Federal Communications Commission Washington, D.C. 20554 OMB 3060-1033 September 2003 **FCC 396-C**	FOR FCC USE ONLY
Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. B396 - 20130927AAY

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
COMCAST CORPORATION

MSO Name:
COMCAST CABLE COMMUNICATIONS, LLC

B. Employment Unit's Mailing Address
1701 JFK BLVD
SOUTHERN DIVISION

City	State	Zip Code
PHILADELPHIA	PA	19103-

FCC Registration Number:
0011612017

Emp. Unit ID # 11588

Application Purpose

- (●) New Program Report
- ( ) Amendment to Program Report

[x] Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
KENT, MI

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) AUGUST 18-31, 2013

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type

Review the list of communities served on the previous year's submission and attach as Exhibit A [Exhibit 1]
any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO
CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	(•) Yes ( ) No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	(•) Yes ( ) 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?	(•) Yes ( ) No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	(•) Yes ( ) 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?	(•) Yes ( ) 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?	(•) Yes ( ) 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?	(•) Yes ( ) 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?	(•) Yes ( ) 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?	(•) Yes ( ) No

SECTION IV ADDITIONAL INFORMATION

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

SECTION V CERTIFICATION

This report must be certified as follows:
A. By the individual owning the reporting system if individually owned;
B. By a partner, if a partnership; or
C. By an officer, if a corporation or association.

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

Signed	Title VP, HUMAN RESOURCES, CENTRAL DIVISION
Date 09/27/2013	Name of Respondent TERESA FASICK
Telephone No. (include area code) 6783855128	

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

FORM FCC 396-C - SUPPLEMENTAL INVESTIGATION SHEET

Part I Employee Job Descriptions

Give brief job descriptions for employees in the job categories specified below. The number specified in the box indicates the number of different job descriptions that are to be submitted for each category. Job descriptions should include the position title and a brief description of the major duties and responsibilities of the individual(s) in the position.

1. Officials and Managers		[Exhibit 4]
2. Professionals		[Exhibit 5]
3. Technicians	1	[Exhibit 6]
4. Sales Workers		[Exhibit 7]
5. Office and Clerical		[Exhibit 8]
6. Craft Workers (skilled)		[Exhibit 9]
7. Operatives (semi-skilled)		[Exhibit 10]
8. Laborers (unskilled)		[Exhibit 11]
9. Service Workers		[Exhibit 12]

Part II Inquiries Concerning EEO Program and Practices

Submit responses to the inquiries indicated by a "check" Responses should be brief, but must provide sufficient information to describe the employment unit's activity and efforts in the area of inquiry.

1. ☐	Describe the employment unit's efforts to comply with the outreach provisions of 47 C.F.R. Section 76.75(b).	[Exhibit 13]
2. ☐	Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business.	[Exhibit 14]
3. ☐	Name the organizations, media, educational institutions, and other recruitment sources used to attract applicants whenever job vacancies become available.	[Exhibit 15]
4. ☑	Explain the employment unit's efforts to promote in a nondiscriminatory manner to positions of greater responsibility.	[Exhibit 16]
5. ☐	Describe the employment unit's efforts to encourage entrepreneurs to conduct business in a nondiscriminatory manner with all parts of its operation and provide an analysis of the results of those efforts.	[Exhibit 17]
6. ☐	Report the findings of the employment unit's analysis of its efforts to recruit, hire and promote in a nondiscriminatory manner and explain any difficulties encountered in implementing its EEO program.	[Exhibit 18]
7. ☑	Describe the responsibility of each level of the employment unit's management with respect to application and enforcement of its EEO policy and explain the procedure for review and control of managerial and supervisory performance.	[Exhibit 19]
8. ☑	Describe the manner in which the employment unit conducts its continuing review of job structure and employment practices.	[Exhibit 20]
9. ☐	Other Inquiries:	[Exhibit 21]

Part III EEO Public File Report

Attach a copy of the EEO public file report from the previous year. Cable entities are required to place annually such information as is required by 47 C.F.R. Section 76.1702 in their public files. [Exhibit 22]

EMP UNIT ID: 11588	**MSO NAME:** COMCAST CABLE COMMUNICATIONS, LLC
	OPR NAME: COMCAST CORPORATION

Approved by OMB
3060-1033

Exhibits

Attachment 6

Description
Job Description

Attachment 16

Description
Response to Question 4

Attachment 19

Description
Response to Question 7

Attachment 20

Description
Response to Question 8

Attachment 22

Description
Public File Report

Comcast Cable Communications, Inc.
2013 Sourcing Summary
Reporting Period: September 1, 2012 – August 31, 2013
Unit # 11588
County, State: Kent County, Michigan

