONLINE.COM	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	WomenCareerChannel	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	HireHeroesUSA.org	-	-
MDB14	134351 Supervisor, Planning & Design (White Marsh)	Internal Site	4	1
MDB14	134351 Supervisor, Planning & Design (White Marsh)	LinkedIn	-	-
MDB14	134351 Total		4	1
MDB14	134365 Supervisor, Planning & Design (White Marsh)	Acareers	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	BlackCareer Network	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	Community Outreach	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	Directemployers.com	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	Glassdoor.com	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	hace-usa.org	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	IHISPANO.COM	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	Indeed.com	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	MILITARY.COM	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	OutPro	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	ProAble	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	Professional Diversity Network	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	RecruitMilitary	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	Simply Hired	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	TAONLINE.COM	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	WomenCareerChannel	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	HireHeroesUSA.org	-	-
MDB14	134365 Supervisor, Planning & Design (White Marsh)	Direct _ Others	2	1
MDB14	134365 Supervisor, Planning & Design (White Marsh)	LinkedIn	-	-
MDB14	134365 Total		2	1
MDB14	126517 Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	Community Outreach	-	-
MDB14	126517 Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	Directemployers.com	-	-
MDB14	126517 Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	Glassdoor.com	-	-
MDB14	126517 Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	hace-usa.org	-	-
MDB14	126517 Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	Indeed.com	-	-
MDB14	126517 Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	MILITARY.COM	-	-
MDB14	126517 Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	RecruitMilitary	-	-
MDB14	126517 Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	Simply Hired	-	-
MDB14	126517 Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	TAONLINE.COM	-	-
MDB14	126517 Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	Asian Life	-	-
MDB14	126517 Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	disabledperson.com	-	-

MDB14	126517	Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	DIVERSITYINC MEDIA	-	-
MDB14	126517	Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	hbcuconnect.com	-	-
MDB14	126517	Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	HireDisability	-	-
MDB14	126517	Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	HireHeroesUSA.org	-	-
MDB14	126517	Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	Interactive One	-	-
MDB14	126517	Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	lgbtcareerlink.com	-	-
MDB14	126517	Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	womenforhire	-	-
MDB14	126517	Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	Internal Site	1	1
MDB14	126517	Tech 3, Planning & Design (Req. ID 126517) (Position ID 50050817)- Baltimore, MD	LinkedIn	-	-
MDB14	126517 Total			1	1
MDB14 Total				47	7
MDB18	134354	Tech 3, Construction (Regional Support)	Acareers	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	BlackCareer Network	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	Community Outreach	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	Directemployers.com	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	Glassdoor.com	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	hace-usa.org	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	IHISPANO.COM	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	Indeed.com	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	MILITARY.COM	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	OutPro	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	ProAble	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	Professional Diversity Network	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	RecruitMilitary	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	Simply Hired	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	TAONLINE.COM	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	WomenCareerChannel	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	HireHeroesUSA.org	-	-
MDB18	134354	Tech 3, Construction (Regional Support)	Employee Referral	2	1
MDB18	134354	Tech 3, Construction (Regional Support)	LinkedIn	-	-
MDB18	134354 Total			2	1
MDB18	134355	Tech 3, Construction (Regional Support)	Acareers	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	BlackCareer Network	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	Community Outreach	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	Directemployers.com	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	Glassdoor.com	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	hace-usa.org	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	IHISPANO.COM	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	Indeed.com	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	MILITARY.COM	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	OutPro	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	ProAble	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	Professional Diversity Network	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	RecruitMilitary	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	Simply Hired	-	-
MDB18	134355	Tech 3, Construction (Regional Support)	TAONLINE.COM	-	-

