

Federal Communications Commission
Washington, D.C. 20554

OMB 3060-1033
September 2003

FOR FCC USE ONLY

FCC 396-C

Multi-Channel Video Program Distributor EEO Program Annual Report

FOR COMMISSION USE ONLY
FILE NO.
B396 - 20160908ADK

Read INSTRUCTIONS Before Filling Out Form

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
COMCAST CORPORATION

MSO Name:

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

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

Emp. Unit ID # 12155

Application Purpose

- New Program Report
- Amendment to Program Report

Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
CHITTENDEN, VT

D. Category of Respondent (check applicable box)

- Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
- Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 08/14/2016 - 08/27/2016

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

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

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

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

SECTION IV ADDITIONAL INFORMATION

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

[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed	Title
	SVP
Date	Name of Respondent
9/8/2016	SANDY GUNN
Telephone No. (include area code)	
2152864718	

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

Exhibits

Comcast Cable Communications, LLC
FCC Sourcing Report - General Recruitment
Date: 09/01/2015 to 08/31/2016
FCC Unit #: 12155
County & State: Burlington, VT

Event Name	Location	Date	Participants	type
University of Vermont	Burlington, VT	6/20/2016	HR	Career Fair
Hire Veterans	Burlington, VT	Oct-15	Talent Acquisitions	Virtual Job Fair

Comcast Cable Communications, LLC
 FCC Sourcing Report - Sourcing Summary
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 12155
 County & State: Burlington, VT

Work Location	Job Req ID	Job Title	Source	Values	
				Interviewed	Hired
VTS73	123069	Local Sales Director	Asian Life	-	-
VTS73	123069	Local Sales Director	Community Outreach	-	-
VTS73	123069	Local Sales Director	Directemployers.com	-	-
VTS73	123069	Local Sales Director	disabledperson.com	-	-
VTS73	123069	Local Sales Director	DIVERSITYINC MEDIA	-	-
VTS73	123069	Local Sales Director	Glassdoor.com	-	-
VTS73	123069	Local Sales Director	hace-usa.org	-	-
VTS73	123069	Local Sales Director	hbcuconnect.com	-	-
VTS73	123069	Local Sales Director	HireDisability	-	-
VTS73	123069	Local Sales Director	HireHeroesUSA.org	-	-
VTS73	123069	Local Sales Director	Indeed.com	-	-
VTS73	123069	Local Sales Director	Interactive One	-	-
VTS73	123069	Local Sales Director	Igbtcareerlink.com	-	-
VTS73	123069	Local Sales Director	LinkedIn	3	1
VTS73	123069	Local Sales Director	MILITARY.COM	-	-
VTS73	123069	Local Sales Director	RecruitMilitary	-	-
VTS73	123069	Local Sales Director	Simply Hired	-	-
VTS73	123069	Local Sales Director	TAONLINE.COM	-	-
VTS73	123069	Local Sales Director	womenforhire	-	-
VTS73	123069 Total			3	1
VTS73	138564	Account Planner	Community Outreach	-	-
VTS73	138564	Account Planner	Directemployers.com	-	-
VTS73	138564	Account Planner	Glassdoor.com	-	-
VTS73	138564	Account Planner	hace-usa.org	-	-
VTS73	138564	Account Planner	Indeed.com	-	-
VTS73	138564	Account Planner	LinkedIn	-	-
VTS73	138564	Account Planner	MILITARY.COM	-	-
VTS73	138564	Account Planner	RecruitMilitary	-	-
VTS73	138564	Account Planner	Simply Hired	-	-
VTS73	138564	Account Planner	TAONLINE.COM	-	-
VTS73	138564	Account Planner	Acareers	-	-
VTS73	138564	Account Planner	BlackCareer Network	-	-
VTS73	138564	Account Planner	IHISPANO.COM	-	-
VTS73	138564	Account Planner	Indeed - Sponsored	-	-
VTS73	138564	Account Planner	OutPro	-	-
VTS73	138564	Account Planner	ProAble	-	-
VTS73	138564	Account Planner	Professional Diversity Network	-	-