Branch ID	Req ID	Requisition Title	Source	Sum of Interviewed	Sum of Hired
MIC12	72929650	CommTech 1, Installation & Service	ACCESS	0	0
			BACKPAGE	0	0
			CAREERBUILDER.COM	0	0
			COMCAST.COM	0	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DEVELOPMENT CENTERS. INC	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DORSEY SCHOOLS	0	0
			EMPLOYEE REFERRAL	5	1
			EVEREST INSTITUTE	0	0
			GLASSDOOR.COM	0	0
			GOODWILL INDUSTRIES	0	0
			HACE-USA.ORG	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			ITT TECHNICAL INSTITUTE	0	0
			JOBVERTISE	0	0
			JOFDAV.COM	0	0
			JUJU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MIAT	0	0
			MICHIGAN HISPANIC CHAMBER OF COMMERCE	0	0
			MICHIGAN WORKS!	0	0
			MOAA.ORG	0	0
			MONSTER (CAN)	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NEW HORIZONS	0	0
			RECRUIT MILITARY	0	0
			SEARCHEASE	0	0
			SIMPLYHIRED.COM	0	0
			STATE OF MICHIGAN	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		5	1
	73332377	CommTech 1, Installation & Service	ACCESS	0	0
			BACKPAGE	0	0

		CAREERBUILDER.COM	0	0
		COMCAST.COM	0	0
		CRAIGSLIST.ORG (FREE US SITES)	0	0
		DEVELOPMENT CENTERS. INC	0	0
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		DORSEY SCHOOLS	0	0
		EMPLOYEE REFERRAL	1	1
		EVEREST INSTITUTE	0	0
		GLASSDOOR.COM	0	0
		GOODWILL INDUSTRIES	0	0
		HACE-USA.ORG	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	0	0
		ITT TECHNICAL INSTITUTE	0	0
		JOBVERTISE	0	0
		JOFDAV.COM	0	0
		JUJU	0	0
		LGBTCAREERLINK.COM	0	0
		LINKUP	0	0
		MIAT	0	0
		MICHIGAN HISPANIC CHAMBER OF COMMERCE	0	0
		MICHIGAN WORKS!	0	0
		MOAA.ORG	0	0
		MONSTER (CAN)	0	0
		NAAAP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		NEW HORIZONS	0	0
		RECRUIT MILITARY	0	0
		SEARCHEASE	0	0
		SIMPLYHIRED.COM	0	0
		STATE OF MICHIGAN	0	0
		WOMENFORHIRE	0	0
	CommTech 1, Installation & Service Total		1	1
73332384	CommTech 1, Installation & Service	ACCESS	0	0
		BACKPAGE	0	0
		CAREERBUILDER.COM	0	0
		COMCAST.COM	0	0
		CRAIGSLIST.ORG (FREE US SITES)	0	0

			DEVELOPMENT CENTERS. INC	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DORSEY SCHOOLS	0	0
			EMPLOYEE REFERRAL	1	1
			EVEREST INSTITUTE	0	0
			GLASSDOOR.COM	0	0
			GOODWILL INDUSTRIES	0	0
			HACE-USA.ORG	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			ITT TECHNICAL INSTITUTE	0	0
			JOBVERTISE	0	0
			JOFDAV.COM	0	0
			JUJU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MIAT	0	0
			MICHIGAN HISPANIC CHAMBER OF COMMERCE	0	0
			MICHIGAN WORKS!	0	0
			MOAA.ORG	0	0
			MONSTER (CAN)	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NEW HORIZONS	0	0
			RECRUIT MILITARY	0	0
			SEARCHEASE	0	0
			SIMPLYHIRED.COM	0	0
			STATE OF MICHIGAN	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
MIC14	69703992	CommTech 1, Installation & Service	ADRIAN COLLEGE	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			BAKER COLLEGE - JACKSON CAMPUS	0	0
			CAREERBUILDER.COM	0	0
			COMCAST NOW HIRING SIGN	1	0
			COMCAST.COM	3	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0

		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		EMPLOYEE REFERRAL	1	0
		GLASSDOOR.COM	0	0
		HBCUCONNECT.COM	0	0
		HILLSDALE COLLEGE	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	0	0
		JACKSON COMMUNITY COLLEGE	0	0
		JACKSON COUNTY FAMILY INDPENDENCE AGENCY	0	0
		JOB HOTLINE*	1	0
		JOBVERTISE	0	0
		JOFDAV.COM	0	0
		JUJU	0	0
		LEE HECHT HARRISON	0	0
		LEH NAH WEH NATIVE AMERICAN ORGANIZATION	0	0
		LGBTCAREERLINK.COM	0	0
		LINKUP	0	0
		MICHIGAN DEPARTMENT OF CAREER DEVELOPEMENT	0	0
		MOAA.ORG	0	0
		MONSTER (CAN)	0	0
		MONSTER.COM	1	1
		NAAAP	0	0
		NAACP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		RECRUIT MILITARY	0	0
		SEARCHEASE	0	0
		SIMPLYHIRED.COM	0	0
		WALTERKAITZ.ORG	0	0
		WOMENFORHIRE	0	0
		YAHOO	1	0
	CommTech 1, Installation & Service Total		8	1
70503681	CommTech 1, Installation & Service	ADRIAN COLLEGE	0	0
		BABBALU.COM	0	0
		BACKPAGE	0	0
		BAKER COLLEGE - JACKSON CAMPUS	0	0
		CAREERBUILDER.COM	2	1
		COMCAST.COM	1	0
		CRAIGSLIST.ORG (FREE US SITES)	0	0

