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 Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. -

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
COMCAST CABLE COMMUNICATIONS, LLC.

MSO Name:
COMCAST CABLE COMMUNICATIONS, LLC.

B. Employment Unit's Mailing Address
1701 JFK BOULEVARD
NORTH EAST DIVISION

City	State	Zip Code
PHILADELPHIA	PA	19103-

FCC Registration Number:

Emp. Unit ID # 10211

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
ALBEMARLE, VA

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) 8/19/2012-9/1/2012

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 SVP HUMAN RESOURCES
Date 9/5/2012	Name of Respondent KERI ST.JEAN
Telephone No. (include area code) 6036951508	

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

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	1	[Exhibit 4]
2. Professionals		[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 minority organizations, organizations for women, media, educational institutions, and other recruitment sources used to attract minority and female 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: 10211	**MSO NAME:** COMCAST CABLE COMMUNICATIONS, LLC.
	OPR NAME: COMCAST CABLE COMMUNICATIONS, LLC.

Approved by OMB
3060-1033

Exhibits

Comcast Cable Communications, Inc.
Source Contact List
Unit 10211, Albemarie County, VA
Reporting Period: 09/01/11 to 08/31/12

Source Name	Contact Name	Contact Title	Address	Phone #	Interviewed	Hired	Notification Organization (Yes/No)
AL.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	1	0	N
AREA AGENCY ON AGING	Lionel Plowden	Employment Specialist	441 Smithfield St., 2nd Fl., Pittsburgh, PA 15222	412-350-6875	0	0	N
BABBALU.COM	JWT - Trish Golden	Client Director	15 Lewis Street, Suite 107 Hartford CT	860-478-2115	0	0	N
BACKPAGE	JWT - Trish Golden	Client Director	PO Box 21328 Phonix Arizona	212.210.1192	0	0	N
BAJOBS.COM		bajobs_helpdesk@ckrinteractive.com	399 N. Third St. Campbell, CA 95008	408) 454-2220	1	1	N
BLUE RIDGE COMMUNITY COLLEGE	Mary Sullivan-Coordinator, Workforce Development	Career Services	1 College Lane, Weyers Cave, VA 24486	540-453-2215 ext 2320	0	0	N
BRANCHOUT	branchout.com	branchout.com	branchout.com	branchout.com	0	0	N
CAPITAL AREA WORKFORCE	N/A	Job Bank	7333 Whitepine Road, Chesterfield, VA 23237	804-271-8510	0	0	N
CAREERBUILDER.COM	JWT - Trish Golden	Client Director	5550-A Peachtree Parkway Norcross GA	(866) 438-1485	27	8	N
CAREERLINK	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	0	0	N
CAREERS ON DEMAND	Comcast.com	Comcast.com	1504 Market Street PhiladelphiaPA 19102	2156551700	1	0	N
COMCAST.COM	Comcast.com	comcast.com	1505 Market Street PhiladelphiaPA 19102	2156551701	74	14	N
Internal	Comcast.com	comcast.com	1506 Market Street PhiladelphiaPA 19102	2156551702	26	7	N
COMMUNITY COLLEGE OF BALTIMORE COUNTY--CATONSVILLE	Karen Gunzelman-Employment Counselor	Career Services	800 South Rolling Rd, Baltimore, MD 21228	443-840-4761	0	0	N
COMMUNITY COLLEGE WORKFORCE ALLIANCE	Suzanne Etherington-Contract Training Coordinator	Career Placement	1630 East Parham Road, Richmond, VA 23228	804-440-1527	0	0	N
COPPIN STATE UNIVERSITY	Linda Bowie-Director of Career Services	Career Services	2500 West North Avenue, Baltimore, MD 21216	410-951-3000	0	0	N
CRAIGSLIST.ORG (FREE US SITES)	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	0	0	N

Comcast Cable Communications, Inc.
Source Contact List
Unit 10211, Albemarie County, VA
Reporting Period: 09/01/11 to 08/31/12

DEVRY UNIVERSITY	Heather Carey-Employer Liason	Career Services	4550 Montgomery Ave, Bethesda, MD 20814	703-414-4036	0	0	**N**
DICE.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	0	0	**N**
DIGITAL CABLE ADVERTISEMENT	Comcast Production Team	Comcast Production Team	8098 Sandpiper Circle, Baltimore, MD 21236	410-933-0571	1	0	**N**
DIRECT MAIL ADVERTISEMENT	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1201	2	0	**N**
DIRECTEMPLOYERS.COM	JWT - Trish Golden	Client Director	9002 N. Purdue Road Indianapolis IN	866-268-6206	0	0	**N**
DISABLEDPERSON.COM	JWT - Trish Golden	Client Director	PO Box 230636 Encintas CA	760-420-1269	0	0	**N**
DIVERSITYINC	JWT - Trish Golden	Client Director	342 Nassau Street Princeton NJ	973-494-0506	0	0	**N**
DLLR PROFESSIONAL OUTPLACEMENT ASSISTANCE CENTER	Tom Dezell-Workforce Services Specialist	Job Bank	7161 Columbia Gateway Drive, Columbia, MD 21046	410-290-2630	0	0	**N**
DLLR WORKFORCE DEVELOPMENT CENTER	Tom Dezell-Workforce Services Specialist	Job Bank	7161 Columbia Gateway Drive, Columbia, MD 21046	410-290-2630	0	0	**N**
DOWELL J. HOWARD CENTER	Lynn Reifsnyder	Career Center	156 Dowell J. Circle Winchester, VA 22602	540-662-8997	0	0	**N**
ECPI TECHNICAL COLLEGE	Jeremy Johnson	Career Center	800 Monnefield Park Dr, Richmond, VA 23236	804-330-5533	0	0	**N**
EMPLOYEE REFERRAL	N/A	N/A	N/A	N/A	36	17	**N**
EMPLOYER AD NETWORK	N/A	http://www.employeradnetwork.com/	http://www.employeradnetwork.com/	800.609.9024	0	0	**N**
FALLS CHURCH SKILLSOURCE CENTER - FAIRFAX COUNTY	Vince Zupan	Career Center	6245 Leesburg Pike Suite 315, Falls Church, VA 22044	703-533-5400	0	0	**N**
FLYER ADVERTISEMENT	N/A	N/A	N/A	N/A	1	0	**N**
FREDERICK COUNTY , VA PUBLIC SCHOOLS	Steve Straight-	Supervisor of Career and Technical Education	1415 Amherst St, Winchester, VA 22604	540-662-3888 ext 88178	0	0	**N**
FREDERICK DEPARTMENT OF SOCIAL SERVICES	Gwen Monroe-Director	Director	107 N. Kent St., Winchester, VA 22601	540-665-5688	0	0	**N**
GLASSDOOR.COM	GLASSDOOR.COM	GLASSDOOR.COM	1 Harbor Drive, Suite 300 Sausalito CA	212.210.1192	0	0	**N**
GOODWILL	Communications Manager	Job Bank	6301 Midlothian Turnpike,Richmond, VA 23225	(804) 745-6300	0	0	**N**
HBCUCONNECT.COM	JWT - Trish Golden	Client Director	750 Cross Pointe Road, Suite Q Gahanna OH	614-416-5514	0	0	**N**

