

Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
FCC 396-C		
Multi-Channel Video Program Distributor EEO Program Annual Report		FOR COMMISSION USE ONLY FILE NO. B396 - 20150914ADP
Read INSTRUCTIONS Before Filling Out Form		

SECTION I IDENTIFYING INFORMATION		
A. Name of Operator: COMCAST CABLE COMMUNICATIONS, LLC.		
MSO Name: COMCAST CABLE COMMUNICATIONS		
B. Employment Unit's Mailing Address 1701 JFK BOULEVARD NORTH EAST DIVISION		
City PHILADELPHIA	State PA	Zip Code 19103-
FCC Registration Number: 0004441663		
Emp. Unit ID # 990116		
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 ALLEGHENY, 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) 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 [Exhibit 1] deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 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 SVP
Date 9/14/2015	Name of Respondent KERRI ST. JEAN
Telephone No. (include area code) 6036951508	

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

Exhibits

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Summary
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 990116
County & State: Allegheny County PA

Work Location	Job Req ID	Job Title	Source	Values	
				Sum of Interviews	Sum of Hires
PAH77	103581	Recruiter 2, Recruitment, Harrisburg PA	Asian Life	0	0
			Community Outreach	0	0
			Direct _ Others	1	1
			Direct Employers	0	0
			Glassdoor.com	0	0
			haceonline.org	0	0
			HBCU	0	0
			HireDisability	0	0
			Indeed	0	0
			Interactive One	0	0
			LGBT career link	0	0
			Military.com	0	0
			SimplyHired.com	0	0
			WomenForHire.com	0	0
			Diversity Inc	0	0
			Recruiter 2, Recruitment, Harrisburg PA Total	1	1
74343	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 11.17.14 Class		Asian Life	0	0
			CareerBuilder	0	0
			Comcast.com	53	2
			Community Outreach	0	0
			Conversion	9	1
			Direct Employers	0	0
			Employee Referral	179	6
			Glassdoor.com	0	0
			haceonline.org	0	0
			HBCU	0	0
			HireDisability	0	0
			Indeed	63	4
			Interactive One	0	0
			Internal Site	2	1
			LGBT career link	0	0
			Military.com	0	0
			Monster Auto	0	0
			SimplyHired.com	0	0
			WomenForHire.com	0	0
			Word Of Mouth	18	1
			Comcast Talent Network	27	2
			Diversity Inc	0	0
			Recommended Job from Comcast	19	2
			CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 11.17.14 Class Total	370	19
84002	CE 1, CUSTOMER EXP REP (Billing), Harrisburg, PA 1.20.15 Class		Asian Life	0	0
			CareerBuilder	0	0
			Comcast.com	86	2
			Community Outreach	0	0
			Direct Employers	0	0
			Employee Referral	195	5
			Glassdoor.com	0	0
			haceonline.org	0	0
			HBCU	0	0
			HireDisability	0	0
			Indeed	75	1
			Interactive One	0	0

		Job Hotline	5	1
		LGBT career link	0	0
		LinkedIn	0	0
		Military.com	0	0
		Monster.com	12	1
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Comcast Talent Network	8	1
		Diversity Inc	0	0
		Job Alert	4	1
		Recommended Job from Comcast	4	1
		Harrisburg Patriot News	2	2
	CE 1, CUSTOMER EXP REP (Billing), Harrisburg, PA 1.20.15 Class Total		391	15
84003	CE 1, CUST EXP REP (Billing), Harrisburg, PA 1.20.15 Class	Asian Life	0	0
		CareerBuilder	4	1
		Comcast.com	13	2
		Community Outreach	0	0
		Direct Employers	0	0
		Employee Referral	50	6
		Glassdoor.com	0	0
		Google	6	1
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		Job Fair	3	1
		LGBT career link	0	0
		LinkedIn	1	1
		Military.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
		Job Alert	1	1
		Recommended Job from Comcast	1	1
	CE 1, CUST EXP REP (Billing), Harrisburg, PA 1.20.15 Class Total		79	14
86921	CE 1, CUST EXP REP (Billing), Harrisburg, PA 2.2.15 Class	Asian Life	0	0
		Comcast.com	68	3
		Community Outreach	0	0
		Direct Employers	0	0
		Employee Referral	115	8
		Executive Referral	2	1
		Glassdoor.com	0	0
		Google+	1	1
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		LGBT career link	0	0
		Military.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
		Recommended Job from Comcast	4	2
	CE 1, CUST EXP REP (Billing), Harrisburg, PA 2.2.15 Class Total		190	15
86922	CE 1, CUST EXP REP (Billing), Harrisburg, PA 2.16.15 Class	Asian Life	0	0
		Comcast.com	16	1
		Community Outreach	0	0
		Direct Employers	0	0
		Employee Referral	64	12
		Glassdoor.com	0	0
		haceonline.org	0	0

	HBCU	0	0
	HireDisability	0	0
	Indeed	25	2
	Interactive One	0	0
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	SimplyHired.com	0	0
	SnagaJob.com	1	1
	WomenForHire.com	0	0
	Diversity Inc	0	0
CE 1, CUST EXP REP (Billing), Harrisburg, PA 2.16.15 Class Total		106	16
91770 CE 1, Cust Exp Rep (Billing), Harrisburg, PA 3.16.15 Class	Asian Life	0	0
	CareerBuilder	3	1
	Comcast.com	6	2
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	26	8
	Facebook.com	1	1
	Glassdoor.com	0	0
	Google	1	1
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	0	0
	Interactive One	0	0
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	Monster.com	3	1
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
CE 1, Cust Exp Rep (Billing), Harrisburg, PA 3.16.15 Class Total		40	14
91771 CE 1, Cust Exp Rep (Billing), Harrisburg, PA 3.2.15 Class	Asian Life	0	0
	Comcast.com	20	2
	Community Outreach	0	0
	Direct _ Others	2	1
	Direct Employers	0	0
	Employee Referral	55	8
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	41	2
	Interactive One	0	0
	LGBT career link	0	0
	Military.com	0	0
	Mobile App	1	1
	Monster Auto	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Comcast Talent Network	1	1
	Diversity Inc	0	0
	Recommended Job from Comcast	3	1
CE 1, Cust Exp Rep (Billing), Harrisburg, PA 3.2.15 Class Total		123	16
101519 CE 1, CUST EXP REP (Billing), Harrisburg, PA 6.22.15 Class	Asian Life	0	0
	Ask.com	1	1
	CareerBuilder	5	1
	Comcast.com	9	2
	Community Outreach	0	0
	Conversion	3	1
	Direct Employers	0	0

