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.
- 20151005AEC

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
COMCAST CORPORATION

MSO Name:
COMCAST CABLE COMMUNICATIONS

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

City	State	Zip Code
PHILADELPHIA	PA	19103-

FCC Registration Number:
0004441663

Emp. Unit ID # 11679

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
LINDON, UT

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) 08/16/2015 - 08/29/2015

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

SECTION II COMMUNITY INFORMATION

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

Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or 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?	(•) 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
Date 10/5/2015	Name of Respondent G. WAYNE DAVIS
Telephone No. (include area code) 7202673001	

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	1	[Exhibit 5]
3. Technicians		[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: 11679	**MSO NAME:** COMCAST CABLE COMMUNICATIONS
	OPR NAME: COMCAST CORPORATION

Approved by OMB
3060-1033

Exhibits

Exhibit 5
Description: UNIT 11679 EXHIBIT 5

Attachment 5

Description
UNIT 11679 EXHIBIT 5

Exhibit 14
Description: UNIT 11679 EXHIBIT 14

Attachment 14

Description
UNIT 11679 EXHIBIT 14

Exhibit 16
Description: UNIT 11679 EXHIBIT 16

Attachment 16

Description
UNIT 11679 EXHIBIT 16

Exhibit 18
Description: UNIT 11679 EXHIBIT 18

Attachment 18

Description
UNIT 11679 EXHIBIT 18

Exhibit 22
Description: UNIT 11679 EXHIBIT 22

Attachment 22

Description
UNIT 11679 EXHIBIT 22

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Summary
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11679
County & State: Lindon UT

Work Location	Job Req ID	Job Title	Source	Values Interviewed	Hired
UTL12	91636	Residential Install and Service Technician- Utah County	Asian Life	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	Comcast.com	3	1
UTL12	91636	Residential Install and Service Technician- Utah County	Community Outreach	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	Direct Employers	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	Diversity Inc	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	Employee Referral	1	1
UTL12	91636	Residential Install and Service Technician- Utah County	Glassdoor.com	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	haceonline.org	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	HBCU	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	HireDisability	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	Indeed	2	2
UTL12	91636	Residential Install and Service Technician- Utah County	Interactive One	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	Internal Site	1	1
UTL12	91636	Residential Install and Service Technician- Utah County	LGBT career link	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	Military.com	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	Monster Auto	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	SimplyHired.com	-	-
UTL12	91636	Residential Install and Service Technician- Utah County	WomenForHire.com	-	-
UTL12	**91636 Total**			**7**	**5**
UTL12	95789	Residential Install and Service Technician (Utah County)	Asian Life	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	Community Outreach	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	Direct Employers	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	Diversity Inc	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	Glassdoor.com	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	haceonline.org	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	HBCU	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	HireDisability	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	Indeed	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	Interactive One	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	LGBT career link	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	Military.com	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	Monster Auto	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	SimplyHired.com	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	WomenForHire.com	-	-
UTL12	95789	Residential Install and Service Technician (Utah County)	Conversion	1	1
UTL12	95789	Residential Install and Service Technician (Utah County)	Direct _ Others	1	1

UTL12	**95789 Total**			**2**	**2**
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	Asian Life	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	Comcast.com	1	1
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	Community Outreach	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	Direct Employers	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	Diversity Inc	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	Glassdoor.com	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	haceonline.org	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	HBCU	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	HireDisability	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	Indeed	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	Interactive One	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	LGBT career link	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	Military.com	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	Monster Auto	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	SimplyHired.com	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	WomenForHire.com	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	CareerBuilder	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	Flexjobs	-	-
UTL12	101075	Residential Install and Service Technician - 4/20 Class - Utah County	TheLadders.com	-	-
UTL12	**101075 Total**			**1**	**1**
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Asian Life	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Comcast.com	3	3
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Community Outreach	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Direct Employers	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Diversity Inc	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Employee Referral	6	2
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Glassdoor.com	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	haceonline.org	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	HBCU	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	HireDisability	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Indeed	3	1
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Interactive One	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	LGBT career link	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Military.com	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Monster Auto	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	SimplyHired.com	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	WomenForHire.com	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	CareerBuilder	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	Flexjobs	-	-
UTL12	103089	Residential Install and Service Technician - 6/1 Class - Utah County	TheLadders.com	-	-
UTL12	**103089 Total**			**12**	**6**
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	Asian Life	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	Community Outreach	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	Direct Employers	-	-

UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	Diversity Inc	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	Employee Referral	5	3
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	Glassdoor.com	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	haceonline.org	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	HBCU	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	HireDisability	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	Indeed	2	1
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	Interactive One	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	LGBT career link	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	Military.com	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	Monster Auto	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	SimplyHired.com	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	WomenForHire.com	-	-
UTL12	109347	Residential Install and Service Technician - 7/6 Class - Utah County	CareerBuilder	-	-
UTL12	**109347 Total**			**7**	**4**
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Asian Life	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Community Outreach	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Direct Employers	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Diversity Inc	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Employee Referral	1	1
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Glassdoor.com	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	haceonline.org	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	HBCU	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	HireDisability	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Indeed	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Interactive One	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	LGBT career link	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Military.com	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Monster Auto	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	SimplyHired.com	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	WomenForHire.com	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	CareerBuilder	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Flexjobs	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	TheLadders.com	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	HireHeroesUSA	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	Recruitmilitary.com	-	-
UTL12	116093	Residential Install and Service Technician - 8/10 Class - Utah County	TAOnline	-	-
UTL12	**116093 Total**			**1**	**1**
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Asian Life	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Community Outreach	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Direct Employers	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Diversity Inc	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Employee Referral	21	3
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Glassdoor.com	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	HBCU	-	-

UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	HireDisability	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Indeed	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Interactive One	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	LGBT career link	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Military.com	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Monster Auto	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	SimplyHired.com	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	WomenForHire.com	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	CareerBuilder	4	1
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Backpage	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Craigslist	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	JobVertise.com	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	JuJu.com	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	LinkUp	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	moaa.org	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Searchease.com	-	-
UTL12	31521	CommTech 1, Installation & Service (Orem, Utah)	Word Of Mouth	3	1
UTL12	**31521 Total**			**28**	**5**
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	Asian Life	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	Comcast.com	2	1
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	Community Outreach	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	Direct Employers	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	Diversity Inc	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	Employee Referral	3	1
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	Glassdoor.com	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	haceonline.org	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	HBCU	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	HireDisability	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	Indeed	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	Interactive One	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	LGBT career link	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	Military.com	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	Monster Auto	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	SimplyHired.com	-	-
UTL12	88275	Residential Install and Service Technician (Lindon, Utah)	WomenForHire.com	-	-
UTL12	**88275 Total**			**5**	**2**
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Asian Life	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Community Outreach	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Direct Employers	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Diversity Inc	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Glassdoor.com	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	haceonline.org	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	HBCU	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	HireDisability	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Indeed	-	-

UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Interactive One	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	LGBT career link	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Military.com	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Monster Auto	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	SimplyHired.com	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	WomenForHire.com	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Backpage	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Craigslist	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	JobVertise.com	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	JuJu.com	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	LinkUp	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	moaa.org	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Searchease.com	-	-
UTL12	72867	Xfinity Sales Associate (Lindon, Utah)	Word Of Mouth	1	1
UTL12	**72867 Total**			**1**	**1**
UTL12	100185	CommTech 4, Network Maintenance (Lindon, Utah)	Internal Site	3	1
UTL12	**100185 Total**			**3**	**1**
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	Asian Life	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	Community Outreach	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	Direct Employers	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	Diversity Inc	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	Employee Referral	1	1
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	Glassdoor.com	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	haceonline.org	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	HBCU	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	HireDisability	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	Indeed	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	Interactive One	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	LGBT career link	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	Military.com	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	Monster Auto	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	SimplyHired.com	-	-
UTL12	88944	Xfinity Sales Associate (Lindon, Utah)	WomenForHire.com	-	-
UTL12	**88944 Total**			**1**	**1**
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	Asian Life	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	Community Outreach	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	Direct Employers	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	Diversity Inc	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	Glassdoor.com	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	haceonline.org	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	HBCU	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	HireDisability	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	Indeed	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	Interactive One	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	Internal Site	2	1

UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	LGBT career link	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	Military.com	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	Monster Auto	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	SimplyHired.com	-	-
UTL12	92905	Xfinity Sales Associate (Lindon, Utah)	WomenForHire.com	-	-
UTL12	**92905 Total**			**2**	**1**
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	Asian Life	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	Community Outreach	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	Direct Employers	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	Diversity Inc	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	Employee Referral	1	1
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	Glassdoor.com	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	haceonline.org	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	HBCU	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	HireDisability	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	Indeed	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	Interactive One	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	LGBT career link	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	Military.com	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	Monster Auto	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	SimplyHired.com	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	WomenForHire.com	-	-
UTL12	95794	Xfinity Sales Associate (Lindon, Utah)	CareerBuilder	-	-
UTL12	**95794 Total**			**1**	**1**
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	Asian Life	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	Community Outreach	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	Direct Employers	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	Diversity Inc	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	Employee Referral	2	1
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	Glassdoor.com	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	haceonline.org	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	HBCU	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	HireDisability	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	Indeed	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	Interactive One	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	LGBT career link	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	Military.com	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	Monster Auto	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	SimplyHired.com	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	WomenForHire.com	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	CareerBuilder	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	Flexjobs	-	-
UTL12	101886	Xfinity Sales Associate - 5/11 Class - Lindon, UT	TheLadders.com	-	-
UTL12	**101886 Total**			**2**	**1**
UTL12	121060	Xfinity Sales Associate - 8/24 Class	Asian Life	-	-

UTL12	121060	Xfinity Sales Associate - 8/24 Class	Community Outreach	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	Direct Employers	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	Diversity Inc	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	Glassdoor.com	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	haceonline.org	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	HBCU	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	HireDisability	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	Indeed	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	Interactive One	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	LGBT career link	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	Military.com	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	Monster Auto	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	SimplyHired.com	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	WomenForHire.com	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	CareerBuilder	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	Flexjobs	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	TheLadders.com	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	HireHeroesUSA	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	Recruitmilitary.com	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	TAOnline	-	-
UTL12	121060	Xfinity Sales Associate - 8/24 Class	Career Development Center	2	1
UTL12	**121060 Total**			**2**	**1**
UTL12 Total				**75**	**33**
(blank)	(blank)	(blank)	(blank)		
(blank)	**(blank) Total**				
(blank) Total					
Grand Total				**75**	**33**

Comcast Cable Communications, LLC
FCC Sourcing Report - General Recruitment
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11679
County & State: Lindon UT