Comcast Cable Communications, Inc.
Source Contact List
Unit 10211, Albemarie County, VA
Reporting Period: 09/01/11 to 08/31/12

INDEED	JWT - Trish Golden	Client Director	177 Broad Street, 6th Floor Stamford CT	203-391-6310	0	0	**N**
ITT TECHNICAL INSTITUTE	N/A	Career Services	300 Gateway Centre Parkway, Richmond, VA 23235	804-330-4992	0	0	**N**
JAMES MADISON UNIVERSITY	Denise Meadows-Career and Academic Planning	Career and Academic Planning	800 S. Main St, Harrisonburg, VA 22807	540-568-6229	0	0	**N**
JAMES RAMSEY TECHNICAL INSTITUTE	Tom Armbrester	tarmbres@access.k12.wv.us	3274 Hedgesville Rd, Martinsburg, WV 25403	304-754-7925	0	0	**N**
JOB HOTLINE	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	1	0	**N**
JOBFIND.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	2	0	**N**
JOBNET.COM	jobnet.com	jobnet.com	jobnet.com	jobnet.com	1	0	**N**
JOBVERTISE	JWT - Trish Golden	Client Director	32 Cumberland Drive Lincolnshire IL	212.210.1192	0	0	**N**
JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	info@disabledperson.com	Job Bank	disABLEDperson, Inc. PO Box 230636 Encinitas, Ca. 92023-0636	(760) 420-1269	0	0	**N**
JOHN TYLER COMMUNITY COLLEGE	Marcus Hubbard	Student Services Specialist	800 Charter Colony Parkway, Midlothian, VA 23114	804-594-1559	0	0	**N**
JUJU	juju.com	juju.com	PO Box 715486 Columbus OH	212.210.1192	0	0	**N**
LEE HECHT HARRISON	Christine Cessna	Branch Manager	1101 17th St NW # 200 Washington, DC 20036-4700	202- 637-0011	0	0	**N**
OUT & EQUAL WORKFORCE ADVOCACY	Julie Beach	Associate Director of Career Development & IT Services	155 Sansome Street Suite 450 San Francisco, CA 94104	(415) 694.6500	0	0	**N**
LINKEDIN.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	4	0	**N**
LINKUP	JWT - Trish Golden	Client Director	5051 Highway 7, Suite 240 St. Louis Park MN	866-359-9360	0	0	**N**
MILITARY OFFICERS ASSOCIATION OF AMERICA	N/A	Career Center	201 N. Washington St., Alexandria, Va. 22314	(800) 234-6622	0	0	**N**
MONSTER.COM	JWT - Trish Golden	Client Director	622 Third Avenue, 39th Floor New York NY	212-351-7000	4	1	**N**
MORGAN STATE UNIVERSITY	Earlene Goodson	Recruitment Coordinator	1700 East Cold Spring Lane, Baltimore, MD 21251	443-885-311	0	0	**N**
NAACP	N/A	Career Center	4805 Mt. Hope Drive, Baltimore, MD 21215	410-580-5777	0	0	**N**

Comcast Cable Communications, Inc.
Source Contact List
Unit 10211, Albemarie County, VA
Reporting Period: 09/01/11 to 08/31/12

NATIONAL BLACK MBA ASSOCIATION	N/A	mail@nbmbaa.org	180 N. Michigan Ave., Suite 1400 Chicago, IL 60601	312) 236-BMBA (2622)	0	0	**N**
NATIONAL COLLEGE	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	0	0	**N**
OFFICE OF VETERANS AFFAIRS	Loretta Portuphy	Veterans Coordinator	2203 Wylie Avenue, Pittsburgh, PA 15219	800-827-1000	0	0	**N**
OFFICE OF VOCATIONAL REHABILITATION	Carol Walker	Placement Counselor for Beaver & Lawrence County	CCAC, Allegheny Campus, 808 Ridge Avenue, Pgh, PA 15212-6097	412-237-6503	0	0	**N**
PA WOMEN WORK	jobs@pawomenwork.org	Career Center	305 Wood Street #325 Pittsburgh, PA 15222	(412) 391-5101	0	0	**N**
PROJECT FOR FREEDOM	blehman@projectforfreedom.org	Director of Career Resources	411 Seventh Ave., Suite 925, Pittsburgh, PA 15219	412-281-9240	0	0	**N**
RECRUITMILITARY	JWT - Trish Golden	Client Director	422 West Loveland Ave Loveland OH	513-683-5020	0	0	**N**
SALESGRAVY.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	0	0	**N**
SALESJOBS.COM	SALESJOBS.COM	SALESJOBS.COM	SALESJOBS.COM	SALESJOBS.COM	0	0	**N**
SEARCH FIRM	Reaction Search International	N/A	5000 Executive Pwk, Suite 450 San Ramon CA 94583	925 275 0727	4	0	**N**
SEARCHEASE	JWT - Trish Golden	Client Director	51 Mill Street, Bldg. E, Suite 21 Hanover MA	212.210.1192	0	0	**N**
SENIOR EMPLOYMENT RESOURCES (SER)	Jim Nanjo- Director of Outreach	JimN@seniorjobs.org	4201 John Marr Drive Suite 236, Annandale, VA 22003	703-750-1936	0	0	**N**
SERVICE SOURCE	N/A	jobleads@ourpeoplework.org	6925 Edsall Road, Alexandria, VA 22312	703-461-6000	0	0	**N**
SHEPHERD UNIVERSITY	Victoria Buchbauer	Director of Career Services	301 N. King St. Shepherdstown, WV 25443	304-876-5116	0	0	**N**
SHOPPING CART ADVERTISEMENT	N/A	N/A	N/A	NA	1	1	**N**
SIMPLY HIRED	JWT - Trish Golden	Client Director	370 San Aleso Avenue, Suite 200 Sunnydale CA	212.210.1192	2	0	**N**
STRAYER UNIVERSITY	LRC Manger	Career Services	1520 Jabez Run, Millersville, MD 21108	410-923-4500	0	0	**N**
TESST TRAINING CENTER	N/A	Career Services	1520 South Caton Avenue, Baltimore, MD 21227	410-644-640	0	0	**N**
THE LADDERS	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	0	0	**N**

Comcast Cable Communications, Inc.
Source Contact List
Unit 10211, Albemarie County, VA
Reporting Period: 09/01/11 to 08/31/12

