Federal Communications Commission
Washington, D.C. 20554

OMB 3060-1033
September 2003

FCC 396-C

FOR FCC USE ONLY

Multi-Channel Video Program Distributor EEO Program Annual Report

Read INSTRUCTIONS Before Filling Out Form

FOR COMMISSION USE ONLY
FILE NO.
- 20151005AEB

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
COMCAST CORPORATION

MSO Name:
COMCAST CABLE COMMUNICATIONS

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

City	State	Zip Code
PHILADELPHIA	PA	19103-

FCC Registration Number:
0004441663

Emp. Unit ID # 11678

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
MARION, OR

D. Category of Respondent (check applicable box)

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

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

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

SECTION II COMMUNITY INFORMATION

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

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

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

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

SECTION IV ADDITIONAL INFORMATION

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

SECTION V CERTIFICATION

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

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

Signed	Title VP
Date 10/5/2015	Name of Respondent G. WAYNE DAVIS
Telephone No. (include area code) 7202673001	

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

FORM FCC 396-C - SUPPLEMENTAL INVESTIGATION SHEET

Part I Employee Job Descriptions

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

duties and responsibilities of the individual(s) in the position.

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

Part II Inquiries Concerning EEO Program and Practices

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

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

Part III EEO Public File Report

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

EMP UNIT ID: 11678	**MSO NAME:** COMCAST CABLE COMMUNICATIONS
	OPR NAME: COMCAST CORPORATION

Approved by OMB
3060-1033

Exhibits

Exhibit 5
Description: UNIT 11678 EXHIBIT 5

Attachment 5

Description
UNIT 11678 EXHIBIT 5

Exhibit 14
Description: UNIT 11678 EXHIBIT 14

Attachment 14

Description
UNIT 11678 EXHIBIT 14

Exhibit 16
Description: UNIT 11678 EXHIBIT 16

Attachment 16

Description
UNIT 11678 EXHIBIT 16

Exhibit 18
Description: UNIT 11678 EXHIBIT 18

Attachment 18

Description
UNIT 11678 EXHIBIT 18

Exhibit 22
Description: UNIT 11678 EXHIBIT 22

Attachment 22

Description
UNIT 11678 EXHIBIT 22

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Summary
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11678
County & State: Marion OR

Work Location	Job Req ID	Job Title	Source	Values Interviewed	Hired
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Asian Life	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Community Outreach	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Craigslist	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Direct Employers	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Diversity Inc	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Glassdoor.com	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	haceonline.org	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	HBCU	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	HireDisability	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Indeed	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Interactive One	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Internal Site	3	1
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	LGBT career link	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Military.com	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Monster Auto	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	Recommended Job from Comcast	1	1
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	SimplyHired.com	-	-
ORC11	93505	Residential Install & Service Technician (Corvallis, OR) - March 9th class	WomenForHire.com	-	-
ORC11	**93505 Total**			**4**	**2**
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	Asian Life	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	Community Outreach	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	Direct Employers	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	Diversity Inc	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	Glassdoor.com	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	haceonline.org	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	HBCU	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	HireDisability	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	Indeed	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	Interactive One	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	LGBT career link	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	Military.com	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	Monster Auto	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	SimplyHired.com	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	WomenForHire.com	-	-
ORC11	86467	Residential Install & Service Technician (Corvallis, OR)	Employee Referral	4	1
ORC11	**86467 Total**			**4**	**1**
ORC11	94084	Store Manager (Corvallis, OR)	Asian Life	-	-

ORC11	94084	Store Manager (Corvallis, OR)	Community Outreach	-	-
ORC11	94084	Store Manager (Corvallis, OR)	Craigslist	-	-
ORC11	94084	Store Manager (Corvallis, OR)	Direct Employers	-	-
ORC11	94084	Store Manager (Corvallis, OR)	Diversity Inc	-	-
ORC11	94084	Store Manager (Corvallis, OR)	Glassdoor.com	-	-
ORC11	94084	Store Manager (Corvallis, OR)	haceonline.org	-	-
ORC11	94084	Store Manager (Corvallis, OR)	HBCU	-	-
ORC11	94084	Store Manager (Corvallis, OR)	HireDisability	-	-
ORC11	94084	Store Manager (Corvallis, OR)	Indeed	-	-
ORC11	94084	Store Manager (Corvallis, OR)	Interactive One	-	-
ORC11	94084	Store Manager (Corvallis, OR)	Internal Site	2	1
ORC11	94084	Store Manager (Corvallis, OR)	LGBT career link	-	-
ORC11	94084	Store Manager (Corvallis, OR)	Military.com	-	-
ORC11	94084	Store Manager (Corvallis, OR)	SimplyHired.com	-	-
ORC11	94084	Store Manager (Corvallis, OR)	WomenForHire.com	-	-
ORC11	94084	Store Manager (Corvallis, OR)	CareerBuilder	-	-
ORC11	94084	Store Manager (Corvallis, OR)	Monster (CAN)	-	-
ORC11	**94084 Total**			**2**	**1**
ORC11 Total				**10**	**4**
ORE13	91032	Community Account Representative (Eugene, OR)	Asian Life	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	Community Outreach	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	Craigslist	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	Direct Employers	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	Diversity Inc	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	Glassdoor.com	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	haceonline.org	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	HBCU	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	HireDisability	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	Indeed	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	Interactive One	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	Internal Site	3	1
ORE13	91032	Community Account Representative (Eugene, OR)	LGBT career link	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	Military.com	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	Monster Auto	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	SimplyHired.com	-	-
ORE13	91032	Community Account Representative (Eugene, OR)	WomenForHire.com	-	-
ORE13	**91032 Total**			**3**	**1**
ORE13	91033	Community Account Representative (Eugene, OR)	Asian Life	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	Community Outreach	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	Craigslist	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	Direct Employers	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	Diversity Inc	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	Glassdoor.com	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	haceonline.org	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	HBCU	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	HireDisability	-	-

