

Federal Communications Commission  
Washington, D.C. 20554

OMB 3060-1033  
September 2003

FOR FCC USE ONLY

**FCC 396-C**

**Multi-Channel Video Program Distributor EEO Program Annual Report**

FOR COMMISSION USE ONLY  
FILE NO.  
B396 - 20160907ADP

Read INSTRUCTIONS Before Filling Out Form

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
COMCAST CORPORATION

MSO Name:

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

City PHILADELPHI	State PA	Zip Code 19103-
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FCC Registration Number:  
0017882036

Emp. Unit ID # 11686

**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  
WAYNE, 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) 08/14/2016 - 08/27/2016

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

**SECTION II COMMUNITY INFORMATION**

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

1. Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47	<input checked="" type="radio"/> Yes <input type="radio"/> No
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	C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

**SECTION IV ADDITIONAL INFORMATION**

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

[Exhibit 3]

**SECTION V CERTIFICATION**

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

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

Signed	Title
Date	Name of Respondent
9/7/2016	VICTOR GAINES
Telephone No. (include area code)	
7705597223	

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

**Exhibits**

Comcast Cable Communications, LLC  
 FCC Sourcing Report - Sourcing Summary  
 Date: 09/01/2015 to 08/31/2016  
 FCC Unit #: 11686  
 County & State: Wayne County, MI

Work Location	Job Req ID	Job Title	Source	Values	
				Interviewed	Hired
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Acareers	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	BlackCareer Network	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	CALLCENTERJOBS.COM	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	CAREERBUILDER	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Comcast Talent Network	4	2
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Comcast.com	3	1
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Community Outreach	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Directemployers.com	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Employee Referral	9	2
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Glassdoor.com	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	hace-usa.org	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	IHISPANO.COM	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Indeed	9	4
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Indeed.com	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Internal Site	19	4
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Job Alert	1	1
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	LinkedIn	1	1
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	MILITARY.COM	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Monster (CAN)	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	MONSTER, INC .	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Muse	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	OutPro	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	ProAble	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Professional Diversity Network	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Recommended Job from Comcast	8	1
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	RecruitMilitary	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	Simply Hired	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	TAONLINE.COM	-	-
MIP01	140798	CAE 2, CUST SERVICE (SALES) - Plymouth, MI (AUG2016)	WomenCareerChannel	-	-
MIP01	<b>140798 Total</b>			<b>54</b>	<b>16</b>
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Acareers	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	BlackCareer Network	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Comcast Talent Network	8	2
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Comcast.com	3	1
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Community Outreach	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Directemployers.com	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Employee Referral	23	4

MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Glassdoor.com	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	hace-usa.org	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	IHISPANO.COM	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Indeed	6	3
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Indeed.com	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Internal Site	31	1
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	MILITARY.COM	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	OutPro	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	ProAble	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Professional Diversity Network	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Recommended Job from Comcast	9	1
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	RecruitMilitary	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Simply Hired	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	TAONLINE.COM	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	WomenCareerChannel	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Contingent	1	1
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Craigslist	2	1
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	HireHeroesUSA.org	-	-
MIP01	132925	INBOUND SALES EXECUTIVE - Plymouth, MI (APR2016)	Word Of Mouth	2	1
MIP01	<b>132925</b>	<b>Total</b>		<b>85</b>	<b>15</b>
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Acareers	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	BlackCareer Network	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Comcast.com	12	3
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Community Outreach	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Directemployers.com	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Employee Referral	19	3
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Glassdoor.com	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	hace-usa.org	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	IHISPANO.COM	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Indeed	14	2
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Indeed.com	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Internal Site	15	5
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Job Alert	3	1
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	MILITARY.COM	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	OutPro	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	ProAble	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Professional Diversity Network	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	RecruitMilitary	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	Simply Hired	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	TAONLINE.COM	-	-
MIP01	136384	INBOUND SALES EXECUTIVE - Plymouth, MI (JUN2016)	WomenCareerChannel	-	-
MIP01	<b>136384</b>	<b>Total</b>		<b>63</b>	<b>14</b>
MIP01	125253	INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Comcast Talent Network	3	2
MIP01	125253	INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Comcast.com	3	2
MIP01	125253	INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Community Outreach	-	-
MIP01	125253	INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Directemployers.com	-	-

MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Employee Referral	3	2
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Glassdoor.com	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	hace-usa.org	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Indeed	1	1
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Indeed.com	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Internal Site	5	5
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	MILITARY.COM	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Monster (CAN)	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Recommended Job from Comcast	1	1
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	RecruitMilitary	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Simply Hired	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	TAONLINE.COM	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	HireHeroesUSA.org	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Asian Life	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Direct _ Monster	1	1
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Direct _ Others	2	1
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	disabledperson.com	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	DIVERSITYINC MEDIA	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	hbconnect.com	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	HireDisability	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Interactive One	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	lgbtcareerlink.com	-	-
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	Monster.com	2	1
MIP01	125253 INBOUND SALES EXECUTIVE-Plymouth, MI (Nov 2015 50241042)	womenforhire	-	-
MIP01	<b>125253 Total</b>		<b>21</b>	<b>16</b>
MIP01	140983 Mgr 1, Human Resources	Acareers	-	-
MIP01	140983 Mgr 1, Human Resources	BlackCareer Network	-	-
MIP01	140983 Mgr 1, Human Resources	Community Outreach	-	-
MIP01	140983 Mgr 1, Human Resources	Directemployers.com	-	-
MIP01	140983 Mgr 1, Human Resources	Glassdoor.com	-	-
MIP01	140983 Mgr 1, Human Resources	hace-usa.org	-	-
MIP01	140983 Mgr 1, Human Resources	IHISPANO.COM	-	-
MIP01	140983 Mgr 1, Human Resources	Indeed.com	-	-
MIP01	140983 Mgr 1, Human Resources	Internal Site	2	1
MIP01	140983 Mgr 1, Human Resources	LinkedIn	-	-
MIP01	140983 Mgr 1, Human Resources	MILITARY.COM	-	-
MIP01	140983 Mgr 1, Human Resources	OutPro	-	-
MIP01	140983 Mgr 1, Human Resources	ProAble	-	-
MIP01	140983 Mgr 1, Human Resources	Professional Diversity Network	-	-
MIP01	140983 Mgr 1, Human Resources	RecruitMilitary	-	-
MIP01	140983 Mgr 1, Human Resources	Simply Hired	-	-
MIP01	140983 Mgr 1, Human Resources	TAONLINE.COM	-	-
MIP01	140983 Mgr 1, Human Resources	WomenCareerChannel	-	-
MIP01	<b>140983 Total</b>		<b>2</b>	<b>1</b>
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	Community Outreach	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	Directemployers.com	-	-

MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	Glassdoor.com	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	hace-usa.org	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	Indeed.com	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	Internal Site	2	1
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	LinkedIn	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	MILITARY.COM	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	RecruitMilitary	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	Simply Hired	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	TAONLINE.COM	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	HireHeroesUSA.org	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	Asian Life	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	disabledperson.com	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	DIVERSITYINC MEDIA	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	hbconnect.com	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	HireDisability	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	Interactive One	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	lgbtcareerlink.com	-	-
MIP01	123970 Mgr 1, Human Resources- Plymouth, MI	womenforhire	-	-
MIP01	<b>123970 Total</b>		<b>2</b>	<b>1</b>
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	Acareers	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	BlackCareer Network	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	Community Outreach	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	Directemployers.com	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	Glassdoor.com	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	hace-usa.org	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	IHISPANO.COM	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	Indeed.com	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	Internal Site	9	1
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	MILITARY.COM	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	OutPro	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	ProAble	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	Professional Diversity Network	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	RecruitMilitary	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	Simply Hired	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	TAONLINE.COM	-	-
MIP01	139658 Supervisor, Customer Account Executive (Sales) - Plymouth, MI	WomenCareerChannel	-	-
MIP01	<b>139658 Total</b>		<b>9</b>	<b>1</b>
MIP01	135816 Supv, Cust Acct Exec (Sales)	Acareers	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	BlackCareer Network	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	Community Outreach	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	Directemployers.com	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	Glassdoor.com	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	hace-usa.org	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	IHISPANO.COM	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	Indeed.com	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	Internal Site	14	1