TV COMMERCIAL	Comcast.com	Comcast.com	1504 Market Street PhiladelphiaPA 19102	2156551700	2	1	**N**
TWEETMYJOBS.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	0	0	**N**
UNITED WAY- HARRISONBURG	Betsy Hay	Job Bank	420 Chesapeake Ave, Harrisonburg, VA 22803	540-434-6639	0	0	**N**
UNITED WAY PIEDMONT	Monice Cothran	Director of Employment Services	1202 S. Main Street, Culpeper, VA 22701	864.582.7556	0	0	**N**
UNITED WAY- WINCHESTER	Joseph Shtulman	President	329 N. Cameron St. Suite 201, Winchester, VA 22601	540-536-1610	0	0	**N**
UNIVERSITY OF MARYLAND BALTIMORE COUNTY	Shobna Arora- Recruitment/	Labor Relations Specialist	1000 Hilltop Circle, Baltimore, MD 21250	410-455-1638	0	0	**N**
UNIVERSITY OF THE DISTRICT OF COLUMBIA	Janet McGuire-	Student Affairs, Vice President	4200 Connecticut Avenue NW | Washington, DC 20008	202-274-6412	0	0	**N**
URBAN LEAGUE OF PITTSBURGH	Darlene Wanamaker	Sr Employment Specialist	1323 Forbes Ave., Ste. 232, Pittsburgh, PA 15219	412-246-4437	0	0	**N**
VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	Doug Strosnider	Rehabilitation Counselor	20 Ricketts Dr., Winchester, VA 22601	540-722-3453	0	0	**N**
VIRGINIA EMPLOYMENT COMMISSION	John Broadway	Commissioner	703 East Main St, Richmond, VA 23219	804-786-1485	0	0	**N**
WALTERKAITZ.ORG	JWT - Trish Golden	Client Director	25 Massachusetts Avenue NW, Suite 100 Washington DC	202-222-2490	0	0	**N**
WESTWOOD COLLEGE	Jennifer Gates	Career Services	7619 Little River Turnpike, Suite 500, Annandale, VA	877-280-4006	0	0	**N**
WOMENFORHIRE	JWT - Trish Golden	Client Director	155 West 72nd Street, Suite 403 New York NY	212-290-2600	0	0	**N**
WORD OF MOUTH	Comcast.com	Comcast.com	1504 Market Street PhiladelphiaPA 19102	2156551700	4	2	**N**
YAHOO.COM	JWT - Trish Golden	Client Director	trish.golden@jwt.com	212.210.1192	5	0	**N**
YWCA OF PITTSBURGH	Karen Watkins	Program Coordinator of Special Contracts	1 Smithfield St. #3, Pittsburgh, PA 15222	412-227-4804	0	0	**N**
Grand Total					**200**	**52**	