		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		GLASSDOOR.COM	0	0
		HBCUCONNECT.COM	0	0
		HILLSDALE COLLEGE	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	0	0
		JACKSON COMMUNITY COLLEGE	0	0
		JACKSON COUNTY FAMILY INDPENDENCE AGENCY	0	0
		JOBVERTISE	0	0
		JOFDAV.COM	0	0
		JUJU	0	0
		LEH NAH WEH NATIVE AMERICAN ORGANIZATION	0	0
		LGBTCAREERLINK.COM	0	0
		LINKUP	0	0
		MICHIGAN DEPARTMENT OF CAREER DEVELOPEMENT	0	0
		MOAA.ORG	0	0
		MONSTER (CAN)	0	0
		NAAAP	0	0
		NAACP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		RECRUIT MILITARY	0	0
		SEARCHEASE	0	0
		SIMPLYHIRED.COM	0	0
		WALTERKAITZ.ORG	0	0
		WOMENFORHIRE	0	0
	CommTech 1, Installation & Service Total		3	1
72929801	CommTech 1, Installation & Service	ADRIAN COLLEGE	0	0
		CAREERBUILDER.COM	0	0
		COMCAST.COM	1	0
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		EMPLOYEE REFERRAL	1	1
		HACE-USA.ORG	0	0
		HILLSDALE COLLEGE	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	0	0
		JACKSON COUNTY FAMILY INDPENDENCE AGENCY	0	0

		JOFDAV.COM	0	0
		LEH NAH WEH NATIVE AMERICAN ORGANIZATION	0	0
		LGBTCAREERLINK.COM	0	0
		MICHIGAN DEPARTMENT OF CAREER DEVELOPEMENT	0	0
		MONSTER (CAN)	0	0
		NAAAP	0	0
		NAACP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		RECRUIT MILITARY	0	0
		WOMENFORHIRE	0	0
	CommTech 1, Installation & Service Total		2	1
72930231	CommTech 1, Installation & Service	ADRIAN COLLEGE	0	0
		BACKPAGE	0	0
		CAREERBUILDER.COM	0	0
		COMCAST.COM	2	1
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		EMPLOYEE REFERRAL	3	0
		GLASSDOOR.COM	0	0
		HACE-USA.ORG	0	0
		HILLSDALE COLLEGE	0	0
		INDEED	2	0
		INTERNAL JOB POSTING	0	0
		JACKSON COUNTY FAMILY INDPENDENCE AGENCY	0	0
		JOBVERTISE	0	0
		JOFDAV.COM	0	0
		JUJU	0	0
		LEH NAH WEH NATIVE AMERICAN ORGANIZATION	0	0
		LGBTCAREERLINK.COM	0	0
		LINKUP	0	0
		MICHIGAN DEPARTMENT OF CAREER DEVELOPEMENT	0	0
		MOAA.ORG	0	0
		MONSTER (CAN)	0	0
		NAAAP	0	0
		NAACP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		RECRUIT MILITARY	0	0
		SEARCHEASE	0	0
		SIMPLYHIRED.COM	0	0

			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		7	1
	73098462	CommTech 4, Network Maintenance	ADRIAN COLLEGE	0	0
			BACKPAGE	0	0
			CAREERBUILDER.COM	0	0
			COMCAST.COM	0	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			GLASSDOOR.COM	0	0
			HACE-USA.ORG	0	0
			HILLSDALE COLLEGE	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	3	1
			JACKSON COUNTY FAMILY INDPENDENCE AGENCY	0	0
			JOBVERTISE	0	0
			JOFDAV.COM	0	0
			JUJU	0	0
			LEH NAH WEH NATIVE AMERICAN ORGANIZATION	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MICHIGAN DEPARTMENT OF CAREER DEVELOPEMENT	0	0
			MOAA.ORG	0	0
			MONSTER (CAN)	0	0
			NAAAP	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUIT MILITARY	0	0
			SEARCHEASE	0	0
			SIMPLYHIRED.COM	0	0
			WOMENFORHIRE	0	0
		CommTech 4, Network Maintenance Total		3	1
MIL11	71804886	Supv, Installation & Service	ACCESS	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER.COM	0	0
			COMCAST.COM	1	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DEVELOPMENT CENTERS. INC	0	0

