

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 - 20160908ACZ

Read INSTRUCTIONS Before Filling Out Form

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
COMCAST CORPORATION

MSO Name:

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

|                      |             |                    |
|----------------------|-------------|--------------------|
| City<br>PHILADELPHIA | State<br>PA | Zip Code<br>19103- |
|----------------------|-------------|--------------------|

FCC Registration Number:  
0017882036

Emp. Unit ID # 11920

**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  
MARION, IN

D. Category of Respondent (check applicable box)

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

E. Pay Period Covered by this Report (inclusive dates) 08/14/2016 - 08/27/2016

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

**SECTION II COMMUNITY INFORMATION**

System Communities Comprising Local Employment Unit

| Ident No. | Name of Community | Location (State) | Type |
|-----------|-------------------|------------------|------|
|-----------|-------------------|------------------|------|

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

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

|   |   |
|---|---|
| 1. Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 | <input checked="" type="radio"/> Yes <input type="radio"/> No |
|---|---|

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

#### SECTION IV ADDITIONAL INFORMATION

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

[Exhibit 3]

#### SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

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

|                                   |                    |
|-----------------------------------|--------------------|
| Signed                            | Title              |
|                                   | SVP                |
| Date                              | Name of Respondent |
| 9/8/2016                          | SANDY GUNN         |
| Telephone No. (include area code) |                    |
| 2152864718                        |                    |

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

#### Exhibits

Comcast Cable Communications, LLC  
FCC Sourcing Report - General Recruitment  
Date: 09/01/2015 to 08/31/2016  
FCC Unit #: 11920  
County & State: Marion, IN

| Event Name  | Location         | Date      | Participants       | type     |
|---|------------------|-----------|--------------------|----------|
| Hire Indy Career Fair, Sheraton Hotel, Indianapolis | Indianapolis, IN | 1/29/2016 | HR                 | Job Fair |
| Comcast/NBC Virtual Career Fair                     | Virtual          | 6/16/2016 | Talent Acquisition | Job Fair |
| Fort Wayne Urban League                             | Fort Wayne, IN   | 8/25/2016 | HR                 | Job Fair |

Comcast Cable Communications, LLC  
 FCC Sourcing Report - Sourcing Summary  
 Date: 09/01/2015 to 08/31/2016  
 FCC Unit #: 11920  
 County & State: Marion, IN

| Work Location      | Job Req ID          | Job Title                              | Source                   | Values      |          |
|--------------------|---------------------|--|--------------------------|-------------|----------|
|                    |                     |  |                          | Interviewed | Hired    |
| INC03              | 119362              | Local Account Executive - Columbus, IN | Employee Referral        | 1           | 1        |
| INC03              | 119362              | Local Account Executive - Columbus, IN | Not Posted - Staged only | -           | -        |
| INC03              | <b>119362 Total</b> |  |                          | <b>1</b>    | <b>1</b> |
| <b>INC03 Total</b> |                     |  |                          | <b>1</b>    | <b>1</b> |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | Asian Life               | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | Community Outreach       | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | Directemployers.com      | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | disabledperson.com       | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | DIVERSITYINC MEDIA       | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | Glassdoor.com            | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | hace-usa.org             | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | hbconnect.com            | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | HireDisability           | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | HireHeroesUSA.org        | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | Indeed.com               | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | Interactive One          | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | lgbtcareerlink.com       | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | LinkedIn                 | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | MILITARY.COM             | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | Monster (CAN)            | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | NBCUniversal Employee    | 2           | 1        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | RecruitMilitary          | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | Simply Hired             | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | TAONLINE.COM             | -           | -        |
| INF06              | 122906              | Local Account Executive - Fort Wayne   | womenforhire             | -           | -        |
| INF06              | <b>122906 Total</b> |  |                          | <b>2</b>    | <b>1</b> |
| INF06              | 134670              | Regional Account Planner - Fort Wayne  | Employee Referral        | 3           | 1        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne  | Community Outreach       | -           | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne  | Directemployers.com      | -           | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne  | Glassdoor.com            | -           | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne  | hace-usa.org             | -           | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne  | HireHeroesUSA.org        | -           | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne  | Indeed.com               | -           | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne  | LinkedIn                 | -           | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne  | MILITARY.COM             | -           | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne  | RecruitMilitary          | -           | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne  | Simply Hired             | -           | -        |