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
VAA76	**67023034**	Business Acct Exec 1, SMB Direct Sales	BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DEVRY UNIVERSITY	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			ECPI	0	0
			EMPLOYEE REFERRAL	1	0
			FALLS CHURCH SKILLSOURCE CENTER - FAIRFAX COUNTY	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	0
			JOBVERTISE	0	0
			JUJU	0	0
			LEE HECHT HARRISON	0	0
			LINKUP	0	0
			MONSTER .COM	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SENIOR EMPLOYMENT RESOURCES (SER)	0	0
			SERVICE SOURCE	0	0
			SIMPLY HIRED	0	0
			STRAYER UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNIVERSITY OF MARYLAND	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WALTER KAITZ	0	0
			WESTWOOD COLLEGE	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	1
		Business Acct Exec 1, SMB Direct Sales Total		3	1
	67837770	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	2	1
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		2	1
	67837771	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	67837804	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	1
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
VAB70	**64841925**	Payment Center Rep-Blacksburg, VA 55064437	BABBALU.COM	0	0
			CAREERBUILDER	0	0
			CAREERBUILDER.COM	3	1
			COMCAST.COM	4	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCH FIRM	2	0
			SEARCHEASE	0	0
			SHEPHERD UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
			YAHOO.COM	1	0
		Payment Center Rep-Blacksburg, VA 55064437 Total		10	1
	64910029	Communication Tech, Blacksburg, VA 55074007	BABBALU.COM	0	0
			CAREERBUILDER	0	0
			CAREERBUILDER.COM	2	0
			COMCAST.COM	7	1
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FLYER ADVERTISEMENT	1	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			JOBFIND.COM	1	0
			LINKEDIN.COM	1	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLYHIRED.COM	1	0
			TWEETMYJOBS.COM	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
			YAHOO.COM	1	0
		Communication Tech, Blacksburg, VA 55074007 Total		14	1
	66299778	Director Field Operations	AREA AGENCY ON AGING	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			BRANCHOUT	0	0
			CAREERBUILDER	0	0
			CAREERLINK	0	0
			COMCAST.COM	13	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DICE.COM	0	0
			DIRECT MAIL ADVERTISEMENT	1	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	2	1
			EMPLOYER AD NETWORK	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			FREDERICK DEPARTMENT OF SOCIAL SERVICES	0	0
			GLASSDOOR.COM	0	0
			GOODWILL	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	8	0
			JAMES MADISON UNIVERSITY	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			JOBVERTISE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			JUJU	0	0
			LEE HECHT HARRISON	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			LINKEDIN.COM	2	0
			LINKUP	0	0
			MILITARY OFFICERS ASSOCIATION OF AMERICA.ORG	0	0
			MONSTER.COM	1	0
			NAACP	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NATIONAL COLLEGE	0	0
			OFFICE OF VETERANS AFFAIRS	0	0
			OFFICE OF VOCATIONAL REHABILITATION	0	0
			PA WOMEN WORK	0	0
			PROJECT FOR FREEDOM	0	0
			RECRUITMILITARY	0	0
			SEARCH FIRM	2	0
			SEARCHEASE	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			TESST TRAINING CENTER	0	0
			THE LADDERS	0	0
			TWEETMYJOBS.COM	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			UNIVERSITY OF MARYLAND BALTIMORE COUNTY	0	0
			URBAN LEAGUE OF PITTSBURGH	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			VIRGINIA EMPLOYMENT COMMISSION	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	0
			YWCA OF PITTSBURGH	0	0
		Director Field Operations Total		30	1
	66752815	Warehouse Rep, Spoke	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			COMCAST.COM	2	1
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	2	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INTERNAL JOB POSTING	0	0
			JAMES MADISON UNIVERSITY	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			TWEETMYJOBS.COM	0	0
			UNITED WAY- HARRISONBURG	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		Warehouse Rep, Spoke Total		4	1
	67079814	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	2	1
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		2	1
VAC71	**61714679**	Director Technical Operations, Charlottesville, Virginia, 50078754	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	1	0
			COMCAST.COM	17	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			ECPI	0	0
			EMPLOYEE REFERRAL	1	0
			HBCUCONNECT.COM	0	0
			INTERNAL JOB POSTING	2	1
			JAMES MADISON UNIVERSITY	0	0
			LINKEDIN.COM	1	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NATIONAL COLLEGE	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			TWEETMYJOBS.COM	0	0
			UNITED WAY PIEDMONT	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WESTWOOD COLLEGE	0	0
			WOMENFORHIRE	0	0
		Director Technical Operations, Charlottesville, Virginia, 50078754 Total		22	1
	62708770	Supervisor, Payment Center/Lobby-Charlottesville, VA 55064445	COMCAST.COM	0	0
			INTERNAL JOB POSTING	5	0
		Supervisor, Payment Center/Lobby-Charlottesville, VA 55064445 Total		5	0
	68563976	DSR 1, Individual Direct Sales (Event/Up	BABBALU.COM	0	0
			COMCAST DSR SITE	0	0
			COMCAST.COM	1	0
			DIRECT MAIL ADVERTISEMENT	1	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY , VA PUBLIC SCHOOLS	0	0
			FREDERICK DEPARTMENT OF SOCIAL SERVICES	0	0
			HBCUCONNECT.COM	0	0
			INTERNAL JOB POSTING	2	1
			JAMES MADISON UNIVERSITY	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			VIRGINIA EMPLOYMENT COMMISSION	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	0
		DSR 1, Individual Direct Sales (Event/Up Total		5	1
	68951493	Supv, Cust Service Center	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		Supv, Cust Service Center Total		2	1
VAC74	**67079252**	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	1	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			SHOPPING CART ADVERTISEMENT	1	1
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		2	1
	67079255	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	1	1
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			LINKUP	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	67079804	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	1	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
			YAHOO.COM	1	0
		CommTech 1, Installation & Service Total		3	1
	68322225	DSR, Win Back	BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERS ON DEMAND	1	0
			COMCAST DSR SITE	0	0
			COMCAST.COM	0	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1
			GLASSDOOR.COM	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			JOBVERTISE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			JUJU	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			LINKUP	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SALESGRAVY.COM	0	0
			SEARCHEASE	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		DSR, Win Back Total		2	1
VAC76	**63103585**	Technician 3, Planning & Design - Charlottesville, VA 50067365	COMCAST.COM	1	0
			EMPLOYEE REFERRAL	3	1
			INTERNAL JOB POSTING	0	0
		Technician 3, Planning & Design - Charlottesville, VA 50067365 Total		4	1
VAC77	**64479362**	Communication Tech-Charlottesville, VA 55077580	BABBALU.COM	0	0
			CAREERBUILDER.COM	2	0
			COMCAST.COM	3	1
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	3	0
			HBCUCONNECT.COM	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			MONSTER.COM	1	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SHEPHERD UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
			YAHOO.COM	2	0
		Communication Tech-Charlottesville, VA 55077580 Total		11	1
	67077944	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	2	1
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		2	1
	67077946	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	67077947	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	1	1
			COMCAST.COM	0	0
			COMMUNITY OUTREACH	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
VAD70	**67079257**	CommTech 1, Installation & Service	BABBALU.COM	0	0
			CAPITAL AREA WORKFORCE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			COMMUNITY COLLEGE WORKFORCE ALLIANCE	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			ECPI TECHNICAL COLLEGE	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			ITT TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			JOHN TYLER COMMUNITY COLLEGE	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SIMPLY HIRED	0	0
			VIRGINIA EMPLOYMENT COMMISSION	0	0
			WALTER KAITZ	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	1
		CommTech 1, Installation & Service Total		1	1
	67836929	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
VAFD7	**65069740**	Headend Tech, Fredericksburg, VA 50055923			
			COMMUNITY COLLEGE WORKFORCE ALLIANCE	0	0
			COMMUNITY OUTREACH	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			ECPI TECHNICAL COLLEGE	0	0
			GOODWILL OF CENTRAL VIRGINIA	0	0
			HBCUCONNECT.COM	0	0
			INTERNAL JOB POSTING	1	1
			ITT TECHNICAL INSTITUTE	0	0
			JOHN TYLER COMMUNITY COLLEGE	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			TWEETMYJOBS.COM	0	0
			VIRGINIA EMPLOYMENT COMMISSION	0	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
		Headend Tech, Fredericksburg, VA 50055923 Total		1	1
VAL75	**67079254**	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	67079265	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	1	1
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	67836864	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	67836940	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	1	1
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	68462114	DSR, Win Back	AL.COM	1	0
			BABBALU.COM	0	0
			CAPITAL AREA WORKFORCE	0	0
			CAREERBUILDER	0	0
			COMCAST DSR SITE	0	0
			COMCAST.COM	0	0
			COMMUNITY COLLEGE WORKFORCE ALLIANCE	0	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			ECPI TECHNICAL COLLEGE	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			EMPLOYEE REFERRAL	2	1
			GLASSDOOR.COM	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			ITT TECHNICAL INSTITUTE	0	0
			JOBVERTISE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			JOHN TYLER COMMUNITY COLLEGE	0	0
			JUJU	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			LINKUP	0	0
			MONSTER (CAN)	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SALESGRAVY.COM	0	0
			SEARCHEASE	0	0
			SIMPLY HIRED	0	0
			VIRGINIA EMPLOYMENT COMMISSION	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		DSR, Win Back Total		3	1
VAM71	**67077943**	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER.COM	1	1
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	67079812	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	2	1
			DIRECTEMPLOYERS.COM	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		2	1
	67836998	Comm Tech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	2	1
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		Comm Tech 1, Installation & Service Total		3	1
VAS05	**68723993**	Warehouse Rep, Spoke	BABBALU.COM	0	0
			CAREERBUILDER.COM	2	0
			COMCAST.COM	2	1
			COMMUNITY COLLEGE OF BALTIMORE COUNTY--CATONSVIL	0	0
			COPPIN STATE UNIVERSITY	0	0
			DIGITAL CABLE ADVERTISEMENT	1	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			DIVERSITYINC	0	0
			DLLR PROFESSIONAL OUTPLACEMENT ASSISTANCE CENTER	0	0
			DLLR WORKFORCE DEVELOPMENT CENTER	0	0
			HBCUCONNECT.COM	0	0
			INTERNAL JOB POSTING	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			MORGAN STATE UNIVERSITY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			UNIVERSITY OF MARYLAND BALTIMORE COUNTY	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		Warehouse Rep, Spoke Total		5	1
VAS71	**67077942**	CommTech 1, Installation & Service	BABBALU.COM	0	0
			CAPITAL AREA WORKFORCE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	1	1
			COMMUNITY COLLEGE WORKFORCE ALLIANCE	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			ECPI TECHNICAL COLLEGE	0	0
			EMPLOYEE REFERRAL	1	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			ITT TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			JOHN TYLER COMMUNITY COLLEGE	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SIMPLY HIRED	0	0
			VIRGINIA EMPLOYMENT COMMISSION	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		2	1
	67079256	CommTech 1, Installation & Service	BABBALU.COM	0	0
			CAPITAL AREA WORKFORCE	0	0
			CAREERBUILDER.COM	1	1
			COMCAST.COM	0	0
			COMMUNITY COLLEGE WORKFORCE ALLIANCE	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			ECPI TECHNICAL COLLEGE	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			ITT TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			JOHN TYLER COMMUNITY COLLEGE	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SIMPLY HIRED	0	0
			VIRGINIA EMPLOYMENT COMMISSION	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	67836943	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	1	1
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	68462115	DSR, Win Back	BABBALU.COM	0	0
			BACKPAGE	0	0
			CAPITAL AREA WORKFORCE	0	0
			CAREERBUILDER	0	0
			COMCAST DSR SITE	0	0
			COMCAST.COM	1	0
			COMMUNITY COLLEGE WORKFORCE ALLIANCE	0	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DEVRY UNIVERSITY	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			ECPI TECHNICAL COLLEGE	0	0
			EMPLOYEE REFERRAL	1	0
			FALLS CHURCH SKILLSOURCE CENTER - FAIRFAX COUNTY	0	0
			GLASSDOOR.COM	0	0
			GOODWILL OF CENTRAL VIRGINIA	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			ITT TECHNICAL INSTITUTE	0	0
			JOBVERTISE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			JOHN TYLER COMMUNITY COLLEGE	0	0
			JUJU	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			LINKUP	0	0
			MONSTER (CAN)	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SALESGRAVY.COM	0	0
			SEARCHEASE	0	0
			SENIOR EMPLOYMENT RESOURCES (SER)	0	0
			SERVICE SOURCE	0	0
			SIMPLY HIRED	0	0
			STRAYER UNIVERSITY	0	0
			TV COMMERCIAL	2	1
			UNIVERSITY OF MARYLAND	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			VIRGINIA EMPLOYMENT COMMISSION	0	0
			WALTER KAITZ	0	0
			WESTWOOD COLLEGE	0	0
			WOMENFORHIRE	0	0
		DSR, Win Back Total		4	1
VAS74	**67207258**	Supv, Payment Center/Lobby	BABBALU.COM	0	0
			CAREERBUILDER.COM	1	1
			COMCAST.COM	0	0
			DEVRY UNIVERSITY	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			ECPI	0	0
			FALLS CHURCH SKILLSOURCE CENTER - FAIRFAX COUNTY	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SENIOR EMPLOYMENT RESOURCES (SER)	0	0
			SIMPLY HIRED	0	0
			STRAYER UNIVERSITY	0	0
			UNIVERSITY OF MARYLAND	0	0
			UNIVERSITY OF THE DISTRICT OF COLUMBIA	0	0
			WALTER KAITZ	0	0
			WESTWOOD COLLEGE	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			WOMENFORHIRE	0	0
		Supv, Payment Center/Lobby Total		1	1
	67836987	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	1	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	2	1
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		3	1
	67836995	CommTech 1, Installation & Service	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY- WINCHESTER	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
VAW72	**63573071**	Non-Subscriber Sales Representative, Winchester, VA, 50036326	BABBALU.COM	0	0
			BACKPAGE	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			CAPITAL AREA WORKFORCE	0	0
			CAREERBUILDER.COM	4	1
			COMCAST DSR SITE	0	0
			COMCAST.COM	1	0
			COMMUNITY COLLEGE WORKFORCE ALLIANCE	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			ECPI TECHNICAL COLLEGE	0	0
			EMPLOYEE REFERRAL	2	0
			FREDERICK COUNTY , VA PUBLIC SCHOOLS	0	0
			FREDERICK DEPARTMENT OF SOCIAL SERVICES	0	0
			GOODWILL OF CENTRAL VIRGINIA	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			ITT TECHNICAL INSTITUTE	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			JOB HOTLINE	1	0
			JOBVERTISE	0	0
			JOHN TYLER COMMUNITY COLLEGE	0	0
			LINKUP	0	0
			MONSTER .COM	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SALESGRAVY.COM	0	0
			SALESJOBS.COM	0	0
			SEARCHEASE	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			TWEETMYJOBS.COM	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			VIRGINIA EMPLOYMENT COMMISSION	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		Non-Subscriber Sales Representative, Winchester, VA, 50036326 Total		8	1
	64347130	Supervisor, Payment Center-Winchester, VA 50023699	COMCAST.COM	0	0
			INTERNAL JOB POSTING	1	1
		Supervisor, Payment Center-Winchester, VA 50023699 Total		1	1
	66673605	Supv, Headend	BABBALU.COM	0	0
			BLUE RIDGE COMMUNITY COLLEGE	0	0
			COMCAST.COM	1	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			FREDERICK COUNTY, VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INTERNAL JOB POSTING	2	1
			JAMES MADISON UNIVERSITY	0	0
			JAMES RUMSEY TECHNICAL INSTITUTE	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			TWEETMYJOBS.COM	0	0
			UNITED WAY- HARRISONBURG	0	0
			UNITED WAY- WINCHESTER	0	0
			UWAY@VISUALLINK.COM	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		Supv, Headend Total		3	1
WVB01	**66466681**	CommTech 1, Installation & Service	BABBALU.COM	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			SIMPLY HIRED	0	0
			TWEETMYJOBS.COM	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	68664217	CommTech 1, Installation & Service	BABBALU.COM	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1
			FREDERICK COUNTY , VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
WVH70	**67079261**	CommTech 1, Installation & Service	BABBALU.COM	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			EMPLOYEE REFERRAL	1	1
			FREDERICK COUNTY , VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	67079806	CommTech 1, Installation & Service	BABBALU.COM	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	1	1
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY , VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			SIMPLY HIRED	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
	67079809	CommTech 1, Installation & Service	BABBALU.COM	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY , VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			MONSTER.COM	1	1
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SIMPLY HIRED	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		CommTech 1, Installation & Service Total		1	1
WVM01	**64655866**	Payment Center Lobby Rep-Martinsburg, West Virginia 55064453	BABBALU.COM	0	0
			CAREERBUILDER.COM	5	1
			COMCAST.COM	2	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			FREDERICK COUNTY , VA PUBLIC SCHOOLS	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			JOBFIND.COM	1	0
			MONSTER.COM	1	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SHEPHERD UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNITED WAY PIEDMONT	0	0

