

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 - 20160908ADG

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 PHILADELPHIA	State PA	Zip Code 19103-
----------------------	-------------	--------------------

FCC Registration Number:  
0017882036

Emp. Unit ID # 11928

**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  
SALT LAKE, UT

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 #: 11928  
County & State: Salt Lake, UT

Event Name	Location	Date	Participants	type
SLCC Job Fair	UT	9/22/2015	Talent Acquisition	Job Fair
Work Ability Job Fair - Taylorsville	UT	10/6/2015	Talent Acquisition	Diversity Job Fair

Comcast Cable Communications, LLC  
 FCC Sourcing Report - Sourcing Summary  
 Date: 09/01/2015 to 08/31/2016  
 FCC Unit #: 11928  
 County & State: Salt Lake, UT

Work Location	Job Req ID	Job Title	Source	Values	
				Interviewed	Hired
UTL14	124279	Local Sales Account Executive	Asian Life	-	-
UTL14	124279	Local Sales Account Executive	Community Outreach	-	-
UTL14	124279	Local Sales Account Executive	Directemployers.com	-	-
UTL14	124279	Local Sales Account Executive	disabledperson.com	-	-
UTL14	124279	Local Sales Account Executive	DIVERSITYINC MEDIA	-	-
UTL14	124279	Local Sales Account Executive	Glassdoor.com	-	-
UTL14	124279	Local Sales Account Executive	hace-usa.org	-	-
UTL14	124279	Local Sales Account Executive	hbcuconnect.com	-	-
UTL14	124279	Local Sales Account Executive	HireDisability	-	-
UTL14	124279	Local Sales Account Executive	HireHeroesUSA.org	-	-
UTL14	124279	Local Sales Account Executive	Indeed.com	-	-
UTL14	124279	Local Sales Account Executive	Interactive One	-	-
UTL14	124279	Local Sales Account Executive	lgbtcareerlink.com	-	-
UTL14	124279	Local Sales Account Executive	LinkedIn	2	1
UTL14	124279	Local Sales Account Executive	MILITARY.COM	-	-
UTL14	124279	Local Sales Account Executive	Monster (CAN)	-	-
UTL14	124279	Local Sales Account Executive	RecruitMilitary	-	-
UTL14	124279	Local Sales Account Executive	Simply Hired	-	-
UTL14	124279	Local Sales Account Executive	TAONLINE.COM	-	-
UTL14	124279	Local Sales Account Executive	womenforhire	-	-
UTL14	<b>124279 Total</b>			<b>2</b>	<b>1</b>
<b>UTL14 Total</b>				<b>2</b>	<b>1</b>
UTS19	120380	Account Planner	Asian Life	-	-
UTS19	120380	Account Planner	Community Outreach	-	-
UTS19	120380	Account Planner	Directemployers.com	-	-
UTS19	120380	Account Planner	DIVERSITYINC MEDIA	-	-
UTS19	120380	Account Planner	Glassdoor.com	-	-
UTS19	120380	Account Planner	hace-usa.org	-	-
UTS19	120380	Account Planner	hbcuconnect.com	-	-
UTS19	120380	Account Planner	HireDisability	-	-
UTS19	120380	Account Planner	HireHeroesUSA.org	-	-
UTS19	120380	Account Planner	Indeed.com	-	-
UTS19	120380	Account Planner	Interactive One	-	-
UTS19	120380	Account Planner	lgbtcareerlink.com	-	-
UTS19	120380	Account Planner	LinkedIn	-	-
UTS19	120380	Account Planner	MILITARY.COM	-	-
UTS19	120380	Account Planner	RecruitMilitary	-	-