ORE13	91033	Community Account Representative (Eugene, OR)	Indeed	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	Interactive One	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	Internal Site	5	1
ORE13	91033	Community Account Representative (Eugene, OR)	LGBT career link	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	Military.com	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	Monster Auto	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	SimplyHired.com	-	-
ORE13	91033	Community Account Representative (Eugene, OR)	WomenForHire.com	-	-
ORE13	**91033 Total**			**5**	**1**
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	Asian Life	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	Community Outreach	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	Direct Employers	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	Diversity Inc	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	Glassdoor.com	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	haceonline.org	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	HBCU	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	HireDisability	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	Indeed	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	Interactive One	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	LGBT career link	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	Military.com	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	Monster Auto	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	SimplyHired.com	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	WomenForHire.com	-	-
ORE13	100662	Xfinity Sales Associate (Eugene, OR) - May 11th Class	CareerBuilder	1	1
ORE13	**100662 Total**			**1**	**1**
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	Asian Life	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	Community Outreach	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	Direct Employers	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	Diversity Inc	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	Glassdoor.com	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	haceonline.org	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	HBCU	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	HireDisability	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	Indeed	8	1
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	Interactive One	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	LGBT career link	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	Military.com	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	Monster Auto	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	SimplyHired.com	-	-
ORE13	106087	Xfinity Sales Associate (Eugene, OR) - June 8th Class	WomenForHire.com	-	-
ORE13	**106087 Total**			**8**	**1**
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	Asian Life	-	-
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	Community Outreach	-	-
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	Direct Employers	-	-
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	Diversity Inc	-	-

ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	Glassdoor.com	-	-
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	haceonline.org	-	-
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	HBCU	-	-
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	HireDisability	-	-
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	Indeed	9	1
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	Interactive One	-	-
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	LGBT career link	-	-
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	Military.com	-	-
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	SimplyHired.com	-	-
ORE13	88283	Supervisor, Warehouse/Materials (Eugene, OR)	WomenForHire.com	-	-
ORE13	**88283 Total**			**9**	**1**
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Asian Life	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Community Outreach	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Craigslist	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Direct Employers	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Diversity Inc	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Glassdoor.com	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	haceonline.org	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	HBCU	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	HireDisability	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Indeed	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Interactive One	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	LGBT career link	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Military.com	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Monster Auto	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	SimplyHired.com	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	WomenForHire.com	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Employee Referral	3	1
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Backpage	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	JobVertise.com	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	JuJu.com	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	LinkUp	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	moaa.org	-	-
ORE13	64570	Residential Install & Service Technician (Eugene, OR)	Searchease.com	-	-
ORE13	**64570 Total**			**3**	**1**
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Asian Life	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Community Outreach	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Craigslist	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Direct Employers	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Diversity Inc	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Glassdoor.com	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	haceonline.org	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	HBCU	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	HireDisability	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Indeed	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Interactive One	-	-

ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	LGBT career link	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Military.com	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Monster Auto	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	SimplyHired.com	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	WomenForHire.com	-	-
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Employee Referral	3	1
ORE13	93506	Residential Install & Service Technician (Eugene, OR) - March 9th class	Comcast.com	1	1
ORE13	**93506 Total**			**4**	**2**
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	Asian Life	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	Community Outreach	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	Direct Employers	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	Diversity Inc	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	Glassdoor.com	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	haceonline.org	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	HBCU	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	HireDisability	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	Indeed	2	1
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	Interactive One	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	LGBT career link	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	Military.com	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	Monster Auto	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	SimplyHired.com	-	-
ORE13	116381	Residential Install & Service Technician (Eugene, OR)	WomenForHire.com	-	-
ORE13	**116381 Total**			**2**	**1**
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	Asian Life	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	Community Outreach	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	Direct Employers	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	Diversity Inc	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	Glassdoor.com	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	haceonline.org	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	HBCU	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	HireDisability	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	Indeed	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	Interactive One	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	LGBT career link	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	Military.com	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	Monster Auto	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	SimplyHired.com	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	WomenForHire.com	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	Comcast Talent Network	2	2
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	Recruitmilitary.com	-	-
ORE13	119602	Residential Install & Service Technician (Eugene, OR) - August 17th Class	TAOnline	-	-
ORE13	**119602 Total**			**2**	**2**
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	Asian Life	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	Community Outreach	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	Direct Employers	-	-

ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	Diversity Inc	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	Glassdoor.com	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	haceonline.org	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	HBCU	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	HireDisability	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	Indeed	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	Interactive One	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	LGBT career link	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	Military.com	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	Monster Auto	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	SimplyHired.com	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	WomenForHire.com	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	Comcast Talent Network	1	1
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	Recruitmilitary.com	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	TAOnline	-	-
ORE13	121069	Resdential Install and Service Technician (Eugene, OR)	HireHeroesUSA	-	-
ORE13	**121069 Total**			**1**	**1**
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	Asian Life	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	Community Outreach	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	Direct Employers	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	Diversity Inc	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	Glassdoor.com	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	haceonline.org	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	HBCU	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	HireDisability	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	Indeed	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	Interactive One	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	Internal Site	5	1
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	LGBT career link	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	Military.com	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	Monster Auto	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	SimplyHired.com	-	-
ORE13	94570	Residential Install & Service Technician 5 (Eugene, OR)	WomenForHire.com	-	-
ORE13	**94570 Total**			**5**	**1**
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	Asian Life	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	Community Outreach	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	Direct Employers	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	Diversity Inc	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	Glassdoor.com	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	haceonline.org	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	HBCU	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	HireDisability	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	Indeed	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	Interactive One	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	LGBT career link	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	Military.com	-	-

ORE13	75857	Xfinity Sales Associate (Eugene, OR)	Monster Auto	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	Recommended Job from Comcast	1	1
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	SimplyHired.com	-	-
ORE13	75857	Xfinity Sales Associate (Eugene, OR)	WomenForHire.com	-	-
ORE13	**75857 Total**			**1**	**1**
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	Asian Life	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	Community Outreach	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	Direct Employers	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	Diversity Inc	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	Glassdoor.com	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	haceonline.org	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	HBCU	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	HireDisability	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	Indeed	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	Interactive One	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	LGBT career link	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	Military.com	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	Monster Auto	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	SimplyHired.com	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	WomenForHire.com	-	-
ORE13	91653	Xfinity Sales Associate (Eugene, OR) - February 16th Class	Word Of Mouth	1	1
ORE13	**91653 Total**			**1**	**1**
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	Asian Life	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	Community Outreach	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	Direct Employers	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	Diversity Inc	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	Glassdoor.com	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	haceonline.org	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	HBCU	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	HireDisability	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	Indeed	7	1
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	Interactive One	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	LGBT career link	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	Military.com	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	Monster Auto	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	SimplyHired.com	-	-
ORE13	94082	Xfinity Sales Associate (Eugene, OR) - March 16th Class	WomenForHire.com	-	-
ORE13	**94082 Total**			**7**	**1**
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	Asian Life	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	Community Outreach	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	Direct Employers	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	Diversity Inc	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	Glassdoor.com	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	haceonline.org	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	HBCU	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	HireDisability	-	-

ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	Indeed	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	Interactive One	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	Internal Site	1	1
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	LGBT career link	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	Military.com	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	SimplyHired.com	-	-
ORE13	91022	Xfinity Sales Professional-MDU (Eugene, OR)	WomenForHire.com	-	-
ORE13	**91022 Total**			**1**	**1**
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	Asian Life	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	Community Outreach	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	Direct Employers	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	Diversity Inc	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	Glassdoor.com	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	haceonline.org	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	HBCU	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	HireDisability	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	Indeed	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	Interactive One	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	Internal Site	2	1
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	LGBT career link	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	Military.com	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	SimplyHired.com	-	-
ORE13	105349	Xfinity Sales Development Manager (Eugene, OR)	WomenForHire.com	-	-
ORE13	**105349 Total**			**2**	**1**
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	Asian Life	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	Community Outreach	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	Direct Employers	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	Diversity Inc	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	Glassdoor.com	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	haceonline.org	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	HBCU	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	HireDisability	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	Indeed	1	1
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	Interactive One	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	LGBT career link	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	Military.com	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	SimplyHired.com	-	-
ORE13	113702	TechOps, Admin Assistant (Eugene, OR)	WomenForHire.com	-	-
ORE13	**113702 Total**			**1**	**1**
ORE13 Total				**56**	**19**
ORS13	91031	Community Account Representative (Salem, OR)	Asian Life	-	-
ORS13	91031	Community Account Representative (Salem, OR)	Community Outreach	-	-
ORS13	91031	Community Account Representative (Salem, OR)	Craigslist	-	-
ORS13	91031	Community Account Representative (Salem, OR)	Direct Employers	-	-
ORS13	91031	Community Account Representative (Salem, OR)	Diversity Inc	-	-
ORS13	91031	Community Account Representative (Salem, OR)	Glassdoor.com	-	-

