

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 - 20160908ADH

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 # 11929

**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  
SPOKANE, WA

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 [Exhibit 1] deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

1. Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47	<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 #: 11929  
County & State: Spokane, WA

Event Name	Location	Date	Participants	type
Hiring Heros	Spokane, WA		Jul-16 Talent Acquisitions	Job Fair
Western Washington University Business Career Fair	Bellingham, WA	11/5/2015	Talent Acquisitions	Job Fair

Comcast Cable Communications, LLC  
 FCC Sourcing Report - Sourcing Summary  
 Date: 09/01/2015 to 08/31/2016  
 FCC Unit #: 11929  
 County & State: Spokane, WA

Work Location	Job Req ID	Job Title	Source	Values	
				Interviewed	Hired
WAS18	130661	Local Sales Account Executive	Asian Life	-	-
WAS18	130661	Local Sales Account Executive	Community Outreach	-	-
WAS18	130661	Local Sales Account Executive	Directemployers.com	-	-
WAS18	130661	Local Sales Account Executive	disabledperson.com	-	-
WAS18	130661	Local Sales Account Executive	DIVERSITYINC MEDIA	-	-
WAS18	130661	Local Sales Account Executive	Employee Referral	8	1
WAS18	130661	Local Sales Account Executive	Glassdoor.com	-	-
WAS18	130661	Local Sales Account Executive	hace-usa.org	-	-
WAS18	130661	Local Sales Account Executive	hbcuconnect.com	-	-
WAS18	130661	Local Sales Account Executive	HireDisability	-	-
WAS18	130661	Local Sales Account Executive	HireHeroesUSA.org	-	-
WAS18	130661	Local Sales Account Executive	Indeed.com	-	-
WAS18	130661	Local Sales Account Executive	Interactive One	-	-
WAS18	130661	Local Sales Account Executive	lgbtcareerlink.com	-	-
WAS18	130661	Local Sales Account Executive	LinkedIn	-	-
WAS18	130661	Local Sales Account Executive	MILITARY.COM	-	-
WAS18	130661	Local Sales Account Executive	RecruitMilitary	-	-
WAS18	130661	Local Sales Account Executive	Simply Hired	-	-
WAS18	130661	Local Sales Account Executive	TAONLINE.COM	-	-
WAS18	130661	Local Sales Account Executive	womenforhire	-	-
WAS18	<b>130661 Total</b>			<b>8</b>	<b>1</b>
WAS18	121682	Local Sales Account Executive	Asian Life	-	-
WAS18	121682	Local Sales Account Executive	Community Outreach	-	-
WAS18	121682	Local Sales Account Executive	Directemployers.com	-	-
WAS18	121682	Local Sales Account Executive	disabledperson.com	-	-
WAS18	121682	Local Sales Account Executive	DIVERSITYINC MEDIA	-	-
WAS18	121682	Local Sales Account Executive	Employee Referral	5	1
WAS18	121682	Local Sales Account Executive	Glassdoor.com	-	-
WAS18	121682	Local Sales Account Executive	hace-usa.org	-	-
WAS18	121682	Local Sales Account Executive	hbcuconnect.com	-	-
WAS18	121682	Local Sales Account Executive	HireDisability	-	-
WAS18	121682	Local Sales Account Executive	HireHeroesUSA.org	-	-
WAS18	121682	Local Sales Account Executive	Indeed.com	-	-
WAS18	121682	Local Sales Account Executive	Interactive One	-	-
WAS18	121682	Local Sales Account Executive	lgbtcareerlink.com	-	-
WAS18	121682	Local Sales Account Executive	LinkedIn	-	-
WAS18	121682	Local Sales Account Executive	MILITARY.COM	-	-

WAS18	121682	Local Sales Account Executive	RecruitMilitary	-	-
WAS18	121682	Local Sales Account Executive	Simply Hired	-	-
WAS18	121682	Local Sales Account Executive	TAONLINE.COM	-	-
WAS18	121682	Local Sales Account Executive	womenforhire	-	-
WAS18	121682	Local Sales Account Executive	Monster (CAN)	-	-
WAS18	<b>121682 Total</b>			<b>5</b>	<b>1</b>
WAS18	124437	Local Sales Manager	Asian Life	-	-
WAS18	124437	Local Sales Manager	Community Outreach	-	-
WAS18	124437	Local Sales Manager	Directemployers.com	-	-
WAS18	124437	Local Sales Manager	disabledperson.com	-	-
WAS18	124437	Local Sales Manager	DIVERSITYINC MEDIA	-	-
WAS18	124437	Local Sales Manager	Glassdoor.com	-	-
WAS18	124437	Local Sales Manager	hace-usa.org	-	-
WAS18	124437	Local Sales Manager	hbcuconnect.com	-	-
WAS18	124437	Local Sales Manager	HireDisability	-	-
WAS18	124437	Local Sales Manager	HireHeroesUSA.org	-	-
WAS18	124437	Local Sales Manager	Indeed.com	-	-
WAS18	124437	Local Sales Manager	Interactive One	-	-
WAS18	124437	Local Sales Manager	lgbtcareerlink.com	-	-
WAS18	124437	Local Sales Manager	LinkedIn	-	-
WAS18	124437	Local Sales Manager	MILITARY.COM	-	-
WAS18	124437	Local Sales Manager	RecruitMilitary	-	-
WAS18	124437	Local Sales Manager	Simply Hired	-	-
WAS18	124437	Local Sales Manager	TAONLINE.COM	-	-
WAS18	124437	Local Sales Manager	womenforhire	-	-
WAS18	124437	Local Sales Manager	Internal Site	5	1
WAS18	<b>124437 Total</b>			<b>5</b>	<b>1</b>
WAS18	122453	Account Coordinator 1	Asian Life	-	-
WAS18	122453	Account Coordinator 1	Community Outreach	-	-
WAS18	122453	Account Coordinator 1	Directemployers.com	-	-
WAS18	122453	Account Coordinator 1	disabledperson.com	-	-
WAS18	122453	Account Coordinator 1	DIVERSITYINC MEDIA	-	-
WAS18	122453	Account Coordinator 1	Glassdoor.com	-	-
WAS18	122453	Account Coordinator 1	hace-usa.org	-	-
WAS18	122453	Account Coordinator 1	hbcuconnect.com	-	-
WAS18	122453	Account Coordinator 1	HireDisability	-	-
WAS18	122453	Account Coordinator 1	HireHeroesUSA.org	-	-
WAS18	122453	Account Coordinator 1	Indeed.com	-	-
WAS18	122453	Account Coordinator 1	Interactive One	-	-
WAS18	122453	Account Coordinator 1	lgbtcareerlink.com	-	-
WAS18	122453	Account Coordinator 1	LinkedIn	-	-
WAS18	122453	Account Coordinator 1	MILITARY.COM	-	-
WAS18	122453	Account Coordinator 1	RecruitMilitary	-	-
WAS18	122453	Account Coordinator 1	Simply Hired	-	-
WAS18	122453	Account Coordinator 1	TAONLINE.COM	-	-
WAS18	122453	Account Coordinator 1	womenforhire	-	-

