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. - 20150924ACP

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
COMCAST CORPORATION

MSO Name:

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

City	State	Zip Code
PHILADELPHI	PA	19103-

FCC Registration Number:
0004441663

Emp. Unit ID # 11592

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
LAKE, FL

D. Category of Respondent (check applicable box)

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

E. Pay Period Covered by this Report (inclusive dates) 08/16/2015 - 08/29/2015

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

SECTION II COMMUNITY INFORMATION

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

Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47	(●) Yes ( ) No

	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?	(•) Yes ( ) No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	(•) Yes ( ) No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	(•) Yes ( ) No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	(•) Yes ( ) No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	(•) Yes ( ) No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	(•) Yes ( ) No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	(•) Yes ( ) No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units,occupations, and levels of responsibility?	(•) Yes ( ) No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.
[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:
A. By the individual owning the reporting system if individually owned;
B. By a partner, if a partnership; or
C. By an officer, if a corporation or association.

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

Signed	Title VP
Date 9/24/2015	Name of Respondent VICTOR GAINES
Telephone No. (include area code) 7705597223	

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

FORM FCC 396-C - SUPPLEMENTAL INVESTIGATION SHEET

Part I Employee Job Descriptions

Give brief job descriptions for employees in the job categories specified below. The number specified in the box indicates the number of different job descriptions that are to be submitted for each category. Job descriptions should include the position title and a brief description of the major duties and responsibilities of the individual(s) in the position.

1. Officials and Managers		[Exhibit 4]
2. Professionals	1	[Exhibit 5]
3. Technicians		[Exhibit 6]
4. Sales Workers		[Exhibit 7]
5. Office and Clerical		[Exhibit 8]
6. Craft Workers (skilled)		[Exhibit 9]
7. Operatives (semi-skilled)		[Exhibit 10]
8. Laborers (unskilled)		[Exhibit 11]
9. Service Workers		[Exhibit 12]

Part II Inquiries Concerning EEO Program and Practices

Submit responses to the inquiries indicated by a "check" Responses should be brief, but must provide sufficient information to describe the employment unit's activity and efforts in the area of inquiry.

1. ☐	Describe the employment unit's efforts to comply with the outreach provisions of 47 C.F.R. Section 76.75(b).	[Exhibit 13]
2. ☑	Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business.	[Exhibit 14]
3. ☐	Name the organizations, media, educational institutions, and other recruitment sources used to attract applicants whenever job vacancies become available.	[Exhibit 15]
4. ☑	Explain the employment unit's efforts to promote in a nondiscriminatory manner to positions of greater responsibility.	[Exhibit 16]
5. ☐	Describe the employment unit's efforts to encourage entrepreneurs to conduct business in a nondiscriminatory manner with all parts of its operation and provide an analysis of the results of those efforts.	[Exhibit 17]
6. ☑	Report the findings of the employment unit's analysis of its efforts to recruit, hire and promote in a nondiscriminatory manner and explain any difficulties encountered in implementing its EEO program.	[Exhibit 18]
7. ☐	Describe the responsibility of each level of the employment unit's management with respect to application and enforcement of its EEO policy and explain the procedure for review and control of managerial and supervisory performance.	[Exhibit 19]
8. ☐	Describe the manner in which the employment unit conducts its continuing review of job structure and employment practices.	[Exhibit 20]
9. ☐	Other Inquiries:	[Exhibit 21]

Part III EEO Public File Report

Attach a copy of the EEO public file report from the previous year. Cable entities are required to place annually such information as is required by 47 C.F.R. Section 76.1702 in their public files. [Exhibit 22]

EMP UNIT ID: 11592	**MSO NAME:**
	OPR NAME: COMCAST CORPORATION

Approved by OMB
3060-1033

Exhibits

Exhibit 5
Description: UNIT 11592 EXHIBIT 5

Attachment 5

Description
UNIT 11592 EXHIBIT 5

Exhibit 14
Description: UNIT 11592 EXHIBIT 14

Attachment 14

Description
UNIT 11592 EXHIBIT 14

Exhibit 16
Description: UNIT 11592 EXHIBIT 16

Attachment 16

Description
UNIT 11592 EXHIBIT 16

Exhibit 18
Description: UNIT 11592 EXHIBIT 18

Attachment 18

Description
UNIT 11592 EXHIBIT 18

Exhibit 22
Description: UNIT 11592 EXHIBIT 22

Attachment 22

Description
UNIT 11592 EXHIBIT 22

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Summary
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11592
County & State: Lake County, FL