		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		DORSEY SCHOOLS	0	0
		EVEREST INSTITUTE	0	0
		GLASSDOOR.COM	0	0
		GOODWILL INDUSTRIES	0	0
		HBCUCONNECT.COM	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	23	1
		ITT TECHNICAL INSTITUTE	0	0
		JOBVERTISE	0	0
		JOFDAV.COM	0	0
		JUJU	0	0
		LGBTCAREERLINK.COM	0	0
		LINKUP	0	0
		MIAT	0	0
		MICHIGAN HISPANIC CHAMBER OF COMMERCE	0	0
		MICHIGAN WORKS!	0	0
		MOAA.ORG	0	0
		MONSTER (CAN)	0	0
		NAAAP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		NEW HORIZONS	0	0
		RECRUIT MILITARY	0	0
		SEARCHEASE	0	0
		SIMPLYHIRED.COM	0	0
		STATE OF MICHIGAN	0	0
		WALTERKAITZ.ORG	0	0
		WOMENFORHIRE	0	0
	Supv, Installation & Service Total		24	1
72108734	Specl 2, Construction	ACCESS	0	0
		BABBALU.COM	0	0
		CAREERBUILDER.COM	0	0
		COMCAST.COM	1	0
		DEVELOPMENT CENTERS. INC	0	0
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		DORSEY SCHOOLS	0	0

		EMPLOYEE REFERRAL	2	0
		EVEREST INSTITUTE	0	0
		GOODWILL INDUSTRIES	0	0
		HBCUCONNECT.COM	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	1	1
		ITT TECHNICAL INSTITUTE	0	0
		JOFDAV.COM	0	0
		LGBTCAREERLINK.COM	0	0
		MIAT	0	0
		MICHIGAN HISPANIC CHAMBER OF COMMERCE	0	0
		MICHIGAN WORKS!	0	0
		MONSTER (CAN)	0	0
		NAAAP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		NEW HORIZONS	0	0
		RECRUIT MILITARY	0	0
		STATE OF MICHIGAN	0	0
		WALTERKAITZ.ORG	0	0
		WOMENFORHIRE	0	0
	Specl 2, Construction Total		4	1
72286612	TECH 1, HEADEND	ACCESS	0	0
		BACKPAGE	0	0
		COMCAST.COM	0	0
		CRAIGSLIST.ORG (FREE US SITES)	0	0
		DEVELOPMENT CENTERS. INC	0	0
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		DORSEY SCHOOLS	0	0
		EVEREST INSTITUTE	0	0
		GLASSDOOR.COM	0	0
		GOODWILL INDUSTRIES	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	4	1
		ITT TECHNICAL INSTITUTE	0	0
		JOBVERTISE	0	0
		JOFDAV.COM	0	0
		JUJU	0	0
		LGBTCAREERLINK.COM	0	0

			LINKUP	0	0
			MIAT	0	0
			MICHIGAN HISPANIC CHAMBER OF COMMERCE	0	0
			MICHIGAN WORKS!	0	0
			MOAA.ORG	0	0
			NAAAP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NEW HORIZONS	0	0
			RECRUIT MILITARY	0	0
			SEARCHEASE	0	0
			SIMPLYHIRED.COM	0	0
			STATE OF MICHIGAN	0	0
			WOMENFORHIRE	0	0
		TECH 1, HEADEND Total		4	1
MIR13	70503682	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER.COM	0	0
			COMCAST.COM	1	0
			COMMUNITY ACTION AGENCY	0	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	2	1
			GLASSDOOR.COM	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JOBVERTISE	0	0
			JOFDAV.COM	0	0
			JUJU	0	0
			KALAMAZOO VALLEY COMMUNITY COLLEGE	0	0
			KELLOGG COMMUNITY COLLEGE	0	0
			KENDALL CENTER WMU	0	0
			LGBTCAREERLINK.COM	0	0
			LINKUP	0	0
			MICHIGAN INDIAN EMPLOYMENT & TRAINING SERVICES	0	0
			MICHIGAN WORKS - CALHOUN COUNTY	0	0
			MOAA.ORG	0	0
			MONSTER (CAN)	0	0

		MONSTER.COM	1	0
		NAAAP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		RECRUIT MILITARY	0	0
		ROBERT B MILLER COLLEGE	0	0
		SEARCHEASE	0	0
		SIMPLYHIRED.COM	0	0
		WALTERKAITZ.ORG	0	0
		WESTERN MICHIGAN UNIVERSITY	0	0
		WOMENFORHIRE	0	0
	CommTech 1, Installation & Service Total		4	1
70503683	CommTech 1, Installation & Service	BABBALU.COM	0	0
		BACKPAGE	0	0
		CAREERBUILDER.COM	1	0
		COMCAST.COM	3	1
		COMMUNITY ACTION AGENCY	0	0
		CRAIGSLIST.ORG (FREE US SITES)	0	0
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		FLYER ADVERTISEMENT*	1	0
		GLASSDOOR.COM	0	0
		HBCUCONNECT.COM	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	0	0
		JOBVERTISE	0	0
		JOFDAV.COM	0	0
		JUJU	0	0
		KALAMAZOO VALLEY COMMUNITY COLLEGE	0	0
		KELLOGG COMMUNITY COLLEGE	0	0
		KENDALL CENTER WMU	0	0
		LGBTCAREERLINK.COM	0	0
		LINKUP	0	0
		MICHIGAN INDIAN EMPLOYMENT & TRAINING SERVICES	0	0
		MICHIGAN WORKS - CALHOUN COUNTY	0	0
		MOAA.ORG	0	0
		MONSTER (CAN)	0	0
		MONSTER.COM	1	0
		NAAAP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0