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		Payment Center Lobby Rep-Martinsburg, West Virginia 55064453 Total		9	1
WVR70	**65097323**	Warehouse Rep, SPOKE Ranson, West Virginia 55073951	BABBALU.COM	0	0
			BAJOBS.COM	1	1
			CAPITAL AREA WORKFORCE	0	0
			CAREERBUILDER.COM	1	0
			COMCAST.COM	2	0
			COMMUNITY COLLEGE WORKFORCE ALLIANCE	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			ECPI TECHNICAL COLLEGE	0	0
			EMPLOYEE REFERRAL	1	0
			GOODWILL OF CENTRAL VIRGINIA	0	0
			HBCUCONNECT.COM	0	0
			INTERNAL JOB POSTING	0	0
			ITT TECHNICAL INSTITUTE	0	0
			JOBNET.COM	1	0
			JOHN TYLER COMMUNITY COLLEGE	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SIMPLYHIRED.COM	1	0
			TWEETMYJOBS.COM	0	0
			VIRGINIA EMPLOYMENT COMMISSION	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		Warehouse Rep, SPOKE Ranson, West Virginia 55073951 Total		7	1
	65098726	Payment Center Rep - Ranson, West Virginia 55064456	BABBALU.COM	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	3	1
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	0
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SHEPHERD UNIVERSITY	0	0
			TWEETMYJOBS.COM	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		Payment Center Rep - Ranson, West Virginia 55064456 Total		4	1

Comcast Cable Communications, Inc.
2012 Sourcing Summary
Reporting Period September 1, 2011-August 31, 2012
Unit #10211
Albemarie County, VA