|                    |                     |  |                                |           |          |
|--------------------|---------------------|--|--------------------------------|-----------|----------|
| INF06              | 134670              | Regional Account Planner - Fort Wayne        | TAONLINE.COM                   | -         | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne        | Acareers                       | -         | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne        | BlackCareer Network            | -         | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne        | IHISPANO.COM                   | -         | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne        | OutPro                         | -         | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne        | ProAble                        | -         | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne        | Professional Diversity Network | -         | -        |
| INF06              | 134670              | Regional Account Planner - Fort Wayne        | WomenCareerChannel             | -         | -        |
| INF06              | <b>134670 Total</b> |  |                                | <b>3</b>  | <b>1</b> |
| <b>INF06 Total</b> |                     |  |                                | <b>5</b>  | <b>2</b> |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | Employee Referral              | 11        | 1        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | Community Outreach             | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | Directemployers.com            | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | Glassdoor.com                  | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | hace-usa.org                   | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | Indeed.com                     | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | LinkedIn                       | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | MILITARY.COM                   | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | RecruitMilitary                | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | Simply Hired                   | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | TAONLINE.COM                   | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | Acareers                       | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | BlackCareer Network            | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | IHISPANO.COM                   | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | OutPro                         | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | ProAble                        | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | Professional Diversity Network | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | WomenCareerChannel             | -         | -        |
| INI10              | 136130              | Interactive Account Executive - Indianapolis | Muse                           | -         | -        |
| INI10              | <b>136130 Total</b> |  |                                | <b>11</b> | <b>1</b> |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | Community Outreach             | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | Directemployers.com            | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | Glassdoor.com                  | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | hace-usa.org                   | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | HireHeroesUSA.org              | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | Indeed.com                     | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | LinkedIn                       | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | MILITARY.COM                   | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | RecruitMilitary                | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | Simply Hired                   | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | TAONLINE.COM                   | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | Acareers                       | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | BlackCareer Network            | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | IHISPANO.COM                   | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | OutPro                         | -         | -        |
| INI10              | 130653              | Analyst, Advertising Research and Insights   | ProAble                        | -         | -        |

|       |   |                                |           |          |
|-------|---|--------------------------------|-----------|----------|
| INI10 | 130653 Analyst, Advertising Research and Insights | Professional Diversity Network | -         | -        |
| INI10 | 130653 Analyst, Advertising Research and Insights | WomenCareerChannel             | -         | -        |
| INI10 | 130653 Analyst, Advertising Research and Insights | Internal Site                  | 9         | 1        |
| INI10 | <b>130653 Total</b>                               |                                | <b>9</b>  | <b>1</b> |
| INI10 | 123616 Local Account Executive - Indianapolis     | Employee Referral              | 10        | 1        |
| INI10 | 123616 Local Account Executive - Indianapolis     | Asian Life                     | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | Community Outreach             | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | Directemployers.com            | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | disabledperson.com             | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | DIVERSITYINC MEDIA             | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | Glassdoor.com                  | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | hace-usa.org                   | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | hbcuconnect.com                | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | HireDisability                 | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | HireHeroesUSA.org              | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | Indeed.com                     | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | Interactive One                | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | lgbtcareerlink.com             | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | LinkedIn                       | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | MILITARY.COM                   | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | Monster (CAN)                  | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | RecruitMilitary                | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | Simply Hired                   | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | TAONLINE.COM                   | -         | -        |
| INI10 | 123616 Local Account Executive - Indianapolis     | womenforhire                   | -         | -        |
| INI10 | <b>123616 Total</b>                               |                                | <b>10</b> | <b>1</b> |
| INI10 | 122197 Local Account Executive - Indianapolis     | Asian Life                     | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | Community Outreach             | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | Directemployers.com            | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | DIVERSITYINC MEDIA             | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | Glassdoor.com                  | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | hace-usa.org                   | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | hbcuconnect.com                | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | HireDisability                 | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | HireHeroesUSA.org              | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | Indeed.com                     | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | Interactive One                | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | lgbtcareerlink.com             | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | LinkedIn                       | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | MILITARY.COM                   | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | Monster (CAN)                  | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | RecruitMilitary                | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | Simply Hired                   | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | TAONLINE.COM                   | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | womenforhire                   | -         | -        |
| INI10 | 122197 Local Account Executive - Indianapolis     | Internal Site                  | 1         | 1        |

|       |                     |   |                     |          |          |
|-------|---------------------|---|---------------------|----------|----------|
| INI10 | <b>122197 Total</b> |   |                     | <b>1</b> | <b>1</b> |
| INI10 | 127220              | Local Account Executive - Indianapolis        | Employee Referral   | 7        | 1        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | Asian Life          | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | Community Outreach  | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | Directemployers.com | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | disabledperson.com  | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | DIVERSITYINC MEDIA  | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | Glassdoor.com       | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | hace-usa.org        | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | hbcuconnect.com     | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | HireDisability      | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | HireHeroesUSA.org   | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | Indeed.com          | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | Interactive One     | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | lgbtcareerlink.com  | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | LinkedIn            | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | MILITARY.COM        | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | Monster (CAN)       | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | RecruitMilitary     | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | Simply Hired        | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | TAONLINE.COM        | -        | -        |
| INI10 | 127220              | Local Account Executive - Indianapolis        | womenforhire        | -        | -        |
| INI10 | <b>127220 Total</b> |   |                     | <b>7</b> | <b>1</b> |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | Asian Life          | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | Community Outreach  | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | Directemployers.com | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | disabledperson.com  | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | DIVERSITYINC MEDIA  | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | Glassdoor.com       | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | hace-usa.org        | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | hbcuconnect.com     | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | HireDisability      | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | HireHeroesUSA.org   | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | Indeed.com          | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | Interactive One     | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | lgbtcareerlink.com  | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | LinkedIn            | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | MILITARY.COM        | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | Monster (CAN)       | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | RecruitMilitary     | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | Simply Hired        | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | TAONLINE.COM        | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | womenforhire        | -        | -        |
| INI10 | 128006              | Associate Account Executive - Indianapolis    | Internal Site       | 3        | 1        |
| INI10 | <b>128006 Total</b> |   |                     | <b>3</b> | <b>1</b> |
| INI10 | 128407              | Supervisor of Account Planning - Indianapolis | Asian Life          | -        | -        |