		RECRUIT MILITARY	0	0
		ROBERT B MILLER COLLEGE	0	0
		SEARCHEASE	0	0
		SIMPLYHIRED.COM	0	0
		WALTERKAITZ.ORG	0	0
		WESTERN MICHIGAN UNIVERSITY	0	0
		WOMENFORHIRE	0	0
	CommTech 1, Installation & Service Total		6	1
70689226	CommTech 1, Installation & Service	BABBALU.COM	0	0
		COMCAST.COM	1	1
		COMMUNITY ACTION AGENCY	0	0
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		HBCUCONNECT.COM	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	0	0
		JOFDAV.COM	0	0
		KALAMAZOO VALLEY COMMUNITY COLLEGE	0	0
		KELLOGG COMMUNITY COLLEGE	0	0
		KENDALL CENTER WMU	0	0
		LGBTCAREERLINK.COM	0	0
		MICHIGAN INDIAN EMPLOYMENT & TRAINING SERVICES	0	0
		MICHIGAN WORKS - CALHOUN COUNTY	0	0
		NAAAP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		RECRUIT MILITARY	0	0
		ROBERT B MILLER COLLEGE	0	0
		WALTERKAITZ.ORG	0	0
		WESTERN MICHIGAN UNIVERSITY	0	0
		WOMENFORHIRE	0	0
	CommTech 1, Installation & Service Total		1	1
71594062	CommTech 4, Network Maintenance	BABBALU.COM	0	0
		BACKPAGE	0	0
		CAREERBUILDER.COM	0	0
		COMCAST.COM	0	0
		COMMUNITY ACTION AGENCY	0	0
		CRAIGSLIST.ORG (FREE US SITES)	0	0
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0

		DIVERSITYINC	0	0
		GLASSDOOR.COM	0	0
		HBCUCONNECT.COM	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	4	1
		JOBVERTISE	0	0
		JOFDAV.COM	0	0
		JUJU	0	0
		KALAMAZOO VALLEY COMMUNITY COLLEGE	0	0
		KELLOGG COMMUNITY COLLEGE	0	0
		KENDALL CENTER WMU	0	0
		LGBTCAREERLINK.COM	0	0
		LINKUP	0	0
		MICHIGAN INDIAN EMPLOYMENT & TRAINING SERVICES	0	0
		MICHIGAN WORKS - CALHOUN COUNTY	0	0
		MOAA.ORG	0	0
		MONSTER (CAN)	0	0
		NAAAP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		RECRUIT MILITARY	0	0
		ROBERT B MILLER COLLEGE	0	0
		SEARCHEASE	0	0
		SIMPLYHIRED.COM	0	0
		WALTERKAITZ.ORG	0	0
		WESTERN MICHIGAN UNIVERSITY	0	0
		WOMENFORHIRE	0	0
	CommTech 4, Network Maintenance Total		4	1
71594063	CommTech 4, Network Maintenance	BABBALU.COM	0	0
		BACKPAGE	0	0
		CAREERBUILDER.COM	0	0
		COMCAST.COM	0	0
		COMMUNITY ACTION AGENCY	0	0
		CRAIGSLIST.ORG (FREE US SITES)	0	0
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		GLASSDOOR.COM	0	0
		HBCUCONNECT.COM	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	9	1

		JOBVERTISE	0	0
		JOFDAV.COM	0	0
		JUJU	0	0
		KALAMAZOO VALLEY COMMUNITY COLLEGE	0	0
		KELLOGG COMMUNITY COLLEGE	0	0
		KENDALL CENTER WMU	0	0
		LGBTCAREERLINK.COM	0	0
		LINKUP	0	0
		MICHIGAN INDIAN EMPLOYMENT & TRAINING SERVICES	0	0
		MICHIGAN WORKS - CALHOUN COUNTY	0	0
		MOAA.ORG	0	0
		MONSTER (CAN)	0	0
		NAAAP	0	0
		NATIONAL BLACK MBA ASSOCIATION	0	0
		RECRUIT MILITARY	0	0
		ROBERT B MILLER COLLEGE	0	0
		SEARCHEASE	0	0
		SIMPLYHIRED.COM	0	0
		WALTERKAITZ.ORG	0	0
		WESTERN MICHIGAN UNIVERSITY	0	0
		WOMENFORHIRE	0	0
	CommTech 4, Network Maintenance Total		9	1
71713830	Manager Technicians	BABBALU.COM	0	0
		BACKPAGE	0	0
		CAREERBUILDER.COM	0	0
		COMCAST.COM	1	0
		COMMUNITY ACTION AGENCY	0	0
		CRAIGSLIST.ORG (FREE US SITES)	0	0
		DIRECTEMPLOYERS.COM	0	0
		DISABLEDPERSON.COM	0	0
		DIVERSITYINC	0	0
		GLASSDOOR.COM	0	0
		HBCUCONNECT.COM	0	0
		INDEED	0	0
		INTERNAL JOB POSTING	4	1
		JOBVERTISE	0	0
		JOFDAV.COM	0	0
		JUJU	0	0
		KALAMAZOO VALLEY COMMUNITY COLLEGE	0	0
		KELLOGG COMMUNITY COLLEGE	0	0