MDB18	134355 Tech 3, Construction (Regional Support)	WomenCareerChannel	-	-
MDB18	134355 Tech 3, Construction (Regional Support)	HireHeroesUSA.org	-	-
MDB18	134355 Tech 3, Construction (Regional Support)	Word Of Mouth	1	1
MDB18	134355 Tech 3, Construction (Regional Support)	LinkedIn	-	-
MDB18	134355 Total		1	1
MDB18	134356 Tech 3, Construction (Regional Support)	Acareers	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	BlackCareer Network	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	Community Outreach	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	Directemployers.com	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	Glassdoor.com	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	hace-usa.org	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	IHISPANO.COM	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	Indeed.com	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	MILITARY.COM	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	OutPro	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	ProAble	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	Professional Diversity Network	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	RecruitMilitary	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	Simply Hired	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	TAONLINE.COM	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	WomenCareerChannel	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	HireHeroesUSA.org	-	-
MDB18	134356 Tech 3, Construction (Regional Support)	Employee Referral	2	1
MDB18	134356 Tech 3, Construction (Regional Support)	LinkedIn	-	-
MDB18	134356 Total		2	1
MDB18 Total			5	3
MDT03	141448 Tech 3, Construction (Regional Support)	Acareers	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	BlackCareer Network	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	Community Outreach	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	Directemployers.com	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	Glassdoor.com	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	hace-usa.org	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	IHISPANO.COM	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	Indeed.com	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	MILITARY.COM	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	OutPro	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	ProAble	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	Professional Diversity Network	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	RecruitMilitary	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	Simply Hired	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	TAONLINE.COM	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	WomenCareerChannel	-	-
MDT03	141448 Tech 3, Construction (Regional Support)	Employee Referral	3	1
MDT03	141448 Tech 3, Construction (Regional Support)	Muse	-	-
MDT03	141448 Total		3	1
MDT03 Total			3	1

VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	Community Outreach	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	Directemployers.com	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	Glassdoor.com	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	hace-usa.org	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	Indeed.com	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	MILITARY.COM	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	Simply Hired	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	Asian Life	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	DIVERSITYINC MEDIA	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	hbcuconnect.com	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	HireDisability	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	Interactive One	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	lgbtcareerlink.com	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	womenforhire	-	-
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	Internal Site	3	1
VAA72	114224	Tech 1, Headend 55067623 Ashburn, VA	LinkedIn	-	-
VAA72	114224 Total			3	1
VAA72 Total				3	1
VAB70	134353	Supv, Headend Harrisonburg, VA	Acareers	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	BlackCareer Network	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	Community Outreach	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	Directemployers.com	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	Glassdoor.com	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	hace-usa.org	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	IHISPANO.COM	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	Indeed.com	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	MILITARY.COM	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	OutPro	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	ProAble	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	Professional Diversity Network	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	RecruitMilitary	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	Simply Hired	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	TAONLINE.COM	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	WomenCareerChannel	-	-
VAB70	134353	Supv, Headend Harrisonburg, VA	Internal Site	1	1
VAB70	134353	Supv, Headend Harrisonburg, VA	LinkedIn	-	-
VAB70	134353 Total			1	1
VAB70 Total				1	1
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	Community Outreach	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	Directemployers.com	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	Glassdoor.com	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	hace-usa.org	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	Indeed.com	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	MILITARY.COM	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	RecruitMilitary	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	Simply Hired	-	-

VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	TAONLINE.COM	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	Asian Life	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	disabledperson.com	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	DIVERSITYINC MEDIA	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	hbcuconnect.com	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	HireDisability	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	HireHeroesUSA.org	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	Interactive One	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	lgbtcareerlink.com	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	womenforhire	-	-
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	Internal Site	9	1
VAC77	125106	Tech 1, Headend (Position ID 50236088) (Req. ID 125106)- Charlottesville, VA	LinkedIn	-	-
VAC77	125106 Total			9	1
VAC77 Total				9	1
VAR14	136763	CommOps 2, Fulfillment (FTC)	Acareers	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	BlackCareer Network	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	Comcast.com	2	1
VAR14	136763	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	IHISPANO.COM	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	OutPro	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	ProAble	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	Professional Diversity Network	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	136763	CommOps 2, Fulfillment (FTC)	WomenCareerChannel	-	-
VAR14	136763 Total			2	1
VAR14	123986	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	Asian Life	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	Comcast Talent Network	1	1
VAR14	123986	CommOps 2, Fulfillment (FTC)	disabledperson.com	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	DIVERSITYINC MEDIA	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	hbcuconnect.com	-	-