Event Name	Location	Date	Participants	type
Mountain High Career Day	Mountain High School	12/3/2014	Recruiting Operations Coordinator	Career Fair at Alternative High School Targeting all front line positions
Weber State Career Fair	Weber State University	1/14/2015	Recruiting Operations Coordinator	job fair targeting candidates for sales and techincal roles
SLCC Job Fair	Salt Lake Community College	4/15/2015	Recruiting Business Partner, Talent Operations Manager, Tech Ops and Sales Leaders	career fair targeting candidates for sales, customer service, and technical positions.
Career Day	Valley High School	5/7/2015	Talent Acquisition Partner/RPO Vendor	Career Fair at Alternative High School Targeting all front line positions
Hero2Hired Job Fair	VA/Department of Workforce Services	5/28/2015	Recruiting Business Partner	Career Fair targeting veterans and spouses of veterans for all front line hires
LDS Employment Services Job Fair	LDS Employment Services	6/1/2015 - 6/1/2015	Recruiting Business Partner, Talent Operations Manager, RPO Vendor, Sales Leaders	job fair targeting candidates for sales and techincal roles
Alumni Career Fair	University of Utah	6/2/2015	Recruiting Business Partner	Job Fair targeting graduates from all 4 year schools within the Wasatch Front - targeting Sales, Tech Ops, Engineering, Finance and Marketing
Career Fair	Department of Workforce Services	6/19/2015	Recruiting Business Partner, Sales Leaders	Career fair targeting candidates for sales, customer service, and technical positions.
Career and Resource Fair	Pacific Island Heritage Month	8/15/2015	Recruiting Business Partner, Sales Leader	Job fair for persons of Asian/Pacific Island descent
Hero2Hired Job Fair	VA/Department of Workforce Services	8/19/2015	Tech Ops Leaders	Career Fair targeting veterans and spouses of veterans for all front line hires
Sales Job Fair	Comcast	12/17/2014 - 12/19/2014	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales, Cable Store and Retail Sales Leaders	Job Fair Targeting Sales skill sets
Sales Job Fair	Comcast	3/11/2015 - 3/13/2015	Talent Operations Manager, Recruiting Operations Coordinator, Recruiting Business Partner, Direct Sales, Cable Store and Retail Sales Leaders	Job Fair Targeting Sales skill sets
Tech Ops Job Fair	Comcast	4/2/2015	Talent Operations Manager, Tech Ops Leaders	Job Fair Targeting Tech Ops Skill Sets
Direct Sales Job Fair	Comcast	4/10/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Direct Sales Job Fair	Comcast	4/22/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Tech Ops Job Fair	Comcast	5/7/2015	Talent Operations Manager, Recruiting Operations Coordinator, Tech Ops Leaders	Job Fair Targeting Tech Ops Skill Sets
Direct Sales Job Fair	Comcast	5/8/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Direct Sales Job Fair	Comcast	5/15/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Direct Sales Job Fair	Comcast	5/22/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Collections Job Fair	Comcast	5/21/2015	Talent Acquisition Partner/RPO Vendor, Collections Leaders	Job Fair Targeting Collections skill sets
Direct Sales Job Fair	Comcast	6/5/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets

Direct Sales Job Fair	Comcast	6/12/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Direct Sales Job Fair	Comcast	6/19/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Direct Sales Job Fair	Comcast	6/26/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Direct Sales Job Fair	Comcast	7/17/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Direct Sales Job Fair	Comcast	7/31/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Direct Sales Job Fair	Comcast	8/14/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Direct Sales Job Fair	Comcast	8/28/2015	Talent Operations Manager, Recruiting Operations Coordinator, Direct Sales Leaders	Job Fair Targeting Direct Sales skill sets
Emma Bowen Internship	Emma Bowen Foundation/Comcast	5/26/2015 - 7/24/2015	Recruiting Team and Public Relations Department	Hired an intern through the Emma Bowen Foundation to assist in the PR Department.
ITT Tech-Webster Spring Career Fair	ITT Tech	4/16/2015	Talent Operations Manager, Recruiting Business Partner	Event organized for students graduating from ITT Tech focused on Technicial Careers (i.e. Tech Ops roles)
Stevens Henager Career Open House	Stevens Henager College	5/6/2015	Talent Operations Manager	Event organized for students graduating from local trade school
Director of Business Operations	Comcast	Apr-15	Recruiting Team, Human Resources Department	Posted high level director positions on Diversity Inc, WomenForHire.com, National Black MBA Assoc, and send postings to our contact at the Office of Asian Affairs.
Hire Right Training	Comcast	5/20/2015	Talent Operations Manager, All Mountain Region Supervisors and above	Training for Hiring Managers and Supervisor regarding interviewing, EEO, and discrimination.
Hire Right 2.0 Training	Comcast	6/24/2015	Talent Operations Manager, All Mountain Region Supervisors and above	Training for Hiring Managers and Supervisor regarding interviewing, EEO, discrimination as well as interview methodology and candidate selection/follow up.
Compensation Training	Comcast	6/1/2015	HR Director, HR Managers, Talent Operations Team	Training for HR and Talent Leaders outlining criteria for new hire and promotional offer amounts within EEO guidelines
Single Mothers Seminar	People Helping People	3/24/2015	Recruiting Business Partner	Attended Single Mothers Seminar to promote Comcast employment opportunities for single mothers.