	KENDALL CENTER WMU	0	0
	LGBTCAREERLINK.COM	0	0
	LINKUP	0	0
	MICHIGAN INDIAN EMPLOYMENT & TRAINING SERVICES	0	0
	MICHIGAN WORKS - CALHOUN COUNTY	0	0
	MOAA.ORG	0	0
	NAAAP	0	0
	NATIONAL BLACK MBA ASSOCIATION	0	0
	RECRUIT MILITARY	0	0
	ROBERT B MILLER COLLEGE	0	0
	SEARCHEASE	0	0
	SIMPLYHIRED.COM	0	0
	WALTERKAITZ.ORG	0	0
	WESTERN MICHIGAN UNIVERSITY	0	0
	WOMENFORHIRE	0	0
Manager Technicians Total		5	1

* Indicates source(s) identified by interviewee(s) that Comcast either did not use to recruit for the position(s) or cannot precisely associate with a source that was used. For instance, an interviewee may be referred by a source that pulled Comcast's job vacancy information from Comcast.com or other sources that Comcast did affirmatively use to recruit for its full-time positions, and published the information independently. Alternatively, an interviewee may state that he or she found out about the job on the "internet" or other form of media generally without being able to identify the precise name of the source.

FCC Sourcing Report - Contact List
Date : 09/01/2012 - 08/31/2013
FCC Unit # 11588
County & State: Kent County, Michigan

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
ACCESS	AbdilKhalik Thabit	Career Services	6451 Schaefer Road - Dearborn, MI 48126	313-945-8159	0	0	No
ADRIAN COLLEGE	Placement Coordina	careerplanning@adrian.edu	110 S. Madison Adrian, MI 49221	517-265-5161	0	0	No
BABBALU.COM	Internet Source	www.babbalu.com	15 Lewis Street, Hartford CT 06103	860-478-2115	0	0	No
BACKPAGE	Internet Source	www.backpage.com	PO Box 21328 Phoenix AZ 85034	www.backpage.com	0	0	No
BAKER COLLEGE - JACKSON CAMPUS	Director of Career S	www.baker.edu	2800 Springport Road, Jackson, MI 49202	(517) 788-7800	0	0	No
CAREERBUILDER.COM	Internet Source	www.careerbuilder.com	5550 Peachtree Parkway Norcross, GA 30092	866-438-1485	3	1	No
COMCAST NOW HIRING SIGN	Human Resources	www.comcast.com	3500 Patterson Ave Se Grand Rapids, MI 49512	616-575-1200	1	0	No
COMCAST.COM	Human Resources	www.comcast.com	3500 Patterson Ave Se Grand Rapids, MI 49512	616-575-1200	15	3	No
COMMUNITY ACTION AGENCY	Internet Source	www.caajlh.org	1214 Greenwood Ave, Jackson, MI 49203	(517) 784-4800	0	0	No
CRAIGSLIST.ORG (FREE US SITES)	Internet Source	Craigslist.org	1381 9th Ave San Franciso CA 94122	415-566-6394	0	0	No
DEVELOPMENT CENTERS. INC	LaTresa Blackmon	Career Services	24424 W. McNichols Road - Detroit, MI 48219	313-531-2500	0	0	No
DIRECTEMPLOYERS.COM	Internet Source	www.directemployers.com	9002 N Purdue Road Ste 100 Indianapolis, IN 46268	866-268-6206	0	0	No
DISABLEDPERSON.COM	Internet Source	www.disabledperson.com	P.O. Box 230636 Encinitas, CA 92023-0636	(760)420-1269	0	0	No
DIVERSITYINC	Internet Source	www.diversityinc.com	570 Broad Street, 15th Floor, Newark, NJ 07102	(973) 494-0500	0	0	No
DORSEY SCHOOLS	Lorna Wells	Career Services	30775 Barrington Ave. Suite 100, Madison Heights, MI 48071	248-585-9200	0	0	No
EMPLOYEE REFERRAL	Human Resources	www.comcast.com	3500 Patterson Ave Se Grand Rapids, MI 49512	616-575-1200	16	5	No
EVEREST INSTITUTE	Career Counselor	www.everest.edu	1750 Woodworth Street Northeast, Grand Rapids, MI 49525	(616) 364-8464	0	0	No