Work Location	Job Req ID	Job Title	Source	Values Interviewed	Hired
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	Asian Life	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	Community Outreach	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	Direct Employers	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	Diversity Inc	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	Glassdoor.com	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	haceonline.org	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	HBCU	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	HireDisability	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	Indeed	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	Interactive One	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	LGBT career link	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	Military.com	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	SimplyHired.com	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	WomenForHire.com	-	-
FLD72	99663	Sales Consultant-Dunnellon 99663-Full Time	Word Of Mouth	2	1
FLD72	**99663 Total**			**2**	**1**
FLD72 Total				**2**	**1**
FLL02	63922	Tech 1, Headend (Leesburg, FL)	Asian Life	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	Community Outreach	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	Direct Employers	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	Diversity Inc	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	Glassdoor.com	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	haceonline.org	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	HBCU	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	HireDisability	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	Indeed	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	Interactive One	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	LGBT career link	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	Military.com	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	SimplyHired.com	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	WomenForHire.com	-	-
FLL02	63922	Tech 1, Headend (Leesburg, FL)	Internal Site	11	1
FLL02	**63922 Total**			**11**	**1**
FLL02	81760	Tech 1, Headend- Leesburg, FL	Asian Life	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	Community Outreach	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	Direct Employers	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	Diversity Inc	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	Glassdoor.com	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	haceonline.org	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	HBCU	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	HireDisability	-	-

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Summary
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11592
County & State: Lake County, FL

Work Location	Job Req ID	Job Title	Source	Values Interviewed	Hired
FLL02	81760	Tech 1, Headend- Leesburg, FL	Indeed	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	Interactive One	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	LGBT career link	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	Military.com	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	SimplyHired.com	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	WomenForHire.com	-	-
FLL02	81760	Tech 1, Headend- Leesburg, FL	Internal Site	15	1
FLL02	**81760 Total**			**15**	**1**
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	Asian Life	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	Community Outreach	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	Direct Employers	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	Diversity Inc	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	Glassdoor.com	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	haceonline.org	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	HBCU	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	HireDisability	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	Indeed	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	Interactive One	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	LGBT career link	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	Military.com	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	SimplyHired.com	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	WomenForHire.com	-	-
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	Internal Site	24	1
FLL02	74012	CommTech 4, Network Maintenance - Leesburg FL	Monster Auto	-	-
FLL02	**74012 Total**			**24**	**1**
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	Asian Life	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	Community Outreach	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	Direct Employers	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	Diversity Inc	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	Glassdoor.com	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	haceonline.org	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	HBCU	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	HireDisability	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	Indeed	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	Interactive One	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	LGBT career link	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	Military.com	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	SimplyHired.com	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	WomenForHire.com	-	-
FLL02	68705	Rep 2, Field Ops (QC)-Leesburg, FL	Internal Site	17	1
FLL02	**68705 Total**			**17**	**1**

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Summary
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11592
County & State: Lake County, FL

Work Location	Job Req ID	Job Title	Source	Values Interviewed	Hired
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Asian Life	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Community Outreach	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Direct Employers	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Diversity Inc	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Glassdoor.com	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	haceonline.org	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	HBCU	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	HireDisability	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Indeed	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Interactive One	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	LGBT career link	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Military.com	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	SimplyHired.com	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	WomenForHire.com	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Monster Auto	-	-
FLL02	59041	CommTech 1 Installation & Service-Leesburg	CareerBuilder	3	1
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Comcast Talent Network	1	1
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Employee Referral	1	1
FLL02	59041	CommTech 1 Installation & Service-Leesburg	Recommended Job from Comcast	4	2
FLL02	**59041 Total**			**9**	**5**
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Asian Life	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Community Outreach	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Direct Employers	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Diversity Inc	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Glassdoor.com	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	haceonline.org	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	HBCU	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	HireDisability	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Indeed	13	2
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Interactive One	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	LGBT career link	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Military.com	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	SimplyHired.com	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	WomenForHire.com	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Monster Auto	-	-
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Comcast Talent Network	6	3
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Comcast.com	13	1
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Craigslist	3	1
FLL02	61996	CommTech 1 Installation & Service-Leesburg	Monster.com	4	1
FLL02	**61996 Total**			**39**	**8**
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Asian Life	-	-

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Summary
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11592
County & State: Lake County, FL