UTS19	120380 Account Planner	Simply Hired	-	-
UTS19	120380 Account Planner	TAONLINE.COM	-	-
UTS19	120380 Account Planner	womenforhire	-	-
UTS19	120380 Account Planner	Internal Site	1	1
UTS19	<b>120380 Total</b>		<b>1</b>	<b>1</b>
UTS19	124434 Account Coordinator	Asian Life	-	-
UTS19	124434 Account Coordinator	Community Outreach	-	-
UTS19	124434 Account Coordinator	Directemployers.com	-	-
UTS19	124434 Account Coordinator	disabledperson.com	-	-
UTS19	124434 Account Coordinator	DIVERSITYINC MEDIA	-	-
UTS19	124434 Account Coordinator	Glassdoor.com	-	-
UTS19	124434 Account Coordinator	hace-usa.org	-	-
UTS19	124434 Account Coordinator	hbcuconnect.com	-	-
UTS19	124434 Account Coordinator	HireDisability	-	-
UTS19	124434 Account Coordinator	HireHeroesUSA.org	-	-
UTS19	124434 Account Coordinator	Indeed.com	-	-
UTS19	124434 Account Coordinator	Interactive One	-	-
UTS19	124434 Account Coordinator	lgbtcareerlink.com	-	-
UTS19	124434 Account Coordinator	LinkedIn	-	-
UTS19	124434 Account Coordinator	MILITARY.COM	-	-
UTS19	124434 Account Coordinator	RecruitMilitary	-	-
UTS19	124434 Account Coordinator	Simply Hired	-	-
UTS19	124434 Account Coordinator	TAONLINE.COM	-	-
UTS19	124434 Account Coordinator	womenforhire	-	-
UTS19	124434 Account Coordinator	Employee Referral	8	1
UTS19	<b>124434 Total</b>		<b>8</b>	<b>1</b>
UTS19	141558 Account Coordinator 1	Community Outreach	-	-
UTS19	141558 Account Coordinator 1	Directemployers.com	-	-
UTS19	141558 Account Coordinator 1	Glassdoor.com	-	-
UTS19	141558 Account Coordinator 1	hace-usa.org	-	-
UTS19	141558 Account Coordinator 1	Indeed.com	-	-
UTS19	141558 Account Coordinator 1	LinkedIn	-	-
UTS19	141558 Account Coordinator 1	MILITARY.COM	-	-
UTS19	141558 Account Coordinator 1	RecruitMilitary	-	-
UTS19	141558 Account Coordinator 1	Simply Hired	-	-
UTS19	141558 Account Coordinator 1	TAONLINE.COM	-	-
UTS19	141558 Account Coordinator 1	Employee Referral	3	1
UTS19	141558 Account Coordinator 1	Acareers	-	-
UTS19	141558 Account Coordinator 1	BlackCareer Network	-	-
UTS19	141558 Account Coordinator 1	IHISPANO.COM	-	-
UTS19	141558 Account Coordinator 1	OutPro	-	-
UTS19	141558 Account Coordinator 1	ProAble	-	-
UTS19	141558 Account Coordinator 1	Professional Diversity Network	-	-
UTS19	141558 Account Coordinator 1	WomenCareerChannel	-	-
UTS19	<b>141558 Total</b>		<b>3</b>	<b>1</b>
UTS19	134808 Local Sales Account Executive	Community Outreach	-	-

UTS19	134808	Local Sales Account Executive	Directemployers.com	-	-
UTS19	134808	Local Sales Account Executive	Glassdoor.com	-	-
UTS19	134808	Local Sales Account Executive	hace-usa.org	-	-
UTS19	134808	Local Sales Account Executive	HireHeroesUSA.org	-	-
UTS19	134808	Local Sales Account Executive	Indeed.com	-	-
UTS19	134808	Local Sales Account Executive	LinkedIn	-	-
UTS19	134808	Local Sales Account Executive	MILITARY.COM	-	-
UTS19	134808	Local Sales Account Executive	RecruitMilitary	-	-
UTS19	134808	Local Sales Account Executive	Simply Hired	-	-
UTS19	134808	Local Sales Account Executive	TAONLINE.COM	-	-
UTS19	134808	Local Sales Account Executive	Internal Site	1	1
UTS19	134808	Local Sales Account Executive	Acareers	-	-
UTS19	134808	Local Sales Account Executive	BlackCareer Network	-	-
UTS19	134808	Local Sales Account Executive	IHISPANO.COM	-	-
UTS19	134808	Local Sales Account Executive	OutPro	-	-
UTS19	134808	Local Sales Account Executive	ProAble	-	-
UTS19	134808	Local Sales Account Executive	Professional Diversity Network	-	-
UTS19	134808	Local Sales Account Executive	WomenCareerChannel	-	-
UTS19	<b>134808 Total</b>			<b>1</b>	<b>1</b>
<b>UTS19 Total</b>				<b>13</b>	<b>4</b>
<b>Grand Total</b>				<b>15</b>	<b>5</b>