VAR14	123986	CommOps 2, Fulfillment (FTC)	HireDisability	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	Interactive One	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	lgbtcareerlink.com	-	-
VAR14	123986	CommOps 2, Fulfillment (FTC)	womenforhire	-	-
VAR14	123986 Total			1	1
VAR14	126361	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	Asian Life	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	disabledperson.com	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	DIVERSITYINC MEDIA	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	hbcuconnect.com	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	HireDisability	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	Interactive One	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	lgbtcareerlink.com	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	womenforhire	-	-
VAR14	126361	CommOps 2, Fulfillment (FTC)	Employee Referral	3	1
VAR14	126361 Total			3	1
VAR14	132021	CommOps 2, Fulfillment (FTC)	Acareers	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	BlackCareer Network	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	IHISPANO.COM	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	OutPro	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	ProAble	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	Professional Diversity Network	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	WomenCareerChannel	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	132021	CommOps 2, Fulfillment (FTC)	Employee Referral	4	1
VAR14	132021 Total			4	1
VAR14	123116	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-

VAR14	123116	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	Asian Life	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	disabledperson.com	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	DIVERSITYINC MEDIA	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	hbcuconnect.com	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	HireDisability	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	Interactive One	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	lgbtcareerlink.com	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	womenforhire	-	-
VAR14	123116	CommOps 2, Fulfillment (FTC)	Direct _ Others	1	1
VAR14	123116	Total		1	1
VAR14	128866	CommOps 2, Fulfillment (FTC)	Comcast.com	4	1
VAR14	128866	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	Asian Life	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	disabledperson.com	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	DIVERSITYINC MEDIA	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	hbcuconnect.com	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	HireDisability	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	Interactive One	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	lgbtcareerlink.com	-	-
VAR14	128866	CommOps 2, Fulfillment (FTC)	womenforhire	-	-
VAR14	128866	Total		4	1
VAR14	124550	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-

VAR14	124550	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	Asian Life	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	disabledperson.com	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	DIVERSITYINC MEDIA	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	hbcuconnect.com	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	HireDisability	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	Interactive One	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	lgbtcareerlink.com	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	womenforhire	-	-
VAR14	124550	CommOps 2, Fulfillment (FTC)	Executive Referral	1	1
VAR14	124550 Total			1	1
VAR14	124957	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	Asian Life	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	disabledperson.com	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	DIVERSITYINC MEDIA	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	hbcuconnect.com	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	HireDisability	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	Interactive One	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	lgbtcareerlink.com	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	womenforhire	-	-
VAR14	124957	CommOps 2, Fulfillment (FTC)	Internal Site	1	1
VAR14	124957 Total			1	1
VAR14	131908	CommOps 2, Fulfillment (FTC)	Acareers	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	BlackCareer Network	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	IHISPANO.COM	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	OutPro	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	ProAble	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	Professional Diversity Network	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-

VAR14	131908	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	WomenCareerChannel	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	131908	CommOps 2, Fulfillment (FTC)	Indeed	1	1
VAR14	131908 Total			1	1
VAR14	134400	CommOps 2, Fulfillment (FTC)	Acareers	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	BlackCareer Network	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	IHISPANO.COM	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	OutPro	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	ProAble	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	Professional Diversity Network	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	WomenCareerChannel	-	-
VAR14	134400	CommOps 2, Fulfillment (FTC)	Internal Site	4	1
VAR14	134400 Total			4	1
VAR14	137870	CommOps 2, Fulfillment (FTC)	Acareers	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	BlackCareer Network	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	IHISPANO.COM	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	OutPro	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	ProAble	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	Professional Diversity Network	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	WomenCareerChannel	-	-
VAR14	137870	CommOps 2, Fulfillment (FTC)	Internal Site	1	1
VAR14	137870 Total			1	1
VAR14	123985	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-

VAR14	123985	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	Asian Life	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	Comcast Talent Network	1	1
VAR14	123985	CommOps 2, Fulfillment (FTC)	disabledperson.com	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	DIVERSITYINC MEDIA	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	hbcuconnect.com	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	HireDisability	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	Interactive One	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	lgbtcareerlink.com	-	-
VAR14	123985	CommOps 2, Fulfillment (FTC)	womenforhire	-	-
VAR14	123985 Total			1	1
VAR14	124958	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	Asian Life	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	disabledperson.com	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	DIVERSITYINC MEDIA	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	hbcuconnect.com	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	HireDisability	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	Interactive One	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	lgbtcareerlink.com	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	womenforhire	-	-
VAR14	124958	CommOps 2, Fulfillment (FTC)	Indeed	1	1
VAR14	124958 Total			1	1
VAR14	127252	CommOps 2, Fulfillment (FTC)	Acareers	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	BlackCareer Network	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	IHISPANO.COM	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	OutPro	-	-