Work Location	Job Req ID	Job Title	Source	Values Interviewed	Hired
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Community Outreach	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Direct Employers	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Diversity Inc	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Glassdoor.com	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	haceonline.org	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	HBCU	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	HireDisability	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Indeed	21	2
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Interactive One	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	LGBT career link	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Military.com	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	SimplyHired.com	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	WomenForHire.com	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Monster Auto	-	-
FLL02	96349	CommTech 2 Installation & Service-Leesburg	CareerBuilder	4	1
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Comcast Talent Network	6	1
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Employee Referral	11	4
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Recommended Job from Comcast	2	1
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Comcast.com	15	2
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Monster.com	6	2
FLL02	96349	CommTech 2 Installation & Service-Leesburg	Conversion	3	1
FLL02	**96349 Total**			**68**	**14**
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	Asian Life	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	Community Outreach	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	Direct Employers	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	Diversity Inc	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	Glassdoor.com	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	haceonline.org	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	HBCU	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	HireDisability	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	Indeed	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	Interactive One	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	LGBT career link	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	Military.com	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	SimplyHired.com	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	WomenForHire.com	-	-
FLL02	98165	Sr Manager Installation & Service - Leesburg/Orlando, FL	Internal Site	9	1
FLL02	**98165 Total**			**9**	**1**
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	Asian Life	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	Community Outreach	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	Direct Employers	-	-

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Summary
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11592
County & State: Lake County, FL

Work Location	Job Req ID	Job Title	Source	Values Interviewed	Hired
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	Diversity Inc	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	Glassdoor.com	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	haceonline.org	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	HBCU	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	HireDisability	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	Indeed	3	1
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	Interactive One	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	LGBT career link	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	Military.com	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	SimplyHired.com	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	WomenForHire.com	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	Craigslist	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	Backpage	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	JobVertise.com	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	JuJu.com	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	LinkUp	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	moaa.org	-	-
FLL02	66675	SALES CONSULTANT - Leesburg, FL - 66675 - FULL TIME	Searchease.com	-	-
FLL02	**66675 Total**			**3**	**1**
FLL02	66689	CSC Store Manager (Leesburg, FL)	Asian Life	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	Community Outreach	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	Direct Employers	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	Diversity Inc	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	Glassdoor.com	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	haceonline.org	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	HBCU	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	HireDisability	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	Indeed	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	Interactive One	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	LGBT career link	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	Military.com	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	SimplyHired.com	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	WomenForHire.com	-	-
FLL02	66689	CSC Store Manager (Leesburg, FL)	Internal Site	4	1
FLL02	**66689 Total**			**4**	**1**
FLL02	91922	Operations Consultant-Leesburg 91922	Asian Life	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	Community Outreach	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	Direct Employers	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	Diversity Inc	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	Glassdoor.com	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	haceonline.org	-	-

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FLL02	91922	Operations Consultant-Leesburg 91922	HBCU	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	HireDisability	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	Indeed	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	Interactive One	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	LGBT career link	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	Military.com	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	SimplyHired.com	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	WomenForHire.com	-	-
FLL02	91922	Operations Consultant-Leesburg 91922	Internal Site	9	1
FLL02	**91922 Total**			**9**	**1**
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	Asian Life	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	Community Outreach	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	Direct Employers	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	Diversity Inc	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	Glassdoor.com	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	haceonline.org	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	HBCU	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	HireDisability	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	Indeed	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	Interactive One	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	LGBT career link	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	Military.com	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	SimplyHired.com	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	WomenForHire.com	-	-
FLL02	98594	Sales Consultant-Orlando 98594-Full Time	Direct _ LinkedIn	1	1
FLL02	**98594 Total**			**1**	**1**
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	Asian Life	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	Community Outreach	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	Direct Employers	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	Diversity Inc	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	Glassdoor.com	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	haceonline.org	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	HBCU	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	HireDisability	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	Indeed	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	Interactive One	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	LGBT career link	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	Military.com	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	SimplyHired.com	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	WomenForHire.com	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	Comcast Talent Network	3	1