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Date : 09/01/2012 - 08/31/2013
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County & State: Kent County, Michigan

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
FLYER ADVERTISEMENT*					1	0	No
GLASSDOOR.COM	Internet Source	www.glassdoor.com	1 Harbor Drive, Suite 300 Sausalito, CA 94965-1434	(415) 339-9105	0	0	No
GOODWILL INDUSTRIES	Career Services	info@goodwillgr.org	3035 Prairie Street SW Grandville, Michigan 49418	616.532.4200	0	0	No
HACE-USA.ORG (HISPANIC ALLIANCE FOR CAREER ADVANCEMENT)	Career Services	info@haceonline.org	330 S. Wells, Suite 1104, Chicago, IL 60606	312.435.0498	0	0	No
HBCUCONNECT.COM	Internet Source	www.HBCUconnect.com	750 Cross Pointe Road Ste Q Columbus OH 43230	877-864-4446	0	0	No
HILLSDALE COLLEGE	Career Counselor	www.hillsdale.edu	33 East College Street, Hillsdale, MI 49242	(517) 437-7341	0	0	No
INDEED	Internet Source	www.indeed.com	177 Broad Street 6th Floor Stamford CT 06901	203-328-2691	2	0	No
INTERNAL JOB POSTING	Human Resources	www.comcast.com	3500 Patterson Ave Se Grand Rapids, MI 49512	616-575-1200	48	7	No
ITT TECHNICAL INSTITUTE	Career Counselor	Career Services Specialist	1980 Metro Court SW Wyoming, MI 49519	616-406-1200	0	0	No
JACKSON COMMUNITY COLLEGE	Career Counselor	www.jccmi.edu	2111 Emmons Road Jackson, MI 49201	517.787.0800	0	0	No
JACKSON COUNTY FAMILY INDPENDENCE AGENCY	Career Counselor	www.michigan.gov	301 E Louis Glick Hwy, Jackson, MI 49201	(517) 780-7666	0	0	No
JOB HOTLINE*	Internet Source	www.indeed.com	177 Broad Street 6th Floor Stamford CT 06901	203-328-2691	1	0	No
JOBVERTISE	Internet Source	www.jobvertise.com	32 Cumberland Drive Lincolnshire, Il 60069	888-388-5627	0	0	No
JOFDAV.COM	Internet Source	www.jofdav.com	PO Box 230636 Encinitas CA 92023	760-420-1269	0	0	No
JUJU	Internet Source	www.juju.com	1st Avenue #19. New York, NY 10003	(212) 537-3898	0	0	No
KALAMAZOO VALLEY COMMUNITY COLLEGE	Career Services	www.kvcc.edu/services/career	6767 W O Ave, Kalamazoo, MI 49009	(269) 488-4400	0	0	No
KELLOGG COMMUNITY COLLEGE	Career Services	www.kellogg.edu	450 North Ave, Battle Creek, MI 49017	(269) 965-3931	0	0	No

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Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
KENDALL CENTER WMU	Career Services	www.wmich.edu/battlecreek/	50 Jackson St W, Battle Creek, MI 49017	(269) 965-5380	0	0	No
LEE HECHT HARRISON	Internet Source	www.lhh.com	www.lhh.com	www.lhh.com	0	0	No
LEH NAH WEH NATIVE AMERICAN ORGANIZATION	Placement Coordin	lehnahweh@msn.com	PO Box 972, Adrian, MI 49221	lehnahweh@msn.com	0	0	No
LGBTCAREERLINK.COM	Internet Source	Internet Source	155 Sansome Street, Suite 450, San Francisco, CA 94104	415-694-6511	0	0	No
LINKUP	Internet Source	www.linkup.com	2027 Stierlin Court Mountain View, CA 94043	866-359-9360	0	0	No
MIAT	Myron Gray	Career Services	47884 D. Street, Belleville, MI 48111	734-483-3758	0	0	No
MICHIGAN DEPARTMENT OF CAREER DEVELOPEMENT	Mr Paul Martinez Jr.	Placement Coordinator	PO Box 400010, Lansing, MI 48901-7210	877-932-6423	0	0	No
MICHIGAN HISPANIC CHAMBER OF COMMERCE	Diaette Mejia	Career Services	2835 Bagley, 2nd Floor Suite 600-Detroit, MI 48216	313-962-8600	0	0	No
MICHIGAN INDIAN EMPLOYMENT & TRAINING SERVICES	Eileen Yeager	Career Specialist	724 W. Centre Ste 209 Portage, MI 49024	269-323-0234	0	0	No
MICHIGAN WORKS - CALHOUN COUNTY	Client Services	Career Specialist	135 Hamblin Battle Creek, MI 49017	(269) 660-1412	0	0	No
MICHIGAN WORKS!	Client Services	Client Services	121 Franklin St SE, Grand Rapids, MI 49507	616-336-4171	0	0	No
MOAA.ORG	Internet Source	www.moaa.org	201 N Washington St, Alexandria, VA 22314	(800) 234-6622	0	0	No
MONSTER (CAN)	Internet Source	www.monster.com	622 Third Avenue, 39th Floor, New York, NY 10017	800-666-7837	0	0	No
MONSTER.COM	Internet Source	www.monster.com	622 Third Avenue, 39th Floor, New York, NY 10017	800-666-7837	3	1	No
NAAAP - National Association of Asian American Professionals	Internet Source	www.naaap.org	P.O. Box 354 Uwchland, PA 19480	(215) 715-3046	0	0	No
NAACP	Chrystal Ratcliffe	Community Outreach	300 East Fall Creek Pkway North Drive, Indianapolis, IN 46205	317.925.5127	0	0	No
NATIONAL BLACK MBA ASSOCIATION	Internet Source	www.nbmbaa.org	180 North Michigan Avenue, Ste 1400, Chicago, IL 60601	(312)236-2622	0	0	No