MIP01	135816 Supv, Cust Acct Exec (Sales)	MILITARY.COM	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	OutPro	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	ProAble	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	Professional Diversity Network	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	RecruitMilitary	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	Simply Hired	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	TAONLINE.COM	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	WomenCareerChannel	-	-
MIP01	135816 Supv, Cust Acct Exec (Sales)	HireHeroesUSA.org	-	-
MIP01	<b>135816 Total</b>		<b>14</b>	<b>1</b>
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	Community Outreach	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	Directemployers.com	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	Glassdoor.com	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	hace-usa.org	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	Indeed.com	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	Internal Site	25	1
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	LinkedIn	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	MILITARY.COM	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	RecruitMilitary	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	Simply Hired	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	TAONLINE.COM	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	HireHeroesUSA.org	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	Asian Life	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	disabledperson.com	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	DIVERSITYINC MEDIA	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	hbcuconnect.com	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	HireDisability	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	Interactive One	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	lgbtcareerlink.com	-	-
MIP01	125859 Supv, Cust Acct Exec (Sales) - Plymouth, MI (55082027)	womenforhire	-	-
MIP01	<b>125859 Total</b>		<b>25</b>	<b>1</b>
MIP01	119322 VP, Customer Experience Strategy - Heartland	Community Outreach	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	Directemployers.com	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	Glassdoor.com	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	hace-usa.org	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	Indeed.com	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	LinkedIn	4	1
MIP01	119322 VP, Customer Experience Strategy - Heartland	MILITARY.COM	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	RecruitMilitary	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	Simply Hired	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	TAONLINE.COM	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	HireHeroesUSA.org	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	Asian Life	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	DIVERSITYINC MEDIA	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	hbcuconnect.com	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	HireDisability	-	-

MIP01	119322 VP, Customer Experience Strategy - Heartland	Interactive One	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	lgbtcareerlink.com	-	-
MIP01	119322 VP, Customer Experience Strategy - Heartland	womenforhire	-	-
MIP01	<b>119322 Total</b>		<b>4</b>	<b>1</b>
<b>MIP01 Total</b>			<b>279</b>	<b>67</b>
<b>Grand Total</b>			<b>279</b>	<b>67</b>



Comcast Cable Communications, LLC  
 FCC Sourcing Report - General Recruitment  
 Date: 09/01/2015 to 08/31/2016  
 FCC Unit #: 11686  
 County & State: Wayne County, MI

Event Name	Location	Date	Participants	type
AbilityLinks Virtual Job Fair	Virtual Job Fair	10/14/2015	Comcast recruiters	Virtual Job Fair for all positions in the Central division. We virtually spoke to candidates from all over the US. Focused on recruiting veterans and PWD.
Howell Chamber of Commerce Job Fair	Crystal Gardens, MI	4/14/2016	Comcast recruiters	Attended job fair recruiting for all Comcast positions.
Techweek 2016 Hiring Fair	Detroit, MI	5/5/2016	Comcast recruiters	Attended job fair for Techtown Detroit/Comcast Business Detroit Entrepreneur Week, recruiting for all Comcast positions.
Southwest Economic Solutions Path Hiring Event	Redford, MI	5/19/2016	Comcast Human Resources	Attended job fair recruiting for all Comcast positions.
AbilityLinks Virtual Job Fair	Virtual Job Fair	5/28/2016	Comcast recruiters	Virtual Job Fair for all positions in the Central division. We virtually spoke to candidates from all over the US. Focused on recruiting veterans and PWD.
Comcast/NBC Specific Virtual Career fair	Virtual Job Fair	6/16/2016	Comcast recruiters	Virtual Job Fair for all positions in the Central division. We virtually spoke to candidates from across the US. Focused on military recruiting.
Hiring Our Heroes Job Event	Detroit, MI	7/10/2016	Comcast recruiters	Veteran hiring event, recruiting for all positions.
Virtual Student Veteran Job Fair	Virtual Job Fair	7/16/2016	Comcast recruiters	Virtual Job Fair for all positions in the Central division. Focused on veteran recruiting.
Career Week 2016	Heartland Region and comcastnow.com	July 18-22, 2016	All employees	A weeklong series of online articles, podcasts, videos, and discussion panels related to career advancement, growing as a leader, and developing as an employee.
Link to Leadership "L2L"	Heartland Region	Ongoing	Highly effective frontline employees that are interested in a leadership role, and new leaders	Leadership training program on Company policies and effective management. Includes EEO policy, fair treatment, etc.
Launch	Heartland Region	Ongoing	New leaders	Supervisory training program on Company policies and effective management. Includes EEO policy, fair treatment, etc.
Thrive	Heartland Region	Ongoing	Tenured leaders	Leadership training program on Company policies and effective management. Includes EEO policy, fair treatment, etc.
Introduction to Leadership	Heartland Region	Ongoing	New leaders	New leadership training program on Company policies and effective management. Includes EEO policy, fair treatment, etc.
Raising the Performance Bar	Heartland Region	Ongoing	Current supervisors	Supervisory training program on effective coaching practices
Building a Culture of Coaching	Heartland Region	Ongoing	Current managers	Manager training program on effective coaching practices
Compliance Training for all employees	Heartland Region	Ongoing	All employees	Compliance training regarding preventing discrimination and harassment training.