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FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	HireHeroesUSA	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	Job Hotline	1	1
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	Recruitmilitary.com	-	-
FLL02	99665	Sales Consultant-Leesburg 99665-Full Time	TAOnline	-	-
FLL02	**99665 Total**			**4**	**2**
FLL02 Total				**213**	**38**
FLO70	89164	CommTech 4 Network Maintenance-Orlando	Asian Life	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	Community Outreach	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	Direct Employers	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	Diversity Inc	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	Glassdoor.com	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	haceonline.org	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	HBCU	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	HireDisability	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	Indeed	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	Interactive One	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	LGBT career link	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	Military.com	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	SimplyHired.com	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	WomenForHire.com	-	-
FLO70	89164	CommTech 4 Network Maintenance-Orlando	Internal Site	41	1
FLO70	89164	CommTech 4 Network Maintenance-Orlando	Monster Auto	-	-
FLO70	**89164 Total**			**41**	**1**
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Asian Life	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Community Outreach	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Direct Employers	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Diversity Inc	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Glassdoor.com	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	haceonline.org	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	HBCU	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	HireDisability	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Indeed	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Interactive One	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	LGBT career link	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Military.com	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	SimplyHired.com	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	WomenForHire.com	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Internal Site	45	1
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Craigslist	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Backpage	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	JobVertise.com	-	-

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Work Location	Job Req ID	Job Title	Source	Values Interviewed	Hired
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	JuJu.com	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	LinkUp	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	moaa.org	-	-
FLO70	64542	Supv, Installation & Service - Leesburg/Orlando	Searchease.com	-	-
FLO70	**64542 Total**			**45**	**1**
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	Asian Life	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	Community Outreach	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	Direct Employers	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	Diversity Inc	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	Glassdoor.com	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	haceonline.org	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	HBCU	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	HireDisability	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	Indeed	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	Interactive One	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	LGBT career link	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	Military.com	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	SimplyHired.com	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	WomenForHire.com	-	-
FLO70	99504	Supervisor, Network Maintenance - Orlando, FL	Internal Site	9	1
FLO70	**99504 Total**			**9**	**1**
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Asian Life	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Community Outreach	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Direct Employers	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Diversity Inc	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Glassdoor.com	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	haceonline.org	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	HBCU	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	HireDisability	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Indeed	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Interactive One	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	LGBT career link	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Military.com	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	SimplyHired.com	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	WomenForHire.com	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Backpage	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	JobVertise.com	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	JuJu.com	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	LinkUp	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	moaa.org	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Searchease.com	-	-

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Work Location	Job Req ID	Job Title	Source	Values Interviewed	Hired
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Recruitmilitary.com	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Disabledperson	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Diversityinc	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	Google	2	1
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	JOFDAV.com	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	NAAAP - National Assoc. of Asian American Prof	-	-
FLO70	5649	Rep 1 Warehouse/Materials 76477147-Orlando	NBMBAA - National Black MBA Association	-	-
FLO70	**5649 Total**			**2**	**1**
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Asian Life	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Community Outreach	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Direct Employers	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Diversity Inc	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Glassdoor.com	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	haceonline.org	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	HBCU	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	HireDisability	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Indeed	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Interactive One	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	LGBT career link	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Military.com	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	SimplyHired.com	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	WomenForHire.com	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Monster Auto	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Backpage	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	JobVertise.com	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	JuJu.com	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	LinkUp	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	moaa.org	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Searchease.com	-	-
FLO70	59321	DSR, INDIVIDUAL DIRECT SALES (SFU)	Job Fair	2	1
FLO70	**59321 Total**			**2**	**1**
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	Asian Life	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	Community Outreach	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	Direct Employers	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	Diversity Inc	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	Glassdoor.com	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	haceonline.org	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	HBCU	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	HireDisability	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	Indeed	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	Interactive One	-	-

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Work Location	Job Req ID	Job Title	Source	Values Interviewed	Hired
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	LGBT career link	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	Military.com	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	SimplyHired.com	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	WomenForHire.com	-	-
FLO70	80162	Supv, Individual Direct Sales - Orlando, FL	Internal Site	4	1
FLO70	**80162 Total**			**4**	**1**
FLO70	96352	CommTech 1 Installation & Service-Orlando	Asian Life	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	Community Outreach	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	Direct Employers	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	Diversity Inc	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	Glassdoor.com	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	haceonline.org	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	HBCU	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	HireDisability	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	Indeed	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	Interactive One	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	LGBT career link	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	Military.com	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	SimplyHired.com	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	WomenForHire.com	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	Internal Site	8	1
FLO70	96352	CommTech 1 Installation & Service-Orlando	Monster Auto	-	-
FLO70	96352	CommTech 1 Installation & Service-Orlando	Employee Referral	17	2
FLO70	96352	CommTech 1 Installation & Service-Orlando	Comcast.com	39	1
FLO70	**96352 Total**			**64**	**4**
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	Asian Life	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	Community Outreach	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	Direct Employers	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	Diversity Inc	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	Glassdoor.com	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	haceonline.org	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	HBCU	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	HireDisability	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	Indeed	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	Interactive One	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	LGBT career link	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	Military.com	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	SimplyHired.com	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	WomenForHire.com	-	-
FLO70	109841	Sales Consultant-Orlando 109841-Full Time	Florida Atlantic University	1	1
FLO70	**109841 Total**			**1**	**1**

