

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. - 20140917AEW

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
COMCAST CORPORATION

MSO Name:

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

City PHILADELPHIA	State PA	Zip Code 19103-
----------------------	-------------	--------------------

FCC Registration Number:
0011612017

Emp. Unit ID # 12739

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
HENNEPIN, MN

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 17 - 30, 2014

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

SECTION II COMMUNITY INFORMATION

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

Review the list of communities served on the previous year's submission and attach as Exhibit A any [Exhibit 1] 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?	<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 SR. VICE PRESIDENT, HUMAN RESOURCES
Date 9/17/2014	Name of Respondent SANDY GUNN
Telephone No. (include area code) 2152864718	

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

**2014 FCC EEO Public File Report for Comcast Cable Communications, LLC
Eden Prairie, MN - FCC EEO # 12739**

This Report covers September 1, 2013 through August 31, 2014

Total Number of Full-Time Vacancies Fill During This Period: 0

Total Number of People Interviewed For Full-Time Vacancies During This Period: 0

This unit did not hire any full-time employees during the reporting period.

Supplemental Recruitment Initiatives:

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Media Sales Institute	Howard University/Comcast Spotlight	June 11th	Talent Acquisition / Director HR	Participate in career event following 2 week program that introduces new graduates to the Media Sales Industry
Meida Sales Institue	Florida A&M	May 21st	Talent Acquisition / VP HR / Sr. Manager HR / Director of Sales	Participate in career event following 2 week program that introduces new graduates to the Media Sales Industry
Comcast Cares	Comcast	On-going	Comcast Emoplyees	friends and family members joined together across the country to participate in the nation's largest single-day corporate volunteer effort
National Sales Network	Comcast Spotlight/ Comcast Sales & Marketing / Comcast Business Services	Aug 7 - 9th	Talent Acquisition	Diversity Careerfair and Workshop for Professional Sales. Hosted Information Session / Lunch.

EEO/AA Employer Listing	Spotlight	On-going	East Division	Comcast listed with other employers as an EEO/Affirmative Action Employer on AARP website.
Women in Leadership Program	Comcast Spotlight	On-going	High Potential Women Leaders	Brings together female leaders within the Eastern Division to develop leadership attributes to advance within Comcast.
CORE	Comcast University	On-going	Comcast University Spotlight	Comprehensive Training program for new Sales Professionals.
Anti-Harassment Training	Comcast	On-going	All employees	All personnel received Anti-Harassment Training (Diversity/EEO & Sexual Harassment) through the Comcast LSO
HR & Hiring Process Training	Comcast Spotlight	On-going	Supervisor & Above	Supervisory training program on company policies, procedures & effective management. Includes modules related to EEO policy, legal interviewing, etc.
National Colegiate Sales Competition	NCSC / Spotlight	March 28th	Talent Acquisiton / Sales Leaders	Observe in Collegiate Sales competion. Students for 80+ University compete in professional selling techniques. Participate in Career Fair
CHICO State Collegiate Sales Competition	Comcast Spotlight	April 19th	Sales Leaders	Observe in Collegiate Sales competion. Students for 15+ University compete in professional selling techniques.

Emma Bowen Internships	Emma Bowen Foundation	Ongoing	Comcast Spotlight	Partnered with Emma Bowen to hire interns for summer positions in various departments.
MeetUp Group - Automated Testing Philadelphia	Comcast Spotlight	12-Aug	Talent Acquisition / Business Leaders	Hosted local Meet-Up group focused on QA Automation testing, involved local open source developers and presenters from Comcast's CIM group
Career Connections - Fall Career Day 2014	University of Louisiana	9/24/2014	Comcast Spotlight Business Leaders	
	Department of Career Services			
	Monroe, LA			
Fall 2014 Career Fair	The University of Southern Mississippi	9/24/2014	Comcast Spotlight Business Leaders	
	Hattiesburg, MS			
Osprey Career Fair	University of North Florida	1/31/2014	Comcast Spotlight Business leaders	
MS College Career Fair	Mississippi College	2/18/2014	Comcast Spotlight Business leaders	
MLK Day of Service Career Fair	Philadelphia, PA	1/21/2014	Talent Acquisition	Customer Service & Sales
(NSHMBA) National Society of Hispanic MBA Philly Chapter - Kick off Reception	Philadelphia, PA	2/14/2014	Talent Acquisition	MBA's