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Contacts
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11679
County & State: Lindon UT

Source	Phone	Address	email Address	website	Interviewed	Hired
Asian Life	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Comcast.com	Comcast			www.comcast.com/careers	9	6
Community Outreach	404.631.6383	1514 E. Cleveland Ave., Suite 120, Eastpoint, Georgia. 30344		http://www.communityoutreachs	0	0
Direct Employers	866-268-6206	9002 N. Purdue Road Indianapolis IN 46268	info@DirectEmployers.org	www.directemployers.com	0	0
Diversity Inc	973-494-0506	342 Nassau Street, Princeton, NJ 08540	diversityincsales@careercast.com	http://www.diversityinc.com/	0	0
Employee Referral	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	41	14
Glassdoor.com	website	1 Harbor Drive, Suite 300 Sausalito CA 94965	careercenters@glassdoor.com	http://www.glassdoor.com/index.	0	0
haceonline.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
HBCU	614-416-5514	750 Cross Pointe Road, Suite Q Gahanna OH 43230		www.hbcuconnect.com	0	0
HireDisability	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Indeed	203-391-6310	177 Broad Street, 6th Floor Stamford CT 06901	www.indeed.com	www.indeed.com	7	4
Interactive One	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Internal Site	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	6	3
LGBT career link	415-694-6538	155 Sansom Street, Suite 450, San Francisco CA 94104	jbeach@outandequal.org	http://lgbtcareerlink.com/	0	0
Military.com	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Monster Auto	website	5 Clock Tower Place, Suite 500, Maynard, MA 01754	info@monster.com	http://hiring.monster.com/recruit	0	0
SimplyHired.com	website	370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	support@simplyhired.com	http://www.simplyhired.com/	0	0
WomenForHire.com	212-290-2600	155 West 72nd Street, Suite 403, New York, NY 10023	marketing@womenforhire.com	http://womenforhire.com/	0	0
Conversion	Comcast				1	1
Direct _ Others	Comcast recruiter sourced				1	1
CareerBuilder	866-438-1485	5550-A Peachtree Parkway, Norcross, GA 30092	customer.service@careerbuilder.com	http://www.careerbuilder.com/	4	1
Flexjobs	*				0	0
TheLadders.com	646-453-1800	137 Varick St, New York, NY 10013	help@theladders.com	http://www.theladders.com/	0	0

HireHeroesUSA	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Recruitmilitary.com	513-683-5020	422 West Loveland Ave Loveland OH 45140	support@recruitmilitary.com	www.recruitmilitary.com	0	0
TAOnline	*				0	0
Backpage	N/A	PO Box 192307, Dallas, TX 75219 USA	http://posting.www.backpage.com/classifieds	http://www.backpage.com/	0	0
Craigslist	(415) 566-6394	1381 9th Ave. San Francisco CA 94122	www.craigslist.org	www.craigslist.org	0	0
JobVertise.com	N/A	32 Cumberland Drive Lincolnshire IL 60069		http://www.jobvertise.com/	0	0
JuJu.com	website	PO Box 715486 Columbus OH 43218	press@juju.com	http://www.job-search-engine.co	0	0
LinkUp	866-359-9360	5051 Highway 7, Suite 240, St. Louis Park, MN 55416	support@linkup.com	http://www.linkup.com/	0	0
moaa.org	800-234-6622	201 N. Washington Street, Alexandria, VA 22314	msc@moaa.org	http://www.moaa.org/	0	0
Searchease.com	781-826-1510	51 Mill Street, Bldg. E, Suite 21, Hanover, MA 02339	Customerservice@searchease.com	http://www.jobboardsoftware.co	0	0
Word Of Mouth	*				4	2
Career Development Center	(606) 864-0411	1190 State Highway 472, London, KY		careerdevelopmentcenter.net	2	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.***