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Work Location	Job Req ID	Job Title	Source	Values Interviewed	Hired
FLO70 Total				**168**	**11**
FLO72	97470	Xfinity Sales Associate-Orlando	Asian Life	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	Community Outreach	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	Direct Employers	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	Diversity Inc	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	Glassdoor.com	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	haceonline.org	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	HBCU	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	HireDisability	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	Indeed	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	Interactive One	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	LGBT career link	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	Military.com	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	SimplyHired.com	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	WomenForHire.com	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	Internal Site	2	1
FLO72	97470	Xfinity Sales Associate-Orlando	Monster Auto	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	Monster.com	2	1
FLO72	97470	Xfinity Sales Associate-Orlando	Recruitmilitary.com	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	TAOnline	-	-
FLO72	97470	Xfinity Sales Associate-Orlando	salesjobsnetwork.com	2	1
FLO72	**97470 Total**			**6**	**3**
FLO72 Total				**6**	**3**
Work Location	Job Req ID	Job Title	Source	-	-
Work Location	**Job Req ID Total**			**-**	**-**
Work Location Total				**-**	**-**
Grand Total				**389**	**53**

Comcast Cable Communications, LLC
FCC Sourcing Report - General Recruitment
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Event Name	Location	Date	Participants	type
Veteran Virtual Career Fair	Veteran Recruiting-www.veteranrecruiting.com	9/11/2014	Central Division Talent Acquisition	Virtual job fair for veterans
The Value of a Veteran: Regard, Recruit, Retain	Devry University & Keller Grad School of Mgmt (Co-Hosts)	10/28/2014	Florida Talent Acquisition	Webinar training on recruitment of veterans
Amer Indian Science & Engr Soc Conf & Expo (AISES)	Caribe Royale & Conv Ctr-8181 World Ctr Dr-Orlando 32821	11/14/2014	Florida Talent Acquisition, Corporate Recruitment, NBCU Recruitment	Career Fair, Conference & Expo
Central Florida Employment Council Job Fair	Central Florida Fair Expo Park-4603 W. Colonial Dr-Orlando 32811	7/8/2015	Florida Talent Acquisition	Job Fair
Lee Hecht Harrison Virtual Career Fair	http://engage.vevent.com/forward.jsp?eid=2751&seid=6592	8/6/2015	Florida & Big South Talent Acquisition	Virtual job fair
CareerSource - Sales Recruitment Open House	CareerSource Central Florida-1415 S. 14th Street-Leesburg 34748	8/19/2015	Florida Talent Acquisition, Hiring Managers	Open house and job fair
CommTech Program	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	2014 - 2015	Supervisors, Trainers, Comm Techs	CommTech program includes a step progression process (CT1, CT2, CT3, etc.); this program was designed to enable technicians to acquire the skills that could qualify them for higher level positions within the technical organization.
Comcast New Hire Experience	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	2014 - 2015	All New Hires	All Comcast New Hires receive new hiring orientation training to include indoctrination into the Comcast culture to include Credo and Touchstones. All policies are presented including Comcast's EEO policies and opportunities for transfer and promotion within the organization. Employees learn about Comcast's Open Door Policy and Comcast Listen's process in order to provide feedback. Employees are introduced to TeamComcast and the Employee Handbook and Training provided through the LSO.
Technical Training	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	2014 - 2015	All Technicians	In order to ensure that all Communication and Network Technicians have the opportunities for transfer and promotion, regular training is provided in order to enhance their work experience and skills. Training includes product knowledge and installation, i.e., XFINITY Home, iOS device user training, Defeat Repeats, SCOUT Flux - ILT,
Comcast Sales Center Training	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	2014 - 2015	All Comcast Sales Center employees	In order to ensure that all Comcast Sales Center employees have the opportunities for transfer and promotion regular training is provided in order to enhance their work experience and skills. Training includes: Xfinity Apps, Learning Nugget training for Brand, TV, Voice, Wireless, and Home.