	Employee Referral	35	8
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	0	0
	Interactive One	0	0
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	Monster.com	2	1
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
	Recommended Job from Comcast	3	1
	CE 1, CUST EXP REP (Billing), Harrisburg, PA 6.22.15 Class Total	58	15
62473	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 10.6.14 Class		
	Asian Life	0	0
	Backpage	0	0
	CareerBuilder	11	1
	Comcast.com	26	2
	Community Outreach	0	0
	Craigslist	0	0
	Direct _ Others	2	1
	Direct Employers	0	0
	Employee Referral	104	14
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	0	0
	Interactive One	0	0
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	Searchease.com	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 10.6.14 Class Total	143	18
97897	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 6.8.15 Class		
	Asian Life	0	0
	CareerBuilder	4	1
	Comcast.com	13	3
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	62	8
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	22	1
	Interactive One	0	0
	Job Hotline	1	1
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 6.8.15 Class Total	102	14
97899	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 5.26.15 Class		
	Asian Life	0	0
	CareerBuilder	0	0
	Community Outreach	0	0
	Direct Employers	0	0

	Employee Referral	105	9
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	23	3
	Interactive One	0	0
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Xfinity.com	2	1
	Diversity Inc	0	0
CE 1, Customer Exp Rep (Billing), Harrisburg, PA 5.26.15 Class Total		130	13
97900 Supervisor, Customer Account Executive, Harrisburg, PA	Asian Life	0	0
	Community Outreach	0	0
	Direct Employers	0	0
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	0	0
	Interactive One	0	0
	Internal Site	10	1
	LGBT career link	0	0
	Military.com	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
Supervisor, Customer Account Executive, Harrisburg, PA Total		10	1
77672 Supv, Cust Acct Exec, Harrisburg, PA	Asian Life	0	0
	Community Outreach	0	0
	Direct Employers	0	0
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	0	0
	Interactive One	0	0
	Internal Site	19	1
	LGBT career link	0	0
	Military.com	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
Supv, Cust Acct Exec, Harrisburg, PA Total		19	1
62730 CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 9.15.14 Class	Asian Life	0	0
	CareerBuilder	25	1
	Comcast.com	69	2
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	207	11
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	60	1
	Interactive One	0	0
	Job Fair	5	1
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0

		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 9.15.14 Class Total		366	16
62731	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 9.22.14 Class	Asian Life	0	0
		Backpage	0	0
		Careers On Demand	1	1
		Comcast.com	32	4
		Community Outreach	0	0
		Conversion	2	1
		Craigslist	0	0
		Direct _ CareerBuilder	1	1
		Direct Employers	0	0
		Employee Referral	73	8
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	54	2
		Interactive One	0	0
		Job Fair	4	1
		JobVertise.com	0	0
		JuJu.com	0	0
		LGBT career link	0	0
		LinkUp	0	0
		Military.com	0	0
		Monster Auto	0	0
		Searchease.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 9.22.14 Class Total		167	18
62732	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 10.13.14 Class	Asian Life	0	0
		Comcast Bill Insert	1	1
		Comcast.com	27	3
		Community Outreach	0	0
		Direct Employers	0	0
		Employee Referral	53	7
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	26	3
		Interactive One	0	0
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		Monster.com	5	1
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Comcast Talent Network	4	1
		Diversity Inc	0	0
		Recommended Job from Comcast	1	1
	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 10.13.14 Class Total		117	17
62733	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 9.29.14 Class	Asian Life	0	0
		Backpage	0	0
		CareerBuilder	7	1
		Community Outreach	0	0
		Craigslist	9	1
		Direct Employers	0	0
		Employee Referral	72	9
		Glassdoor.com	0	0
		Google	9	2

		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	33	3
		Interactive One	0	0
		Job Fair	3	1
		JobVertise.com	0	0
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		Searchease.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 9.29.14 Class Total		133	17
97898	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 5.11.15 Class	Asian Life	0	0
		Comcast Open House	1	1
		Comcast.com	12	1
		Community Outreach	0	0
		Direct _ LinkedIn	1	1
		Direct Employers	0	0
		Employee Referral	52	7
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		Internal Site	1	1
		Job Fair	3	1
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Comcast Talent Network	2	1
		Diversity Inc	0	0
		Recommended Job from Comcast	2	2
	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 5.11.15 Class Total		74	15
102501	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 7.6.15 Class	Asian Life	0	0
		Ask.com	2	1
		CareerBuilder	0	0
		Comcast Now Hiring Sign	1	1
		Community Outreach	0	0
		Conversion	5	1
		Direct Employers	0	0
		Employee Referral	61	7
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	39	3
		Interactive One	0	0
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
		Recommended Job from Comcast	3	1
	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 7.6.15 Class Total		111	14
102502	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 7.13.15 Class	Asian Life	0	0
		Callcentercareers.com	1	1

		Comcast.com	9	2
		Community Outreach	0	0
		Direct Employers	0	0
		Employee Referral	41	5
		Glassdoor.com	0	0
		Google	3	1
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	10	1
		Interactive One	0	0
		Job Fair	4	1
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		Monster.com	3	1
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Xfinity.com	1	1
		Diversity Inc	0	0
	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 7.13.15 Class Total		72	13
103371	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 7.27.15 Class	Asian Life	0	0
		City/Community Sponsored Job Fair	2	1
		Comcast.com	16	2
		Community Outreach	0	0
		Direct Employers	0	0
		Employee Referral	40	8
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	11	2
		Interactive One	0	0
		Internal Site	2	1
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
		Recommended Job from Comcast	1	1
	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 7.27.15 Class Total		72	15
3242	Manager, Customer Service, Harrisburg, PA	Asian Life	0	0
		Backpage	0	0
		CareerBuilder	0	0
		Community Outreach	0	0
		Craigslist	0	0
		Direct Employers	0	0
		Disabledperson	0	0
		Diversityinc	0	0
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		JobVertise.com	0	0
		JOFAV.com	0	0
		JuJu.com	0	0
		LGBT career link	0	0
		LinkUp	0	0
		Military.com	0	0
		moaa.org	0	0