VAR14	127252	CommOps 2, Fulfillment (FTC)	ProAble	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	Professional Diversity Network	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	WomenCareerChannel	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	127252	CommOps 2, Fulfillment (FTC)	Employee Referral	5	1
VAR14	127252 Total			5	1
VAR14	132016	CommOps 2, Fulfillment (FTC)	Acareers	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	BlackCareer Network	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	Community Outreach	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	Directemployers.com	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	Glassdoor.com	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	hace-usa.org	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	IHISPANO.COM	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	Indeed.com	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	MILITARY.COM	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	OutPro	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	ProAble	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	Professional Diversity Network	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	RecruitMilitary	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	Simply Hired	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	TAONLINE.COM	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	WomenCareerChannel	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	HireHeroesUSA.org	-	-
VAR14	132016	CommOps 2, Fulfillment (FTC)	Employee Referral	3	1
VAR14	132016 Total			3	1
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	Community Outreach	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	Directemployers.com	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	Glassdoor.com	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	hace-usa.org	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	Indeed.com	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	MILITARY.COM	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	Simply Hired	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	Asian Life	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	DIVERSITYINC MEDIA	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	hbucconnect.com	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	HireDisability	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	Interactive One	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	lgbtcareerlink.com	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	womenforhire	-	-
VAR14	115692	CommOps 2, Fulfillment (FTC) Richmond, VA	Internal Site	1	1
VAR14	115692 Total			1	1
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	Community Outreach	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	Directemployers.com	-	-

VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	Glassdoor.com	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	hace-usa.org	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	Indeed.com	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	MILITARY.COM	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	Simply Hired	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	Asian Life	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	DIVERSITYINC MEDIA	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	hbcuconnect.com	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	HireDisability	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	Interactive One	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	lgbtcareerlink.com	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	womenforhire	-	-
VAR14	115684	CommOps 2, Fulfillment (FTC) Richmond, VA	Employee Referral	2	1
VAR14	115684 Total			2	1
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	Community Outreach	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	Directemployers.com	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	Glassdoor.com	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	hace-usa.org	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	Indeed.com	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	MILITARY.COM	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	Simply Hired	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	Asian Life	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	DIVERSITYINC MEDIA	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	hbcuconnect.com	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	HireDisability	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	Interactive One	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	lgbtcareerlink.com	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	womenforhire	-	-
VAR14	116683	CommOps 2, Fulfillment (FTC) Richmond, VA	Employee Referral	2	1
VAR14	116683 Total			2	1
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	Community Outreach	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	Directemployers.com	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	Glassdoor.com	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	hace-usa.org	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	Indeed.com	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	MILITARY.COM	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	RecruitMilitary	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	Simply Hired	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	TAONLINE.COM	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	Asian Life	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	disabledperson.com	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	DIVERSITYINC MEDIA	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	hbcuconnect.com	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	HireDisability	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	HireHeroesUSA.org	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	Interactive One	-	-

VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	lgbtcareerlink.com	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	womenforhire	-	-
VAR14	120726	CommOps 2, Fulfillment (FTC) Richmond, VA	Word Of Mouth	1	1
VAR14	120726	Total		1	1
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	Community Outreach	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	Directemployers.com	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	Glassdoor.com	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	hace-usa.org	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	Indeed.com	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	MILITARY.COM	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	Simply Hired	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	Asian Life	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	DIVERSITYINC MEDIA	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	hbcuconnect.com	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	HireDisability	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	Interactive One	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	lgbtcareerlink.com	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	womenforhire	-	-
VAR14	115688	CommOps 2, Fulfillment (FTC) Richmond, VA	Employee Referral	2	1
VAR14	115688	Total		2	1
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	Community Outreach	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	Directemployers.com	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	Glassdoor.com	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	hace-usa.org	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	Indeed.com	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	MILITARY.COM	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	RecruitMilitary	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	Simply Hired	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	TAONLINE.COM	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	Asian Life	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	disabledperson.com	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	DIVERSITYINC MEDIA	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	hbcuconnect.com	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	HireDisability	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	HireHeroesUSA.org	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	Interactive One	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	lgbtcareerlink.com	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	womenforhire	-	-
VAR14	116684	CommOps 2, Fulfillment (FTC) Richmond, VA	Employee Referral	4	1
VAR14	116684	Total		4	1
VAR14	115689	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Community Outreach	-	-
VAR14	115689	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Directemployers.com	-	-
VAR14	115689	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Glassdoor.com	-	-
VAR14	115689	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	hace-usa.org	-	-
VAR14	115689	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Indeed.com	-	-
VAR14	115689	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	MILITARY.COM	-	-

VAR14	115689	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Simply Hired	-	-
VAR14	115689	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Asian Life	-	-
VAR14	115689	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	DIVERSITYINC MEDIA	-	-
VAR14	115689	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	hbucconnect.com	-	-
VAR14	115689	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	HireDisability	-	-
VAR14	115689	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Interactive One	-	-
VAR14	115689	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	lgbtcareerlink.com	-	-
VAR14	115689	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	womenforhire	-	-
VAR14	115689	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Employee Referral	4	1
VAR14	115689 Total			4	1
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Community Outreach	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Directemployers.com	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Glassdoor.com	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	hace-usa.org	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Indeed.com	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	MILITARY.COM	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	RecruitMilitary	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Simply Hired	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	TAONLINE.COM	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Asian Life	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Comcast Talent Network	3	1
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	disabledperson.com	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	DIVERSITYINC MEDIA	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	hbucconnect.com	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	HireDisability	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	HireHeroesUSA.org	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Interactive One	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	lgbtcareerlink.com	-	-
VAR14	115691	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	womenforhire	-	-
VAR14	115691 Total			3	1
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Community Outreach	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Directemployers.com	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Glassdoor.com	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	hace-usa.org	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Indeed.com	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	MILITARY.COM	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	RecruitMilitary	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Simply Hired	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	TAONLINE.COM	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Asian Life	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	disabledperson.com	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	DIVERSITYINC MEDIA	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	hbucconnect.com	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	HireDisability	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	HireHeroesUSA.org	-	-
VAR14	115694	CommOps 2, Fullfillment (Field Liaison) Richmond, VA	Interactive One	-	-

VAR14	115694	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	lgbtcareerlink.com	-	-
VAR14	115694	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	womenforhire	-	-
VAR14	115694	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Xfinity.com	1	1
VAR14	115694 Total			1	1
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Community Outreach	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Directemployers.com	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Glassdoor.com	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	hace-usa.org	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Indeed.com	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	MILITARY.COM	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	RecruitMilitary	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Simply Hired	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	TAONLINE.COM	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Asian Life	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	disabledperson.com	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	DIVERSITYINC MEDIA	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	hbcuconnect.com	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	HireDisability	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	HireHeroesUSA.org	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Interactive One	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	lgbtcareerlink.com	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	womenforhire	-	-
VAR14	115695	CommOps 2, Fulfillment (Field Liaison) Richmond, VA	Employee Referral	2	1
VAR14	115695 Total			2	1
VAR14	123858	CommOps 3, Fulfillment (Quota)	Community Outreach	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	Directemployers.com	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	Glassdoor.com	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	hace-usa.org	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	Indeed.com	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	MILITARY.COM	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	RecruitMilitary	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	Simply Hired	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	TAONLINE.COM	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	Asian Life	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	disabledperson.com	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	DIVERSITYINC MEDIA	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	hbcuconnect.com	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	HireDisability	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	HireHeroesUSA.org	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	Interactive One	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	lgbtcareerlink.com	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	womenforhire	-	-
VAR14	123858	CommOps 3, Fulfillment (Quota)	Internal Site	6	1
VAR14	123858 Total			6	1
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	Community Outreach	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	Directemployers.com	-	-

VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	Glassdoor.com	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	hace-usa.org	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	Indeed.com	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	MILITARY.COM	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	RecruitMilitary	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	Simply Hired	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	TAONLINE.COM	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	Asian Life	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	disabledperson.com	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	DIVERSITYINC MEDIA	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	hbcuconnect.com	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	HireDisability	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	HireHeroesUSA.org	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	Interactive One	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	lgbtcareerlink.com	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	womenforhire	-	-
VAR14	124059	CommOps 3, Fulfillment (Quota) - 50113687	Internal Site	12	1
VAR14	124059	Total		12	1
VAR14	134352	Manager 1 , Construction (Richmond)	Acareers	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	BlackCareer Network	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	Community Outreach	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	Directemployers.com	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	Glassdoor.com	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	hace-usa.org	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	IHISPANO.COM	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	Indeed.com	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	MILITARY.COM	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	OutPro	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	ProAble	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	Professional Diversity Network	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	RecruitMilitary	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	Simply Hired	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	TAONLINE.COM	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	WomenCareerChannel	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	HireHeroesUSA.org	-	-
VAR14	134352	Manager 1 , Construction (Richmond)	Internal Site	13	1
VAR14	134352	Manager 1 , Construction (Richmond)	LinkedIn	-	-
VAR14	134352	Total		13	1
VAR14	109952	Manager Fulfillment, Richmond VA	Community Outreach	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	Directemployers.com	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	Glassdoor.com	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	hace-usa.org	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	Indeed.com	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	MILITARY.COM	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	Simply Hired	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	Asian Life	-	-

VAR14	109952	Manager Fulfillment, Richmond VA	DIVERSITYINC MEDIA	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	hbconnect.com	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	HireDisability	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	Interactive One	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	lgbtcareerlink.com	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	womenforhire	-	-
VAR14	109952	Manager Fulfillment, Richmond VA	Internal Site	6	1
VAR14	109952	Manager Fulfillment, Richmond VA	LinkedIn	-	-
VAR14	109952	Total		6	1
VAR14	120728	Supervisor Fulfillment Richmond, VA	Community Outreach	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	Directemployers.com	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	Glassdoor.com	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	hace-usa.org	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	Indeed.com	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	MILITARY.COM	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	RecruitMilitary	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	Simply Hired	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	TAONLINE.COM	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	Asian Life	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	DIVERSITYINC MEDIA	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	hbconnect.com	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	HireDisability	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	HireHeroesUSA.org	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	Interactive One	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	lgbtcareerlink.com	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	womenforhire	-	-
VAR14	120728	Supervisor Fulfillment Richmond, VA	Internal Site	1	1
VAR14	120728	Total		1	1
VAR14	133303	VP 1, Workforce Management	Acareers	-	-
VAR14	133303	VP 1, Workforce Management	BlackCareer Network	-	-
VAR14	133303	VP 1, Workforce Management	Community Outreach	-	-
VAR14	133303	VP 1, Workforce Management	Directemployers.com	-	-
VAR14	133303	VP 1, Workforce Management	Glassdoor.com	-	-
VAR14	133303	VP 1, Workforce Management	hace-usa.org	-	-
VAR14	133303	VP 1, Workforce Management	IHISPANO.COM	-	-
VAR14	133303	VP 1, Workforce Management	Indeed.com	-	-
VAR14	133303	VP 1, Workforce Management	MILITARY.COM	-	-
VAR14	133303	VP 1, Workforce Management	OutPro	-	-
VAR14	133303	VP 1, Workforce Management	ProAble	-	-
VAR14	133303	VP 1, Workforce Management	Professional Diversity Network	-	-
VAR14	133303	VP 1, Workforce Management	RecruitMilitary	-	-
VAR14	133303	VP 1, Workforce Management	Simply Hired	-	-
VAR14	133303	VP 1, Workforce Management	TAONLINE.COM	-	-
VAR14	133303	VP 1, Workforce Management	WomenCareerChannel	-	-
VAR14	133303	VP 1, Workforce Management	Direct _ LinkedIn	2	1
VAR14	133303	Total		2	1

VAR14 Total	95	31
Grand Total	163	45

Comcast Cable Communications, LLC
 FCC Sourcing Report - Sourcing Contacts
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 12152
 County & State: Baltimore County, MD