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FCC Unit #: 11592
County & State: Lake County, FL

Event Name	Location	Date	Participants	type
Direct Sales Training	Cocmast Office- 4600 Touchton Rd, Jacksonville, FL 32246	2014 - 2015	All Direct Sales Representatives	In order to ensure that all Direct Sales Representatives have the opportunities for transfer and promotion regular training is provided in order to enhance their work experience and skills. Training includes product knowledge and learning new sales techniques, i.e.., iOS Device User training, Sales Force Direct Sales, XFINITY Home - both sales and product knowledge, Learning Nugget, X1 Platform, DSR Boot Camp, Xfinity product knowledge.
Business Services Training	Comcast Corporate Office- Philadelphia PA	2014 - 2015	All Business Services Account Executives	In order to ensure that all Business Services Account Executives have the opportunities for transfer and promotion regular training is provided in order to enhance their work experience and skills. Training includes product knowledge and learning new sales techniques, i.e..,Business Voice Edge Soft Phone, BVE Training; Comcast Business Wireless, IMS Business Services Sales, Virtual Sales Point.
Linked to Leadership	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	February 2015	All Employees / Human Resources / Comcast Universit	Nationally standard solution to develop and build frontline leadership bench strength in a consistent manner that aligns the goal of the program directly to Comcast business initiatives by providing bench-strength in key front-line supervisor roles and an environment that helps drive growth across all businesses.
Thrive	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	2015	Supervisors and Managers	a broad range of foundational leadership skills for tenured leaders (in role more than 18 months). THRIVE provides frontline leaders with an opportunity to refresh and strengthen their leadership approach, while giving them the essential skills and tools to lead and develop a high performance team. THRIVE delivers value to its participants and the business by accelerating leadership effectiveness, which drives successful employee performance and superior customer experience.
Launch	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	2015	Supervisors and Managers	LAUNCH for Frontline Leaders encompasses a broad scope of critical onboarding skills that support new to role frontline leaders. LAUNCH provides frontline leaders the knowledge and skills necessary to navigate the early transition stages of the new role while giving them the tools to lead and develop a high performance team.

Comcast Cable Communications, LLC
FCC Sourcing Report - General Recruitment
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11592
County & State: Lake County, FL

Event Name	Location	Date	Participants	type
GIS - General Information Sessions	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	August 2015	Direct Sales Leadership	General Information Sessions are conducted by our Talent Acquisition, HR, or Department Leader teams. They focus on recruiting candidates for open positions and provide a general overview of Comcast's culture of diversity and equal employment opportunities within the organization.
FASA BASA training	Comcast and the Alarm Association of Florida- Multiple locations	2014-2015	Technical and Direct Sales employees	Fire Alarm System Agent and Burglar Alarm System Agent training for all Technicians and Direct Sales Representatives installing or selling Fire and Burglar Alarm systems per Florida Statute Section 489.5185.
Comm Tech Jeopardy	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	8/1/2015	Technical Supervisors and Technicians	High Profile Opportunity for high performers in the techncial and customer care environment that can lead to promotional opportunities and increased exposure to senior leadership as well as cross-functional networking.
Totally Comcast Virtual Training	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	2014-2015	Open for all Comcast employees to enroll on a monthl	Comcast University promotes a monthly calendar of virtual training programs offered on a variety of topics. Sessions are open to all employees. Courses promote topics that focus on career enhancing soft skills such as “5 Keys to Effective Presentations”, “Inclusion at Work”, “Professional Presence” and “Leadership Mindset”.
Employee Referral Program	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	2014-2015	All employees	Provides and encourages current employees the opportunity to promote working with Comcast through their diverse and independent networking circles including their connections on social media.
Comcast University Learning Portal (LSO)	Comcast Office 8130 CR 44 Leg A, Leesburg Fl 34788	2014-2015	All employees	Comcast University Learning Portal provides a variety of classes for all employees to access and request web based training. Course range from product knowledge to leadership development as well as computer skills such as Microsoft Office.