|       |  |                                |          |          |
|-------|--|--------------------------------|----------|----------|
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | Community Outreach             | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | Directemployers.com            | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | disabledperson.com             | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | DIVERSITYINC MEDIA             | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | Glassdoor.com                  | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | hace-usa.org                   | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | hbcuconnect.com                | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | HireDisability                 | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | HireHeroesUSA.org              | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | Indeed.com                     | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | Interactive One                | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | lgbtcareerlink.com             | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | LinkedIn                       | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | MILITARY.COM                   | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | RecruitMilitary                | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | Simply Hired                   | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | TAONLINE.COM                   | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | womenforhire                   | -        | -        |
| INI10 | 128407 Supervisor of Account Planning - Indianapolis | Internal Site                  | 4        | 1        |
| INI10 | <b>128407 Total</b>                                  |                                | <b>4</b> | <b>1</b> |
| INI10 | 135065 Associate Account Executive - Indianapolis    | Employee Referral              | 3        | 1        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | Community Outreach             | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | Directemployers.com            | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | Glassdoor.com                  | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | hace-usa.org                   | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | HireHeroesUSA.org              | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | Indeed.com                     | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | LinkedIn                       | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | MILITARY.COM                   | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | RecruitMilitary                | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | Simply Hired                   | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | TAONLINE.COM                   | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | Acareers                       | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | BlackCareer Network            | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | IHISPANO.COM                   | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | OutPro                         | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | ProAble                        | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | Professional Diversity Network | -        | -        |
| INI10 | 135065 Associate Account Executive - Indianapolis    | WomenCareerChannel             | -        | -        |
| INI10 | <b>135065 Total</b>                                  |                                | <b>3</b> | <b>1</b> |
| INI10 | 124158 Account Planner - Indianapolis                | Employee Referral              | 7        | 1        |
| INI10 | 124158 Account Planner - Indianapolis                | Asian Life                     | -        | -        |
| INI10 | 124158 Account Planner - Indianapolis                | Community Outreach             | -        | -        |
| INI10 | 124158 Account Planner - Indianapolis                | Directemployers.com            | -        | -        |
| INI10 | 124158 Account Planner - Indianapolis                | disabledperson.com             | -        | -        |
| INI10 | 124158 Account Planner - Indianapolis                | DIVERSITYINC MEDIA             | -        | -        |