	Monster (CAN)	0	0
	NAAAP - National Assoc. of Asian American Prof	0	0
	NBMBAA - National Black MBA Association	0	0
	Recruitmilitary.com	0	0
	Searchease.com	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Comcast Talent Network	1	1
	Diversity Inc	0	0
	Manager, Customer Service, Harrisburg, PA Total	1	1
106301 Supervisor, Customer Account Executive, Harrisburg, PA	Asian Life	0	0
	Community Outreach	0	0
	Direct Employers	0	0
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	0	0
	Interactive One	0	0
	Internal Site	10	1
	LGBT career link	0	0
	Military.com	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
	Supervisor, Customer Account Executive, Harrisburg, PA Total	10	1
55282 Supervisor, Customer Account Executive, Harrisburg, PA	Asian Life	0	0
	Community Outreach	0	0
	Craigslist	0	0
	Direct Employers	0	0
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	0	0
	Interactive One	0	0
	Internal Site	37	1
	JobVertise.com	0	0
	LGBT career link	0	0
	LinkedIn	0	0
	Military.com	0	0
	Monster (CAN)	0	0
	SimplyHired.com	0	0
	TheLadders.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
	Supervisor, Customer Account Executive, Harrisburg, PA Total	37	1
93340 CE 1, Cust Exp Rep (Billing), Harrisburg, PA 3.30.15 Class	Asian Life	0	0
	CareerBuilder	4	1
	Comcast.com	37	1
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	59	6
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	22	2
	Interactive One	0	0
	Job Hotline	1	1
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0

	Monster.com	9	1
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Xfinity.com	4	2
	Comcast Talent Network	6	1
	Diversity Inc	0	0
	Recommended Job from Comcast	1	1
CE 1, Cust Exp Rep (Billing), Harrisburg, PA 3.30.15 Class Total		143	16
93341 CE 1, Cust Exp Rep (Billing), Harrisburg, PA 4.27.15 Class	Asian Life	0	0
	Comcast Open House	1	1
	Comcast.com	20	2
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	21	6
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	24	4
	Interactive One	0	0
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Comcast Talent Network	5	1
	Diversity Inc	0	0
CE 1, Cust Exp Rep (Billing), Harrisburg, PA 4.27.15 Class Total		71	14
93342 CE 1, Cust Exp Rep (Billing), Harrisburg, PA 4.13.15 Class	Asian Life	0	0
	Ask.com	1	1
	CareerBuilder	1	1
	Comcast.com	11	5
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	26	6
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	20	1
	Interactive One	0	0
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	SimplyHired.com	0	0
	Tv Commercial	1	1
	WomenForHire.com	0	0
	Diversity Inc	0	0
CE 1, Cust Exp Rep (Billing), Harrisburg, PA 4.13.15 Class Total		60	15
93343 CE 1, Cust Exp Rep (Billing), Harrisburg, PA 4.13.15 Class	Asian Life	0	0
	Comcast Van Sign	1	1
	Comcast.com	18	3
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	24	3
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	21	2
	Interactive One	0	0
	Job Fair	1	1
	LGBT career link	0	0

	Military.com	0	0
	Monster Auto	0	0
	Monster.com	3	2
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Word Of Mouth	6	1
	Diversity Inc	0	0
	Job Alert	1	1
	CE 1, Cust Exp Rep (Billing), Harrisburg, PA 4.13.15 Class Total	75	14
97896	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 6.8.15 Class		
	Asian Life	0	0
	Career Center	1	1
	Comcast.com	9	1
	Community Outreach	0	0
	Contingent	1	1
	Direct Employers	0	0
	Employee Referral	36	6
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	14	1
	Interactive One	0	0
	Job Fair	1	1
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	SimplyHired.com	0	0
	Tv Commercial	2	1
	WomenForHire.com	0	0
	Diversity Inc	0	0
	Recommended Job from Comcast	2	1
	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 6.8.15 Class Total	66	13
109938	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 8.10.15 Class		
	6Figurejobs.com	2	1
	Asian Life	0	0
	Bing.com	1	1
	CareerBuilder	1	1
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	39	7
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	23	2
	Interactive One	0	0
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Comcast Talent Network	6	1
	Diversity Inc	0	0
	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 8.10.15 Class Total	72	13
109940	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 8.24.15 Class		
	Asian Life	0	0
	CareerBuilder	0	0
	Comcast Now Hiring Sign	1	1
	Comcast.com	4	1
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	15	5
	Glassdoor.com	0	0
	Google	3	1
	haceonline.org	0	0

		HBCU	0	0
		HireDisability	0	0
		Indeed	9	2
		Interactive One	0	0
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		Recruitmilitary.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
		HireHeroesUSA	0	0
		TAOnline	0	0
	CE 1, Customer Exp Rep (Billing), Harrisburg, PA 8.24.15 Class Total		32	10
101521	Supervisor, Customer Account Executive, Harrisburg, PA	Asian Life	0	0
		Community Outreach	0	0
		Direct Employers	0	0
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		Internal Site	18	1
		LGBT career link	0	0
		Military.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
	Supervisor, Customer Account Executive, Harrisburg, PA Total		18	1
94741	Supervisor, Cust Acct Exec, Harrisburg, PA	Asian Life	0	0
		Community Outreach	0	0
		Direct Employers	0	0
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		Internal Site	20	1
		LGBT career link	0	0
		Military.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
	Supervisor, Cust Acct Exec, Harrisburg, PA Total		20	1
90991	Supervisor, Customer Acct Exec, Harrisburg, PA	Asian Life	0	0
		Community Outreach	0	0
		Direct Employers	0	0
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		Internal Site	50	1
		LGBT career link	0	0
		Military.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
	Supervisor, Customer Acct Exec, Harrisburg, PA Total		50	1
109943	Supervisor, Customer Account Executive, Harrisburg, PA	Asian Life	0	0

