| Federal Communications Commission<br>Washington, D.C. 20554 | OMB 3060-1033<br>September 2003 | FOR FCC USE ONLY |
|---|---|---|
| **FCC 396-C** | | |
| **Multi-Channel Video Program Distributor EEO Program Annual Report**<br><br>Read INSTRUCTIONS Before Filling Out Form | | FOR COMMISSION USE ONLY<br>FILE NO.<br>B396 - 20130918AAC |

**SECTION I** IDENTIFYING INFORMATION

A. Name of Operator:
COMCAST CORPORATION

MSO Name:

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

| City | State | Zip Code |
|---|---|---|
| PHILADELPHIA | PA | 19103- |

FCC Registration Number:
0011612017

Emp. Unit ID # 1547

**Application Purpose**

- (●) New Program Report
- ( ) Amendment to Program Report

☐ Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
CHESTER, PA

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) AUGUST 18-31, 2013

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

**SECTION III** EEO POLICY AND PROGRAM REQUIREMENTS

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

| | | |
|---|---|---|
| 1. | Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 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]

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**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<br>VP, HUMAN RESOURCES, SPOTLIGHT |
| Date<br>09/18/2013 | Name of Respondent<br>CLEMENT CHENG |
| Telephone No. (include area code)<br>2152865722 | |

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).

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## Exhibits

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| Branch ID | Req ID | Position | Source | Sum Interviewed | Sum Hired |
|---|---|---|---|---|---|
| **PAW15** | **70141936** | Director, Auto Sales - West Che | BABBALU.COM | 0 | 0 |
| | | | BACKPAGE | 0 | 0 |
| | | | CABRINI COLLEGE | 0 | 0 |
| | | | COMCAST.COM | 1 | 0 |
| | | | COMMUNITY OUTREACH | 0 | 0 |
| | | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | | CT SCHOOL OF BROADCASTING | 0 | 0 |
| | | | DEVRY UNIVERSITY | 0 | 0 |
| | | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | | DISABLEDPERSON.COM | 0 | 0 |
| | | | DIVERSITYINC | 0 | 0 |
| | | | EMPLOYEE REFERRAL | 2 | 1 |
| | | | GLASSDOOR.COM | 0 | 0 |
| | | | HBCUCONNECT.COM | 0 | 0 |
| | | | INDEED | 0 | 0 |
| | | | INTERNAL JOB POSTING | 3 | 0 |
| | | | JOBVERTISE | 0 | 0 |
| | | | JOFDAV.COM | 0 | 0 |
| | | | JUJU | 0 | 0 |
| | | | LGBTCAREERLINK.COM | 0 | 0 |
| | | | LINKUP | 0 | 0 |
| | | | MOAA.ORG | 0 | 0 |
| | | | NAAAP | 0 | 0 |
| | | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | | PENNCO TECH | 0 | 0 |
| | | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | | RECRUITMILITARY | 0 | 0 |
| | | | SEARCHEASE | 0 | 0 |
| | | | SIMPLY HIRED | 0 | 0 |
| | | | THE LADDERS | 0 | 0 |
| | | | WALTERKAITZ.ORG | 0 | 0 |
| | | | WOMENFORHIRE | 0 | 0 |

| | | | | |
|---|---|---|---|---|
| | Director, Auto Sales - West Chester, PA | | 6 | 1 |
| **70471062** | Traffic Invntry Coord - West Ch | BABBALU.COM | 0 | 0 |
| | | CABRINI COLLEGE | 0 | 0 |
| | | CAREERBUILDER | 0 | 0 |
| | | CAREERBUILDER.COM | 1 | 0 |
| | | COMCAST.COM | 2 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CT SCHOOL OF BROADCASTING | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 3 | 0 |
| | | HBCUCONNECT.COM | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKEDIN | 1 | 1 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WALTERKAITZ.ORG | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Traffic Invntry Coord - West Chester | | 7 | 1 |
| **70792822** | On-line Sales Coord - West Che | BABBALU.COM | 0 | 0 |
| | | CABRINI COLLEGE | 0 | 0 |
| | | CAREERBUILDER | 0 | 0 |
| | | COMCAST.COM | 3 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |

| | | | | |
|---|---|---|---|---|
| | | CT SCHOOL OF BROADCASTING | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 1 | 0 |
| | | HBCUCONNECT.COM | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 6 | 1 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WALTERKAITZ.ORG | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | On-line Sales Coord - West Chester | | 10 | 1 |
| **71363784** | Rep 2, Traffic (Inventory) | INTERNAL JOB POSTING | 2 | 1 |
| | Rep 2, Traffic (Inventory) | | 2 | 1 |
| **71382075** | Online Sales Coord - West Ches | INTERNAL JOB POSTING | 5 | 1 |
| | Online Sales Coord - West Chester, PA | | 5 | 1 |
| **71431043** | Cord 1, Traffic (Copy/Log) | COMCAST.COM | 0 | 0 |
| | | INTERNAL JOB POSTING | 1 | 1 |
| | Cord 1, Traffic (Copy/Log) | | 1 | 1 |
| **71431044** | Cord 1, Traffic (Copy/Log) | BABBALU.COM | 0 | 0 |
| | | COMCAST.COM | 0 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |

| | | | | |
|---|---|---|---|---|
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 4 | 1 |
| | | HBCUCONNECT.COM | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 1 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | WALTERKAITZ.ORG | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | | WORD OF MOUTH | 1 | 0 |
| | Cord 1, Traffic (Copy/Log) | | 6 | 1 |
| **71719914** | Junior Financial Analyst | BABBALU.COM | 0 | 0 |
| | | CAREERBUILDER | 0 | 0 |
| | | COMCAST.COM | 1 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 1 | 1 |
| | | HBCUCONNECT.COM | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |

| | | | | |
|---|---|---|---|---|
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | WALTERKAITZ.ORG | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Junior Financial Analyst | | 2 | 1 |
| **71895447** | Master Control Rep - West Che | BABBALU.COM | 0 | 0 |
| | | CAREERBUILDER | 0 | 0 |
| | | COMCAST.COM | 2 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 3 | 1 |
| | | HBCUCONNECT.COM | 0 | 0 |
| | | INDEED | 1 | 0 |
| | | INTERNAL JOB POSTING | 2 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | TVJOBS.COM | 1 | 0 |
| | | WALTERKAITZ.ORG | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Master Control Rep - West Chester, PA | | 9 | 1 |
| **72157678** | Traffic Coordinator - West Che | BABBALU.COM | 0 | 0 |
| | | CAREERBUILDER | 0 | 0 |
| | | COMCAST.COM | 2 | 1 |
| | | COMMUNITY OUTREACH | 0 | 0 |

| | | | | |
|---|---|---|---|---|
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | HBCUCONNECT.COM | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | WALTERKAITZ.ORG | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Traffic Coordinator - West Chester, PA | | 2 | 1 |
| **72172248** | Supv, Online Sales - West Chest | BABBALU.COM | 0 | 0 |
| | | COMCAST.COM | 1 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | HBCUCONNECT.COM | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 1 | 1 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |

| | | | | |
|---|---|---|---|---|
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | WALTERKAITZ.ORG | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Supv, Online Sales - West Chester, PA | | 2 | 1 |
| **72172358** | Coord 2, Traffic | BABBALU.COM | 0 | 0 |
| | | BACKPAGE | 0 | 0 |
| | | CAREERBUILDER | 0 | 0 |
| | | COMCAST.COM | 1 | 1 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 1 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | HBCUCONNECT.COM | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 1 | 0 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |

| | | | | |
|---|---|---|---|---|
| | | WALTERKAITZ.ORG | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Coord 2, Traffic | | 3 | 1 |
| **72205725** | Production Coordinator-West ( | ASK.COM | 1 | 0 |
| | | BABBALU.COM | 0 | 0 |
| | | COMCAST.COM | 0 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 3 | 0 |
| | | HBCUCONNECT.COM | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 3 | 1 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | WALTERKAITZ.ORG | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Production Coordinator-West Chester,PA | | 7 | 1 |
| **72207730** | VP, Finance & Accounting | BABBALU.COM | 0 | 0 |
| | | COMCAST.COM | 2 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 1 | 0 |

| | | | | |
|---|---|---|---|---|
| | | HACE-USA.ORG | 0 | 0 |
| | | HBCUCONNECT.COM | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 4 | 1 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | WALTERKAITZ.ORG | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | VP, Finance & Accounting | | 7 | 1 |
| **72364914** | Affiliate Traffic Coord-West Ch | CAREERBUILDER | 0 | 0 |
| | | COMCAST.COM | 2 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 1 | 1 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 2 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |

| | | | | |
|---|---|---|---|---|
| | | WOMENFORHIRE | 0 | 0 |
| | Affiliate Traffic Coord-West Chester, PA | | 5 | 1 |
| **72391135** | Interactive Traffic Manager | BACKPAGE | 0 | 0 |
| | | COMCAST.COM | 0 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 2 | 1 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | HEADHUNTER/CB | 0 | 0 |
| | | INDEED | 1 | 0 |
| | | INTERNAL JOB POSTING | 3 | 0 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKEDIN | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | MONSTER (CAN) | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Interactive Traffic Manager | | 6 | 1 |

| | | | | |
|---|---|---|---|---|
| **72506850** | Engineer 2 | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |
| | | BACKPAGE | 0 | 0 |
| | | CAREERBUILDER | 0 | 0 |
| | | CAREERBUILDER.COM | 1 | 0 |
| | | COMCAST.COM | 7 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 5 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 3 | 1 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MILITARY CAREER FAIR | 1 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Engineer 2 | | 17 | 1 |

| | | | | |
|---|---|---|---|---|
| **72708285** | E-Business Coordinator | CAREERBUILDER | 0 | 0 |
| | | COMCAST VAN SIGN | 1 | 0 |
| | | COMCAST.COM | 0 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 1 | 1 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | E-Business Coordinator | | 2 | 1 |
| **72708286** | Traffic Invntry Coord - West Ch | CAREERBUILDER | 0 | 0 |
| | | COMCAST.COM | 3 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 2 | 1 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 1 | 0 |
| | | INTERNAL JOB POSTING | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |

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|---|---|---|---|---|
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Traffic Invntry Coord - West Chester,PA | | 6 | 1 |
| **72888387** | Master Control Rep - West Che | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |
| | | BACKPAGE | 0 | 0 |
| | | COMCAST.COM | 0 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 1 | 1 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 1 | 0 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |

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|---|---|---|---|---|
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Master Control Rep - West Chester, PA | | 2 | 1 |
| **72889225** | Production Coordinator-West ( | BACKPAGE | 0 | 0 |
| | | COMCAST.COM | 0 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 1 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 2 | 1 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Production Coordinator-West Chester, PA | | 3 | 1 |

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|---|---|---|---|---|
| **72922514** | Traffic Coordinator - West Ches | BACKPAGE | 0 | 0 |
| | | CAREERBUILDER | 0 | 0 |
| | | CAREERBUILDER.COM | 1 | 0 |
| | | COMCAST.COM | 3 | 1 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 2 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 1 | 0 |
| | | INTERNAL JOB POSTING | 1 | 0 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | | XFINITY.COM | 1 | 0 |
| | Traffic Coordinator - West Chester, PA | | 9 | 1 |
| **73081823** | Director Traffic | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |
| | | BACKPAGE | 0 | 0 |

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|---|---|---|---|---|
| | | CAREERBUILDER | 0 | 0 |
| | | COMCAST.COM | 1 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 1 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 1 | 1 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKEDIN | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | RPO VENDOR | 1 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | THE LADDERS | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Director Traffic | | 4 | 1 |
| **73159085** | Receptionist - West Chester, PA | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |

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| | | BACKPAGE | 0 | 0 |
| | | COMCAST.COM | 1 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 5 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 1 | 1 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Receptionist - West Chester, PA | | 7 | 1 |
| **73333051** | Web Developer - West Chester | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |
| | | CAREERBUILDER.COM | 1 | 1 |
| | | COMCAST.COM | 3 | 0 |
| | | COMMUNICATIONS TECHNOLOGY | 1 | 0 |

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|---|---|---|---|---|
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DICE.COM | 1 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 1 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 2 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MONSTER.COM | 1 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Web Developer - West Chester, PA | | 10 | 1 |
| **73580541** | Master Control Rep - West Che | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |
| | | BACKPAGE | 0 | 0 |
| | | CAREERBUILDER | 0 | 0 |
| | | COMCAST.COM | 2 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |

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|---|---|---|---|---|
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 3 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | GOOGLE | 1 | 1 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 0 | 0 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKEDIN | 1 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Master Control Rep - West Chester, PA | | 7 | 1 |
| **73751615** | Traffic Coordinator | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |
| | | BACKPAGE | 0 | 0 |
| | | COMCAST.COM | 0 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |

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|---|---|---|---|---|
| | | EMPLOYEE REFERRAL | 4 | 1 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 0 | 0 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | | WORD OF MOUTH | 1 | 0 |
| | Traffic Coordinator | | 5 | 1 |
| **73753071** | Sr. Coordinator, Credit & Collec | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |
| | | BACKPAGE | 0 | 0 |
| | | COMCAST.COM | 1 | 1 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 1 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |

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|---|---|---|---|---|
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 1 | 0 |
| | | INTERNAL JOB POSTING | 4 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Sr. Coordinator, Credit & Collection | | 7 | 1 |
| **74203280** | Financial Analyst | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |
| | | BACKPAGE | 0 | 0 |
| | | COMCAST BILL INSERT | 1 | 0 |
| | | COMCAST.COM | 2 | 1 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 3 | 0 |

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|---|---|---|---|---|
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Financial Analyst | | 6 | 1 |
| **74340028** | Master Control - Technical Ope | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |
| | | BACKPAGE | 0 | 0 |
| | | COMCAST.COM | 1 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 2 | 1 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 2 | 0 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 1 | 0 |
| | | JUJU | 0 | 0 |

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|---|---|---|---|---|
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKEDIN | 1 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | SIMPLYHIRED.COM | 1 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Master Control - Technical Operator | | 8 | 1 |
| **74806404** | Credit Coordinator - West Ches | INTERNAL JOB POSTING | 2 | 1 |
| | Credit Coordinator - West Chester, PA | | 2 | 1 |
| **74848521** | Principal Engineer 2-West Ches | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |
| | | BACKPAGE | 0 | 0 |
| | | COMCAST.COM | 0 | 0 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECT ΓÇô CAREERBUILDER | 1 | 1 |
| | | DIRECT ΓÇô OTHERS | 1 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 1 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 0 | 0 |
| | | INTERNAL JOB POSTING | 2 | 0 |

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|---|---|---|---|---|
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | Principal Engineer 2-West Chester, PA | | 5 | 1 |
| **75128611** | Credit Coordinator - West Ches | ACADEMIC DIVERSITY SEARCH, INC | 0 | 0 |
| | | BACKPAGE | 0 | 0 |
| | | COMCAST NOW HIRING SIGN | 1 | 0 |
| | | COMCAST.COM | 3 | 1 |
| | | COMMUNITY OUTREACH | 0 | 0 |
| | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | DEVRY UNIVERSITY | 0 | 0 |
| | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | DISABLEDPERSON.COM | 0 | 0 |
| | | DIVERSITYINC | 0 | 0 |
| | | EMPLOYEE REFERRAL | 4 | 0 |
| | | GLASSDOOR.COM | 0 | 0 |
| | | GOODWILL INDUSTRIES | 0 | 0 |
| | | HACE-USA.ORG | 0 | 0 |
| | | INDEED | 4 | 0 |
| | | INTERNAL JOB POSTING | 3 | 0 |
| | | JOBVERTISE | 0 | 0 |
| | | JOFDAV.COM | 0 | 0 |

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|---|---|---|---|---|
| | | JUJU | 0 | 0 |
| | | LGBTCAREERLINK.COM | 0 | 0 |
| | | LINKUP | 0 | 0 |
| | | MOAA.ORG | 0 | 0 |
| | | NAAAP | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | NEW CHOICES NEW OPTIONS | 0 | 0 |
| | | PENNCO TECH | 0 | 0 |
| | | PSU COLLEGE OF COMMUNICATIONS | 0 | 0 |
| | | RECRUITMILITARY | 0 | 0 |
| | | SEARCHEASE | 0 | 0 |
| | | SIMPLY HIRED | 0 | 0 |
| | | WOMENFORHIRE | 0 | 0 |
| | | WORD OF MOUTH | 1 | 0 |
| | Credit Coordinator - West Chester, PA | | 16 | 1 |
| **75376527** | Supervisor, Engineering Operat | INTERNAL JOB POSTING | 2 | 1 |
| | | POSTING EXCEPTION - INTERNALS ONLY | 0 | 0 |
| | Supervisor, Engineering Operations | | 2 | 1 |
| **Grand Total** | | | **198** | **34** |