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
	69173823	Supv, Network Maintenance	BABBALU.COM	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			DOWELL J. HOWARD CENTER	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	1
			JAMES RAMSEY TECHNICAL INSTITUTE	0	0
			JOB OPPORTUNITIES FOR DISABLED AMERICAN VETERANS	0	0
			OUT & EQUAL WORKFORCE ADVOCACY	0	0
			NAACP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SHEPHERD UNIVERSITY	0	0
			UNITED WAY PIEDMONT	0	0
			UNITED WAY- WINCHESTER	0	0
			VIRGINIA DEPARTMENT OF REHABILITATIVE SERVICES	0	0
			WALTER KAITZ	0	0
			WOMENFORHIRE	0	0
		Supv, Network Maintenance Total		1	1
Grand Total				**200**	**52**

Comcast Cable Communications, Inc.
2012 General Recruitment Report
Reporting Period 9/1/2011 - 8/31/2012
Unit #10211
Albermarle County, VA

	FCC Recruitment Menu Activity	Recruiting Event	Sponsor	Date	System Personnel Involved	Narrative
1	Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	Hiring Our Heroes	U.S. Chamber of Commerce, Department of Labor Veterans Employment and Training (DOL VETS), the Virginia Committee of the Employer Support of the Guard and Reserve (ESGR), the Virginia Chamber of Commerce, the Greater Richmond Chamber of Commerce, the Virginia Employment Commission, and local chambers	2/21/2012	Beltway Recruiting Team	Active duty military members, Guard and Reserve members and eligible spouses
		Feria de la Oportunidad Hispanic Job Fair	The Virginia Hispanic Chamber of Commerce and Comcast	7/28/2012	Beltway Recruiting Team	Annual Job Fair and Community Expo aimed at Richmond's Latino communities, but open to all to participate
2	Hosting at least one job fair.	General Information Session at offsite location in Fredericksburg, VA	Comcast	10/5/2011	Beltway Recruiting Team and Business Management	Group Open House aimed at hiring for Direct Sales
		General Information Session at offsite location in Fredericksburg, VA	Comcast	11/30/2011	Beltway Recruiting Team and Business Management	Group Open House aimed at hiring for Direct Sales
		General Information Session at offsite location in Fredericksburg, VA	Comcast	2/1/2012	Beltway Recruiting Team and Business Management	Group Open House aimed at hiring for Direct Sales
		General Information Session at offsite location in Fredericksburg, VA	Comcast	3/7/2012	Beltway Recruiting Team and Business Management	Group Open House aimed at hiring for Direct Sales

Comcast Cable Communications, Inc.
2012 General Recruitment Report
Reporting Period 9/1/2011 - 8/31/2012
Unit #10211
Albermarle County, VA

		General Information Session at offsite location in Fredericksburg, VA	Comcast	4/4/2012	Beltway Recruiting Team and Business Management	Group Open House aimed at hiring for Direct Sales
3	Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.					
4	Participate in at least two events sponsored by organizations representing groups present in the community interested in cable television employment issues, including conventions, career days, workshops, and similar activities.					
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for cable television employment.					
6	Participation in general (as opposed to vacancy-specific) outreach efforts such as job banks and internet programs designed to promote outreach generally.					

Comcast Cable Communications, Inc.
2012 General Recruitment Report
Reporting Period 9/1/2011 - 8/31/2012
Unit #10211
Albermarle County, VA

7	Participation in scholarship programs designed to assist students interested in pursuing a career in the cable industry.					
8	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.	Fundamentals of Communication	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	All Employees	This course teaches the characteristics of communication that influence the end results, both positively and negatively. Understanding personal working styles and investigate the impact of working style on their communication style.
		Managing Change	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and Managers	This courses teaches the dynamic of change from an individual to an organizational perspective. Emphasis will be on identifying management strategies that will assist individuals and teams dealing with change.
		Time Management for Supervisors	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors	Time Management is a course in which supervisors will discuss the basics of time management and task prioritization, so that they can be more time to coaching their reports.

Comcast Cable Communications, Inc.
2012 General Recruitment Report
Reporting Period 9/1/2011 - 8/31/2012
Unit #10211
Albermarle County, VA

9	Establishment of a mentoring program for unit personnel.					
10	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in the cable industry.					
11	Sponsorship of at least one event in the community designed to inform and educate members of the public as to employment opportunities in the cable industry.					
12	Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.					
13	Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for cable industry employment and/or other career development assistance pertinent to the cable industry.					

Comcast Cable Communications, Inc.
2012 General Recruitment Report
Reporting Period 9/1/2011 - 8/31/2012
Unit #10211
Albermarle County, VA

14	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Maintain a Harassment-Free Workplace-Mgr	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and above	This training module covers Comcast's policy against sexual harassment, general harassment, and other related conduct.
		Preventing Workplace Violence for Mgrs	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	Supervisors and above	Comcast is committed to providing a work environment that is safe, secure and free of prejudice, harassment, threats, intimidation and violence. This course is part of Comcast's continuing effort to provide an environment that fosters dignity and respect to all employees.
		Annual Equal Employment Opportunity Training	Comcast Univ. & Regional Learning & Dev. Team	Ongoing	All Exempt employees	Annual required training on Comcast Equal Employment Opportunity Policies and Procedures.
15	Provision of training to personnel of unaffiliated non-profit organizations interested in cable industry employment opportunities that would enable them to refer better job candidates for cable television video programming positions.					
16	Participation in other activities reasonably calculated by the unit to further the goal of disseminating employment opportunity information to job candidates who might otherwise be unaware of such opportunities.					

Question 3: ***Name the minority organizations, organizations for women, media, educational institutions, and other recruitment sources used to attract minority and female applicants whenever job vacancies become available.***

Unit # 10211 works with a broad spectrum of recruitment sources to broadly distribute its job vacancy information and attract female and minority applicants.

With regard to its existing employees, Comcast posts notifications of its job openings on its employee intranet. In addition, an employee may set up a 'Job Agent' that will allow the employee to specify jobs they are interested in based on certain criteria or keywords. When a job is posted meeting the desired criteria an email is sent to the employee at regular intervals.

With regard to external candidates, Comcast attracts minority and female applicants and achieves broad outreach when filling its full-time vacancies by using both direct recruitment implemented by its recruiters and through its engagement of JWT Inside ("JWT"), an employee relationship marketing agency that integrates recruitment advertising, branding, strategy and internal communications to help organizations advance employee engagement.

JWT administers a system called "Easy Post," which interfaces with Comcast's E-recruiting tool. When a Comcast recruiter enters a new job requisition into E-Recruiting, the recruitment sources he or she selects to use via the Easy Post system are transmitted to JWT, which then posts the position with the selected sources. JWT tracks the posting start and end dates for each recruitment source, which is retained by Comcast's E-Recruit system for reporting purposes.

The recruitment sources administered by JWT include both internet job banks (e.g., Monster.com, CareerBuilder.com) and non-internet sources.