|       |               |  |                     |          |          |
|-------|---------------|--|---------------------|----------|----------|
| INI10 | 124158        | Account Planner - Indianapolis         | Glassdoor.com       | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | hace-usa.org        | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | hbcuconnect.com     | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | HireDisability      | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | HireHeroesUSA.org   | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | Indeed.com          | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | Interactive One     | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | lgbtcareerlink.com  | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | LinkedIn            | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | MILITARY.COM        | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | RecruitMilitary     | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | Simply Hired        | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | TAONLINE.COM        | -        | -        |
| INI10 | 124158        | Account Planner - Indianapolis         | womenforhire        | -        | -        |
| INI10 | <b>124158</b> | <b>Total</b>                           |                     | <b>7</b> | <b>1</b> |
| INI10 | 130654        | Account Manager                        | Employee Referral   | 3        | 1        |
| INI10 | 130654        | Account Manager                        | Asian Life          | -        | -        |
| INI10 | 130654        | Account Manager                        | Community Outreach  | -        | -        |
| INI10 | 130654        | Account Manager                        | Directemployers.com | -        | -        |
| INI10 | 130654        | Account Manager                        | disabledperson.com  | -        | -        |
| INI10 | 130654        | Account Manager                        | DIVERSITYINC MEDIA  | -        | -        |
| INI10 | 130654        | Account Manager                        | Glassdoor.com       | -        | -        |
| INI10 | 130654        | Account Manager                        | hace-usa.org        | -        | -        |
| INI10 | 130654        | Account Manager                        | hbcuconnect.com     | -        | -        |
| INI10 | 130654        | Account Manager                        | HireDisability      | -        | -        |
| INI10 | 130654        | Account Manager                        | HireHeroesUSA.org   | -        | -        |
| INI10 | 130654        | Account Manager                        | Indeed.com          | -        | -        |
| INI10 | 130654        | Account Manager                        | Interactive One     | -        | -        |
| INI10 | 130654        | Account Manager                        | lgbtcareerlink.com  | -        | -        |
| INI10 | 130654        | Account Manager                        | LinkedIn            | -        | -        |
| INI10 | 130654        | Account Manager                        | MILITARY.COM        | -        | -        |
| INI10 | 130654        | Account Manager                        | RecruitMilitary     | -        | -        |
| INI10 | 130654        | Account Manager                        | Simply Hired        | -        | -        |
| INI10 | 130654        | Account Manager                        | TAONLINE.COM        | -        | -        |
| INI10 | 130654        | Account Manager                        | womenforhire        | -        | -        |
| INI10 | <b>130654</b> | <b>Total</b>                           |                     | <b>3</b> | <b>1</b> |
| INI10 | 123925        | Local Account Executive - Indianapolis | Employee Referral   | 6        | 1        |
| INI10 | 123925        | Local Account Executive - Indianapolis | Asian Life          | -        | -        |
| INI10 | 123925        | Local Account Executive - Indianapolis | Community Outreach  | -        | -        |
| INI10 | 123925        | Local Account Executive - Indianapolis | Directemployers.com | -        | -        |
| INI10 | 123925        | Local Account Executive - Indianapolis | disabledperson.com  | -        | -        |
| INI10 | 123925        | Local Account Executive - Indianapolis | DIVERSITYINC MEDIA  | -        | -        |
| INI10 | 123925        | Local Account Executive - Indianapolis | Glassdoor.com       | -        | -        |
| INI10 | 123925        | Local Account Executive - Indianapolis | hace-usa.org        | -        | -        |
| INI10 | 123925        | Local Account Executive - Indianapolis | hbcuconnect.com     | -        | -        |
| INI10 | 123925        | Local Account Executive - Indianapolis | HireDisability      | -        | -        |

|       |                     |   |                                |          |          |
|-------|---------------------|---|--------------------------------|----------|----------|
| INI10 | 123925              | Local Account Executive - Indianapolis            | HireHeroesUSA.org              | -        | -        |
| INI10 | 123925              | Local Account Executive - Indianapolis            | Indeed.com                     | -        | -        |
| INI10 | 123925              | Local Account Executive - Indianapolis            | Interactive One                | -        | -        |
| INI10 | 123925              | Local Account Executive - Indianapolis            | lgbtcareerlink.com             | -        | -        |
| INI10 | 123925              | Local Account Executive - Indianapolis            | LinkedIn                       | -        | -        |
| INI10 | 123925              | Local Account Executive - Indianapolis            | MILITARY.COM                   | -        | -        |
| INI10 | 123925              | Local Account Executive - Indianapolis            | Monster (CAN)                  | -        | -        |
| INI10 | 123925              | Local Account Executive - Indianapolis            | RecruitMilitary                | -        | -        |
| INI10 | 123925              | Local Account Executive - Indianapolis            | Simply Hired                   | -        | -        |
| INI10 | 123925              | Local Account Executive - Indianapolis            | TAONLINE.COM                   | -        | -        |
| INI10 | 123925              | Local Account Executive - Indianapolis            | womenforhire                   | -        | -        |
| INI10 | <b>123925 Total</b> |   |                                | <b>6</b> | <b>1</b> |
| INI10 | 129734              | Sales Coach                                       | Asian Life                     | -        | -        |
| INI10 | 129734              | Sales Coach                                       | Community Outreach             | -        | -        |
| INI10 | 129734              | Sales Coach                                       | Directemployers.com            | -        | -        |
| INI10 | 129734              | Sales Coach                                       | disabledperson.com             | -        | -        |
| INI10 | 129734              | Sales Coach                                       | DIVERSITYINC MEDIA             | -        | -        |
| INI10 | 129734              | Sales Coach                                       | Glassdoor.com                  | -        | -        |
| INI10 | 129734              | Sales Coach                                       | hace-usa.org                   | -        | -        |
| INI10 | 129734              | Sales Coach                                       | hbcuconnect.com                | -        | -        |
| INI10 | 129734              | Sales Coach                                       | HireDisability                 | -        | -        |
| INI10 | 129734              | Sales Coach                                       | HireHeroesUSA.org              | -        | -        |
| INI10 | 129734              | Sales Coach                                       | Indeed.com                     | -        | -        |
| INI10 | 129734              | Sales Coach                                       | Interactive One                | -        | -        |
| INI10 | 129734              | Sales Coach                                       | lgbtcareerlink.com             | -        | -        |
| INI10 | 129734              | Sales Coach                                       | LinkedIn                       | -        | -        |
| INI10 | 129734              | Sales Coach                                       | MILITARY.COM                   | -        | -        |
| INI10 | 129734              | Sales Coach                                       | RecruitMilitary                | -        | -        |
| INI10 | 129734              | Sales Coach                                       | Simply Hired                   | -        | -        |
| INI10 | 129734              | Sales Coach                                       | TAONLINE.COM                   | -        | -        |
| INI10 | 129734              | Sales Coach                                       | womenforhire                   | -        | -        |
| INI10 | 129734              | Sales Coach                                       | Acareers                       | -        | -        |
| INI10 | 129734              | Sales Coach                                       | BlackCareer Network            | -        | -        |
| INI10 | 129734              | Sales Coach                                       | IHISPANO.COM                   | -        | -        |
| INI10 | 129734              | Sales Coach                                       | OutPro                         | -        | -        |
| INI10 | 129734              | Sales Coach                                       | ProAble                        | -        | -        |
| INI10 | 129734              | Sales Coach                                       | Professional Diversity Network | -        | -        |
| INI10 | 129734              | Sales Coach                                       | WomenCareerChannel             | -        | -        |
| INI10 | 129734              | Sales Coach                                       | Executive Referral             | 2        | 1        |
| INI10 | <b>129734 Total</b> |   |                                | <b>2</b> | <b>1</b> |
| INI10 | 126935              | Supervisor of Account Services - Indianapolis, IN | Asian Life                     | -        | -        |
| INI10 | 126935              | Supervisor of Account Services - Indianapolis, IN | Community Outreach             | -        | -        |
| INI10 | 126935              | Supervisor of Account Services - Indianapolis, IN | Directemployers.com            | -        | -        |
| INI10 | 126935              | Supervisor of Account Services - Indianapolis, IN | disabledperson.com             | -        | -        |
| INI10 | 126935              | Supervisor of Account Services - Indianapolis, IN | DIVERSITYINC MEDIA             | -        | -        |
| INI10 | 126935              | Supervisor of Account Services - Indianapolis, IN | Glassdoor.com                  | -        | -        |