| Row Labels | Website | Contact | ADDRESS | CITY | STATE | ZIP | PHONE | EMAIL | Sum of Interviewed | Sum of Hired |
|---|---|---|---|---|---|---|---|---|---|---|
| ACADEMIC DIVERSITY SEARCH, INC | www.careers.org | Diane Oates | 2633 Ridgewood Rd | Jackson | MS | 39216 | 601-982-1900 | | 0 | 0 |
| ASK.COM | www.ask.com | | | | | | | | 1 | 0 |
| BABBALU.COM | www.babalue.com | | 15 Lewis Street, Ste 107 PO Box 21328 | Hartford | CT | 6103 | 860-478-2115 | | 0 | 0 |
| BACKPAGE | www.packpage.com | | PO Box 21328 | Pheonix | AZ | 85034 | | | 0 | 0 |
| CABRINI COLLEGE | www.cabrini.edu | Debbie Moran | 610 King of Purssia Rd | Radnor | PA | 19018 | 610-902-8100 | dmoran@cabrini.edu | 0 | 0 |
| CAREERBUILDER | www.careerbuilder.com | | 5550-A Peachtree Pkwy | Norcross | GA | 30092 | 866-438-1485 | customer.service@careerbuilder.com | 0 | 0 |
| CAREERBUILDER.COM | www.careerbuilder.com | | 5550-A Peachtree Pkwy | Norcross | GA | 30092 | 866-438-1485 | customer.service@careerbuilder.com | 4 | 1 |
| COMCAST BILL INSERT | www.comcast.com | | 1500 Market Street | Philadelphia | PA | 19102 | 215-655-1701 | | 1 | 0 |
| COMCAST NOW HIRING SIGN | www.comcast.com | | 1500 Market Street | Philadelphia | PA | 19102 | 215-655-1701 | | 1 | 0 |

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| COMCAST VAN SIGN | www.comcast.com | | 1500 Market Street | Philadelphia | PA | 19102 | 215-655-1701 | | 1 | 0 |
| COMCAST.COM | www.comcast.com | | 1500 Market Street | Philadelphia | PA | 19102 | 215-655-1701 | | 44 | 9 |
| COMMUNICATIONS TECHNOLOGY | | | | | | | | | 1 | 0 |
| COMMUNITY OUTREACH | | | | | | | | | 0 | 0 |
| CRAIGSLIST.ORG (FREE US SITES) | www.craigslist.com | No Specific Contract - Online Recruitment | | | | | | | 0 | 0 |
| CT SCHOOL OF BROADCASTING | www.ctdol.state.ct.us | | 645 S Main St | Middletown | CT | 6457 | 860-754-5000 | | 0 | 0 |
| DEVRY UNIVERSITY | www.devry.edu | | 3343 Perimeter Hill Dr | Nashville | TN | 37211 | | tgaddy@devry.edu | 0 | 0 |
| DICE.COM | www.dice.com | | | | | | | | 1 | 0 |
| DIRECT ΓÇô CAREERBUILDER | | | | | | | | | 1 | 1 |
| DIRECT ΓÇô OTHERS | | | | | | | | | 1 | 0 |
| DIRECTEMPLOYERS.COM | www.directemployers.com | | 9002 N Purdue Rd | Inianapolis | IN | 46268 | 866-268-6206 | info@directemployers.org | 0 | 0 |
| DISABLEDPERSON.COM | www.disapbledperson.com | | PO Box 230636 | Encinitas | CA | 92023 | 760-420-1269 | info@disabledperson.com | 0 | 0 |
| DIVERSITYINC | www.diversityinc.com | | 342 Nassau Street | Princeton | NJ | | | | 0 | 0 |
| EMPLOYEE REFERRAL | Unsolicited | | | | | | | | 55 | 10 |
| GLASSDOOR.COM | www.glassdoor.com | | 1 Harbor Drive | Sausalito | CA | 94965 | | | 0 | 0 |
| GOODWILL INDUSTRIES | www.goodwill.org | David Pitcher | 1516 Magnavox Way | Ft Wayne | ID | | | | 0 | 0 |