ORS13	91031	Community Account Representative (Salem, OR)	haceonline.org	-	-
ORS13	91031	Community Account Representative (Salem, OR)	HBCU	-	-
ORS13	91031	Community Account Representative (Salem, OR)	HireDisability	-	-
ORS13	91031	Community Account Representative (Salem, OR)	Indeed	-	-
ORS13	91031	Community Account Representative (Salem, OR)	Interactive One	-	-
ORS13	91031	Community Account Representative (Salem, OR)	Internal Site	7	1
ORS13	91031	Community Account Representative (Salem, OR)	LGBT career link	-	-
ORS13	91031	Community Account Representative (Salem, OR)	Military.com	-	-
ORS13	91031	Community Account Representative (Salem, OR)	Monster Auto	-	-
ORS13	91031	Community Account Representative (Salem, OR)	SimplyHired.com	-	-
ORS13	91031	Community Account Representative (Salem, OR)	WomenForHire.com	-	-
ORS13	**91031 Total**			**7**	**1**
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	Asian Life	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	Community Outreach	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	Direct Employers	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	Diversity Inc	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	Glassdoor.com	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	haceonline.org	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	HBCU	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	HireDisability	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	Indeed	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	Interactive One	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	LGBT career link	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	Military.com	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	Monster Auto	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	SimplyHired.com	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	WomenForHire.com	-	-
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	Employee Referral	2	1
ORS13	96987	Xfinity Sales Associate (Salem, OR) - April 13th Class	Monster.com	8	1
ORS13	**96987 Total**			**10**	**2**
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	Asian Life	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	Community Outreach	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	Direct Employers	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	Diversity Inc	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	Glassdoor.com	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	haceonline.org	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	HBCU	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	HireDisability	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	Indeed	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	Interactive One	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	LGBT career link	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	Military.com	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	Monster Auto	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	Recommended Job from Comcast	1	1
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	SimplyHired.com	-	-
ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	WomenForHire.com	-	-

ORS13	106089	Xfinity Sales Associate (Salem, OR) - June 8th Class	Employee Referral	11	1
ORS13	**106089 Total**			**12**	**2**
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Asian Life	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Community Outreach	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Direct Employers	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Diversity Inc	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Glassdoor.com	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	haceonline.org	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	HBCU	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	HireDisability	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Indeed	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Interactive One	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	LGBT career link	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Military.com	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Monster Auto	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	SimplyHired.com	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	WomenForHire.com	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Comcast Talent Network	6	1
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Recruitmilitary.com	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	TAOnline	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	HireHeroesUSA	-	-
ORS13	118524	Xfinity Sales Associate (Salem, OR) - August 3rd Class	Executive Referral	1	1
ORS13	**118524 Total**			**7**	**2**
ORS13	64182	Direct Sales Representative (Salem, OR)	Asian Life	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	Community Outreach	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	Craigslist	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	Direct Employers	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	Diversity Inc	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	Glassdoor.com	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	haceonline.org	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	HBCU	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	HireDisability	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	Indeed	2	1
ORS13	64182	Direct Sales Representative (Salem, OR)	Interactive One	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	LGBT career link	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	Military.com	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	Monster Auto	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	SimplyHired.com	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	WomenForHire.com	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	Backpage	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	JobVertise.com	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	JuJu.com	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	LinkUp	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	moaa.org	-	-
ORS13	64182	Direct Sales Representative (Salem, OR)	Searchease.com	-	-
ORS13	**64182 Total**			**2**	**1**

ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	Asian Life	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	Community Outreach	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	Craigslist	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	Direct Employers	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	Diversity Inc	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	Glassdoor.com	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	haceonline.org	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	HBCU	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	HireDisability	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	Indeed	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	Interactive One	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	Internal Site	4	1
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	LGBT career link	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	Military.com	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	SimplyHired.com	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	WomenForHire.com	-	-
ORS13	88843	Xfinity Sales Development Manager (Salem, OR)	CareerBuilder	-	-
ORS13	**88843 Total**			**4**	**1**
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	Asian Life	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	Community Outreach	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	Direct Employers	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	Diversity Inc	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	Glassdoor.com	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	haceonline.org	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	HBCU	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	HireDisability	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	Indeed	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	Interactive One	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	Internal Site	3	1
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	LGBT career link	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	Military.com	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	SimplyHired.com	-	-
ORS13	91421	Xfinity Sales Professional-MDU - (Salem, OR)	WomenForHire.com	-	-
ORS13	**91421 Total**			**3**	**1**
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	Asian Life	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	Community Outreach	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	Direct Employers	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	Diversity Inc	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	Glassdoor.com	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	haceonline.org	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	HBCU	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	HireDisability	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	Indeed	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	Interactive One	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	Internal Site	1	1
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	LGBT career link	-	-

ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	Military.com	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	Monster Auto	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	SimplyHired.com	-	-
ORS13	95302	CommTech 4, Network Maintenance (Salem, OR)	WomenForHire.com	-	-
ORS13	**95302 Total**			**1**	**1**
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	Asian Life	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	Community Outreach	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	Direct Employers	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	Diversity Inc	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	Glassdoor.com	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	haceonline.org	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	HBCU	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	HireDisability	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	Indeed	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	Interactive One	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	Internal Site	8	1
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	LGBT career link	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	Military.com	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	Monster Auto	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	SimplyHired.com	-	-
ORS13	108302	CommTech 4, Network Maintenance (Salem, OR)	WomenForHire.com	-	-
ORS13	**108302 Total**			**8**	**1**
ORS13	94567	Tech 1, Headend (Salem, OR)	Asian Life	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	Community Outreach	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	Craigslist	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	Direct Employers	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	Diversity Inc	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	Glassdoor.com	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	haceonline.org	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	HBCU	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	HireDisability	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	Indeed	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	Interactive One	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	Internal Site	4	1
ORS13	94567	Tech 1, Headend (Salem, OR)	LGBT career link	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	Military.com	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	SimplyHired.com	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	WomenForHire.com	-	-
ORS13	94567	Tech 1, Headend (Salem, OR)	Monster (CAN)	-	-
ORS13	**94567 Total**			**4**	**1**
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	Asian Life	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	Community Outreach	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	Direct Employers	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	Diversity Inc	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	Glassdoor.com	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	haceonline.org	-	-

ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	HBCU	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	HireDisability	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	Indeed	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	Interactive One	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	LGBT career link	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	Military.com	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	Monster Auto	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	SimplyHired.com	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	WomenForHire.com	-	-
ORS13	96983	Residential Install & Service Technician (Salem, OR) - April 13th Class	Employee Referral	1	1
ORS13	**96983 Total**			**1**	**1**
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	Asian Life	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	Community Outreach	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	Direct Employers	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	Diversity Inc	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	Glassdoor.com	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	haceonline.org	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	HBCU	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	HireDisability	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	Indeed	2	1
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	Interactive One	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	LGBT career link	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	Military.com	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	Monster Auto	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	SimplyHired.com	-	-
ORS13	104977	Residential Install & Service Technician (Salem, OR) - May 11th Class	WomenForHire.com	-	-
ORS13	**104977 Total**			**2**	**1**
ORS13	115489	Residential Install & Service Technician (Salem, OR)	Asian Life	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	Community Outreach	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	Direct Employers	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	Diversity Inc	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	Glassdoor.com	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	haceonline.org	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	HBCU	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	HireDisability	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	Indeed	4	1
ORS13	115489	Residential Install & Service Technician (Salem, OR)	Interactive One	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	LGBT career link	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	Military.com	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	Monster Auto	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	SimplyHired.com	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	WomenForHire.com	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	Comcast Talent Network	1	1
ORS13	115489	Residential Install & Service Technician (Salem, OR)	Recruitmilitary.com	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	TAOnline	-	-
ORS13	115489	Residential Install & Service Technician (Salem, OR)	HireHeroesUSA	-	-

ORS13	115489	Residential Install & Service Technician (Salem, OR)	Monster.com	5	1
ORS13	**115489 Total**			**10**	**3**
ORS13	121068	Residential Install and Service Technician (Salem, OR)	Asian Life	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	Community Outreach	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	Direct Employers	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	Diversity Inc	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	Glassdoor.com	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	haceonline.org	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	HBCU	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	HireDisability	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	Indeed	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	Interactive One	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	LGBT career link	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	Military.com	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	Monster Auto	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	SimplyHired.com	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	WomenForHire.com	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	Employee Referral	2	1
ORS13	121068	Residential Install and Service Technician (Salem, OR)	Recruitmilitary.com	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	TAOnline	-	-
ORS13	121068	Residential Install and Service Technician (Salem, OR)	HireHeroesUSA	-	-
ORS13	**121068 Total**			**2**	**1**
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Asian Life	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Community Outreach	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Craigslist	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Direct Employers	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Diversity Inc	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Glassdoor.com	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	haceonline.org	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	HBCU	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	HireDisability	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Indeed	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Interactive One	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	LGBT career link	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Military.com	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Monster Auto	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	SimplyHired.com	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	WomenForHire.com	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Backpage	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	JobVertise.com	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	JuJu.com	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	LinkUp	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	moaa.org	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Searchease.com	-	-
ORS13	68522	Direct Sales Representative (Salem, OR) - September 15th Class	Comcast.com	2	1
ORS13	**68522 Total**			**2**	**1**

ORS13	111981	Director, Government & Regulatory Affairs	Asian Life	-	-
ORS13	111981	Director, Government & Regulatory Affairs	Community Outreach	-	-
ORS13	111981	Director, Government & Regulatory Affairs	Direct Employers	-	-
ORS13	111981	Director, Government & Regulatory Affairs	Diversity Inc	-	-
ORS13	111981	Director, Government & Regulatory Affairs	Glassdoor.com	-	-
ORS13	111981	Director, Government & Regulatory Affairs	haceonline.org	-	-
ORS13	111981	Director, Government & Regulatory Affairs	HBCU	-	-
ORS13	111981	Director, Government & Regulatory Affairs	HireDisability	-	-
ORS13	111981	Director, Government & Regulatory Affairs	Indeed	-	-
ORS13	111981	Director, Government & Regulatory Affairs	Interactive One	-	-
ORS13	111981	Director, Government & Regulatory Affairs	LGBT career link	-	-
ORS13	111981	Director, Government & Regulatory Affairs	Military.com	-	-
ORS13	111981	Director, Government & Regulatory Affairs	SimplyHired.com	-	-
ORS13	111981	Director, Government & Regulatory Affairs	WomenForHire.com	-	-
ORS13	111981	Director, Government & Regulatory Affairs	Employee Referral	3	1
ORS13	**111981 Total**			**3**	**1**
ORS13 Total				**78**	**21**
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	Asian Life	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	Community Outreach	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	Craigslist	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	Direct Employers	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	Diversity Inc	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	Glassdoor.com	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	haceonline.org	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	HBCU	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	HireDisability	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	Indeed	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	Interactive One	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	LGBT career link	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	Military.com	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	SimplyHired.com	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	WomenForHire.com	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	Employee Referral	1	1
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	CareerBuilder	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	Recruitmilitary.com	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	TAOnline	-	-
ORS14	121736	CSC Retail Sales Consultant Full Time (St. Helens, OR)	HireHeroesUSA	-	-
ORS14	**121736 Total**			**1**	**1**
ORS14 Total				**1**	**1**
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Asian Life	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Community Outreach	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Craigslist	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Direct Employers	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Diversity Inc	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Glassdoor.com	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	haceonline.org	-	-

ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	HBCU	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	HireDisability	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Indeed	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Interactive One	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	LGBT career link	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Military.com	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Monster Auto	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	SimplyHired.com	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	WomenForHire.com	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Backpage	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	JobVertise.com	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	JuJu.com	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	LinkUp	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	moaa.org	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Searchease.com	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Flexjobs	-	-
ORS15	91656	Xfinity Sales Associate (Salem, OR) - February 16th Class	Tv Commercial	2	1
ORS15	**91656 Total**			**2**	**1**
ORS15 Total				**2**	**1**
(blank)	(blank)	(blank)	(blank)		
(blank)	**(blank) Total**				
(blank) Total					
Grand Total				**147**	**46**

Comcast Cable Communications, LLC
FCC Sourcing Report - General Recruitment
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11678
County & State: Marion OR

Event Name	Location	Date	Participants	type
Veterans Stand Down		9/11/14	HR	veterans stand down event- free
Mock Interviews	Comcast	9/16/14	HR/Admin	mock interviews for admin positions
17th Annual Maximum Connections Job & Career Fair	Maximum Connection	9/25/14	HR	hosted at the world forestry center
Mock Interviews	Comcast	10/10/14	HR/Admin	mock interviews for admin positions
PSU All majors career fair	Portland State Universtiy	10/28/14	HR	Join us for our 4th annual Fall All Majors Fair. This fair attracts approximately 1,200 students and alumni every year. Organizations are welcome to participate if they have immediate job openings, winter/spring/summer internships, or are interested in attracting candidates expecting to graduate in the spring.
Comcast Career Development Day	Comcast	11/5/14	HR/All channels	internal career development day- featuring representatives from most departments- allowing employees to research and network with current leaders of each dept
Hiring Our Heros- Veterans career fair	H2H	11/14/14	HR	This University of Phoenix, Verizon co-sponsored hiring event is being conducted by the U.S. Chamber of Commerce Foundation, the Department of Labor Veterans' Employment and Training Service (DOL VETS), the Oregon Committee of the Employer Support of the Guard and Reserve (ESGR), the U.S. Department of Veterans Affairs, The American Legion, Goodwill Industries International, Hero2Hired, WorkSource Oregon, NBC News, and other local partners.
Mock Interviews	Comcast	1/27/15	HR/ Direct Sales	mock interviews for DSR/MDU reps
Mock Interviews	Comcast	1/29/15	HR/ Direct Sales	mock interviews for DSR/MDU reps
Job Fair		2/6/15	HR	For registration questions, please contact us at hiringourheroes@uschamber.com or call 202-463-5807.
Portland State- All Majors career fair	Portland State University	2/12/15	HR/DSR/Cable store	all majors career fair - very busy career fair, with over 100 employers, most candidates interested in part time and internships
Goodwill job fair	Goodwill job connection	2/25/15	HR/DSR/Cable store	small career fair, with over 250 attendees. Only 30 employers, great turnout with interest in full time positions
Comcast Open House	Comcast	2/26/15	HR/Sales channels	Open house to the public ot learn more about sales positions with Comcast- Advertised within community partners and print
UO Diversity Career Symposium	University of Oregon	2/27/2015	HR/DSR/Cable store	Smaller event targeting alumni and graduating students. Several interested in full time positions including tech, DSR.
Comcast Open House	Comcast	3/17/15	HR/Client Services	Open house to the public ot learn more about client services positions with Comcast- Advertised within community partners and print
Comcast Open House	Comcast	3/26/15	HR/Sales channels	Open house to the public ot learn more about sales positions with Comcast- Advertised within community partners and print
Mt hood Community College Career fair	Mt. Hood Community College	4/2/15	HR/DSR/Cable store	variety of candidates, focused on frontline roles. Candidate flow was light
The 2015 First Avenue Career Expo	First Avenue	4/9/15	HR/DSR/Cable store	very large event, mainly focused on front line. Most attendees were looking for internships. Over 100 employers, and candidate flow was light
Clackamas Community College Career Fair	Clackamas Community College	4/14/15	HR/DSR/Cable store	smaller event focused on frontline sales positions.