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Contacts
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11592
County & State: Lake County, FL

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
Backpage	N/A	PO Box 192307, Dallas, TX 75219 USA	http://posting.www.backpage.com/classifieds	http://www.backpage.com/	0	0
CareerBuilder	866-438-1485	5550-A Peachtree Parkway, Norcross, GA 30092	customer.service@careerbuilder.com	http://www.careerbuilder.com/	7	2
Comcast Talent Network	Comcast	1701 JFK Boulevard. Philadelphia, PA 19103	comcast_careers@comcast.com	www.comcast.com/careers	16	6
Comcast.com	Comcast	1701 JFK Boulevard. Philadelphia, PA 19103	comcast_careers@comcast.com	www.comcast.com/careers	67	4
Community Outreach	404.631.6383				0	0
Conversion	Comcast	1701 JFK Boulevard. Philadelphia, PA 19103	comcast_careers@comcast.com	www.comcast.com/careers	3	1
Craigslist	(415) 566-6394			http://www.craigslist.org/	3	1
Direct _ LinkedIn	Comcast recruiter sourced	Comcast Employee	Teamcomcast.com	Teamcomcast.com	1	1
Direct Employers	866-268-6206	9002 N. Purdue Road Indianapolis IN 46268	info@DirectEmployers.org	www.directemployers.com	0	0
Disabledperson	760-420-1267	PO Box 230636, Encinitas,CA 92021	info@disabledperson.com	disabledpersons.com	0	0
Diversity Inc	973-494-0506	342 Nassau St, Princeton, NJ 08540	vmccoy@DiversityInc.com	www.diversityinc.com/	0	0
Employee Referral	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	29	7
Florida Atlantic University	561.297.3000	777 Glades Road, Boca Raton, FL 33431	jmart235@fau.edu	http://fau.edu/	1	1
Glassdoor.com	website	1 Harbor Drive, Suite 300 Sausalito CA 94965	careercenters@glassdoor.com	http://www.glassdoor.com/index.	0	0
Google	website	1600 Amphitheatre Pkwy., Mountain View, CA 94043		https://www.google.com/	2	1
haceonline.org	312-435-0498	330 S. Wells St., Suite 1104 Chicago, IL 60606	vanessa@haceonline.org (Vanessa Valentin)	http://www.hace-usa.org/	0	0
HBCU	614-416-5514	750 Cross Pointe Road, Suite Q Gahanna OH 43230		www.hbcuconnect.com	0	0
HireDisability	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
HireHeroesUSA	844-634-1520	1360 Union Hill Road, Bldg. 2, Suite A, Alpharetta, GA 30004	vets@hireheroesusa.org	www.hireheroesusa.org	0	0

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Contacts
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11592
County & State: Lake County, FL

Source	Phone	Address	email Address	website	Interviewed	Hired
Indeed	203-391-6310	177 Broad Street, 6th Floor Stamford CT 06901	www.indeed.com	www.indeed.com	37	5
Interactive One	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Internal Site	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	198	13
Job Fair	*				2	1
Job Hotline	800-333-7680			www.jobhotline.org	1	1
JobVertise.com	N/A	32 Cumberland Drive Lincolnshire IL 60069		http://www.jobvertise.com/	0	0
JOFDAV.com	760-420-1269	PO Box 230636 Encinitas CA 92023	info@disabledperson.com	https://www.jofdav.com/	0	0
JuJu.com	website	PO Box 715486 Columbus OH 43218	press@juju.com	http://www.job-search-engine.co	0	0
LGBT career link	415-694-6538	155 Sansom Street, Suite 450, San Francisco CA 94104	jbeach@outandequal.org	http://lgbtcareerlink.com/	0	0
LinkedIn	website	2029 Stierlin Court, Mountain View, CA 94043		http://www.linkedin.com/	0	0
LinkUp	866-359-9360	5051 Highway 7, Suite 240, St. Louis Park, MN 55416	support@linkup.com	http://www.linkup.com/	0	0
Military.com	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
moaa.org	800-234-6622	201 N. Washington Street, Alexandria, VA 22314	msc@moaa.org	http://www.moaa.org/	0	0
Monster Auto	888-827-9191	4732 St Barnabas Rd, Temple Hills, MD 20748		www.monsterautogroup.com/	0	0
Monster.com	212-351-7000	622 Third Ave 39th Floor New York , NY 10017		www.monster.com/	12	4
NAAAP - National Assoc. of Asian American Prof	404.409.2471	4850 Sugarloaf Parkway Suite 209-289 Lawrenceville, GA 30044	info@naaap.org	http://www.naaap.org/	0	0
NBMBAA - National Black MBA Association	(312) 236-2622	1 East Wacker Chicago, IL 60601	help@nbmbaa.org	http://www.nbmbaa.org/	0	0
Recommended Job from Comcast	Comcast	1701 JFK Boulevard. Philadelphia, PA 19103	comcast_careers@comcast.com	www.comcast.com/careers	6	3
Recruitmilitary.com	513-683-5020	422 West Loveland Ave Loveland OH 45140	support@recruitmilitary.com	www.recruitmilitary.com	0	0
salesjobsnetwork.com	(877) 777-1037	7113 W. 135th St., Suite 402 Overland Park, KS 66223		http://www.jobboardnetwork.cor	2	1
Searchease.com	781-826-1510	51 Mill Street, Bldg. E, Suite 21, Hanover, MA 02339	Customerservice@searchease.com	http://www.jobboardsoftware.co	0	0
SimplyHired.com	website	370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	support@simplyhired.com	http://www.simplyhired.com/	0	0