Comcast Cable Communications, LLC  
 FCC Sourcing Report - Sourcing Contacts  
 Date: 09/01/2015 to 08/31/2016  
 FCC Unit #: 11928  
 County & State: Salt Lake, UT

Source	Phone	Address	email Address	website	Interviewed	Hired
Asian Life	267-265-4178	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Community Outreach	404.631.6383	1514 E. Cleveland Ave., Suite 120, Eastpoint, Georgia. 30344	0	http://www.communityoutreachs	0	0
<i>Directemployers.com</i>	866-268-6206	9002 N. Purdue Road Indianapolis IN 46268	info@DirectEmployers.org	www.directemployers.com	0	0
<i>disabledperson.com</i>	760-420-1269	PO Box 230636, Encinitas,CA 92023 466 Lexington Avenue, New York, NY 10017	info@disabledperson.com	disabledpersons.com	0	0
DIVERSITYINC MEDIA	212-210-7000	1 Harbor Drive, Suite 300 Sausalito CA 94965	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Glassdoor.com	*	330 S. Wells St., Suite 1104 Chicago, IL 60606	careercenters@glassdoor.com	http://www.glassdoor.com/index.	0	0
hace-usa.org	312-435-0498	750 Cross Pointe Road, Suite Q Gahanna OH 43230	vanessa@haceonline.org (Vanessa Valentin)	http://www.hace-usa.org/	0	0
hbcuconnect.com	614-416-5514	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	0 www.hbcuconnect.com	0	0
HireDisability	267-265-4178	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
HireHeroesUSA.org	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
Indeed.com	212-210-7000	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
Interactive One	267-265-4178	155 Sansom Street, Suite 450, San Francisco CA 94104	jbeach@outandequal.org	http://lgbtcareerlink.com/	0	0
lgbtcareerlink.com	415-694-6538	2029 Stierlin Court, Mountain View, CA 94043		0 http://www.linkedin.com/	2	1
LinkedIn	*	PO BOX 70104 SANTA ANA, CA 92725	Jennifer.Laxson@monster.com	Monster.com	0	0
MILITARY.COM	267-265-4178	622 Third Avenue, 39th Floor, New York, NY 10017	Sponsorship@Monster.com	http://www.monster.com/	0	0
Monster (CAN)	(212) 351-7000	422 West Loveland Ave, Loveland, OH 45140	support@recruitmilitary.com	https://recruitmilitary.com/	0	0
RecruitMilitary	513.683.5020	370 San Aleso Avenue, Suite 200, Sunnyvale, CA 94085	support@simplyhired.com	http://www.simplyhired.com/	0	0
Simply Hired	*	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	http://www.jwt.com/	0	0
TAONLINE.COM	212-210-7000	155 West 72nd Street, Suite 403, New York, NY 10023	marketing@womenforhire.com	http://womenforhire.com/	0	0
womenforhire Internal Site	212-290-2600 Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	2	2

Employee Referral	Comcast	Comcast Employee	Teamcomcast.com	Teamcomcast.com	11	2
Acareers	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	<a href="http://www.jwt.com/">http://www.jwt.com/</a>	0	0
BlackCareer Network	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	<a href="http://www.jwt.com/">http://www.jwt.com/</a>	0	0
IHISPANO.COM	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	<a href="http://www.jwt.com/">http://www.jwt.com/</a>	0	0
OutPro	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	<a href="http://www.jwt.com/">http://www.jwt.com/</a>	0	0
ProAble	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	<a href="http://www.jwt.com/">http://www.jwt.com/</a>	0	0
Professional Diversity Network	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	<a href="http://www.jwt.com/">http://www.jwt.com/</a>	0	0
WomenCareerChannel	212-210-7000	466 Lexington Avenue, New York, NY 10017	Trish.golden@jwt.com	<a href="http://www.jwt.com/">http://www.jwt.com/</a>	0	0