(NSN) National Sales Network Philly Chapter Warmdaddy's Kickoff Networking Event w/ Ronnette Earle, Sr. Director, Sales Ops	Philadelphia, PA	3/5/2014	Talent Acquisition	Sales
Sierra Group - Career Fair	Philadelphia, PA	3/6/2014	Talent Acquisition	All
(NSN) National Sales Network Philly Chapter Panel discussion: Barry Williams, Sr. Director, Ind. Channel Sales)	Philadelphia, PA	March 20, 2014	Talent Acquisition	Sales
(NSN) National Sales Network Philly Chapter Event	Philadelphia, PA	4/2/2014	Talent Acquisition	Sales
Philly Tech Week "Tech Mix it up: A Diversity Networking Affair"	Philadelphia, PA	4/7/2014	Talent Acquisition	All Tech: IT, Electrical, Network, & Software Engineers
William Way LGBT Community	Philadelphia, PA	4/10/2014	Talent Acquisition	Mixed

Center Career Fair				
(NSN) National Sales Network Philly Chapter Membership Meet & Greet (Guest Speaker: Mary Stutts, VP External Affairs, Communications)	Philadelphia, PA	May 7, 2014	Talent Acquisition	Sales
(ALPFA) Association of Latino Professionals in Finance and Accounting Membership Networking Event	Philadelphia, PA	May 15, 2014	Talent Acquisition	Finance & Accountant
(NAAAP) Business Card Exchange	Philadelphia, PA	7/15/14	Talent Acquisition	Mixed
(NAAAP) Northeast Leadership Conference	Philadelphia, PA	7/25/14	Talent Acquisition	Mixed
(NAAAP) SuperNetworking Event	Philadelphia, PA	8/21/2014	Talent Acquisition	Mixed
Internship/Co-Op Career Fair	Pennsylvania State University	9/18/2013	Talent Acquisition	Career fair targeted towards undergraduate interns

On Campus Interviews	Massachusetts Institute of Technology	9/23/2013	Talent Acquisition	On-Campus Interviews for STEM students. On behalf of Comcast/NBCUniversal's rotational programs.
T. Howard Foundation HR Meeting	T. Howard Foundation	10/9/2013	Talent Acquisition	Discussion on diversity and recruiting hiring re: early career talent with HR participants from companies in the media industry
Internship Fair 2013	University of California - Berkeley	10/17/2013	Talent Acquisition	Career fair targeted towards undergraduate interns
On Campus Interviews	Villanova University	10/21/2013	Talent Acquisition	On-Campus Interviews for STEM students. On behalf of Comcast/NBCUniversal's rotational programs.
On-Campus Interviews	University of North Carolina	10/21/2013	Talent Acquisition	Finance Internships
Alumni Roundtable	University of California, Berkeley	10/23/2013	Talent Acquisition	Networking event geared toward STEM undergraduate and graduate students. On behalf of Comcast/NBCUniversal's internship and rotational programs.
Employer Resume Critiques	Temple University - Fox School of Business	1/29/2014	Talent Acquisition	Hosted one-on-one sessions with students to provide feedback on resumes on behalf of Comcast's internship programs
Pizza and Beer	University of Pennsylvania	1/30/2014	Talent Acquisition	Small gathering of students and a senior leader from Comcast/NBCUniversal. Cutting edge technology and leadership at Comcast/NBCUniversal are discussed.

Career Fair	University of California - Berkeley	1/30/2014	Talent Acquisition	Finance Internships
Career Fair	Massachusetts Institute of Technology	2/3/2014	Talent Acquisition	Career fair targeted towards STEM undergraduate and graduate students. On behalf of Comcast/NBCUniversal's internship and rotational programs
Corporate Luncheon	University of Southern California	2/3/2014	Talent Acquisition	Small gathering of students and a senior leader from Comcast/NBCUniversal. Cutting edge technology and leadership at Comcast/NBCUniversal are discussed.
Classroom Talk	University of Pennsylvania	2/5/2014	Talent Acquisition	Small gathering of students and a senior leader from Comcast/NBCUniversal. Cutting edge technology and leadership at Comcast/NBCUniversal are discussed.
Tech-Talk	Villanova University	2/6/2014	Talent Acquisition	Small gathering of students and a senior leader from Comcast/NBCUniversal. Cutting edge technology and leadership at Comcast/NBCUniversal are discussed.
Tech-Talk*	University of Colorado - Boulder	2/6/2014	Talent Acquisition	Small gathering of students and a senior leader from Comcast/NBCUniversal. Cutting edge technology and leadership at Comcast/NBCUniversal are discussed.