WAS18	122453	Account Coordinator 1	Comcast.com	6	1
WAS18	<b>122453 Total</b>			<b>6</b>	<b>1</b>
WAS18	127845	Account Coordinator	Asian Life	-	-
WAS18	127845	Account Coordinator	Community Outreach	-	-
WAS18	127845	Account Coordinator	Directemployers.com	-	-
WAS18	127845	Account Coordinator	disabledperson.com	-	-
WAS18	127845	Account Coordinator	DIVERSITYINC MEDIA	-	-
WAS18	127845	Account Coordinator	Glassdoor.com	-	-
WAS18	127845	Account Coordinator	hace-usa.org	-	-
WAS18	127845	Account Coordinator	hbucconnect.com	-	-
WAS18	127845	Account Coordinator	HireDisability	-	-
WAS18	127845	Account Coordinator	HireHeroesUSA.org	-	-
WAS18	127845	Account Coordinator	Indeed.com	-	-
WAS18	127845	Account Coordinator	Interactive One	-	-
WAS18	127845	Account Coordinator	lgbtcareerlink.com	-	-
WAS18	127845	Account Coordinator	LinkedIn	-	-
WAS18	127845	Account Coordinator	MILITARY.COM	-	-
WAS18	127845	Account Coordinator	RecruitMilitary	-	-
WAS18	127845	Account Coordinator	Simply Hired	-	-
WAS18	127845	Account Coordinator	TAONLINE.COM	-	-
WAS18	127845	Account Coordinator	womenforhire	-	-
WAS18	127845	Account Coordinator	Internal Site	5	1
WAS18	<b>127845 Total</b>			<b>5</b>	<b>1</b>
WAS18	135070	Account Coordinator	Community Outreach	-	-
WAS18	135070	Account Coordinator	Directemployers.com	-	-
WAS18	135070	Account Coordinator	Glassdoor.com	-	-
WAS18	135070	Account Coordinator	hace-usa.org	-	-
WAS18	135070	Account Coordinator	HireHeroesUSA.org	-	-
WAS18	135070	Account Coordinator	Indeed.com	-	-
WAS18	135070	Account Coordinator	LinkedIn	-	-
WAS18	135070	Account Coordinator	MILITARY.COM	-	-
WAS18	135070	Account Coordinator	RecruitMilitary	-	-
WAS18	135070	Account Coordinator	Simply Hired	-	-
WAS18	135070	Account Coordinator	TAONLINE.COM	-	-
WAS18	135070	Account Coordinator	Acareers	-	-
WAS18	135070	Account Coordinator	BlackCareer Network	-	-
WAS18	135070	Account Coordinator	Direct _ LinkedIn	2	1
WAS18	135070	Account Coordinator	IHISPANO.COM	-	-
WAS18	135070	Account Coordinator	OutPro	-	-
WAS18	135070	Account Coordinator	ProAble	-	-
WAS18	135070	Account Coordinator	Professional Diversity Network	-	-
WAS18	135070	Account Coordinator	WomenCareerChannel	-	-
WAS18	<b>135070 Total</b>			<b>2</b>	<b>1</b>
<b>WAS18 Total</b>				<b>31</b>	<b>6</b>
<b>Grand Total</b>				<b>31</b>	<b>6</b>

Comcast Cable Communications, LLC  
 FCC Sourcing Report - Sourcing Contacts  
 Date: 09/01/2015 to 08/31/2016  
 FCC Unit #: 11929  
 County & State: Spokane, WA

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
<i>Directemployers.com</i>	866-268-6206	9002 N. Purdue Road Indianapolis IN 46268	info@DirectEmployers.org	www.directemployers.com	0	0
<i>disabledperson.com</i>	760-420-1269	PO Box 230636, Encinitas,CA 92023 466 Lexington Avenue, New York, NY 10017	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
Employee Referral	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	13	2
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/	0	0
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
Monster (CAN)	(212) 351-7000	622 Third Avenue, 39th Floor, New York, NY 10017	Sponsorship@Monster.com	http://www.monster.com/	0	0

Internal Site	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	10	2
Comcast.com	Comcast		0	0 www.comcast.com/careers	6	1
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
Direct _ LinkedIn	Comcast recruiter sourced		0	0	0	2 1
IHISPANO.COM	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