		Community Outreach	0	0
		Direct Employers	0	0
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		Internal Site	19	1
		LGBT career link	0	0
		Military.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
	Supervisor, Customer Account Executive, Harrisburg, PA Total		19	1
57688	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 7.14.14 Class	Ache.org	0	0
		Asian Life	0	0
		Backpage	0	0
		Comcast.com	38	3
		Community Outreach	0	0
		Craigslist	0	0
		Direct Employers	0	0
		Employee Referral	119	10
		Glassdoor.com	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	40	2
		Interactive One	0	0
		JobVertise.com	0	0
		JuJu.com	0	0
		LGBT career link	0	0
		LinkUp	0	0
		Military.com	0	0
		moaa.org	0	0
		Monster Auto	0	0
		Searchease.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Word Of Mouth	5	1
		Diversity Inc	0	0
	CAE 1, CUSTOMER SERVICE (Billing), Harrisburg, PA 7.14.14 Class Total		202	16
PAL02	74363 CAE 1, CUST SERVICE (Retention), Lebanon, PA 11.3.14 Class	Ache.org	0	0
		Asian Life	0	0
		Backpage	0	0
		CareerBuilder	0	0
		Comcast.com	10	1
		Community Outreach	0	0
		Craigslist	0	0
		Direct Employers	0	0
		Employee Referral	54	7
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	18	2
		Interactive One	0	0
		JobVertise.com	0	0
		JuJu.com	0	0
		LGBT career link	0	0
		LinkUp	0	0
		Military.com	0	0
		moaa.org	0	0
		Monster Auto	0	0

		Monster.com	6	1
		Searchease.com	0	0
		SimplyHired.com	1	1
		WomenForHire.com	0	0
		Word Of Mouth	9	1
		Diversity Inc	0	0
	CAE 1, CUST SERVICE (Retention), Lebanon, PA 11.3.14 Class Total		98	13
84004	CE 1, CUST EXP REP (Retention), Lebanon, PA 2.16.15 Class	Asian Life	0	0
		Community Outreach	0	0
		Direct Employers	0	0
		Employee Referral	44	12
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	28	1
		Interactive One	0	0
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Xfinity.com	2	1
		Diversity Inc	0	0
	CE 1, CUST EXP REP (Retention), Lebanon, PA 2.16.15 Class Total		74	14
84005	CE 1, CUST EXP REP (Retention), Lebanon, PA 1.20.15 Class	Asian Life	0	0
		CareerBuilder	8	2
		Community Outreach	0	0
		Direct _ CareerBuilder	2	1
		Direct Employers	0	0
		Employee Referral	40	5
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	33	2
		Interactive One	0	0
		Internal Site	5	1
		Job Fair	4	1
		LGBT career link	0	0
		Military.com	0	0
		SimplyHired.com	0	0
		SnagaJob.com	2	1
		WomenForHire.com	0	0
		Diversity Inc	0	0
	CE 1, CUST EXP REP (Retention), Lebanon, PA 1.20.15 Class Total		94	13
63045	Supervisor, Customer Service (Retention), Lebanon, PA	Asian Life	0	0
		Community Outreach	0	0
		Direct Employers	0	0
		Glassdoor.com	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		Internal Site	2	1
		LGBT career link	0	0
		Military.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
	Supervisor, Customer Service (Retention), Lebanon, PA Total		2	1
29247	Supervisor, Customer Service, Lebanon, PA	Asian Life	0	0
		Backpage	0	0

	CareerBuilder	0	0
	Community Outreach	0	0
	Craigslist	0	0
	Direct Employers	0	0
	Glassdoor.com	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	0	0
	Interactive One	0	0
	Internal Site	21	1
	JobVertise.com	0	0
	JuJu.com	0	0
	LGBT career link	0	0
	LinkUp	0	0
	Military.com	0	0
	moaa.org	0	0
	Monster (CAN)	0	0
	Searchease.com	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
	Supervisor, Customer Service, Lebanon, PA Total	21	1
90985	Supervisor, Customer Service, Lebanon, PA		
	Asian Life	0	0
	Community Outreach	0	0
	Direct Employers	0	0
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	3	1
	Interactive One	0	0
	LGBT career link	0	0
	Military.com	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
	Supervisor, Customer Service, Lebanon, PA Total	3	1
90984	Supervisor, Customer Service, Lebanon, PA		
	Asian Life	0	0
	CareerBuilder	0	0
	Community Outreach	0	0
	Direct Employers	0	0
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	0	0
	Interactive One	0	0
	Internal Site	13	1
	LGBT career link	0	0
	Military.com	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
	Supervisor, Customer Service, Lebanon, PA Total	13	1
78501	CAE 1, CUST SERVICE (SALES)		
	Asian Life	0	0
	CareerBuilder	0	0
	Community Outreach	0	0
	Direct _ CareerBuilder	1	1
	Direct Employers	0	0
	Employee Referral	9	4
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0

		HireDisability	0	0
		Indeed	11	1
		Interactive One	0	0
		Internal Site	3	3
		LGBT career link	0	0
		LinkedIn	0	0
		Military.com	0	0
		Monster Auto	0	0
		Monster.com	1	1
		SalesCareerForum	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Xfinity.com	2	1
		Comcast Talent Network	5	1
		Diversity Inc	0	0
		Recommended Job from Comcast	8	1
	CAE 1, CUST SERVICE (SALES) Total		40	13
PAP21	93312 CE 1, CUST EXP REP (REPAIR), Pittsburgh, PA 4.27.15 Class	Asian Life	0	0
		CareerBuilder	0	0
		Comcast.com	15	1
		Community Outreach	0	0
		Direct Employers	0	0
		Glassdoor.com	0	0
		Google	4	1
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	26	2
		Interactive One	0	0
		Internal Site	4	2
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		Monster.com	14	1
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Comcast Talent Network	8	2
		Diversity Inc	0	0
	CE 1, CUST EXP REP (REPAIR), Pittsburgh, PA 4.27.15 Class Total		71	9
	101616 CE 1, CUST EXP REP (REPAIR) - Customer Service Representative - Pittsburgh PA 5.26.15 Class	Asian Life	0	0
		CareerBuilder	4	1
		Comcast.com	13	4
		Community Outreach	0	0
		Direct Employers	0	0
		Employee Referral	19	2
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	25	2
		Interactive One	0	0
		Internal Site	3	1
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Comcast Talent Network	6	1
		Diversity Inc	0	0
		Recommended Job from Comcast	3	1
	CE 1, CUST EXP REP (REPAIR) - Customer Service Representative - Pittsburgh PA 5.26.15 Class Total		73	12
	102596 CE 1, CUST EXP REP (REPAIR), Pittsburgh PA 6.29.15 Class	Asian Life	0	0
		Bing.com	3	1