The Urban League of Portland's 22nd Annual Career Connections Job Fair	Urban League of Portland	4/22/15	HR/DSR/Cable store	very large event, with candidates interested in many different positons. Great candidate flow, most interested in sales positions.
Incight- Tapping fresh talent career Expo	Incight	4/23/15	HR/Cable store	Events for people with disabilities to help them link to employers. Focus was for CommTechs and Sales.
Clark College Career Fair	Clark College	4/29/15	HR/DSR/Cable store	meduim sized event, with great candidate turnout, all interested in frontline roles, retail, tech and call center
Comcast Career Development Day	Comcast	5/5/15	HR/All channels	internal career development day- featuring representatives from most departments- allowing employees to research and network with current leaders of each dept
PSU All Majors Spring Career Fair	Portland State University	5/6/15	HR/DSR/Cable store	College career fair. Focus was on part-time cable store roles. Huge turn out and a good event to be a part of.
PCC Rock Creek Veterans career fair	Portland Community College	5/18/15	HR/DSR/Cable store	smaller event, only 4 employers, and 6 resource groups for veterans, no traffic flow, but good for networking
Coast to Coast Career fairs	Coast to Coast	5/19/15	HR/DSR/Cable store	8 employers present, 20 job seekers total for entire event. Very small, candidates were interested in frontline roles,
HireRight training	All channels	5/21/15	HR/ all channels	HireRight training
PIC career fair	Partner's in Careers	5/21/15	HR/DSR/Cable store	smaller career fair, with about 20 employers, very stead flow of candidates, received a lot of interest for positions in SW Washington area
Goodwill/Worksource job fair	Goodwill job connection- Vancouver	5/27/15	HR/DSR/Cable store	worksource vancouver and goodwill vancouver partnered career fair- 150 job seekers atteneded, steady flow of candidates received a lot of interest in positions in vancouver
Goodwill meet the employer event	Goodwill job connection- SE Portland	5/28/15	HR/DSR/Cable store	goodwill event where I speak to job seekers interested in positions with Comcast- 6 attendees
Goodwill meet the employer event	goodwill job connection- Vancouver	6/10/15	HR/DSR/Cable store	goodwill event where I speak to job seekers interested in positions with Comcast- 20v attendees
Incight Live Resume building workshop	Incight	6/17/15	HR/DSR/Cable store	incight live resume workshop- 20 different employers- 20 job seekers present their resumes live, then get indivualized feedback with mini career fair- incight for persons with disabilities
Goodwill/Worksource job fair	Goodwill job connection-Vancouver	6/24/15	HR/DSR/Cable store	worksource vancouver and goodwill vancouver partnered career fair- steady flow of candidates received a lot of interest in positions in vancouver
Hero 2 Hired seminar event/ career fair	Hero 2 Hired	6/26/15	HR/DSR/Cable store	veteran career fair and seminars- presented resume building and career fair etiquette, then attended the career fair. Steady flow of veterans spoke with over 60 people
Hispanic Metro Chamber career fair	HACE	6/30/15	HR/DSR/Cable store	career fair hosted by the Hispanic Metropolitan chamber- great venue, great employers present, candidate turn out was very low. Spoke with about 20 job seekers
HireRight training	Direct Sales	7/1/15	HR/DSR	HireRight training
Veteran Virtual Career Fair		7/15/15	HR/DSR/Cable store	virtual career fair- spent one hour representing Oregon region in a national virtual career fair- chatted with job seekers, gave info about jobs
HireRight training	TechOps	7/16/15	HR/TechOps	HireRight training
PDX Women in Tech (PDXWIT) Happy Hour Networking Event	Ebay	7/21/15	HR	networking event for women working in the tech fields/working for tech companies
Portland Afterwork networking event	Afterwork networking	7/21/15	HR	networking event for professionals in Portland/Metro area. All industries represented
I take the lead networking event	I take the lead	8/25/15	HR	netowrking event for business professionals in the portland metro area
PDX Women in Tech (PDXWIT) Happy Hour Networking Event	CorSource	8/25/15	HR	networking event for women working in the tech fields/working for tech companies
Worksource Career fiar- Intel lay-offs	Worksource Beaverton	8/26/15	HR/cable store/COE	career fair for intel lay-offs over the past two months- job seekers looking for IT/network engineering positions
Diversity Employment Day Career fair	City Career Fairs	8/26/15	HR/DSR/Cable store	diversity career fair, featuring over 20 employers- large job seeker base attended- diversity groups represented
Oregon Networking Professionals - Symposium Coffee	ONP	8/26/15	HR/Business group/DSR	networking event for local business professionals

Network before work at BESThq	Network before work	8/27/15	HR/Business group/DSR	networking event for loca beaverton/Portland businesses

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Contacts
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 11678
County & State: Marion OR

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		http://www.communityoutreachs	0	0
Craigslist	(415) 566-6394	1381 9th Ave. San Francisco CA 94122	www.craigslist.org	www.craigslist.org	0	0
Direct Employers	866-268-6206	9002 N. Purdue Road Indianapolis IN 46268	info@DirectEmployers.org	www.directemployers.com	0	0
Diversity Inc	973-494-0506	342 Nassau Street, Princeton, NJ 08540	diversityincsales@careercast.com	http://www.diversityinc.com/	0	0
Glassdoor.com	website	1 Harbor Drive, Suite 300 Sausalito CA 94965	careercenters@glassdoor.com	http://www.glassdoor.com/index.	0	0
haceonline.org	312-435-0498	330 S. Wells St., Suite 1104 Chicago, IL 60606	vanessa@haceonline.org (Vanessa Valentin)	http://www.hace-usa.org/	0	0
HBCU	614-416-5514	750 Cross Pointe Road, Suite Q Gahanna OH 43230		www.hbcuconnect.com	0	0
HireDisability	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Indeed	203-391-6310	177 Broad Street, 6th Floor Stamford CT 06901	www.indeed.com	www.indeed.com	35	8
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	48	13
LGBT career link	415-694-6538	155 Sansom Street, Suite 450, San Francisco CA 94104	jbeach@outandequal.org	http://lgbtcareerlink.com/	0	0
Military.com	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Monster Auto	website	5 Clock Tower Place, Suite 500, Maynard, MA 01754	info@monster.com	http://hiring.monster.com/recruit	0	0
Recommended Job from Comcast	*				3	3
SimplyHired.com	website	370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	support@simplyhired.com	http://www.simplyhired.com/	0	0
WomenForHire.com	212-290-2600	155 West 72nd Street, Suite 403, New York, NY 10023	marketing@womenforhire.com	http://womenforhire.com/	0	0
Employee Referral	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	30	9
CareerBuilder	866-438-1485	5550-A Peachtree Parkway, Norcross, GA 30092	customer.service@careerbuilder.com	http://www.careerbuilder.com/	1	1
Monster (CAN)	(212) 351-7000	622 Third Avenue, 39th Floor, New York, NY 10017	Sponsorship@Monster.com	http://www.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