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| GOOGLE | www.google.com | No Specific Contract - Online Recruitment | | | | | | | 1 | 1 |
| HACE-USA.ORG | wwww.hace.org | | | | | | | | 0 | 0 |
| HBCUCONNECT.COM | www.hbcuconnect.com | | 750 CrossPoint Rd Ste Q | Columbus | OH | 43230 | | | 0 | 0 |
| HEADHUNTER/CB | www.careerbuilder.com | | 5550-A Peachtree Pkwy | Norcross | GA | 30092 | 866-438-1485 | customer.service@careerbuilder.com | 0 | 0 |
| INDEED | www.indeed.com | | 177 Broad Street 6th fl | Stamford | CT | 6901 | 203-391-6310 | | 9 | 0 |
| INTERNAL JOB POSTING | www.teamcomcast.com | | 1500 Market St | Philadelphia | PA | 19102 | | | 64 | 14 |
| JOBVERTISE | www.jobvertise.com | | 32 Cumberland Drive | Lincolnshire | IL | 60069 | | | 0 | 0 |
| JOFDAV.COM | www.jofdav.com | | PO Box 230636 | Encinitas | GA | 92023 | 760-420-1269 | | 1 | 0 |
| JUJU | www.juju.com | | PO Box 715486 | Columbus | OH | 43218 | | | 0 | 0 |
| LGBTCAREERLINK.COM | www.lgbtcareelink.ocm | | 155 Sansome Street Ste 450 | San Fransico | CA | 94104 | 415-694-6538 | | 0 | 0 |
| LINKEDIN | www.linkedin.com | | 5049 Hwy 7 Ste 240 | St Louis Park | MN | 55414 | 866-359-9358 | | 3 | 1 |
| LINKUP | www.linkedup.com | | 5049 Hwy 7 Ste 240 | St Louis Park | MN | 55414 | 866-359-9358 | | 0 | 0 |
| MILITARY CAREER FAIR | | | | | | | | | 1 | 0 |
| MOAA.ORG | www.moaa.org | | 201 N. Washingtor | Alexandria | VA | 22314 | (800) 234-6622 | | 0 | 0 |
| MONSTER (CAN) | www.monster.com | No Specific Contract - Online Recruitment | | | | | | | 0 | 0 |

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| MONSTER.COM | www.monster.com | No Specific Contract - Online Recruitment | | | | | | | 1 | 0 |
| NAAAP | www.naaap.org | | | | | | | | 0 | 0 |
| NATIONAL BLACK MBA ASSOCIATION | www.nbmbaa.org | | 180 N. Michigan Ave. Ste 1400 | Chicago | IL | 60601 | 312-236-2622 | mail@nbmbaa.org | 0 | 0 |
| NEW CHOICES NEW OPTIONS | www.lcctc.org | | 110 North Lime Street | Lancaster | PA | 17602 | 717393-1735 | | 0 | 0 |
| PENNCO TECH | www.penncotech.edu | | 3815 Otter St | Bristol | PA | | 215-785-0111 | | 0 | 0 |
| POSTING EXCEPTION - INTERNALS ONLY | | | | | | | | | 0 | 0 |
| PSU COLLEGE OF COMMUNICATIONS | www.comm.psu.edu | | 201 Carnegie Building | University Park | PA | 16803 | | | 0 | 0 |
| RECRUITMILITARY | www.recruitmilitary.com | | 422 West Loveland Ave. | Loveland | OH | 45140 | 513-683-5020 | support@recruitmilitary.com | 0 | 0 |
| RPO VENDOR | | | | | | | | | 1 | 0 |
| SEARCHEASE | www.searchchease.com | | 51 Mill Street Bldg E Ste 21 | Honover | MA | 2339 | | | 0 | 0 |
| SIMPLY HIRED | www.simplyhired.com | | 372 San Aleso Ave. Ste 200 | Sunnyvale | CA | 94086 | | | 0 | 0 |
| SIMPLYHIRED.COM | www.simplyhired.com | | 372 San Aleso Ave. Ste 200 | Sunnyvale | CA | 94086 | | | 1 | 0 |
| THE LADDERS | www.theladders.com | No Specific Contract - Online Recruitment | | | | | | | 0 | 0 |
| TVJOBS.COM | www.tvjobs.com | UNSOLICITED | | | | | | | 1 | 0 |