	CareerBuilder	3	1
	Comcast Now Hiring Sign	2	1
	Comcast.com	26	2
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	24	3
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	29	3
	Interactive One	0	0
	Jobnet.com	3	1
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Diversity Inc	0	0
	CE 1, CUST EXP REP (REPAIR), Pittsburgh PA 6.29.15 Class Total	90	12
103372	CE 1, CUST EXP REP (REPAIR) - Pittsburgh PA 7.6.15 Class		
	Asian Life	0	0
	CareerBuilder	0	0
	CareerBuilder Job Fair	4	1
	Comcast.com	25	3
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	11	1
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	20	1
	Interactive One	0	0
	Job Fair	8	2
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	SimplyHired.com	0	0
	WomenForHire.com	0	0
	Xfinity.com	5	1
	Diversity Inc	0	0
	Job Alert	1	1
	CE 1, CUST EXP REP (REPAIR) - Pittsburgh PA 7.6.15 Class Total	74	10
103374	Customer Experience Representative (Repair) - Pittsburgh PA 8.17.15 Class		
	Asian Life	0	0
	Career Link	3	1
	CareerBuilder	0	0
	Comcast.com	23	1
	Community Outreach	0	0
	Direct Employers	0	0
	Employee Referral	35	4
	Employment Guide Job Fair	1	1
	Glassdoor.com	0	0
	haceonline.org	0	0
	HBCU	0	0
	HireDisability	0	0
	Indeed	20	2
	Interactive One	0	0
	Job Fair	12	4
	Job Hotline	1	1
	LGBT career link	0	0
	Military.com	0	0
	Monster Auto	0	0
	Pennsylvaniajobnetwork.com	1	1

PAY03		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Comcast Talent Network	7	2
		Diversity Inc	0	0
		Customer Experience Representative (Repair) - Pittsburgh PA 8.17.15 Class Total	103	17
	62587	CAE 1, CUSTOMER SERVICE (SERVICE), York, PA, 9.2.14 Class		
		Asian Life	0	0
		Comcast.com	8	2
		Community Outreach	0	0
		Direct Employers	0	0
		Employee Referral	45	7
		Executive Referral	3	1
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	34	1
		Interactive One	0	0
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		Monster.com	8	1
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
		CAE 1, CUSTOMER SERVICE (SERVICE), York, PA, 9.2.14 Class Total	98	12
	62474	CAE 3, Cust Technl Suppt (Helpdesk), York, PA		
		Asian Life	0	0
		Community Outreach	0	0
		Direct Employers	0	0
		Glassdoor.com	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		Internal Site	23	1
		LGBT career link	0	0
		Military.com	0	0
		Monster Auto	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
		CAE 3, Cust Technl Suppt (Helpdesk), York, PA Total	23	1
	91084	CAE 3, Cust Technl Suppt (Helpdesk), York, PA		
		Internal Site	10	1
		CAE 3, Cust Technl Suppt (Helpdesk), York, PA Total	10	1
	55060	Supv, Cust Technl Suppt (IP), York, PA		
		Asian Life	0	0
		Community Outreach	0	0
		Craigslist	0	0
		Direct Employers	0	0
		Glassdoor.com	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		Internal Site	8	1
		LGBT career link	0	0
		Military.com	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
		Supv, Cust Technl Suppt (IP), York, PA Total	8	1
	115643	CAE 4, Customer Service (Escalation), York, PA		
		Internal Site	5	1
		CAE 4, Customer Service (Escalation), York, PA Total	5	1
	115644	CAE 4, Customer Service (Escalation), York, PA		
		Internal Site	5	1
		CAE 4, Customer Service (Escalation), York, PA Total	5	1

115645	CAE 4, Customer Service (Escalation), York, PA	Internal Site	14	1
	CAE 4, Customer Service (Escalation), York, PA Total		14	1
62476	Supv, Cust Technl Suppt (IP), ASC, York, PA	Asian Life	0	0
		Community Outreach	0	0
		Direct Employers	0	0
		Glassdoor.com	0	0
		haceonline.org	0	0
		HBCU	0	0
		HireDisability	0	0
		Indeed	0	0
		Interactive One	0	0
		Internal Site	17	1
		LGBT career link	0	0
		Military.com	0	0
		Monster (CAN)	0	0
		SimplyHired.com	0	0
		WomenForHire.com	0	0
		Diversity Inc	0	0
	Supv, Cust Technl Suppt (IP), ASC, York, PA Total		17	1
Grand Total			4686	551

Comcast Cable Communications, LLC
FCC Sourcing Report - General Recruitment Report
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 990116
County & State: Allegheny County PA

	FCC Recruitment Menu Activity	Recruiting Event	Sponsor	Date	System Personnel Involved	Narrative
1	Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	Lancaster County Cooperative Job Fair	Careerlink Lancaster, PA	9/17/2014	recruiter	Participated in a targeted career fair sponsored by Careerlink targeting employment opportunities for unemployed persons in the Lancaster and York County areas.
		Lancaster County Cooperative Job Fair	Careerlink Lancaster, PA	3/11/2015	recruiter	Participated in a targeted career fair sponsored by Careerlink targeting employment opportunities for unemployed persons in the Lancaster and York County areas.
		Capital Region Spring Job Fair	Careerlink Harrisburg, PA	4/8/2015	recruiter	Participated in a targeted career fair sponsored by Careerlink targeting employment opportunities for unemployed persons in the Dauphin County areas.
		Allegheny Count Cooperative Job Fair	Careerlink, Pittsburgh, PA	6/18/2015	recruiter	Participated in a targeted career fair sponsored by Careerlink targeting employment opportunities for unemployed persons in the Allegheny County areas.
		Allegheny Count Cooperative Job Fair	Careerlink, Pittsburgh, PA	7/14/2015	recruiter	Participated in a targeted career fair sponsored by Careerlink targeting employment opportunities for unemployed persons in the Allegheny County areas.
2	Hosting at least one job fair.	CE Service Support Rep 1 Recruitment Job Fair (Comcast Cable - York Call Center)	Comcast, York Call Center	Ongoing	recruiter	Hosted Job Fair for CE Recruitment