JobVertise.com	N/A	32 Cumberland Drive Lincolnshire IL 60069		http://www.jobvertise.com/	0	0
JuJu.com	website	PO Box 715486 Columbus OH 43218	press@juju.com	http://www.job-search-engine.co	0	0
LinkUp	866-359-9360	5051 Highway 7, Suite 240, St. Louis Park, MN 55416	support@linkup.com	http://www.linkup.com/	0	0
moaa.org	800-234-6622	201 N. Washington Street, Alexandria, VA 22314	msc@moaa.org	http://www.moaa.org/	0	0
Searchease.com	781-826-1510	51 Mill Street, Bldg. E, Suite 21, Hanover, MA 02339	Customerservice@searchease.com	http://www.jobboardsoftware.co	0	0
Comcast.com	Comcast			www.comcast.com/careers	3	2
Comcast Talent Network	Comcast				10	5
Recruitmilitary.com	513-683-5020	422 West Loveland Ave Loveland OH 45140	support@recruitmilitary.com	www.recruitmilitary.com	0	0
TAOnline	*				0	0
HireHeroesUSA	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Word Of Mouth	*				1	1
Monster.com	website				13	2
Executive Referral	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	1	1
Flexjobs	*				0	0
Tv Commercial	Comcast		company commercial		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

Job Title: Assistant Retail Store Manager (Hillsboro, OR)

Comcast shapes the future at the intersection of media and technology. We create world-class experiences that people love and trust and drive innovation that builds value. We bring millions TV and Internet, entertainment, sports and news, communications and home management, theme parks, television and movies. Comcast brings to life the best of what's to come.

Job Summary:

Responsible for the daily operations of a location within the Customer Service Center (CSC) channel. Provide leadership, guidance, coaching and motivation to the retail sales consultant team in order to deliver a superior customer experience and achieve desired sales results. Promote and maintain a performance-based culture, where employees are inspired to do their best, and act as a mentor to foster employee professional development. Collaborate with other CSC leaders and staff within and outside the functional team to create synergies and to ensure processes are efficient and operational goals are met. Maintain a store environment that aligns with established planograms, and ensure that current branding collateral is visible and functional. Ensure that all inventory requirements are carried out effectively, including stocking, returning, and organizing and securing. Demonstrate advanced knowledge of Comcast products and services, as well as best practices as they relate to sales processes, store scheduleS and customer engagement

Core Responsibilities:

- Achieves all sales and service metrics through daily supervision, coaching and consistent performance-management (e.g., discipline) of Retail Sales Consultants.

- Provides on-boarding support, observes and provides feedback to new hires to ensure they are on-track with their training curriculum and able to provide an exceptional customer experience.

- Ensures store environment consistently follows published planograms and branding standards, and that all customer demos are fully functional at all times.

- In cooperation with store manager, oversees all daily sales floor responsibilities, including proper daily staffing and scheduling, dress code compliance, sales huddles, resolution of customer escalations, lunch break management and store/workstation cleanliness.

- Responsible for daily store operations, including formulating and interpreting policies and procedures, stocking and accuracy of equipment inventory, prompt processing of returned inventory, cash handling compliance, organization of stock room, and consistent execution of store security protocol. Maintains compliance with all store operating procedures (including cash, inventory, etc.) through regular employee observation, coaching and discipline.

- Participates in and reinforces training for new product launches and promotions.

- Assesses individuals and team performance and, where applicable, provides performance management plans to narrow competency gaps, and provide corrective action.

- Ensures that customers and prospective customers are treated with the highest levels of courtesy and professionalism.

- Interview and selects new employees.

- Audits the execution of store policies and procedures such as retention, payments, equipment, sales integrity and revenue assurance.

- Remains current on new and current products and services, industry and competitive trends, and reinforces findings with the team.

- Builds team schedules based off the needs of the business.

- Demonstrates a high degree of self-motivation and maintains a professional appearance, including exercising significant independent judgment and discretion with respect to significant matters without direct oversight of supervisor.

- Maintains punctual attendance and flexibility to cover multiple locations throughout the operating area and is available to work evenings, weekends as needed.

- Stands on feet for long periods of time.

- Occasionally lifts and carries loads of 25 lbs or more.

- Other duties as assigned.

Job Specification:

- Bachelor's Degree or Equivalent

- Generally requires 4-7 years related experience

Additional Requirements:

- Spanish speaking preferred

Comcast is an Affirmative Action/EEO employer M/F/D/V

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.