|       |               |   |                     |          |          |
|-------|---------------|---|---------------------|----------|----------|
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | hace-usa.org        | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | hbcuconnect.com     | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | HireDisability      | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | HireHeroesUSA.org   | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | Indeed.com          | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | Interactive One     | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | lgbtcareerlink.com  | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | LinkedIn            | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | MILITARY.COM        | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | RecruitMilitary     | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | Simply Hired        | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | TAONLINE.COM        | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | womenforhire        | -        | -        |
| INI10 | 126935        | Supervisor of Account Services - Indianapolis, IN | Internal Site       | 2        | 1        |
| INI10 | <b>126935</b> | <b>Total</b>                                      |                     | <b>2</b> | <b>1</b> |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | Asian Life          | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | Community Outreach  | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | Directemployers.com | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | DIVERSITYINC MEDIA  | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | Glassdoor.com       | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | hace-usa.org        | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | hbcuconnect.com     | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | HireDisability      | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | Indeed.com          | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | Interactive One     | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | lgbtcareerlink.com  | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | LinkedIn            | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | MILITARY.COM        | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | Simply Hired        | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | womenforhire        | -        | -        |
| INI10 | 116462        | Sports Sales Manager - Indianapolis, IN           | Word Of Mouth       | 4        | 1        |
| INI10 | <b>116462</b> | <b>Total</b>                                      |                     | <b>4</b> | <b>1</b> |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | Asian Life          | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | Community Outreach  | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | Directemployers.com | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | DIVERSITYINC MEDIA  | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | Glassdoor.com       | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | hace-usa.org        | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | hbcuconnect.com     | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | HireDisability      | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | Indeed.com          | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | Interactive One     | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | lgbtcareerlink.com  | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | LinkedIn            | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | MILITARY.COM        | -        | -        |
| INI10 | 119361        | Local Sales Manager - Indianapolis, IN            | RecruitMilitary     | -        | -        |

|                    |                     |  |                                |           |           |
|--------------------|---------------------|--|--------------------------------|-----------|-----------|
| INI10              | 119361              | Local Sales Manager - Indianapolis, IN | Simply Hired                   | -         | -         |
| INI10              | 119361              | Local Sales Manager - Indianapolis, IN | TAONLINE.COM                   | -         | -         |
| INI10              | 119361              | Local Sales Manager - Indianapolis, IN | womenforhire                   | -         | -         |
| INI10              | 119361              | Local Sales Manager - Indianapolis, IN | Internal Site                  | 4         | 1         |
| INI10              | <b>119361 Total</b> |  |                                | <b>4</b>  | <b>1</b>  |
| <b>INI10 Total</b> |                     |  |                                | <b>76</b> | <b>15</b> |
| INK03              | 130669              | Local Account Executive - Kokomo       | Community Outreach             | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | Directemployers.com            | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | Glassdoor.com                  | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | hace-usa.org                   | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | HireHeroesUSA.org              | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | Indeed.com                     | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | LinkedIn                       | 2         | 1         |
| INK03              | 130669              | Local Account Executive - Kokomo       | MILITARY.COM                   | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | RecruitMilitary                | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | Simply Hired                   | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | TAONLINE.COM                   | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | Acareers                       | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | BlackCareer Network            | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | IHISPANO.COM                   | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | OutPro                         | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | ProAble                        | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | Professional Diversity Network | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | WomenCareerChannel             | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | backpage                       | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | CRAIGSLIST.ORG                 | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | JuJu.com                       | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | linkup                         | -         | -         |
| INK03              | 130669              | Local Account Executive - Kokomo       | MOAA.org                       | -         | -         |
| INK03              | <b>130669 Total</b> |  |                                | <b>2</b>  | <b>1</b>  |
| <b>INK03 Total</b> |                     |  |                                | <b>2</b>  | <b>1</b>  |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | Community Outreach             | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | Directemployers.com            | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | Glassdoor.com                  | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | hace-usa.org                   | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | Indeed.com                     | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | LinkedIn                       | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | MILITARY.COM                   | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | RecruitMilitary                | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | Simply Hired                   | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | TAONLINE.COM                   | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | Acareers                       | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | BlackCareer Network            | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | IHISPANO.COM                   | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | OutPro                         | -         | -         |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN     | ProAble                        | -         | -         |