		CE- Billing Rep 1 Recruitment Job Fair (Comcast Cable - Harrisburg Call Center)	Comcast, Harrisburg Call Center	Ongoing	recruiting manager and recruiter	Hosted Job Fair for CE Recruitment
		CE-IP Support Rep 3 Recruitment Job Fair (Comcast Cable - York Call Center)	Comcast, York Call Center	Ongoing	recruiter	Hosted Job Fair for CE Recruitment
		CE - Retention Rep 1 Recruitment Job Fair (Comcast Cable - Lebanon Call Center)	Comcast, Lebanon Call Center	Ongoing	recruiter	Hosted Job Fair for CAE Recruitment
		CE Service Support Rep 1 Recruitment Job Fair (Comcast Cable - PGH Call Center)	Comcast, PGH Call Center	Ongoing	recruiter	Hosted a job fair for CE recruitment
		Inbound Sales	Comcast, Summit, PA	4/1/2015, 8/4/2015, 8/31/2015	recruiter	Hosted a job fair for Inbound Sales recruitment
3	Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.					
4	Participate in at least two events sponsored by organizations representing groups present in the community interested in cable television employment issues, including conventions, career days, workshops, and similar activities.	Employment/Transition Assistance Program- Job Fair	Army Heritage Education Center	9/5/2014	recruiter	Participated in a targeted career fair targeting employment opportunities for unemployed persons in Dauphin County areas.
		Putting Central PA Back to Work	Cumulus Media	9/23/2014	recruiter	Participated in a targeted career fair sponsored by cumulus Media targeting employment opportunities for unemployed persons in the Central PA area.

		Economic Empowerment Fair	First Baptist Church of Steelton	10/8/2014	recruiter	Participated in a targeted career fair targeting employment opportunities for unemployed persons in the Dauphin County areas.
		All Veteran's Career Fair	Consol Energy Center	10/15/2014	recruiting manager and recruiter	Participated in a targeted career fair targeted for Veterans and their families in the Allegheny County area.
		Veterans' Expo & Job Fair	Eden Resort, Lancaster, PA	11/14/2014	recruiter	Participated in a targeted career fair targeted for Veterans and their families in the Lancaster County area.
		Pittsburgh Veterans Employment Fair	Pittsburgh Veteran Employment	11/19/2014	recruiting manager and recruiter	Participated in a targeted career fair targeted for Veterans and their families in the Allegheny County area.
		Information Tech Regional Skills Gap Work Session	Dixon University Center	12/12/2014	recruiter	Participated in a targeted career fair targeting employment opportunities for unemployed persons in the Central PA area.
		Putting Central PA Back to Work	Cumulus Media	3/10/2015	recruiter	Participated in a targeted career fair sponsored by cumulus Media targeting employment opportunities for unemployed persons in the Central PA area.
		Veterans' Expo & Job Fair	York Expo Center, York, PA	4/15/2015	recruiter	Participated in a targeted career fair targeted for Veterans and their families in the York County area.
		State Representative Jason Ortity Job Fair	Careerlink	5/15/2015	recruiter	Participated in a targeted career fair sponsored by Careerlink targeting employment opportunities for unemployed persons in the Allegheny County areas.
		Office of Vocational Rehabilitation Job Fair	PA Department of Labor & Industry	6/3/2015	recruiter	Participated in a targeted career fair targeting employment opportunities for unemployed persons in the Dauphin County areas.
		Putting Central PA Back to Work	Cumulus Media	6/17/2015	recruiter	Participated in a targeted career fair sponsored by cumulus Media targeting employment opportunities for unemployed persons in the Central PA area.
		Hiring Our Heroes	Fort Indiantown Gap, PA	6/25/2015	recruiter	Participated in a targeted career fair sponsored by Hiring Our Heroes targeting employment opportunities for Military personnel and their families in Lancaster, York, Harrisburg and Lebanon areas.
		Job and Resources Fair	Mayor Bill Peduto and PNC	7/29/2015	recruiter	Participated in a targeted career fair sponsored by Mayor Bill Peduto and PNC targeting employment opportunities for unemployed persons in the Allegheny County areas.
		Veterans' Expo & Job Fair	Radisson Hotel, Harrisburg, PA	8/20/2015	recruiter	Participated in a targeted career fair targeted for Veterans and their families in the Dauphin County area.

5	Establishment of an internship program designed to assist members of the community to acquire skills needed for cable television employment.					
6	Participation in general (as opposed to vacancy-specific) outreach efforts such as job banks and internet programs designed to promote outreach generally.					
7	Participation in scholarship programs designed to assist students interested in pursuing a career in the cable industry.					
8	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.	Fundamentals of Leadership	Comcast University	June 2015-ongoing	CU instructor	Fundamentals of Leadership is the leadership development program at Comcast focused on developing high potential employees at the middle management level. This intense program develops three main skill areas: Personal Improvement, Process Improvement and Performance Improvement
		NAMIC- LDS	NAMIC	Jul-15	CU instructor	The NAMIC Leadership Seminar is a professional development program created specifically to transform high-potential employees into effective leaders.
		ELCAP	Comcast University	Ongoing	CU instructor	The ELCAP program was designed to actively build a pipeline and accelerate the career growth of existing high potential leaders at Comcast.