Comcast Cable Communications, LLC  
 FCC Sourcing Report - Sourcing Contacts  
 Date: 09/01/2015 to 08/31/2016  
 FCC Unit #: 11686  
 County & State: Wayne County, MI

Source	Phone	Address	email Address	website	Interviewed	Hired
Acareers	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
BlackCareer Network	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
CALLCENTERJOBS.COM	888-353-7530	11414 West Center Road, Suite 321, Omaha, NE 68144	pricing@callcenterjobs.com	http://callcenterjobs.com/	0	0
CAREERBUILDER	866-438-1485	5550-A Peachtree Parkway, Norcross, GA 30092	customer.service@careerbuilder.com	http://www.careerbuilder.com/	0	0
Comcast Talent Network	Comcast		0	0	0	15
Comcast.com	Comcast		0	0 www.comcast.com/careers	21	7
Community Outreach	404.631.6383	1514 E. Cleveland Ave., Suite 120, Eastpoint, Georgia. 30344	0	http://www.communityoutreachs	0	0
Directemployers.com	866-268-6206	9002 N. Purdue Road Indianapolis IN 46268	info@DirectEmployers.org	www.directemployers.com	0	0
Employee Referral	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	54	11
Glassdoor.com	*	1 Harbor Drive, Suite 300 Sausalito CA 94965	careercenters@glassdoor.com	http://www.glassdoor.com/index.	0	0
hace-usa.org	312-435-0498	330 S. Wells St., Suite 1104 Chicago, IL 60606	vanessa@haceonline.org (Vanessa Valentin)	http://www.hace-usa.org/	0	0
IHISPANO.COM	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Indeed	203-391-6310	177 Broad Street, 6th Floor Stamford CT 06901		0 www.indeed.com	30	10
Indeed.com	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Internal Site	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	122	20
Job Alert	Comcast		0	0	0	4
LinkedIn	*	2029 Stierlin Court, Mountain View, CA 94043		0 http://www.linkedin.com/	5	2
MILITARY.COM	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Monster (CAN)	(212) 351-7000	622 Third Avenue, 39th Floor, New York, NY 10017	Sponsorship@Monster.com	http://www.monster.com/	0	0
MONSTER, INC .	(212) 351-7001	623 Third Avenue, 39th Floor, New York, NY 10017	Sponsorship@Monster.com	http://www.monster.com/	0	0
Muse	*	*	business@themuse.com.	https://www.themuse.com/	0	0
OutPro	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
ProAble	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Professional Diversity Network	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0

Recommended Job from Comcast	*		0	0	0	18	3
RecruitMilitary	513.683.5020	422 West Loveland Ave, Loveland, OH 45140	support@recruitmilitary.com	https://recruitmilitary.com/		0	0
Simply Hired	*	370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	support@simplyhired.com	http://www.simplyhired.com/		0	0
TAONLINE.COM	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/		0	0
WomenCareerChannel	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/		0	0
Contingent	Comcast		0	0	0	1	1
Craigslist	(415) 566-6394	1381 9th Ave. San Francisco CA 94122	www.craigslist.org	www.craigslist.org		2	1
HireHeroesUSA.org	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/		0	0
Word Of Mouth	*		0	0	0	2	1
Asian Life	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com		0	0
Direct _ Monster	Comcast recruiter sourced		0	0	0	1	1
Direct _ Others	Comcast recruiter sourced		0	0	0	2	1
disabledperson.com	760-420-1269	PO Box 230636, Encinitas, CA 92023	info@disabledperson.com	disabledpersons.com		0	0
DIVERSITYINC MEDIA	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/		0	0
hbcuconnect.com	614-416-5514	750 Cross Pointe Road, Suite Q Gahanna OH 43230		0 www.hbcuconnect.com		0	0
HireDisability	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com		0	0
Interactive One	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com		0	0
lgbtcareerlink.com	415-694-6538	155 Sansom Street, Suite 450, San Francisco CA 94104	jbeach@outandequal.org	http://lgbtcareerlink.com/		0	0
Monster.com	(212) 351-7000	622 Third Avenue, 39th Floor, New York, NY 10017	Sponsorship@Monster.com	http://www.monster.com/		2	1
womenforhire	212-290-2600	155 West 72nd Street, Suite 403, New York, NY 10023	marketing@womenforhire.com	http://womenforhire.com/		0	0

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

*Every job posted externally is posted on our careers page, [jobs.comcast.com](http://jobs.comcast.com)*