|                    |                     |                                    |                                |          |          |
|--------------------|---------------------|------------------------------------|--------------------------------|----------|----------|
| INL05              | 139629              | Local Sales Manager- Lafayette, IN | Professional Diversity Network | -        | -        |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN | WomenCareerChannel             | -        | -        |
| INL05              | 139629              | Local Sales Manager- Lafayette, IN | Internal Site                  | 5        | 1        |
| INL05              | <b>139629 Total</b> |                                    |                                | <b>5</b> | <b>1</b> |
| <b>INL05 Total</b> |                     |                                    |                                | <b>5</b> | <b>1</b> |
| INM15              | 141720              | Area Sales Manager                 | Community Outreach             | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | Directemployers.com            | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | Glassdoor.com                  | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | hace-usa.org                   | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | Indeed.com                     | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | LinkedIn                       | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | MILITARY.COM                   | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | RecruitMilitary                | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | Simply Hired                   | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | TAONLINE.COM                   | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | Acareers                       | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | BlackCareer Network            | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | IHISPANO.COM                   | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | OutPro                         | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | ProAble                        | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | Professional Diversity Network | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | WomenCareerChannel             | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | Muse                           | -        | -        |
| INM15              | 141720              | Area Sales Manager                 | Internal Site                  | 3        | 1        |
| INM15              | <b>141720 Total</b> |                                    |                                | <b>3</b> | <b>1</b> |
| <b>INM15 Total</b> |                     |                                    |                                | <b>3</b> | <b>1</b> |
| INM25              | 132070              | Local Account Executive - Muncie   | Employee Referral              | 2        | 1        |
| INM25              | 132070              | Local Account Executive - Muncie   | Community Outreach             | -        | -        |
| INM25              | 132070              | Local Account Executive - Muncie   | Directemployers.com            | -        | -        |
| INM25              | 132070              | Local Account Executive - Muncie   | Glassdoor.com                  | -        | -        |
| INM25              | 132070              | Local Account Executive - Muncie   | hace-usa.org                   | -        | -        |
| INM25              | 132070              | Local Account Executive - Muncie   | HireHeroesUSA.org              | -        | -        |
| INM25              | 132070              | Local Account Executive - Muncie   | Indeed.com                     | -        | -        |
| INM25              | 132070              | Local Account Executive - Muncie   | LinkedIn                       | -        | -        |
| INM25              | 132070              | Local Account Executive - Muncie   | MILITARY.COM                   | -        | -        |
| INM25              | 132070              | Local Account Executive - Muncie   | RecruitMilitary                | -        | -        |
| INM25              | 132070              | Local Account Executive - Muncie   | Simply Hired                   | -        | -        |
| INM25              | 132070              | Local Account Executive - Muncie   | TAONLINE.COM                   | -        | -        |
| INM25              | <b>132070 Total</b> |                                    |                                | <b>2</b> | <b>1</b> |
| <b>INM25 Total</b> |                     |                                    |                                | <b>2</b> | <b>1</b> |
| INS11              | 127222              | Local Sales Account Executive      | Asian Life                     | -        | -        |
| INS11              | 127222              | Local Sales Account Executive      | Community Outreach             | -        | -        |
| INS11              | 127222              | Local Sales Account Executive      | Directemployers.com            | -        | -        |
| INS11              | 127222              | Local Sales Account Executive      | disabledperson.com             | -        | -        |
| INS11              | 127222              | Local Sales Account Executive      | DIVERSITYINC MEDIA             | -        | -        |
| INS11              | 127222              | Local Sales Account Executive      | Glassdoor.com                  | -        | -        |

|                    |                |                                      |                                |          |          |
|--------------------|----------------|--------------------------------------|--------------------------------|----------|----------|
| INS11              | 127222         | Local Sales Account Executive        | hace-usa.org                   | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | hbcuconnect.com                | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | HireDisability                 | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | HireHeroesUSA.org              | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | Indeed.com                     | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | Interactive One                | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | lgbtcareerlink.com             | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | LinkedIn                       | 7        | 1        |
| INS11              | 127222         | Local Sales Account Executive        | MILITARY.COM                   | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | Monster (CAN)                  | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | RecruitMilitary                | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | Simply Hired                   | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | TAONLINE.COM                   | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | womenforhire                   | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | Acareers                       | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | BlackCareer Network            | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | IHISPANO.COM                   | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | OutPro                         | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | ProAble                        | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | Professional Diversity Network | -        | -        |
| INS11              | 127222         | Local Sales Account Executive        | WomenCareerChannel             | -        | -        |
| INS11              | <b>127222</b>  | <b>Total</b>                         |                                | <b>7</b> | <b>1</b> |
| INS11              | 130906         | Local Account Executive - South Bend | Employee Referral              | 2        | 1        |
| INS11              | 130906         | Local Account Executive - South Bend | Community Outreach             | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | Directemployers.com            | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | Glassdoor.com                  | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | hace-usa.org                   | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | HireHeroesUSA.org              | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | Indeed.com                     | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | LinkedIn                       | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | MILITARY.COM                   | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | RecruitMilitary                | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | Simply Hired                   | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | TAONLINE.COM                   | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | Acareers                       | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | BlackCareer Network            | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | IHISPANO.COM                   | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | OutPro                         | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | ProAble                        | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | Professional Diversity Network | -        | -        |
| INS11              | 130906         | Local Account Executive - South Bend | WomenCareerChannel             | -        | -        |
| INS11              | <b>130906</b>  | <b>Total</b>                         |                                | <b>2</b> | <b>1</b> |
| <b>INS11 Total</b> |                |                                      |                                | <b>9</b> | <b>2</b> |
| (blank)            | (blank)        | (blank)                              | (blank)                        |          |          |
| (blank)            | <b>(blank)</b> | <b>Total</b>                         |                                |          |          |
| <b>(blank)</b>     | <b>Total</b>   |                                      |                                |          |          |



Comcast Cable Communications, LLC  
 FCC Sourcing Report - Sourcing Contacts  
 Date: 09/01/2015 to 08/31/2016  
 FCC Unit #: 11920  
 County & State: Marion, IN

| Source                   | Phone          | Address   | email Address                             | website                         | Interviewed | Hired |
|--------------------------|----------------|---|---|---------------------------------|-------------|-------|
| Employee Referral        | Comcast        | Comcast Employee  | Teamcomcast.com                           | Teamcomcast.com                 | 54          | 11    |
| Not Posted - Staged only | *              |   | 0   | 0                               | 0           | 0     |
| Asian Life               | 267-265-4178   | PO BOX 70104 SANTA ANA, CA<br>92725                             | Jennifer.Laxson@monster.com               | Monster.com                     | 0           | 0     |
| Community Outreach       | 404.631.6383   | 1514 E. Cleveland Ave., Suite 120,<br>Eastpoint, Georgia. 30344 | 0   | http://www.communityoutreachs   | 0           | 0     |
| Directemployers.com      | 866-268-6206   | 9002 N. Purdue Road Indianapolis IN<br>46268                    | info@DirectEmployers.org                  | www.directemployers.com         | 0           | 0     |
| disabledperson.com       | 760-420-1269   | PO Box 230636, Encinitas,CA 92023                               | info@disabledperson.com                   | disabledpersons.com             | 0           | 0     |
| DIVERSITYINC MEDIA       | 212-210-7000   | 466 Lexington Avenue, New York, NY<br>10017                     | Trish.golden@jwt.com                      | http://www.jwt.com/             | 0           | 0     |
| Glassdoor.com            | *              | 1 Harbor Drive, Suite 300 Sausalito<br>CA 94965                 | careercenters@glassdoor.com               | http://www.glassdoor.com/index. | 0           | 0     |
| hace-usa.org             | 312-435-0498   | 330 S. Wells St., Suite 1104 Chicago,<br>IL 60606               | vanessa@haceonline.org (Vanessa Valentin) | http://www.hace-usa.org/        | 0           | 0     |
| hbcuconnect.com          | 614-416-5514   | 750 Cross Pointe Road, Suite Q<br>Gahanna OH 43230              |   | 0 www.hbcuconnect.com           | 0           | 0     |
| HireDisability           | 267-265-4178   | PO BOX 70104 SANTA ANA, CA<br>92725                             | Jennifer.Laxson@monster.com               | Monster.com                     | 0           | 0     |
| HireHeroesUSA.org        | 212-210-7000   | 466 Lexington Avenue, New York, NY<br>10017                     | Trish.golden@jwt.com                      | http://www.jwt.com/             | 0           | 0     |
| Indeed.com               | 212-210-7000   | 466 Lexington Avenue, New York, NY<br>10017                     | Trish.golden@jwt.com                      | http://www.jwt.com/             | 0           | 0     |
| Interactive One          | 267-265-4178   | PO BOX 70104 SANTA ANA, CA<br>92725                             | Jennifer.Laxson@monster.com               | Monster.com                     | 0           | 0     |
| lgbtcareerlink.com       | 415-694-6538   | 155 Sansom Street, Suite 450, San<br>Francisco CA 94104         | jbeach@outandequal.org                    | http://lgbtcareerlink.com/      | 0           | 0     |
| LinkedIn                 | *              | 2029 Stierlin Court, Mountain View,<br>CA 94043                 |   | 0 http://www.linkedin.com/      | 9           | 2     |
| MILITARY.COM             | 267-265-4178   | PO BOX 70104 SANTA ANA, CA<br>92725                             | Jennifer.Laxson@monster.com               | Monster.com                     | 0           | 0     |
| Monster (CAN)            | (212) 351-7000 | 622 Third Avenue, 39th Floor, New<br>York, NY 10017             | Sponsorship@Monster.com                   | http://www.monster.com/         | 0           | 0     |
| NBCUniversal Employee    | *              |   | 0   | 0                               | 0           | 2     |
| RecruitMilitary          | 513.683.5020   | 422 West Loveland Ave, Loveland,<br>OH 45140                    | support@recruitmilitary.com               | https://recruitmilitary.com/    | 0           | 0     |
| Simply Hired             | *              | 370 San Aleso Avenue, Suite 200,<br>Sunnyvale, CA 94085         | support@simplyhired.com                   | http://www.simplyhired.com/     | 0           | 0     |
| TAONLINE.COM             | 212-210-7000   | 466 Lexington Avenue, New York, NY<br>10017                     | Trish.golden@jwt.com                      | http://www.jwt.com/             | 0           | 0     |