		Linked to Leadership	Comcast University	Ongoing	CU Instructor	L2L is a high-potential development program designed to prepare Comcast employees for people leadership roles. It is a six-month program with two multi-day learning sessions where participants will have the benefit of a mentor, work on a cross-functional project and be provided with time to shadow a current supervisor. The goals of the program align directly to our regional initiatives by providing an environment which supports the growth and development of our people.
		Linked to Diversity	Keystone Sponsored	Sept. '14-May'15	CU instructor	L2D was designed to prepare and develop high-potential diverse and female talent from our teams for future roles in the organization. L2D aligns with Comcast's culture and business initiatives by helping to create a more inclusive work environment that is representative of the background of our employees and local communities.
9	Establishment of a mentoring program for unit personnel.					
10	Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in the cable industry.	Penn State Beaver- Career Fair	Penn State Beaver, Monaca, PA	11/13/14	recruiter	Participated in a targeted career fair sponsored by Penn State career services targeting employment opportunities for college students (alumni and current graduates).
		Thaddeus Stevens College of Technology Annual Career Fair	Thaddeus Stevens College of Technology, Lancaster, PA	02/12/15	recruiter	Participated in a targeted career fair sponsored by Thaddeus Stevens College of Technology targeting employment opportunities for college students (alumni and current graduates).
		Western PA Collegiate Job and Internship Fair	Monroeville Convention Center, Monroeville, PA	3/11/2015	recruiter and recruiting manager	Participated in a targeted career fair sponsored by WestPAC targeting employment opportunities for unemployed persons in the Western PA areas.

		HACC Harrisburg Career Services- Partnering for Success Job Fair	Harrisburg Area Community College, Lancaster, PA	03/18/15	recruiter	Participated in a targeted career fair sponsored by HACC career services targeting employment opportunities for college students (alumni and current graduates).
		HACC Harrisburg Career Services- Spring Job Fair	Harrisburg Area Community College, Harrisburg, PA	3/25/2015	recruiter and recruiting manager	Participated in a targeted career fair sponsored by HACC career services targeting employment opportunities for college students (alumni and current graduates).
11	Sponsorship of at least one event in the community designed to inform and educate members of the public as to employment opportunities in the cable industry.					
12	Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.					
13	Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for cable industry employment and/or other career development assistance pertinent to the cable industry.					

14	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.					
15	Provision of training to personnel of unaffiliated non-profit organizations interested in cable industry employment opportunities that would enable them to refer better job candidates for cable television video programming positions.					
16	Participation in other activities reasonably calculated by the unit to further the goal of disseminating employment opportunity information to job candidates who might otherwise be unaware of such opportunities.					

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Contacts
Date: 09/01/2014 to 08/31/2015
FCC Unit #: 990116
County & State: Allegheny County PA

Source	Phone	Address	email Address	website	Interviewed	Hired
6Figurejobs.com	*	*	*	*	2	1
Ache.org	8778725627	200 Constitution Ave., NW, Washington, DC 20210	athabit@accesscommunity.org	http://www.doleta.gov/ http://www.gordon.army.mil/acs	0	0
Asian Life	8773105741	Chamberlain Avenue, Fort Gordon, GA 30905	www.fortcampbellmwr.com/acs	/acs/contact.htm	0	0
Ask.com	website	555 12th Street, 11th Floor, Oakland, CA 94607	privacyhelp@ask.com	www.ask.com	4	3
Backpage	website	PO Box 21328 Phoenix, AZ 85034	trish.golden@jwt.com	http://www.backpage.com/	0	0
Bing.com	website	website	website	www.bing.com	4	2
Callcentercareers.com	website	trish.golden@jwt.com	trish.golden@jwt.com	http://www.callcentercareers.co m/	1	1
Career Center	7819325508	100 Sylvan Road, Suite G100, Woburn, MA	jmcclellan@detma.org	https://web.detma.org/JobQuest /Default.aspx	1	1
Career Link	website	990 Spring Garden St, Philadelphia, PA	trish.golden@jwt.com	careerlink.com/	3	1
CareerBuilder	866-438-1485	5550-A Peachtree Parkway, Nocross, GA 30092	customer.service@careerbuilder.com	http://www.careerbuilder.com/	80	14
CareerBuilder Job Fair	866-438-1485	5550-A Peachtree Parkway, Nocross, GA 30092	customer.service@careerbuilder.com	http://www.careerbuilder.com/	4	1
Careers On Demand	2156551700	1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	1	1
City/Community Sponsored Job Fair	0 02116	287 Columbus Avenue, Boston MA, 1500 Market St Philadelphia PA	trish.golden@jwt.com	http://www.cityyear.org/home- WhatWeDo.aspx	2	1
Comcast Bill Insert	2156551700	1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	1	1
Comcast Now Hiring Sign	2156551700	1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	4	3
Comcast Open House	2156551700	1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	2	2
Comcast Van Sign	2156551700	1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	1	1
Comcast.com	2156551700	1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	732	65
Community Outreach	8045232292	1651 E. Parham Road, Richmond, VA 23228	JWT - Trish Golden	JWT - Trish Golden	0	0
Contingent	3174184900	trish.golden@jwt.com	trish.golden@jwt.com	JWT - Trish Golden	1	1
Conversion	3174184900	trish.golden@jwt.com	trish.golden@jwt.com	JWT - Trish Golden	19	4
Craigslist	7043306588	traci.panik@cpcc.edu	www.covenant.edu	www.covenant.edu	9	1
Direct _ CareerBuilder	2122101192	trish.golden@jwt.com	trish.golden@jwt.com	JWT - Trish Golden	4	3
Direct _ LinkedIn	2122101192	trish.golden@jwt.com	trish.golden@jwt.com	JWT - Trish Golden	1	1
Direct _ Others	2122101192	trish.golden@jwt.com	trish.golden@jwt.com	JWT - Trish Golden	5	3