UPenn On-Campus Interviews	University of Pennsylvania/Comcast/NBC Universal	2/11/2014	Talent Acquisition	Interviews for internship opportunities at Comcast/NBCUniversal
Media Labs Event	Massachusetts Institute of Technology	2/11/2014	Talent Acquisition	Small gathering of students and a senior leader from Comcast/NBCUniversal. Cutting edge technology and leadership at Comcast/NBCUniversal are discussed.
Career Fair	Colorado School of Mines	2/11/2014	Talent Acquisition	Career fair targeted towards STEM undergraduate and graduate students. On behalf of Comcast/NBCUniversal's internship and rotational programs
On-Campus Interviews	University of California - Berkeley	2/11/2014	Talent Acquisition	Finance Internships
On-Campus Interviews	Colorado School of Mines	2/12/2014	Talent Acquisition	On-Campus Interviews for STEM students. On behalf of Comcast's internship program.
On-Campus Interviews	Massachusetts Institute of Technology	2/12/2014	Talent Acquisition	On-Campus Interviews for STEM students. On behalf of Comcast's internship program.
On Campus Interviews	St. Joseph's University	2/18/2014	Talent Acquisition	Interviews for internship opportunities at Comcast HQ
Pre-Night Reception/Tech-Talk*	Carnegie Mellon University	2/20/2014	Talent Acquisition	Small gathering of students and a senior leader from Comcast/NBCUniversal. Cutting edge technology and leadership at Comcast/NBCUniversal are discussed.

T Howard Foundation Dinner	T Howard Foundation Dinner	3/26/2014	Talent Acquisition	Diversity Event
Networking Meet and Greet	Philly Tech Week " Tech Mix it Up" - Diversity Networking Affair	4/7/2014	Talent Acquisition	Diversity networking event targeting LGBT tech professionals
NACE Workshop: Using Metrics to Guide School Selection	National Association of Colleges and Employers (NACE)	4/10/2014	Talent Acquisition	Workshop on how to leverage data and metrics to strategically recruit talent on-campus
Campus Visits	University of North Carolina	4/16/2014	Talent Acquisition	Met with student groups, faculty and career services
Campus Visits	Temple University NABA Meeting	4/18/2014	Talent Acquisition	Diversity Event
Campus Visits	University of Southern California	4/29/2014	Talent Acquisition	Met with student groups, faculty and career services
Campus Visits	University of California - Berkeley	4/30/2014	Talent Acquisition	Met with student groups, faculty and career services
Year Up Graduation	Year Up	7/15/2014	Talent Acquisition	Diversity Event
NBMBAA Conference	National Black MBA Association (NBMBAA)	9/11/2013-9/13/2013	Talent Acquisition	Networking event MBA & Professionals
NAMIC Conference	National Association for Multi-Ethnicity in Communications (NAMIC)	8/23/2013	Talent Acquisition	Networking Event
The Third Philippine Investment & Trade Roadshow	The Philippines	5/29/2014	Talent Acquisition	NJ and NY Asian business leaders to promote Philippine trade

NCTA Cable Show	National Cable & Telecommunications Association (NCTA)	5/1/2014	Talent Acquisition	Cultivates new relationships and learning experiences for more than 12,000 Internet and television professionals from around the world
ALPFA Convention	Association of Latino Professionals in Finance and Accounting (ALPFA)	8/1/2014	Talent Acquisition	Engaged Hispanic candidates and veterans for professional and executives roles.
FT Bragg, NC: Hiring our Heroes Military Job Fair	Hiring our Heroes	8/1/2014	Talent Acquisition	Engaged transitioning military for roles at all levels at Comcast.
The Philly Women in Tech Summit	The Philly Women in Tech	4/12/2014	Talent Acquisition	The Philly Women in Tech Summit is an annual event that educates and connects women in the technology industry from the Phila region
CHICO State Collegiate Sales Competition	Comcast Spotlight	April 24- April 25	Business Sales Leaders	Observe in Collegiate Sales competition. Students for 15+ University compete in professional selling techniques.
Emma Bowen Internships	Emma Bowen Foundation	Ongoing	Talent Acquisition	Partnered with Emma Bowen to hire interns for summer positions in various departments.
Fort Carson Job Fair & Transition Services Expo	Comcast	10/23/2013	Business Leaders	Transition Services Expo offered to Active Duty, Veterans and their Spouses. Offers job skills workshops, training, and counseling prior to the hiring event.

Veteran Virtual Career Fair	Comcast	11/11/2013	Talent Acquisition	VRS (www.veteranrecruiting.com)held a Virtual Career Fair for job-seeking veterans, transitioning service members and military spouses.
California State University, Sacramento Career Fair	Spotlight	2/19/2014	Business Leaders	University career fair
Sonoma State University Career Fair	Spotlight	2/20/2014	Business Leaders	University career fair
Colorado State University Career Fair	Spotlight	2/5/2014	Business Leaders	University career fair
University of Utah Career Fair	Spotlight	2/4/2014	Business Leaders	University career fair
University of New Mexico Career Fair	Spotlight	2/13/2014	Business Leaders	University career fair
University of Oregon, Eugene Career Fair	Spotlight	4/16/2014	Business Leaders	University career fair
Portland State University Career Fair	Spotlight	2/13/2014	Business Leaders	University career fair
Oregon State University Career Fair	Spotlight	4/23/2014	Business Leaders	University career fair