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Contacts
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11592
County & State: Lake County, FL

Source	Phone	Address	email Address	website	Interviewed	Hired
TAOnline		51 Mill Street Bldg E, Suite 21 Hanover, MA 02339	info@taonline.com	http://www.taonline.com/	0	0
WomenForHire.com	212-290-2600	155 West 72nd Street, Suite 403, New York, NY 10023	marketing@womenforhire.com	http://womenforhire.com/	0	0
Word Of Mouth	*	0	0	0	2	1

**** Indicates source(s) identified by interviewee(s) that Comcast either did not use to recruit for the position(s) or cannot precisely associate with a source that was used. For instance, an interviewee may be referred by a source that pulled Comcast's job vacancy information from Comcast.com or other sources that Comcast did affirmatively use to recruit for its full-time positions, and published the information independently. Alternatively, an interviewee may state that he or she found out about the job on the "internet" or other form of media generally without being able to identify the precise name of the source.***

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

Function Product Sales
Family Individual Direct Sales
Job Title Supv, Individual Direct Sales
Job Abbreviation SUPINDVSLS
Hierarchy Group Supervisor
Hierarchy Level Supervisor
FLSA Exempt

Summary

Responsible for coaching, leading, and monitoring sales representatives with respect to goals, metrics, performance, and sales skills and techniques. Creates and implements processes and procedures, and lends to a culture that increases product penetration in designated territories through sales to current, former, and new individual customers. Consults with new and existing customers as necessary to understand customer reactions to Comcast products, services, and sales channel effectiveness. Customarily and regularly directs the work of at least two or more other full-time employees or their equivalent.

Core Responsibilities

- Supervises and motivates a team of door-to-door direct sales Representatives to achieve sales goals for digital Video, High-Speed internet, digital Voice product categories and HOME Security. Provides individualized and ongoing performance management.

- Conducts tactical planning, standardized reporting, and feedback on effectiveness of existing sales plans. Supports and leads competitive field efforts through the implementation of acquisition and win-back tactics as directed.

- Coordinates audit follow-ups by Sales Representatives. Performs real- time field evaluation of Individual Sales Representative performance. Tracks and analyzes Representative activity and results metrics on a daily basis.

- Coordinates processes to ensure accuracy in daily check-in/pre-screen of sales orders. Strategically distributes and documents territory among team members. Leads a dynamic, well informed front line work force.

- Conducts individual and team coaching and development sessions. Enhances and promotes the sales environment of the entire organization.

- Assists Sales Representatives in solving customer problems (technical, product, billing, etc.) Resolves or serves as intermediary to resolve service issues. Develops partnership with internal departments (e.g. customer service, technical operations).

- Leads/motivates sales employees.

- Must meet the physical requirements of the job including, but not limited to, the ability to walk and/or travel door-to-door for considerable distances in all types of

weather conditions.
- Obtaining and maintaining any credentials and/or licenses necessary to sell and/or design alarm systems as required by applicable law.
- 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) and overtime as necessary.
- Other duties and responsibilities as assigned.

Education Level

- Bachelors Degree or Equivalent

Field of Study

- Business

Certifications

-

Years of Experience

- Generally requires 5+ 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

Question 2: *Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business.*

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

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

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

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

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

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

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

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

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

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

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

Question 6: *Report the findings of the employment unit's analysis of its efforts to recruit, hire, and promote in a nondiscriminatory manner and explain any difficulties encountered in implementing its EEO program.*

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

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