VTS73	138564	Account Planner	WomenCareerChannel	-	-
VTS73	138564	Account Planner	Word Of Mouth	2	1
VTS73	138564	Total		2	1
VTS73	133399	Local Account Executive	Community Outreach	-	-
VTS73	133399	Local Account Executive	Directemployers.com	-	-
VTS73	133399	Local Account Executive	Glassdoor.com	-	-
VTS73	133399	Local Account Executive	hace-usa.org	-	-
VTS73	133399	Local Account Executive	HireHeroesUSA.org	-	-
VTS73	133399	Local Account Executive	Indeed.com	-	-
VTS73	133399	Local Account Executive	LinkedIn	-	-
VTS73	133399	Local Account Executive	MILITARY.COM	-	-
VTS73	133399	Local Account Executive	RecruitMilitary	-	-
VTS73	133399	Local Account Executive	Simply Hired	-	-
VTS73	133399	Local Account Executive	TAONLINE.COM	-	-
VTS73	133399	Local Account Executive	Acareers	-	-
VTS73	133399	Local Account Executive	BlackCareer Network	-	-
VTS73	133399	Local Account Executive	IHISPANO.COM	-	-
VTS73	133399	Local Account Executive	Indeed - Sponsored	-	-
VTS73	133399	Local Account Executive	OutPro	-	-
VTS73	133399	Local Account Executive	ProAble	-	-
VTS73	133399	Local Account Executive	Professional Diversity Network	-	-
VTS73	133399	Local Account Executive	WomenCareerChannel	-	-
VTS73	133399	Local Account Executive	Monster (CAN)	-	-
VTS73	133399	Local Account Executive	NBCUniversal Employee	1	1
VTS73	133399	Total		1	1
VTS73	137820	Regional Account Executive	Community Outreach	-	-
VTS73	137820	Regional Account Executive	Directemployers.com	-	-
VTS73	137820	Regional Account Executive	Glassdoor.com	-	-
VTS73	137820	Regional Account Executive	hace-usa.org	-	-
VTS73	137820	Regional Account Executive	Indeed.com	-	-
VTS73	137820	Regional Account Executive	LinkedIn	-	-
VTS73	137820	Regional Account Executive	MILITARY.COM	-	-
VTS73	137820	Regional Account Executive	RecruitMilitary	-	-
VTS73	137820	Regional Account Executive	Simply Hired	-	-
VTS73	137820	Regional Account Executive	TAONLINE.COM	-	-
VTS73	137820	Regional Account Executive	Acareers	-	-
VTS73	137820	Regional Account Executive	BlackCareer Network	-	-
VTS73	137820	Regional Account Executive	IHISPANO.COM	-	-
VTS73	137820	Regional Account Executive	OutPro	-	-
VTS73	137820	Regional Account Executive	ProAble	-	-
VTS73	137820	Regional Account Executive	Professional Diversity Network	-	-
VTS73	137820	Regional Account Executive	WomenCareerChannel	-	-
VTS73	137820	Regional Account Executive	Direct_ Others	2	1
VTS73	137820	Total		2	1
VTS73 Total				8	4
(blank)	(blank)	(blank)	(blank)		

(blank)	(blank) Total		
(blank) Total			
Grand Total		8	4

Comcast Cable Communications, LLC
 FCC Sourcing Report - Sourcing Contacts
 Date: 09/01/2015 to 08/31/2016
 FCC Unit #: 12155
 County & State: Burlington, VT

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
Community Outreach	404.631.6383	1514 E. Cleveland Ave., Suite 120, Eastpoint, Georgia. 30344	0	http://www.communityoutreachs	0	0
Directemployers.com	866-268-6206	9002 N. Purdue Road Indianapolis IN 46268	info@DirectEmployers.org	www.directemployers.com	0	0
disabledperson.com	760-420-1269	PO Box 230636, Encinitas,CA 92023	info@disabledperson.com	disabledpersons.com	0	0
DIVERSITYINC MEDIA	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Glassdoor.com	*	1 Harbor Drive, Suite 300 Sausalito CA 94965	careercenters@glassdoor.com	http://www.glassdoor.com/index.	0	0
hace-usa.org	312-435-0498	330 S. Wells St., Suite 1104 Chicago, IL 60606	vanessa@haceonline.org (Vanessa Valentin)	http://www.hace-usa.org/	0	0
hbcuconnect.com	614-416-5514	750 Cross Pointe Road, Suite Q Gahanna OH 43230		0 www.hbcuconnect.com	0	0
HireDisability	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
HireHeroesUSA.org	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Indeed.com	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Interactive One	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
lgbtcareerlink.com	415-694-6538	155 Sansom Street, Suite 450, San Francisco CA 94104	jbeach@outandequal.org	http://lgbtcareerlink.com/	0	0
LinkedIn	*	2029 Stierlin Court, Mountain View, CA 94043		0 http://www.linkedin.com/	3	1
MILITARY.COM	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
RecruitMilitary	513.683.5020	422 West Loveland Ave, Loveland, OH 45140	support@recruitmilitary.com	https://recruitmilitary.com/	0	0
Simply Hired	*	370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	support@simplyhired.com	http://www.simplyhired.com/	0	0
TAONLINE.COM	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
womenforhire	212-290-2600	155 West 72nd Street, Suite 403, New York, NY 10023	marketing@womenforhire.com	http://womenforhire.com/	0	0
Acareers	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
BlackCareer Network	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0

IHISPANO.COM	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Indeed - Sponsored	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
OutPro	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
ProAble	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Professional Diversity Network	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
WomenCareerChannel	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Word Of Mouth	*		0	0	0	2
Monster (CAN)	(212) 351-7000	622 Third Avenue, 39th Floor, New York, NY 10017	Sponsorship@Monster.com	http://www.monster.com/	0	0
NBCUniversal Employee	*		0	0	0	1
Direct_ Others	Comcast recruiter sourced		0	0	0	2

** 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