Every job posted externally is posted on our careers page, jobs.comcast.com

Cable Store Manager

Job Summary:

Responsible for overseeing all customer service center operations. Manages all phases of the customer service center environment and team to achieve and exceed financial targets and customer satisfaction scores. Delivers tight operational and financial controls in a cost- effective manner. Hires, coaches, and evaluates customer service center personnel based on performance standards. Develops personal performance plans with Customer Service Center Employees and provides continuous performance feedback and quarterly performance plan reviews. Develops processes and procedures to drive department efficiencies, assist in development, and meeting of, departmental budget. Manages team which may include exempt and non-exempt employees. Provides subject matter guidance to employees as required.

Core Responsibilities:

- Works with senior management to improve the cost-effectiveness of the operations. Conduct and maintain regular sales channel analysis, reporting, and benchmarking for the purpose of continually improving sales productivity, cost per acquisition, and quality of sale.

- Motivates Representatives to achieve sales and compliance results; conducts both routine and unscheduled store visits and audits. Works with team to ensure excellence in customer service with every customer contact.

- Develop annual sales channel budgets and monthly forecasts for sales performance expectations, commissions, expenses, and other special projects.

- Coordinate with inbound sales and retention departments to leverage best practices for product positioning, sales presentations, promotional offer use, retention tools, and overall customer sales and service expectations.

- Develop and facilitate the use of coordinated, comprehensive, and effective sales collateral and POP display advertising to create a common and strategic customer experience in all Customer Service Center locations.

- Coordinate with Leadership & Development personnel to initiate and sustain effective sales channel training and development programs.

- Develop and implement regional sales incentives to meet and exceed RGU growth objectives. Manage compensation plan programs and implement changes to improve employee motivation and sales performance while controlling overall cost per sale.

- Evaluates current processes, procedures, and overall efforts for improvement and innovation.

- Communicates business initiatives, sales, service, performance standards, and goals.

- Follows and administers cash handling policies and procedures.

- Consistent exercise of independent judgment and discretion in matters of significance.

- Regular, consistent and punctual attendance.

- Other duties and responsibilities as assigned.

Job Specification:

- Bachelor's Degree or Equivalent

- Generally requires 6-9 years related experience

Additional Requirements:

- Previous Comcast experience required

Question 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.*

All of Comcast's employment vacancy advertisements and postings state that Comcast is an equal opportunity employer. This statement is reiterated on Comcast's employment application forms and on Comcast's website, where job vacancies are listed. In addition, Comcast's purchase orders include a statement that Comcast is an EEO contractor.

Comcast has a written Equal Employment Opportunities policy that is provided to every Comcast employee through its Employee Handbook. Every employee at Comcast is made aware of this policy through distribution of the Handbook and electronic signature on the acknowledgment form, and may report EEO or discriminatory conduct to Human Resources, to his or her immediate supervisor, to a member of management or to a special email address and phone number branded as "Comcast Listens" that is designed to receive employee complaints. On a periodic basis, Comcast's EEO policy is reviewed and updated as needed. The Handbook also contains policies on Comcast's anti-retaliation policy, compensation and benefits. Finally, Comcast's Code of Conduct also discusses Comcast's commitment to compliance with EEO laws.

In addition, Comcast posts information regarding equal employment opportunity laws in the workplace. Comcast has posted signage in the common areas of its offices that informs employees of their EEO rights and the federal, state and local agencies that they may contact if they feel that they have been discriminated against.