All jobs posted through JWT's Easy Post are automatically sent to the below websites, which include sources that are specifically directed to minority and female applicant pools, as well as veterans and individuals with disabilities:

September - December 2011	January - YTD 2012
National Black MBA Association	National Black MBA Association
Diversityinc	Diversityinc
HBCUconnect.com	HBCUconnect.com
Recruitmilitary	Recruitmilitary
Babbalu.com	Babbalu.com
Directemployers.com	Directemployers.com
TweetMyJobs.com	Disabledperson.com
Disabledperson.com	WomenForHire
WomenForHire	WalterKaitz.org
WalterKaitz.org	Naaap

	JOFDAV.com
	lgbtcareerlink.com

For example, one recruitment source that Comcast reaches through JWT is the National Black MBA Association, a premier business organization serving black professionals that promotes entrepreneurship and career advancement among its membership through a variety of programs, events, and resources. Comcast also reaches Women for Hire via JWT. Women for Hire is a company devoted to a comprehensive array of recruitment services for women, including its career expos, career focused magazine, and multi-media training and recruiting resources. Another recruitment source that Comcast reaches through JWT is DiversityInc, a leading publication on diversity and business that maintains a career center through which its readership may access information about Comcast's job vacancies.

All jobs that are posted through JWT's Easy Post are also sent via email to at least 6 Outreach Programs. The Outreach Programs vary based on location. For example, this unit some of our Outreach Partners are:

Blue Ridge Community College
Community College Workforce Alliance
Coppin State University
Devry University
Dowell J. Howard Center
ECPI Technical College
Falls Church Skill Source Center- Fairfax County
Frederick County, VA Public Schools
Goodwill of Central Virginia
ITT Technical Institute
James Madison University
James Rumsey Technical Institute
John Tyler Community College
NAACP
Senior Employment Resources (SER)
Service Source
Shepherd University
United Way- Harrisonburg
United Way- Winchester
Virginia Employment Commission
Westwood College

This unit also makes job vacancy information available at local recruitment events where attendees may apply for positions on-site. During the reporting period ending August 31, 2012, managers and staff of this unit attended the following additional recruitment events:

Hiring Our Heroes
Feria de la Opportunidad Hispanic Job Fair

The following is a complete list of recruitment sources used by this unit to attract applicants whenever job vacancies become available:

- Aftercollege.com
- Babbalu.com
- Backpage.com
- Branchout.com
- CareerBuilder.com
- Craiglist.com
- Comcast DSR Site
- Direct Employers.com
- Disabledperson.com
- Diversity Inc.
- Google Base
- Indeed.com
- Hireability.com
- Jobvertise.com
- Jofdav.com,
- Juju.com
- LinkedIN.com
- LGBT Careerlink
- Linkup.com
- Latino Professional Network
- Monstertrak.com
- MOAA.com
- NAACP
- National Black MBA
- Nationjob.com
- National Latino Education Organization
- One Stop Career Center
- RecruitMilitary.com
- Searchease.com
- Simplyhired.com
- Tip of the Arrow
- Tweet my jobs.com
- Walterkaitz.com

- Womenforhire.com
- Yahoo.com

Through these recruitment measures, Comcast believes that it effectively attracts female and minority applicants whenever job vacancies become available at this unit.

Question 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.***

At Comcast, the principals of diversity and inclusion aren't just about what happens inside our company. They guide with whom we work and how we work with them. Our supplier diversity program offers every business, regardless of ownership or size, an opportunity to compete for business within our company. It is designed to promote, increase and improve the participation of small and diverse-owned businesses in our supply chain. It provides Comcast purchasers with reliable resources, creates jobs, strengthens our purchasing power, and builds value for our shareholders.

To qualify as a Comcast or NBCUniversal diverse supplier/vendor, a company must be one of the following:

- Minority Businesses Enterprise (MBE)
- Women Businesses Enterprise (WBE)
- Veteran Businesses Enterprise (VBE)
- Service Disabled Veteran Businesses Enterprise (SDVBE)
- Small Disadvantaged Businesses Enterprise
- Historically Underutilized Business Enterprise (Hub Zone)

Outreach to and partnership with diverse organizations is a key success factor for our Supplier Diversity program. Throughout the year, we actively target outreach events and build partnerships with various advocacy organizations across our geographic footprint, participating in numerous conferences, awards ceremonies, capacity-building events, and business opportunity fairs at the local, regional, and national levels. Each year, we participate in 50-60 supplier diversity targeted outreach events across the country designed to create connections between diverse suppliers and corporations.

Comcast and NBCUniversal partner with minority-led chambers of commerce and other diverse business organizations throughout the country at the national, regional, and local levels. Our supplier diversity partners include:

- National Minority Supplier Development Council (NMSDC)
- Woman's Business Enterprise National Council (WBENC)
- National Veteran-Owned Business Association (NaVOBA)
- US Hispanic Chamber of Commerce (USHCC)
- US Pan Asian American Chamber of Commerce (USPAACC)
- The National Center for American Indian Enterprise Development (NCAIED)
- National Black Chamber of Commerce (NBCC)
- National Gay and Lesbian Chamber of Commerce (NGLCC)
- Walter Kaitz Foundation

In addition, Comcast and NBCUniversal are active with each of these organizations and many of their local affiliates across the country.

Comcast believes strongly in providing equal access and opportunity to all vendors. Comcast's supplier diversity program effectively provides special assistance to small and multi-cultural business owners in their pursuit of business opportunities. In addition, Comcast and NBCUniversal participate on boards and in programs that assist with growth of diverse business enterprises.

We also believe that encouraging prime (Tier I) vendors to subcontract with diverse second-tier (Tier II) vendors can expand our business with diverse vendors while reducing barriers to entry for those businesses. To that end, we partner with its non-diverse prime contractors to identify methods by which they will include a diverse supplier base through subcontracting. Comcast strongly encourages joint ventures, prime/Minority, Women and Disabled Veteran-owned Business Enterprises partnerships, and subcontracting as methods to create additional business opportunities for diversity owned vendors.

Supplier diversity is an important component of our Request for Proposal (RFP) and vendor selection process. Comcast's standard RFP language encourages Tier II diversity, and Comcast considers Tier II diversity among its criteria for purchasing decisions. NBCUniversal has added Tier II reporting to all new contracts and requests for proposals. This reporting requirement will also be added to older contracts after they expire and are renegotiated.

We have also taken steps to further our goal of increasing the number of prime suppliers who provide Tier II data by encouraging Tier I vendors to work with the company to help expand the Supplier Diversity Program through the successful creation of Tier II opportunities for diverse businesses.

The Company also has taken proactive steps to work with diverse suppliers in underutilized categories and we are expanding procurement opportunities for professional services firms. Examples include:

- Legal: Comcast and NBCUniversal actively seek to do business with diverse law firms. In 2010, Comcast became a founding member of the Inclusion Initiative, a collaborative effort of several companies designed to increase the utilization of diverse law firms. Comcast and NBCUniversal have increased spending with diverse law firms, and in 2011 the combined company spent more than $1.6 million with them. In addition, Comcast and NBCUniversal's legal teams are focused on expanding the amount of business done with minority and female lawyers at majority-owned firms.
    - In 2011, Comcast participated in National Association of Minority and Women-Owned Law Firms (NAMWOLF) and Inclusion Initiative conferences and business opportunity fairs. In addition, Comcast continues to participate in other conferences and events which support the minority bar.
    - The Company has also directed its insurance company to utilize diverse law firms, when available, in cases that pertain to Comcast worker's compensation and liability claims.