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| VILLANOVA UNIVERSITY | www.villanova.edu | 800 East Lancaster aVe | Villanova | PA | 19087 | 610-519-4500 | | 0 | 0 |
| WALTERKAITZ.ORG | www.walterkaitz.org | 25 Massachusetts Ave. NW Ste 100 | Washington | DC | 20001 | 202-222-2490 | info@waterkaitz.org | 0 | 0 |
| WIDENER UNIVERSITY | www.widener.edu | 1 University PL | Chester | PA | 19013 | 610-499-4000 | | 0 | 0 |
| WOMENFORHIRE | www.womenforhire.com | 155 West 72nd Street Ste 403 | New York | NY | 10023 | 212-290-2600 | | 0 | 0 |
| WORD OF MOUTH | Unsolicited | | | | | | | 3 | 0 |
| XFINITY.COM | www.xfinity.com | | | | | | | 1 | 0 |
| **Grand Total** | | | | | | | | **198** | **34** |

COMCAST
FCC GENERAL RECRUITMENT SHEET
2013
SEPTEMBER 1, 2012 - AUGUST 31, 2013
FCC UNIT # 11547
CITY & STATE: Chester, PA

| APPLICABLE EVENT | SPONSOR | DATE | Personnel Involved/System | Narrative |
|---|---|---|---|---|
| Media Sales Institute | Howard University/Comcast Spotlight | June 12th | Jason Harmon/ Carissa Alfone/Jackie Baldwin | Participate in career event following 2 week program that introduces new graduates to the Media Sales Industry |
| Meida Sales Institue | Florida A&M | May 21st | Katrina Acosta / Henry Pastor | Participate in career event following 2 week program that introduces new graduates to the Media Sales Industry |
| Comcast Cares | Comcast | On-going | Comcast Emoplyees | friends and family members joined together across the country to participate in the nation's largest single-day corporate volunteer effort |
| National Sales Network | Comcast Spotlight/ Comcast Sales & Marketing / Comcast Business Services | Aug 7 - 10th | Jason Harmon / Mary Donohue / Jeff Mcfeely / Jamila Ogle / Jesse Walton / Lisa Dooly | Diversity Careerfair and Workshop for Professional Sales. Hosted Information Session / Lunch. |

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| EEO/AA Employer Listing | Spotlight | On-going | East Division | Comcast listed with other employers as an EEO/Affirmative Action Employer on AARP website. |
| Women in Leadership Program | Comcast Spotlight | On-going | High Potential Women Leaders | Brings together female leaders within the Eastern Division to develop leadership attributes to advance within Comcast. |
| CORE | Comcast University | On-going | Comcast University Spotlight | Comprehensive Training program for new Sales Professionals. |
| Anti-Harassment Training | Comcast | On-going | All employees | All personnel received Anti-Harassment Training (Diversity/EEO & Sexual Harassment) through the Comcast LSO |
| HR & Hiring Process Training | Comcast Spotlight | On-going | Supervisor & Above | Supervisory training program on company policies, procedures & effective management. Includes modules related to EEO policy, legal interviewing, etc. |
| National Colegiate Sales Competition | NCSC / Spotlight | March 28th | Jason Harmon / Katrina Acosta / Shari Jones | Observe in Collegiate Sales competion. Students for 80+ University compete in professional selling techniques. Participate in Career Fair |
| Job Fair - Hiring Heros - Lawercville, NJ | Comcast | March 21st | Jason Harmon | Career Fair for Military Personnel |

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| Job Fair - Chamber of Commerce Veterans Career Fair | Comcast | January 28th | Jamila Ogle | Career Fair for Military Personnel |
| Veterans Virtual Career Fair | Comcast | July 30th | Jamila Ogle | Career Fair for Military Personnel |
| Veterans Virtual Career Fair | Comcast | August 15th | Jamila Ogle | Career Fair for Military Personnel |
| CHICO State Collegiate Sales Competition | Comcast Spotlight | April 19th | Jennifer Darling / Jonathan Carlos | Observe in Collegiate Sales competion. Students for 15+ University compete in professional selling techniques. |
| (NABA) National Association of Black Accountants Virtual Career Fair - Virtual | Comcast | June 7th | Jamila Ogle / Diversity Team | |
| (NUL) National Urban League | Comcast | July 25th - 27th | Jason Harmon / Diversity Team | |
| Emma Bowen Internships | Emma Bowen Foundation | Ongoing | Comcast Spotlight | Partnered with Emma Bowen to hire interns for summer positions in various departments. |