Through these efforts, Comcast has widely disseminated its EEO program to job applicants, its employees and to those who regularly do business with this employment unit.

Question 4: *Explain the employment unit's efforts to promote in a nondiscriminatory manner to positions of greater responsibility.*

Comcast's employment and promotion practices are based on job performance. Performance appraisals are conducted annually. During this annual assessment employees are provided with suggestions as to how to improve their work performance, recommendations are made regarding training opportunities, and career guidance is provided. Employees at this employment unit may apply for positions of greater responsibility within Comcast and are encouraged to do so when appropriate job vacancies exist. All of Comcast's open positions are posted on Comcast's employee intranet. Internal candidates that meet the minimum criteria for a posted position may be granted an interview. Candidates who do not meet the qualifications may be provided with career counseling regarding future opportunities.

Comcast supports personal and professional development of its employees through its Education Assistance Program. As part of this program, Comcast has a tuition reimbursement policy that pays for continuing education that may qualify them for more advanced positions within Comcast. Additionally, Comcast provides the opportunity for employees at this employment unit to attend technical and professional development training through a local vendor, New Horizons. These benefits are available to all employees on a nondiscriminatory basis.

Comcast provides advanced training for employees as well. Comcast provides special internal training programs through Comcast University our nationwide training and development organization. Comcast University offers nationwide training and development opportunities for its employees. Comcast University program offerings include course work to enhance the substantive and leadership skills of its employees. Employees have access to all services the University offers, including comprehensive training programs such as the "CommTech Program for Field Technicians" and the "CAREERAdvancePath Program" for Customer Account Executives. In addition, Comcast offers management training on the fundamentals of leadership and management development, including: One Comcast Leadership development ("OCL") courses for incumbent leaders in supervisor, manager and director-level roles and Foundations of Organizational Leadership Program ("FOL"), Executive Leadership Forum ("ELF"), Linked to Leadership~~s~~ ("L2L"), and the Executive Leadership Career Advancement Program ("ELCAP") for high-potential leaders. Comcast subsidizes and enables attendance at these training programs on a nondiscriminatory basis.

Those with the responsibility for hiring and promotion decisions at this employment unit are trained in Comcast's promotion policy and requirements. Employees who are newly hired or promoted into a management position with responsibility for hiring and promotion complete a training course on interviewing and selected process prior to making hiring decisions. During the training, employees are informed of their EEO responsibilities and obligations. This employment unit's promotion practices are reviewed periodically by the Senior Human Resource Manager to determine if the unit's promotion decisions indicate any actual or potential concerns about discrimination.

Overtime is also awarded on a nondiscriminatory basis at this employment unit. The Employee Handbook addresses and outlines Comcast's overtime policy.

Through these measures, this employment unit believes that it promotes employees to positions of greater responsibility in a nondiscriminatory manner.

Question 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.*

Comcast continually reviews its recruitment, hiring, and promotion practices. At least annually, Human Resources personnel for this unit conduct an analysis of the hiring, terminations and promotions at this unit to ensure that no pattern of discrimination is occurring. Exit interviews are conducted for all voluntary terminations to determine the cause of the termination. The Human Resources team for this unit meets regularly with the unit's managers with hiring and promotion authority to review this data, and the overall effectiveness of the unit's recruitment practices in achieving broad outreach into its community, as well as the unit's interview, hiring, and promotion practices to ensure that they do not have any apparent or actual discriminatory effect. Any issues that require escalation are reviewed by the Compliance Champion for this unit, and to the Regional Vice President of Human Resources and Comcast's Legal Department, as appropriate.

Through these analyses, Comcast has determined that its recruitment, hiring, and promotion practices are effective to ensure genuine equality of opportunity for all job applicants and employees pursuant to its EEO Program. Comcast has not encountered any problems in the implementation of its EEO program at this unit or administrative/court claims of discriminatory conduct in its employment practices.