Direct Employers	8662686206	46268	9002 N. Purdue Road, Indianapolis, IN info@DirectEmployers.org	www.directemployers.com	0	0
Disabledperson	7604201269	PO Box 230636 Encinitas, CA 92023	info@disabledperson.com	disabledpersons.com	0	0
Diversityinc	9734940506	08540 342 Nassau Street, Princeton, NJ	diversityincsales@careercast.com	http://www.diversityinc.com/	0	0
Employee Referral	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	2209	248
Employment Guide Job Fair	2122101192	23510 151 Granby Street, Norfolk, VA	trish.golden@jwt.com	Job Fair	1	1
Executive Referral	9738773000	07102 303 University Ave Newark, NJ	Pamela Maynard	referral	5	2
Facebook.com	*	*	*	*	1	1
Glassdoor.com	2122101192	CA 94965 1 Harbor Drive, Suite 300, Sausalito,	trish.golden@jwt.com	Glassdoor.com	0	0
Google	2122101192	View, CA 94043 1600 Amphitheatre Pkwy., Mountain	trish.golden@jwt.com	https://www.google.com/	26	7
Google+	2122101192	View, CA 94043 1600 Amphitheatre Pkwy., Mountain	trish.golden@jwt.com	https://www.google.com/	1	1
haceonline.org	website	h2h.jobs	h2h.jobs	H2H.jobs@osd.mil	0	0
HBCU	8602563869	3580 Main Street Hartford, CT 06120	Donna Smith	HBCU.com	0	0
HireDisability	2122101192	1200 Plymouth Avenue North, Minneapolis, MN 55411	trish.golden@jwt.com	http://www.hired.org/job-seekers/jobs-database/	0	0
Indeed	2033916310	177 Broad Street, 6th Floor, Stamford, CT 06901	www.indeed.com	www.indeed.com	902	62
Interactive One	2033916310	177 Broad Street, 6th Floor, Stamford, CT 06901	www.indeed.com	www.indeed.com	0	0
Internal Site	2156551700	1500 Market St Philadelphia PA 19102	Teamcomcast.com	www.comcast.com	321	28
Job Fair	*	*	*	*	48	15
Job Hotline	2122101192	3030 Poplar Ave, Memphis, TN 38111	trish.golden@jwt.com	http://www.memphislibrary.org/	8	4
Jobnet.com	617-619-6169	70 Fargo St., Boston, MA 02210	jobfind@jobfind.com	http://bostonherald.com/classifieds/jobfind	3	1
JobVertise.com	2122101192	32 Cumberland Drive, Lincolnshire, IL 60069	trish.golden@jwt.com	http://www.jobvertise.com/	0	0
JOFAV.com	2122101192	32 Cumberland Drive, Lincolnshire, IL 60069	trish.golden@jwt.com	http://www.jobvertise.com/	0	0
JuJu.com	2122101192	PO Box 715486 Columbus, OH 43218	trish.golden@jwt.com	http://www.job-search-engine.com/	0	0
LGBT career link	2026370011	1101 17th Street, NW # 200, Washington, DC	terry.montuori@lhh.com	http://www.lhh.com/	0	0
LinkedIn	2122101192	2029 Stierlin Court, Mountain View, CA 94043	trish.golden@jwt.com	http://www.linkedin.com/	1	1
LinkUp	8663599360	5051 Highway 7, Suite 240 St. Louis Park, MN 55416	support@linkup.com	http://www.linkup.com/	0	0
Military.com	18876418318	1825 Barrett Lakes Blvd. - Suite 300 Kennesaw, GA 30144	info@militaryresumes.com	http://www.va.gov/	0	0

moaa.org	8006573858	1st National Bank Building 332 Minnesota Street, Suite E-200 Saint Paul, MN, 55101-1351	DEED.CustomerService@state.mn.us	Job Fair	0	0
Mobile App	2156551700	1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	1	1
Monster (CAN)	2122101192	622 Third Avenue, 39th Floor, New York, NY 10017	trish.golden@jwt.com	http://www.monster.com/	0	0
Monster Auto	2122101192	622 Third Avenue, 39th Floor, New York, NY 10017	trish.golden@jwt.com	http://www.monster.com/	0	0
Monster.com	website	799 Market Street Suite 500 San Francisco, CA 94103	info@college.monster.com	www.college.monster.com	66	12
NAAAP - National Assoc. of Asian American Prof	2708093011	218 Wells Hall, Murray, Kentucky, 42071	amber.anderson@murraystate.edu	www.murraystate.edu/	0	0
NBMBAA - National Black MBA Association	3613561215	P.O. Box 2510, Victoria, TX	membersacct@nvo.org	http://www.vetadvocates.org/ PENNSYLVANIAJOBNETWORK.CO	0	0
Pennsylvaniajobnetwork.com	website	website	website	M	1	1
Recruitmilitary.com	*	*	*	*	0	0
SalesCareerForum	2122101192	trish.golden@jwt.com	trish.golden@jwt.com	JWT - Trish Golden	0	0
Searchease.com	2122101192	trish.golden@jwt.com	trish.golden@jwt.com	JWT - Trish Golden	0	0
SimplyHired.com	2122101192	370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	trish.golden@jwt.com	http://www.simplyhired.com/	1	1
SnagaJob.com	website	website	website	snagajob.com	3	2
TheLadders.com	8005687625	4300 U.S. 1, South Brunswick Township, NJ 08852	www.ua.edu	www.ua.edu	0	0
Tv Commercial	2156551700	1500 Market St Philadelphia PA 19102	company commercial	www.comcast.com	3	2
WomenForHire.com	212-290-2600	155 West 72nd Street, Suite 403, New York, NY 10023	trish.golden@jwt.com	http://womenforhire.com/	0	0
Word Of Mouth	2156551700	1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	38	4
Xfinity.com	2156551700	1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	16	7
Comcast Talent Network	2156551700	1500 Market St Philadelphia PA 19102	www.comcast.com	www.comcast.com	86	16
Diversity Inc	*	*	*	*	0	0
Job Alert	7327771940	32 Ford Avenue, 2nd floor, Milltown, NJ 08850	Lisa Fiore	Job Alert	7	4
HireHeroesUSA	2122101192	1200 Plymouth Avenue North, Minneapolis, MN 55411	trish.golden@jwt.com	http://www.hired.org/job-seekers/jobs-database/	0	0
TAOnline	4102725400	34 N. Philadelphia Boulevard, Aberdeen, MD	TAOnline	TAOnline	0	0
Recommended Job from Comcast	website	website	website	www.racc.edu/	55	17
Harrisburg Patriot News	*	*	*	*	2	2
Grand Total					4686	551

** 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.*

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