- Financial: Comcast's history of involvement with the minority-owned banking community spans more than 20 years and continues today. We value our relationships with minority-owned banks and investment firms that offer differentiated and tailored solutions designed to address the company's needs, including lending through credit facilities, brokerage services for stock repurchases, bond underwriting, and commercial paper issuance, as well as traditional banking and deposit arrangements. For example:
    - For the 9th consecutive year in 2012, Comcast arranged a major credit facility with ten minority-owned banks, including our administrative and syndication agent, United Bank of Philadelphia. This is a $24 million 364-Day Revolving Credit Facility.
    - Minority-owned banks have participated in the underwriting of numerous Comcast bond offerings, adding value to the process and earning significant income along the way.
    - Comcast uses several diverse banks to execute open market repurchases under the company's Board-authorized Stock Repurchase Program.
    - In 2011, Comcast added a minority-owned bank as one of its four placement agents in our commercial paper program.
- Marketing: Together, Comcast and NBCUniversal increased spending on advertising with minority-owned media 2011 by $7 million, primarily with African American-owned media. Grupo Gallegos is Comcast's primary advertising agency for Hispanic-targeted creative. In 2011, Comcast also selected Burrell Communications, as our agency of record for African American consumer market advertising.

In addition to the initiatives listed above, the results of our Supplier Diversity program are reflected, in part, by the recognition it has received. Examples include:

- In August 2012, Comcast was named one of the Best Companies for Asian American and Pacific Islanders by Asian Enterprise magazine, which recognized Comcast's "unwavering and continued commitment to the small business community" and "invaluable contribution to the Asian American and Pacific Islander community."
- For the seventh consecutive year in 2012, Comcast received recognition for being one of the Top 50 Organizations for Multicultural Business Opportunities by DiversityBusiness.com.
- For the sixth consecutive year in 2012, Comcast was named among the 10 Best U.S. Corporations for Veteran-Owned Business by NaVOBA.
- The Rocky Mountain Minority Supplier Development Council named Comcast its Corporate Partner of the Year in July 2012.
- Comcast was recognized as the National Black Chamber of Commerce's Corporate Partner of the Year in August 2011.
- Black Enterprise magazine selected Comcast as one of its 40 Best Companies for Diversity in 2012, recognizing supplier diversity among Comcast's strengths.
- In 2011, Comcast's "excellent supplier diversity program" was recognized by DiversityInc., which ranked Comcast among its 25 Noteworthy Companies

Comcast believes these efforts have been successful in encouraging entrepreneurs to conduct business in a nondiscriminatory manner with all parts of its operation.

Question 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.

Comcast's Corporate Human Resources Department has ultimate responsibility for the implementation and enforcement of its EEO practices. The Corporate Human Resources Department communicates with the HR Leads for each Division to ensure that Comcast's EEO policies are understood and applied at all levels of the company's operations.

The Division and cable system managers have primary responsibility for the implementation of Comcast's EEO policies on the local level of each FCC employment unit. Each of Comcast's Divisions conduct an independent analysis and review of HR practices on the cable system level on a periodic basis to ensure that Comcast's EEO policies are being correctly implemented and enforced.

Comcast managers, department heads, and supervisors are all responsible for ensuring that all employment and promotion decisions made within their employment units are consistent with the company's EEO policies and are free of discrimination. All such managerial and supervisory personnel receive training on the Comcast Code of Conduct. The responsibilities of these individuals include, but are not limited to:

- Working with Comcast's Human Resources Department to understand the individualized EEO-related goals for their employment units and implementing an EEO plan in order to achieve those goals;
- Performing periodic audits of training, hiring, and promotion activities to ensure compliance with the company's EEO program and achievement of EEO goals, and to notify the Human Resources Department of any problems encountered in implementing the program;
- Ensuring employee awareness of the company's EEO policies through training programs that familiarize employees with the program and its goals;
- Ensuring that minority and female employees have the opportunities for transfer and promotion based on their experience and skills;
- Counseling employees in their employment units regarding career opportunities;
- Performing periodic audits of employment units to ensure that: (I) EEO notifications are properly displayed; (II) minority and female employees are encouraged to participate in all company-sponsored educational, training, recreational, and social activities; and
- Ensuring that the employment units' work environment is discrimination free by prohibiting and vigorously enforcing the prohibition against racial slurs or remarks, sexual harassment or any behavior which is actually or apparently discriminatory or intimidating to employees.

Comcast's Human Resources Department has primary responsibility for producing and verifying each employment unit's EEO Public File Report on an annual basis and ensuring that the report is placed in the unit's public inspection file and on Comcast's website. In addition, whenever there is a vacancy, a member of the local Human Resources Team reviews the job

description to ensure accuracy and works closely with Comcast's Hiring Managers on selection techniques to find the best candidate for a job opening in a consistent and non-discriminatory manner. Local Human Resources Teams also review any counseling or disciplinary actions taken, including potential terminations to ensure consistency within the unit. Potential terminations are also reviewed by the Regional Vice President of Human Resources to ensure consistency within the Region. Depending on the circumstances, potential terminations may also be reviewed by the Division Vice President of Human Resources.

All Comcast supervisors attend periodic training and workshops to review the EEO laws and the company's commitment to being an EEO employer. Comcast also provides training on maintaining a harassment-free workplace to all front-line and management employees every other year.

Successful implementation of Comcast's EEO policies and procedures is reviewed as part of the performance appraisal of each Comcast manager, supervisor, and corporate employee with EEO responsibilities.

Job Description

Function	Field Operations
Family	Field Operations
Job Title	Director 1, Field Operations
Job Abbreviation	DIR1FIELDOPS
Hierarchy Group	Director
Hierarchy Level	Director 1

Summary

Responsible for providing both strategic direction and day-to-day management of field operations including technical aspects of field programs. Works cross-functionally and collaborates closely with other senior leaders to ensure achievement of targeted objectives. Provides leadership and direction for team which may include multiple functional areas. Develops and implements strategy for functional area(s). Develops and manages budget.

Core Responsibilites

- Directs the successful execution of the field workforce function to include dispatching of work, routing of work, disposition of work, building of quota, quota adherence, and all field support activities (call handling, job updates, tech support, text/chat handling, pre/post calling), ticketing, ticket tracking and handling, escalations, field communications, reporting, and automation tool and handheld support.
- Tracks and reports on key trends in workforce management such as missed/late appointments, technician support response time, work order statuses, job routing, technician productivity, dispatcher productivity, and tool utilization success rate.
- Builds Workforce Planners that ensure the appropriate level of dispatch resources needed to support the field Technicians.
- Develops and refines the management strategy for the department. Ensures consistent and effective practices and procedures.
- Compiles explanations and action plans for monthly metric review.
- Assists Area teams with contractor performance and capacity planning.
- Other duties and responsibilities as assigned.
- Consistent exercise of independent judgment and discretion in matters of significance.
- Regular, consistent and punctual attendance. Must be able to work nights and weekends, variable schedule(s) as necessary.

Education Level	-Bachelors Degree
Field of Study	
Certifications	
Years Experience	- Generally requires 10+ years related experience
Compliance	Comcast is an EEO/AA/Drug Free Workplace.
Disclaimer	The above information has been designed to indicate the general nature and level of work performed by employees in this role. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications