



# EEO Form 396-C

## File No.: CBL0010221

Filing Status: **Ready for Review**

### 11921

[Amend](#)[Print](#)

Reference  
Copy  
OMB Control  
No. 3060-1033

#### General Information

**FCC Registration Number (FRN)**

0011612017

**Filing Year**

2023

**Employment Unit ID (EUID)**

11921

#### Section I - Identifying Information

**Has the identifying information associated with this EUID changed?**

No

**Operator Legal Name**

COMCAST CABLE COMMUNICATIONS, LLC.

**Operator Address 1**

1701 JFK BLVD

**Operator City**

PHILADELPHIA

**Operator state**

PA

**Operator Zip Code**

19103

**State of Employment Office**

PA

**County of Employment Office**

Philadelphia

**Application Purpose**

New Program Report

**Supplemental Investigation Sheet (SIS) Required**

true

**Category of Respondent**

Six (6) or more full-time employees during the selected reporting period

**Reporting Period Start Date**

2022-09-01

**Reporting Period End Date**

2023-08-31

#### Section II - Community Information

## Section III - EEO Policy and Program Requirements

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### **Complied with outreach provisions**

Yes

### **Disseminated widely EEO Program**

Yes

### **Contacted multiple sources of applicants**

Yes

### **Offered promotions in nondiscriminatory manner**

Yes

### **Sought out entrepreneurs in a nondiscriminatory manner**

Yes

### **Analyzed the results of efforts to recruit hire promote and use services**

Yes

### **Defined responsibility of management**

Yes

### **Conducted continuing program to exclude prejudice**

Yes

### **Conducted continuing review of job structure**

Yes

## Section IV - Additional Information

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### FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

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#### **Job Description**

Sales Workers

#### **Exhibit Employee Job Descriptions**

SIS Job Description Unit 11921 Mt. Laurel.pdf

## PART II - Inquiries Concerning EEO Program and Practices

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### **SIS Question 2**

Unit 11921 - SIS Question 2.pdf

### **SIS Question 3**

Unit 11921 - SIS Question 3.pdf

### **SIS Question 6**

Unit 11921 - SIS Question 6.pdf

## PART III - EEO Public File Report

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### **EEO Public File Report for Previous Year**

11921- Philadelphia PA 2023.pdf

## Exhibits

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### **Exhibit Employee Job Descriptions**

SIS Job Description Unit 11921 Mt. Laurel.pdf

### **EEO Public File Report for Previous Year**

11921- Philadelphia PA 2023.pdf

### **SIS Question 2**

Unit 11921 - SIS Question 2.pdf

### **SIS Question 3**

Unit 11921 - SIS Question 3.pdf

### **SIS Question 6**

Unit 11921 - SIS Question 6.pdf

## Certifications

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

## Certifier Information

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**Certifying Official Name and Signature**

Betsy Kippenhan

**Certifying Official Phone**

4259215945

**Certifying Date Signed**

2023-09-27

**Certifying Official Title**

Vice President

**Certifying Official Email**

Betsy\_Kippenhan@cable.comcast.com

**Comcast Cable Communications, LLC**  
**FCC Sourcing Report - Sourcing Summary**  
**Date: 09/01/2022 to 08/31/2023**  
**FCC Unit #: 11921**  
**County & State: Philadelphia, PA**

City, State	Job Requisition	Job Profile	Source	Interviewed	Hired
Miramar, Florida	R347530	Specialist 2, Marketing Solutions	Comcast Careers	8	1
Miramar, Florida	R347530	Specialist 2, Marketing Solutions	LinkedIn	2	-
Miramar, Florida	R347530	Specialist 2, Marketing Solutions	ZipRecruiter	1	-
Miramar, Florida	R347530 Total			11	1
Miramar, Florida	R353883	Manager 1, Promotions & Events	Comcast Careers	3	-
Miramar, Florida	R353883	Manager 1, Promotions & Events	LinkedIn	1	-
Miramar, Florida	R353883	Manager 1, Promotions & Events	Other Job Board	2	1
Miramar, Florida	R353883 Total			6	1
Miramar, Florida	R356428	Manager 1, Finance	Comcast Careers	3	1
Miramar, Florida	R356428	Manager 1, Finance	LinkedIn	1	-
Miramar, Florida	R356428	Manager 1, Finance	iCIMS	1	-
Miramar, Florida	R356428 Total			5	1
Miramar, Florida	R356432	Manager 1, Finance	Comcast Careers	2	1
Miramar, Florida	R356432 Total			2	1
Miramar, Florida	R361066	Analyst 3, Finance	Comcast Careers	2	1
Miramar, Florida	R361066	Analyst 3, Finance	Indeed	1	-
Miramar, Florida	R361066 Total			3	1
Miramar, Florida Total				27	5
Virtual, Georgia	R365734	Planner 2, Advertising Media Planning	Comcast Careers	7	1
Virtual, Georgia	R365734	Planner 2, Advertising Media Planning	LinkedIn	1	-
Virtual, Georgia	R365734	Planner 2, Advertising Media Planning	Other Job Board	1	-
Virtual, Georgia	R365734	Planner 2, Advertising Media Planning	ZipRecruiter	1	-
Virtual, Georgia	R365734 Total			10	1
Virtual, Georgia Total				10	1
Virtual, Illinois	R346642	Planner 2, Advertising Media Planning	Comcast Careers	5	1
Virtual, Illinois	R346642	Planner 2, Advertising Media Planning	Indeed	1	-
Virtual, Illinois	R346642 Total			6	1
Virtual, Illinois	R361397	Planner 2, Advertising Media Planning	Comcast Careers	3	1
Virtual, Illinois	R361397 Total			3	1
Virtual, Illinois	R365698	Planner 2, Advertising Media Planning	Comcast Careers	8	1
Virtual, Illinois	R365698	Planner 2, Advertising Media Planning	Indeed	-	-
Virtual, Illinois	R365698 Total			8	1
Virtual, Illinois Total				17	3
Virtual, Pennsylvania	R336247	Manager 1, Product Sales Support & Analysis	Appcast Exchange	1	-
Virtual, Pennsylvania	R336247	Manager 1, Product Sales Support & Analysis	Comcast Careers	2	1
Virtual, Pennsylvania	R336247	Manager 1, Product Sales Support & Analysis	LinkedIn	8	-
Virtual, Pennsylvania	R336247	Manager 1, Product Sales Support & Analysis	Other Job Board	2	-
Virtual, Pennsylvania	R336247 Total			13	1
Virtual, Pennsylvania	R337753	Supervisor, Advertising Media Planning	Comcast Careers	6	1
Virtual, Pennsylvania	R337753	Supervisor, Advertising Media Planning	LinkedIn	1	-
Virtual, Pennsylvania	R337753 Total			7	1
Virtual, Pennsylvania	R339482	Planner 2, Advertising Media Planning	Comcast Careers	4	-

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Virtual, Pennsylvania	R339482	Planner 2, Advertising Media Planning	Other Job Board	1	1
Virtual, Pennsylvania	R339482 Total			5	1
Virtual, Pennsylvania	R350788	Analyst 2, Business Intelligence	Comcast Careers	5	-
Virtual, Pennsylvania	R350788	Analyst 2, Business Intelligence	LinkedIn	2	1
Virtual, Pennsylvania	R350788	Analyst 2, Business Intelligence	ZipRecruiter	-	-
Virtual, Pennsylvania	R350788 Total			7	1
Virtual, Pennsylvania	R353303	Analyst 4, Data Analytics & Business Intelligence	Comcast Careers	3	-
Virtual, Pennsylvania	R353303	Analyst 4, Data Analytics & Business Intelligence	Indeed	1	1
Virtual, Pennsylvania	R353303	Analyst 4, Data Analytics & Business Intelligence	LinkedIn	1	-
Virtual, Pennsylvania	R353303	Analyst 4, Data Analytics & Business Intelligence	iCIMS	1	-
Virtual, Pennsylvania	R353303 Total			6	1
Virtual, Pennsylvania	R353453	Analyst 3, Business Intelligence	Comcast Careers	2	1
Virtual, Pennsylvania	R353453	Analyst 3, Business Intelligence	Indeed	2	-
Virtual, Pennsylvania	R353453 Total			4	1
Virtual, Pennsylvania	R359192	Manager 1, Software Development & Engineering	Comcast Careers	1	1
Virtual, Pennsylvania	R359192	Manager 1, Software Development & Engineering	ZipRecruiter	-	-
Virtual, Pennsylvania	R359192 Total			1	1
Virtual, Pennsylvania	R359311	Manager 1, Data Analytics & Business Intelligence	Comcast Careers	5	1
Virtual, Pennsylvania	R359311 Total			5	1
Virtual, Pennsylvania	R361133	Planner 2, Advertising Media Planning	Comcast Careers	8	1
Virtual, Pennsylvania	R361133	Planner 2, Advertising Media Planning	LinkedIn	2	-
Virtual, Pennsylvania	R361133	Planner 2, Advertising Media Planning	ZipRecruiter	1	-
Virtual, Pennsylvania	R361133	Planner 2, Advertising Media Planning	iCIMS	1	-
Virtual, Pennsylvania	R361133 Total			12	1
Virtual, Pennsylvania	R361514	Architect 6, Software Architecture	Comcast Careers	2	1
Virtual, Pennsylvania	R361514	Architect 6, Software Architecture	Google	1	-
Virtual, Pennsylvania	R361514	Architect 6, Software Architecture	Indeed	1	-
Virtual, Pennsylvania	R361514	Architect 6, Software Architecture	LinkedIn	1	-
Virtual, Pennsylvania	R361514 Total			5	1
Virtual, Pennsylvania	R366150	Planner 2, Advertising Media Planning	Comcast Careers	7	1
Virtual, Pennsylvania	R366150	Planner 2, Advertising Media Planning	ZipRecruiter	1	-
Virtual, Pennsylvania	R366150 Total			8	1
Virtual, Pennsylvania Total				73	11
Englewood, Colorado	R348150	Analyst 2, Finance	Comcast Careers	3	-
Englewood, Colorado	R348150	Analyst 2, Finance	Indeed	3	-
Englewood, Colorado	R348150	Analyst 2, Finance	ZipRecruiter	1	-
Englewood, Colorado	R348150	Analyst 2, Finance	iCIMS	1	1
Englewood, Colorado	R348150 Total			8	1
Englewood, Colorado	R358914	Manager 2, Human Resources	Comcast Careers	3	1
Englewood, Colorado	R358914	Manager 2, Human Resources	Glassdoor	1	-
Englewood, Colorado	R358914	Manager 2, Human Resources	Indeed	5	-
Englewood, Colorado	R358914	Manager 2, Human Resources	LinkedIn	3	-

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Englewood, Colorado	R358914	Manager 2, Human Resources	Other Job Board	1	-
Englewood, Colorado	R358914	Manager 2, Human Resources	ZipRecruiter	3	-
Englewood, Colorado	R358914	Manager 2, Human Resources	iCIMS	1	-
Englewood, Colorado	R358914 Total			17	1
Englewood, Colorado	R359108	Analyst 2, Finance	Comcast Careers	2	1
Englewood, Colorado	R359108	Analyst 2, Finance	Indeed	1	-
Englewood, Colorado	R359108 Total			3	1
Englewood, Colorado	R363240	Analyst 2, Finance	Comcast Careers	12	1
Englewood, Colorado	R363240	Analyst 2, Finance	LinkedIn	1	-
Englewood, Colorado	R363240	Analyst 2, Finance	iCIMS	1	-
Englewood, Colorado	R363240 Total			14	1
Englewood, Colorado	R365518	Analyst 2, Pricing & Inventory	Comcast Careers	3	1
Englewood, Colorado	R365518 Total			3	1
Englewood, Colorado Total				45	5
Philadelphia, Pennsylvania	R337537	Manager 2, Human Resources	Comcast Careers	1	1
Philadelphia, Pennsylvania	R337537	Manager 2, Human Resources	LinkedIn	2	-
Philadelphia, Pennsylvania	R337537 Total			3	1
Philadelphia, Pennsylvania	R338248	Analyst 3, Pricing & Inventory	Comcast Careers	4	1
Philadelphia, Pennsylvania	R338248	Analyst 3, Pricing & Inventory	Indeed	1	-
Philadelphia, Pennsylvania	R338248	Analyst 3, Pricing & Inventory	LinkedIn	1	-
Philadelphia, Pennsylvania	R338248 Total			6	1
Philadelphia, Pennsylvania	R338827	Manager 2, Strategic Planning	Comcast Careers	7	1
Philadelphia, Pennsylvania	R338827	Manager 2, Strategic Planning	Indeed	1	-
Philadelphia, Pennsylvania	R338827 Total			8	1
Philadelphia, Pennsylvania	R344820	Manager 2, Product Sales Support & Analysis	Comcast Careers	27	-
Philadelphia, Pennsylvania	R344820	Manager 2, Product Sales Support & Analysis	Glassdoor	1	-
Philadelphia, Pennsylvania	R344820	Manager 2, Product Sales Support & Analysis	Indeed	7	-
Philadelphia, Pennsylvania	R344820	Manager 2, Product Sales Support & Analysis	LinkedIn	9	1
Philadelphia, Pennsylvania	R344820	Manager 2, Product Sales Support & Analysis	iCIMS	1	-
Philadelphia, Pennsylvania	R344820 Total			45	1
Philadelphia, Pennsylvania	R344825	Analyst 3, Product Sales Support & Analysis	Comcast Careers	8	1
Philadelphia, Pennsylvania	R344825	Analyst 3, Product Sales Support & Analysis	Glassdoor	1	-
Philadelphia, Pennsylvania	R344825	Analyst 3, Product Sales Support & Analysis	Indeed	1	-
Philadelphia, Pennsylvania	R344825	Analyst 3, Product Sales Support & Analysis	LinkedIn	6	-
Philadelphia, Pennsylvania	R344825	Analyst 3, Product Sales Support & Analysis	iCIMS	1	-
Philadelphia, Pennsylvania	R344825 Total			17	1
Philadelphia, Pennsylvania	R346015	Director 2, Financial Planning & Analysis	Comcast Careers	4	1
Philadelphia, Pennsylvania	R346015 Total			4	1
Philadelphia, Pennsylvania	R346116	Analyst 3, Financial Planning & Analysis	Comcast Careers	3	1
Philadelphia, Pennsylvania	R346116	Analyst 3, Financial Planning & Analysis	Indeed	2	-
Philadelphia, Pennsylvania	R346116	Analyst 3, Financial Planning & Analysis	LinkedIn	1	-
Philadelphia, Pennsylvania	R346116 Total			6	1

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City, State	Job Requisition	Job Profile	Source	Interviewed	Hired
Philadelphia, Pennsylvania	R346653	Analyst 3, Pricing & Inventory	Comcast Careers	3	1
Philadelphia, Pennsylvania	R346653	Analyst 3, Pricing & Inventory	LinkedIn	1	-
Philadelphia, Pennsylvania	R346653	Analyst 3, Pricing & Inventory	ZipRecruiter	3	-
Philadelphia, Pennsylvania	R346653 Total			7	1
Philadelphia, Pennsylvania	R347930	Analyst 3, Financial Planning & Analysis	Comcast Careers	2	-
Philadelphia, Pennsylvania	R347930	Analyst 3, Financial Planning & Analysis	LinkedIn	3	1
Philadelphia, Pennsylvania	R347930 Total			5	1
Philadelphia, Pennsylvania	R351401	Analyst 3, Financial Planning & Analysis	Comcast Careers	3	1
Philadelphia, Pennsylvania	R351401	Analyst 3, Financial Planning & Analysis	Indeed	1	-
Philadelphia, Pennsylvania	R351401 Total			4	1
Philadelphia, Pennsylvania	R352138	Director 1, Financial Planning & Analysis	Comcast Careers	5	1
Philadelphia, Pennsylvania	R352138 Total			5	1
Philadelphia, Pennsylvania	R352368	Assistant 3, Administrative Services	Comcast Careers	8	-
Philadelphia, Pennsylvania	R352368	Assistant 3, Administrative Services	DirectEmployers	2	-
Philadelphia, Pennsylvania	R352368	Assistant 3, Administrative Services	Indeed	4	-
Philadelphia, Pennsylvania	R352368	Assistant 3, Administrative Services	LinkedIn	2	-
Philadelphia, Pennsylvania	R352368	Assistant 3, Administrative Services	ZipRecruiter	2	-
Philadelphia, Pennsylvania	R352368	Assistant 3, Administrative Services	iCIMS	4	1
Philadelphia, Pennsylvania	R352368 Total			22	1
Philadelphia, Pennsylvania	R352453	Analyst 3, Pricing & Inventory	Comcast Careers	10	1
Philadelphia, Pennsylvania	R352453 Total			10	1
Philadelphia, Pennsylvania	R355591	Director 1, Finance	Comcast Careers	9	1
Philadelphia, Pennsylvania	R355591	Director 1, Finance	Indeed	1	-
Philadelphia, Pennsylvania	R355591	Director 1, Finance	LinkedIn	2	-
Philadelphia, Pennsylvania	R355591 Total			12	1
Philadelphia, Pennsylvania	R355827	Director 2, Finance	Comcast Careers	6	1
Philadelphia, Pennsylvania	R355827	Director 2, Finance	Indeed	1	-
Philadelphia, Pennsylvania	R355827	Director 2, Finance	LinkedIn	1	-
Philadelphia, Pennsylvania	R355827 Total			8	1
Philadelphia, Pennsylvania	R356821	Manager 1, Finance	Comcast Careers	5	1
Philadelphia, Pennsylvania	R356821	Manager 1, Finance	Indeed	1	-
Philadelphia, Pennsylvania	R356821	Manager 1, Finance	iCIMS	1	-
Philadelphia, Pennsylvania	R356821 Total			7	1
Philadelphia, Pennsylvania	R356824	Manager 1, Financial Planning & Analysis	Comcast Careers	2	1
Philadelphia, Pennsylvania	R356824	Manager 1, Financial Planning & Analysis	Indeed	2	-
Philadelphia, Pennsylvania	R356824	Manager 1, Financial Planning & Analysis	LinkedIn	1	-
Philadelphia, Pennsylvania	R356824 Total			5	1
Philadelphia, Pennsylvania	R359522	Manager 2, Financial Planning & Analysis	Comcast Careers	2	1
Philadelphia, Pennsylvania	R359522 Total			2	1
Philadelphia, Pennsylvania	R362237	Manager 1, Business Information Systems	Comcast Careers	3	1
Philadelphia, Pennsylvania	R362237 Total			3	1
Philadelphia, Pennsylvania	R362240	Program Manager 5, Program Management	Appcast Exchange	-	-

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City, State	Job Requisition	Job Profile	Source	Interviewed	Hired
Philadelphia, Pennsylvania	R362240	Program Manager 5, Program Management	Comcast Careers	13	2
Philadelphia, Pennsylvania	R362240	Program Manager 5, Program Management	DirectEmployers	-	-
Philadelphia, Pennsylvania	R362240	Program Manager 5, Program Management	Google	-	-
Philadelphia, Pennsylvania	R362240	Program Manager 5, Program Management	Indeed	1	-
Philadelphia, Pennsylvania	R362240	Program Manager 5, Program Management	LinkedIn	1	-
Philadelphia, Pennsylvania	R362240	Program Manager 5, Program Management	Professional Diversity Network	-	-
Philadelphia, Pennsylvania	R362240	Program Manager 5, Program Management	ZipRecruiter	-	-
Philadelphia, Pennsylvania	R362240	Program Manager 5, Program Management	iCIMS	1	-
Philadelphia, Pennsylvania	R362240	Program Manager 5, Program Management	GettingHired.com	-	-
Philadelphia, Pennsylvania	R362240 Total			16	2
Philadelphia, Pennsylvania	R362247	Program Manager 3, Program Management	Comcast Careers	4	2
Philadelphia, Pennsylvania	R362247 Total			4	2
Philadelphia, Pennsylvania	R362258	Program Manager 5, Program Management	Comcast Careers	13	2
Philadelphia, Pennsylvania	R362258	Program Manager 5, Program Management	DirectEmployers	-	-
Philadelphia, Pennsylvania	R362258	Program Manager 5, Program Management	Indeed	-	-
Philadelphia, Pennsylvania	R362258	Program Manager 5, Program Management	LinkedIn	1	-
Philadelphia, Pennsylvania	R362258	Program Manager 5, Program Management	Professional Diversity Network	-	-
Philadelphia, Pennsylvania	R362258	Program Manager 5, Program Management	ZipRecruiter	-	-
Philadelphia, Pennsylvania	R362258	Program Manager 5, Program Management	GettingHired.com	-	-
Philadelphia, Pennsylvania	R362258 Total			14	2
Philadelphia, Pennsylvania	R362265	Program Manager 4, Program Management	Appcast Exchange	-	-
Philadelphia, Pennsylvania	R362265	Program Manager 4, Program Management	Comcast Careers	9	2
Philadelphia, Pennsylvania	R362265	Program Manager 4, Program Management	DirectEmployers	-	-
Philadelphia, Pennsylvania	R362265	Program Manager 4, Program Management	Indeed	-	-
Philadelphia, Pennsylvania	R362265	Program Manager 4, Program Management	LinkedIn	2	1
Philadelphia, Pennsylvania	R362265	Program Manager 4, Program Management	Professional Diversity Network	-	-
Philadelphia, Pennsylvania	R362265	Program Manager 4, Program Management	ZipRecruiter	-	-
Philadelphia, Pennsylvania	R362265	Program Manager 4, Program Management	GettingHired.com	-	-
Philadelphia, Pennsylvania	R362265 Total			11	3
Philadelphia, Pennsylvania	R362431	Manager 2, Business Process Effectiveness	Comcast Careers	3	1
Philadelphia, Pennsylvania	R362431 Total			3	1
Philadelphia, Pennsylvania	R364578	Analyst 3, Finance	Comcast Careers	6	1
Philadelphia, Pennsylvania	R364578	Analyst 3, Finance	DirectEmployers	-	-
Philadelphia, Pennsylvania	R364578	Analyst 3, Finance	LinkedIn	1	-
Philadelphia, Pennsylvania	R364578	Analyst 3, Finance	Professional Diversity Network	-	-
Philadelphia, Pennsylvania	R364578 Total			7	1
Philadelphia, Pennsylvania	R364580	Analyst 2, Finance	Comcast Careers	4	-
Philadelphia, Pennsylvania	R364580	Analyst 2, Finance	DirectEmployers	-	-
Philadelphia, Pennsylvania	R364580	Analyst 2, Finance	Indeed	2	1
Philadelphia, Pennsylvania	R364580	Analyst 2, Finance	LinkedIn	-	-
Philadelphia, Pennsylvania	R364580	Analyst 2, Finance	Professional Diversity Network	-	-
Philadelphia, Pennsylvania	R364580 Total			6	1



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<b>Philadelphia, Pennsylvania Total</b>				<b>240</b>	<b>31</b>
Irvine, California	R347932	Analyst 3, Finance	Indeed	1	-
Irvine, California	R347932	Analyst 3, Finance	LinkedIn	3	1
Irvine, California	R347932 Total			<b>4</b>	<b>1</b>
Irvine, California	R355528	Manager 1, Advertising Sales Support & Analysis	Comcast Careers	3	1
Irvine, California	R355528	Manager 1, Advertising Sales Support & Analysis	DirectEmployers	-	-
Irvine, California	R355528	Manager 1, Advertising Sales Support & Analysis	LinkedIn	1	-
Irvine, California	R355528	Manager 1, Advertising Sales Support & Analysis	Professional Diversity Network	-	-
Irvine, California	R355528	Manager 1, Advertising Sales Support & Analysis	iCIMS	1	-
Irvine, California	R355528 Total			<b>5</b>	<b>1</b>
Irvine, California	R355530	Manager 1, Advertising Sales Support & Analysis	Comcast Careers	1	1
Irvine, California	R355530	Manager 1, Advertising Sales Support & Analysis	Indeed	1	-
Irvine, California	R355530	Manager 1, Advertising Sales Support & Analysis	LinkedIn	4	-
Irvine, California	R355530 Total			<b>6</b>	<b>1</b>
<b>Irvine, California Total</b>				<b>15</b>	<b>3</b>
New York, New York	R335373	Manager 1, Pricing & Inventory	Comcast Careers	4	-
New York, New York	R335373	Manager 1, Pricing & Inventory	Google	1	1
New York, New York	R335373 Total			<b>5</b>	<b>1</b>
New York, New York	R337546	Director 3, Marketing Research & Planning	Comcast Careers	3	1
New York, New York	R337546	Director 3, Marketing Research & Planning	LinkedIn	4	-
New York, New York	R337546	Director 3, Marketing Research & Planning	Other Job Board	2	-
New York, New York	R337546 Total			<b>9</b>	<b>1</b>
New York, New York	R338151	Manager 2, Product Management	Comcast Careers	4	1
New York, New York	R338151 Total			<b>4</b>	<b>1</b>
New York, New York	R350569	Product Manager 1, Product Management	Comcast Careers	4	-
New York, New York	R350569	Product Manager 1, Product Management	Indeed	2	1
New York, New York	R350569 Total			<b>6</b>	<b>1</b>
New York, New York	R352414	Product Manager 2, Product Management	Comcast Careers	4	1
New York, New York	R352414	Product Manager 2, Product Management	LinkedIn	1	-
New York, New York	R352414 Total			<b>5</b>	<b>1</b>
New York, New York	R353720	Assistant 3, Administrative Services	Comcast Careers	4	1
New York, New York	R353720	Assistant 3, Administrative Services	Indeed	3	-
New York, New York	R353720	Assistant 3, Administrative Services	LinkedIn	1	-
New York, New York	R353720	Assistant 3, Administrative Services	iCIMS	2	-
New York, New York	R353720 Total			<b>10</b>	<b>1</b>
New York, New York	R366422	Designer 2, Creative Design	Comcast Careers	7	1
New York, New York	R366422	Designer 2, Creative Design	Indeed	1	-
New York, New York	R366422	Designer 2, Creative Design	LinkedIn	1	-
New York, New York	R366422	Designer 2, Creative Design	ZipRecruiter	-	-
New York, New York	R366422 Total			<b>9</b>	<b>1</b>
<b>New York, New York Total</b>				<b>48</b>	<b>7</b>
Southfield, Michigan	R356320	Manager 2, Finance	Comcast Careers	4	1

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Southfield, Michigan	R356320	Manager 2, Finance	Indeed	1	-
Southfield, Michigan	R356320 Total			5	1
Southfield, Michigan	R361443	Manager 1, Human Resources	Comcast Careers	7	-
Southfield, Michigan	R361443	Manager 1, Human Resources	Indeed	4	1
Southfield, Michigan	R361443	Manager 1, Human Resources	LinkedIn	3	-
Southfield, Michigan	R361443	Manager 1, Human Resources	ZipRecruiter	2	-
Southfield, Michigan	R361443	Manager 1, Human Resources	iCIMS	3	-
Southfield, Michigan	R361443 Total			19	1
Southfield, Michigan	R369590	Analyst 2, Finance	Appcast Exchange	-	-
Southfield, Michigan	R369590	Analyst 2, Finance	Comcast Careers	1	1
Southfield, Michigan	R369590	Analyst 2, Finance	DirectEmployers	-	-
Southfield, Michigan	R369590	Analyst 2, Finance	Indeed	-	-
Southfield, Michigan	R369590	Analyst 2, Finance	LinkedIn	-	-
Southfield, Michigan	R369590	Analyst 2, Finance	Professional Diversity Network	-	-
Southfield, Michigan	R369590	Analyst 2, Finance	ZipRecruiter	-	-
Southfield, Michigan	R369590	Analyst 2, Finance	GettingHired.com	-	-
Southfield, Michigan	R369590 Total			1	1
Southfield, Michigan Total				25	3
Wayne, Pennsylvania	R337153	Specialist 4, Business Operations	Comcast Careers	9	1
Wayne, Pennsylvania	R337153 Total			9	1
Wayne, Pennsylvania	R340551	Architect 6, Software Architecture	Comcast Careers	2	1
Wayne, Pennsylvania	R340551 Total			2	1
Wayne, Pennsylvania	R340598	Director 1, Software Development & Engineering	Comcast Careers	11	1
Wayne, Pennsylvania	R340598	Director 1, Software Development & Engineering	Indeed	1	-
Wayne, Pennsylvania	R340598 Total			12	1
Wayne, Pennsylvania	R343186	Manager 1, Business Intelligence	Comcast Careers	4	1
Wayne, Pennsylvania	R343186 Total			4	1
Wayne, Pennsylvania	R343825	Analyst 2, Business Intelligence	Comcast Careers	1	1
Wayne, Pennsylvania	R343825	Analyst 2, Business Intelligence	Indeed	1	-
Wayne, Pennsylvania	R343825 Total			2	1
Wayne, Pennsylvania	R347173	Director 3, Project Management	Comcast Careers	15	-
Wayne, Pennsylvania	R347173	Director 3, Project Management	LinkedIn	2	1
Wayne, Pennsylvania	R347173	Director 3, Project Management	iCIMS	3	-
Wayne, Pennsylvania	R347173 Total			20	1
Wayne, Pennsylvania	R355263	Director 1, Human Resources	Comcast Careers	6	1
Wayne, Pennsylvania	R355263	Director 1, Human Resources	LinkedIn	1	-
Wayne, Pennsylvania	R355263	Director 1, Human Resources	iCIMS	1	-
Wayne, Pennsylvania	R355263 Total			8	1
Wayne, Pennsylvania	R359255	Director 2, Business Process Effectiveness	Comcast Careers	5	1
Wayne, Pennsylvania	R359255	Director 2, Business Process Effectiveness	DirectEmployers	-	-
Wayne, Pennsylvania	R359255	Director 2, Business Process Effectiveness	Indeed	1	-
Wayne, Pennsylvania	R359255	Director 2, Business Process Effectiveness	LinkedIn	3	-

**Comcast Cable Communications, LLC**  
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City, State	Job Requisition	Job Profile	Source	Interviewed	Hired
Wayne, Pennsylvania	R359255 Total			9	1
Wayne, Pennsylvania	R361067	Analyst 3, Finance	Comcast Careers	4	1
Wayne, Pennsylvania	R361067 Total			4	1
Wayne, Pennsylvania	R361068	Analyst 3, Finance	Comcast Careers	6	1
Wayne, Pennsylvania	R361068 Total			6	1
Wayne, Pennsylvania	R362227	Manager 2, Finance	Comcast Careers	3	1
Wayne, Pennsylvania	R362227 Total			3	1
Wayne, Pennsylvania	R362228	Manager 2, Finance	Comcast Careers	3	1
Wayne, Pennsylvania	R362228 Total			3	1
Wayne, Pennsylvania	R364425	Manager 1, Human Resources	Comcast Careers	4	1
Wayne, Pennsylvania	R364425 Total			4	1
Wayne, Pennsylvania Total				86	13
Alpharetta, Georgia	R347732	Analyst 2, Pricing & Inventory	Comcast Careers	7	1
Alpharetta, Georgia	R347732 Total			7	1
Alpharetta, Georgia Total				7	1
Chicago, Illinois	R350380	Product Manager 2, Product Management	Comcast Careers	2	1
Chicago, Illinois	R350380 Total			2	1
Chicago, Illinois Total				2	1
Fort Myers, Florida	R355997	Analyst 2, Pricing & Inventory	Comcast Careers	5	1
Fort Myers, Florida	R355997 Total			5	1
Fort Myers, Florida Total				5	1
Kirkland, Washington	R338961	Analyst 3, Data Analytics & Business Intelligence	Comcast Careers	2	1
Kirkland, Washington	R338961	Analyst 3, Data Analytics & Business Intelligence	Indeed	3	-
Kirkland, Washington	R338961 Total			5	1
Kirkland, Washington Total				5	1
Sacramento, California	R356433	Manager 2, Finance	Comcast Careers	6	1
Sacramento, California	R356433	Manager 2, Finance	LinkedIn	1	-
Sacramento, California	R356433 Total			7	1
Sacramento, California	R361069	Analyst 3, Finance	Comcast Careers	5	1
Sacramento, California	R361069	Analyst 3, Finance	ZipRecruiter	-	-
Sacramento, California	R361069 Total			5	1
Sacramento, California	R361070	Analyst 3, Finance	Comcast Careers	3	1
Sacramento, California	R361070 Total			3	1
Sacramento, California Total				15	3
Virtual, California	R365675	Planner 2, Advertising Media Planning	Comcast Careers	6	1
Virtual, California	R365675	Planner 2, Advertising Media Planning	Indeed	1	-
Virtual, California	R365675 Total			7	1
Virtual, California Total				7	1
Virtual, Colorado	R345364	Representative 3, Business Operations	Comcast Careers	1	-
Virtual, Colorado	R345364	Representative 3, Business Operations	Facebook	1	1
Virtual, Colorado	R345364 Total			2	1
Virtual, Colorado	R346335	Representative 3, Business Operations	Comcast Careers	6	1

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City, State	Job Requisition	Job Profile	Source	Interviewed	Hired
Virtual, Colorado	R346335 Total			6	1
Virtual, Colorado	R352284	Representative 3, Business Operations	Comcast Careers	8	1
Virtual, Colorado	R352284	Representative 3, Business Operations	Indeed	2	-
Virtual, Colorado	R352284 Total			10	1
Virtual, Colorado	R362039	Representative 4, Business Operations	Comcast Careers	7	1
Virtual, Colorado	R362039	Representative 4, Business Operations	Facebook	1	-
Virtual, Colorado	R362039	Representative 4, Business Operations	Indeed	1	-
Virtual, Colorado	R362039	Representative 4, Business Operations	ZipRecruiter	1	-
Virtual, Colorado	R362039	Representative 4, Business Operations	iCIMS	1	-
Virtual, Colorado	R362039 Total			11	1
Virtual, Colorado	R362470	Representative 4, Business Operations	Comcast Careers	2	1
Virtual, Colorado	R362470	Representative 4, Business Operations	iCIMS	1	-
Virtual, Colorado	R362470 Total			3	1
Virtual, Colorado	R365094	Representative 3, Business Operations	Comcast Careers	3	1
Virtual, Colorado	R365094	Representative 3, Business Operations	iCIMS	2	-
Virtual, Colorado	R365094 Total			5	1
Virtual, Colorado	R365703	Representative 3, Business Operations	Comcast Careers	1	1
Virtual, Colorado	R365703	Representative 3, Business Operations	iCIMS	1	-
Virtual, Colorado	R365703 Total			2	1
Virtual, Colorado Total				39	7
Virtual, New York	R344661	Planner 2, Advertising Media Planning	Comcast Careers	5	1
Virtual, New York	R344661	Planner 2, Advertising Media Planning	LinkedIn	1	-
Virtual, New York	R344661 Total			6	1
Virtual, New York	R365736	Planner 2, Advertising Media Planning	Comcast Careers	9	1
Virtual, New York	R365736	Planner 2, Advertising Media Planning	Glassdoor	1	-
Virtual, New York	R365736	Planner 2, Advertising Media Planning	Indeed	2	-
Virtual, New York	R365736	Planner 2, Advertising Media Planning	ZipRecruiter	-	-
Virtual, New York	R365736 Total			12	1
Virtual, New York Total				18	2
Virtual, Washington	R363629	Planner 2, Advertising Media Planning	Comcast Careers	8	1
Virtual, Washington	R363629	Planner 2, Advertising Media Planning	ZipRecruiter	1	-
Virtual, Washington	R363629 Total			9	1
Virtual, Washington Total				9	1
Grand Total				693	100

**Comcast Cable Communications, LLC**  
**FCC Sourcing Report - Sourcing Contacts**  
**Date: 09/01/2022 to 08/31/2023**  
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Source	Email Address	Phone	Address	Website	Interviewed	Hired
Appcast Exchange	Robin.Lash-Warde@symphonytalent.com	1.855.587.2926	19 W 34th St. #1000, New York, NY 10001	www.symphonytalent.com	1	-
Comcast Careers	Comcast_Careers@comcast.com	215-286-1700	1701 John F Kennedy BLVD, Philadelphia, PA	jobs.comcast.com	478	84
DirectEmployers	info@DirectEmployers.org	866-268-6206	6974 S. Lima Street, Centennial, Colorado 80112	www.directemployers.com	2	-
Facebook	press@fb.com	650-543-4800	1601 Willow Road, Menlo Park, CA 94025	www.facebook.com	2	1
Glassdoor	careercenters@glassdoor.com	*	1 Harbor Drive, Suite 300 Sausalito CA 94965	www.glassdoor.com	4	-
Google	*	404-487-9000	1600 Amphitheatre Pkwy., Mountain View, CA 94043	www.google.com	2	1
Indeed	michaelt@indeed.com	802-373-0006	6433 Champion Grandview Way 1-100, Austin, TX 78750	www.indeed.com	65	4
LinkedIn	malbanese@linkedin.com	650-687-3600	1000 West Maude Ave., Sunnyvale, CA 94085	www.linkedin.com	84	6
Other Job Board	Robin.Lash-Warde@symphonytalent.com	1.855.587.2926	19 W 34th St. #1000, New York, NY 10001	www.symphonytalent.com	9	2
Professional Diversity Network	dcortez@ipdnusa.com	888-281-9066	801 W Adams St #600, Chicago, IL 60607	www.prodivnet.com	-	-
ZipRecruiter	info@ziprecruiter.com	800-557-9015	1453 Third Street Promenade, Suite 335, Santa Monica, CA 90401	www.ziprecruiter.com	17	-
iCIMS	larry.manuel@icims.com	(800) 889-4422	Bell Works 101 Crawfords Corner Road, Suite 3-100 Holmdel, NJ 07733	https://www.icims.com/	29	2
GettingHired.com	JobSupport@gettinghired.com	*	7312 Parkway Drive South, Hanover, MD 21076	GettingHired.com	-	-
<b>Grand Total</b>					<b>693</b>	<b>100</b>

\* 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

\* \* The category of Other Job Board includes outreach through the Professional Diversity Network or PDN. PDN, in turn, partners with leading diverse organizations including, iHispano, Black Career Network and Women's Career Channel, to ensure diverse and broad outreach. In many cases, PDN partners with these sites to distribute Comcast job listings. In other cases, job listings are sent to specialized boards such as tech jobs to TechLatino and Black Data Processing Association. All these diverse sources are included, based on job type, under the outreach category of Other Job Board. Please note that Comcast often hires under evergreen requisitions. These are jobs where Comcast may need to hire several job applicants. As part of this review, Comcast did its best to ensure the distribution of interviews and sources across all the evergreen requisitions. The first job requisition or "parent" requisition, however, may contain all candidate interviews and sources, while the additional requisitions may show only one interview and one hire.

**Comcast Cable Communications, LLC**  
**FCC Sourcing Report - General Recruitment**  
**Date: 09/01/2022 to 08/31/2023**  
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Event Name	Location	Date	Participants	Type
Internships, Business Services, Customer Experience, Engineering, Human Resources, Finance Analyst, Finance and Accounting, Government Affairs, Information Technology, Marketing, and Sales	Atlanta, GA	Summer 2022	Business Leaders and University Relations	Internship program
Comcast Career Advance Program	Comcast	2021-2022	Customer Service Employees	The Career Advance program includes a step progression process (Representative, Associate, Specialist, Professional); this program was designed to enable call center agents to acquire the skills that could qualify them for higher level positions within the Care organization.
Comcast New Hire Experience	Comcast	2022-2023	All New Hires, HR Representatives	All Comcast New Hires receive new hiring orientation training to include indoctrination into the Comcast culture to include Credo and Touchstones. All policies are presented including Comcast's EEO policies and opportunities for transfer and promotion within the organization. Employees learn about Comcast's Open Door Policy and Comcast Listen's process in order to provide feedback. Employees are introduced to TeamComcast and the Employee Handbook and Training provided through the LSO.
Effectv New Hire Experience	Comcast	2022-2024	All New Hires, Business Leaders	A new employee's experience in the first 90 days, how they integrate into the organization, and how they learn to execute their roles and responsibilities is critical to their long-term success. This New Hire Experience has been strategically crafted to be an inclusive and collaborative way to immerse all new hires in the company's vision, goals, and culture, as well as the systems, tools, and processes they will need to execute their daily work.
AfroTech (Enterprise-wide)	Austin, TX	22-Nov	Business Leaders, Talent Acquisition, Talent Brand	The Tech Conference brings thousands of professionals and innovators together to help expand the representation of Black Americans in the STEM fields
MSI Event (June)	Atlanta, GA	23-Jun	Recent graduates, business partners	The Media Sales institute (MSI) is an intense, ten-day sales training program for a diverse workforce who are passionately interested in pursuing a career in media sales.
College Career Fair - University of Houston	Houston, TX	23-Mar	University of Houston Students, business leaders	Career fair that partners with students and recent grads who participated in the advertising and media majors.
Bengineers Conference	Comcast	23-Feb	Technology Employees, business leaders,	BENgineers, an offshoot of our Black Employee Network ERG, hosted a conference that included panels, and breakout sessions that addressed a range of topics from career development and emerging trends in tech.
NBMBA Networking Night	Comcast	23-Aug	MBA professionals, Finance Employees, Talent Acquisition	Networking opportunity for MBA professionals with our Finance DE&I Council Members and Allies
Alpha Regional Tech Summit	Malvern, PA	23-Apr	Technology employees, talent acquisition	Brings together latino IT professionals and students through the Northeast region ranging across all career levels and industries for a 3-day program focused on exploring cutting-edge technologies, hands-on tech training, networking, and learning about opportunities to ascend into IT leadership roles.
Philly Tech Week	Philadelphia, PA	23-May	Technology professionals, talent acquisition	Event series highlighting technology and professionals in the field that includes networking, panels, training sessions, etc.