FCC Sourcing Report - Contact List
Date : 09/01/2012 - 08/31/2013
FCC Unit # 11588
County & State: Kent County, Michigan

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
NEW HORIZONS	Nicci Der-Stepanian	Career Services	14115 Farmington Road - Livonia, MI 48154	734-525-1501	0	0	No
RecruitMilitary, LLC	Internet Source	www.recruitmilitary.com	422 West Loveland Ave, Loveland OH 45140	513.683.5020	0	0	No
ROBERT B MILLER COLLEGE	Career Services	www.millercollege.edu	450 North Ave, Battle Creek, MI 49017	(269) 660-8021	0	0	No
SEARCHEASE	Internet Source	www.searchease.com	51 Mill Street Building E Suite 21 Hanover MA 02339	781-826-1510	0	0	No
SIMPLYHIRED.COM	Internet Source	www.simplyhired.com	2513 Charleston Road, Suite 200, Mountain View, CA 94340	(650)254-9000	0	0	No
STATE OF MICHIGAN	Marsha Florence	www.michigan.gov	www.michigan.gov	877-932-6424	0	0	No
WALTERKAITZ.ORG	Internet Source	WalterKaitz.org	25 Massachusetts Avenue, NW - Suite 100, Washington, DC 20001	(202) 222-2490	0	0	No
WESTERN MICHIGAN UNIVERSITY	Career Services	www.wmich.edu/hr/jobs/	1903 W Michigan Ave Kalamazoo MI 49008-5217	(269) 387-3620	0	0	No
WOMENFORHIRE	Internet Source	www.womenforhire.com	155 West 72nd Street Ste 403 New York, NY 10023	212-290-2600	0	0	No
YAHOO.COM	Internet Source	www.yahoo.com	701 First Avenue; Sunnyvale, CA 94089	408-349-3300	1	0	No
				Total	91	17	

* 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.

COMCAST
FCC GENERAL RECRUITMENT SHEET
2012
September 1, 2012 to August 31, 2013
FCC UNIT #: 11588
County and State: Kent County, Michigan

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
CommTech Program	Comcast	2012 - 2013	Supervisors, Trainers	CommTech program includes a step progression process (CT1, CT2, CT3, etc.); this program was designed to enable technicians to acquire the skills that could qualify them for higher level positions within the technical organization.
Linked to Leadership	Comcast	February, 2013 March, 2013	All Employees / Human Resources / Comcast University	Nationally standard solution to develop and build frontline leadership bench strength in a consistent manner that aligns the goal of the program directly to Comcast business initiatives by providing bench-strength in key front-line supervisor roles and an environment that helps drive growth across all businesses.
Fundamentals of Leadership Program	Comcast	2010 - 2013	Leadership / Human Resources / Comcast University	Company approved training targeted to Leadership positions.
Executive Leadership Forum	Comcast	2011 - 2013	Leadership / Human Resources / Comcast University	Company approved training targeted to Leadership positions.
Principles of Leadership	Comcast	2012 - 2013	Leadership / Human Resources / Comcast University	Company approved training targeted to Leadership positions.
New Leader's Guide to Awesome	Comcast	2012 - 2013	Leadership / Human Resources / Comcast University	Company approved training targeted to Leadership positions.
Managing a Harassment-Free Workplace and Code of Conduct	Comcast	2012 - 2013	Leadership / Human Resources / Comcast University	Company approved training targeted to Leadership positions.
ITT Job Fair	ITT	8/28/13	Talent Acquisition Staff	Promoted all open positions at Comcast at ITT Job Fair.
Michigan Works Job Fair	Michigan Works	41492	Talent Acquisition Staff	Job Fair hosted by Michigan Works Association. Michigan Works promotes professional development opportunities at its annual job fair.