Source	Phone	Address	email Address	website	Interviewed	Hired
Acareers	*	*	*	*	0	0
Asian Life		8773105741 Chamberlain Avenue, Fort Gordon, GA 30905	www.fortcampbellmwr.com/acs	http://www.gordon.army.mil/acs/acs/contact.htm	0	0
BlackCareer Network	*	*	*	*	0	0
Comcast Talent Network		2156551700 1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	5	3
Comcast.com		2156551700 1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	6	2
Community Outreach		8045232292 1651 E. Parham Road, Richmond, VA 23228	JWT - Trish Golden	JWT - Trish Golden	0	0
Direct _ LinkedIn		2122101192 trish.golden@jwt.com	trish.golden@jwt.com	JWT - Trish Golden	2	1
Direct _ Others		2122101192 trish.golden@jwt.com	trish.golden@jwt.com	JWT - Trish Golden	3	2
Directemployers.com		8662686206 9002 N. Purdue Road, Indianapolis, IN 46268	info@DirectEmployers.org	www.directemployers.com	0	0
disabledperson.com		7604201269 PO Box 230636 Encinitas, CA 92023	info@disabledperson.com	disabledpersons.com	0	0
DIVERSITYINC MEDIA		9734940506 342 Nassau Street, Princeton, NJ 08540	diversityincsales@careercast.com	http://www.diversityinc.com/	0	0
Employee Referral	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	38	13
Executive Referral		9738773000 303 University Ave Newark, NJ 07102	Pamela Maynard	referral	1	1
Glassdoor.com		2122101192 1 Harbor Drive, Suite 300, Sausalito, CA 94965	trish.golden@jwt.com	Glassdoor.com	0	0
hace-usa.org	website	h2h.jobs	h2h.jobs	H2H.jobs@osd.mil	0	0
		3580 Main Street				
hbcuconnect.com		8602563869 Hartford, CT 06120	Donna Smith	HBCU.com	0	0
HireDisability		2122101192 1200 Plymouth Avenue North, Minneapolis, MN 55411	trish.golden@jwt.com	http://www.hired.org/job-seekers/jobs-database/	0	0
HireHeroesUSA.org	website	1400 Defense Pentagon, Washington, DC 20301	h2h.jobs	h2h.jobs	0	0
IHISPANO.COM	*	*	*	*	0	0
Indeed		2033916310 177 Broad Street, 6th Floor, Stamford, CT 06901	www.indeed.com	www.indeed.com	2	2
Indeed.com		2033916310 177 Broad Street, 6th Floor, Stamford, CT 06901	www.indeed.com	www.indeed.com	0	0
Interactive One		2033916310 177 Broad Street, 6th Floor, Stamford, CT 06901	www.indeed.com	www.indeed.com	0	0
Internal Site		2156551700 1500 Market St Philadelphia PA 19102	Teamcomcast.com	www.comcast.com	103	18
lgbtcareerlink.com		2026370011 1101 17th Street, NW # 200, Washington, DC	terry.montuori@lhh.com	http://www.lhh.com/	0	0
LinkedIn		2122101192 2029 Stierlin Court, Mountain View, CA 94043	trish.golden@jwt.com	http://www.linkedin.com/	0	0
		1825 Barrett Lakes Blvd. - Suite 300				
MILITARY.COM		18876418318 Kennesaw, GA 30144	info@militaryresumes.com	http://www.va.gov/	0	0
Muse	*	*	*	*	0	0
OutPro	*	*	*	*	0	0
ProAble	*	*	*	*	0	0
Professional Diversity Network	*	*	*	*	0	0
RecruitMilitary	*	*	*	*	0	0
Simply Hired		2122101192 370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	trish.golden@jwt.com	http://www.simplyhired.com/	0	0
TAONLINE.COM	*	*	*	*	0	0
WomenCareerChannel	*	*	*	*	0	0
womenforhire	212-290-2600	155 West 72nd Street, Suite 403, New York, NY 10023	trish.golden@jwt.com	http://womenforhire.com/	0	0
Word Of Mouth		2156551700 1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	2	2
Xfinity.com		2156551700 1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	1	1
Grand Total					163	45

* 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.

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