|                                |              |  |   |                                 |    |   |
|--------------------------------|--------------|--|---|---------------------------------|----|---|
| womenforhire                   | 212-290-2600 | 155 West 72nd Street, Suite 403,<br>New York, NY 10023 | marketing@womenforhire.com                  | http://womenforhire.com/        | 0  | 0 |
| Acareers                       | 212-210-7000 | 466 Lexington Avenue, New York, NY<br>10017            | Trish.golden@jwt.com                        | http://www.jwt.com/             | 0  | 0 |
| BlackCareer Network            | 212-210-7000 | 466 Lexington Avenue, New York, NY<br>10017            | Trish.golden@jwt.com                        | http://www.jwt.com/             | 0  | 0 |
| IHISPANO.COM                   | 212-210-7000 | 466 Lexington Avenue, New York, NY<br>10017            | Trish.golden@jwt.com                        | http://www.jwt.com/             | 0  | 0 |
| OutPro                         | 212-210-7000 | 466 Lexington Avenue, New York, NY<br>10017            | Trish.golden@jwt.com                        | http://www.jwt.com/             | 0  | 0 |
| ProAble                        | 212-210-7000 | 466 Lexington Avenue, New York, NY<br>10017            | Trish.golden@jwt.com                        | http://www.jwt.com/             | 0  | 0 |
| Professional Diversity Network | 212-210-7000 | 466 Lexington Avenue, New York, NY<br>10017            | Trish.golden@jwt.com                        | http://www.jwt.com/             | 0  | 0 |
| WomenCareerChannel             | 212-210-7000 | 466 Lexington Avenue, New York, NY<br>10017            | Trish.golden@jwt.com                        | http://www.jwt.com/             | 0  | 0 |
| Muse                           | *            | *  | business@themuse.com.                       | https://www.themuse.com/        | 0  | 0 |
| Internal Site                  | Comcast      | Comcast Employee                                       | Teamcomcast.com                             | Teamcomcast.com                 | 30 | 8 |
| Executive Referral             | Comcast      | Comcast Employee                                       | Teamcomcast.com                             | Teamcomcast.com                 | 2  | 1 |
| Word Of Mouth                  | *            |  | 0   | 0                               | 0  | 4 |
| backpage                       | *            | PO Box 192307, Dallas, TX 75219 USA                    | http://posting.www.backpage.com/classifieds | http://www.backpage.com/        | 0  | 0 |
| CRAIGSLIST.ORG                 | 212-210-7000 | 466 Lexington Avenue, New York, NY<br>10017            | Trish.golden@jwt.com                        | http://www.jwt.com/             | 0  | 0 |
| JuJu.com                       | *            | PO Box 715486 Columbus OH 43218                        | press@juju.com                              | http://www.job-search-engine.co | 0  | 0 |
| linkup                         | 866-359-9360 | 5051 Highway 7, Suite 240, St. Louis<br>Park, MN 55416 | support@linkup.com                          | http://www.linkup.com/          | 0  | 0 |
| MOAA.org                       | 800-234-6622 | 201 N. Washington Street,<br>Alexandria, VA 22314      | msc@moaa.org                                | http://www.moaa.org/            | 0  | 0 |

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

*Every job posted externally is posted on our careers page, [jobs.comcast.com](http://jobs.comcast.com)*