



# EEO Form 396-C

## File No.: CBL0010214

Filing Status: **Ready for Review**

### 12844

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Reference  
Copy  
OMB Control  
No. 3060-1033

#### General Information

**FCC Registration Number (FRN)**

0011612017

**Filing Year**

2023

**Employment Unit ID (EUID)**

12844

#### 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**

false

**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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PART II - Inquiries Concerning EEO Program and Practices

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PART III - EEO Public File Report

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Exhibits

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### 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 Title**

Vice President

**Certifying Official Phone**

4259215945

**Certifying Official Email**

Betsy\_Kippenhan@cable.comcast.com

**Certifying Date Signed**

2023-09-27

**Comcast Cable Communications, LLC**  
**FCC Sourcing Report - Sourcing Summary**  
**Date: 09/01/2022 to 08/31/2023**  
**FCC Unit #: 12844**  
**County & State: Philadelphia, PA**

City, State	Job Requisition	Job Profile	Source	Interviewed	Hired
Philadelphia, Pennsylvania	R320868	Director 2, Data Analytics & Business Intelligence	Comcast Careers	3	-
Philadelphia, Pennsylvania	R320868	Director 2, Data Analytics & Business Intelligence	Indeed	1	1
Philadelphia, Pennsylvania	R320868	Director 2, Data Analytics & Business Intelligence	LinkedIn	3	-
Philadelphia, Pennsylvania	R320868 Total			7	1
Philadelphia, Pennsylvania	R334626	Counsel 6, General Counsel	Comcast Careers	3	1
Philadelphia, Pennsylvania	R334626	Counsel 6, General Counsel	Indeed	1	-
Philadelphia, Pennsylvania	R334626	Counsel 6, General Counsel	LinkedIn	1	-
Philadelphia, Pennsylvania	R334626 Total			5	1
Philadelphia, Pennsylvania	R334828	Counsel 6, General Counsel	Comcast Careers	1	-
Philadelphia, Pennsylvania	R334828	Counsel 6, General Counsel	LinkedIn	3	1
Philadelphia, Pennsylvania	R334828 Total			4	1
Philadelphia, Pennsylvania	R338293	Counsel 7, General Counsel	Comcast Careers	4	1
Philadelphia, Pennsylvania	R338293 Total			4	1
Philadelphia, Pennsylvania	R338295	Counsel 7, General Counsel	Comcast Careers	3	1
Philadelphia, Pennsylvania	R338295 Total			3	1
Philadelphia, Pennsylvania	R339223	Analyst 2, Business Process Effectiveness	Comcast Careers	5	1
Philadelphia, Pennsylvania	R339223	Analyst 2, Business Process Effectiveness	LinkedIn	1	-
Philadelphia, Pennsylvania	R339223 Total			6	1
Philadelphia, Pennsylvania	R343600	Director 1, Project Management	Comcast Careers	8	1
Philadelphia, Pennsylvania	R343600	Director 1, Project Management	Indeed	1	-
Philadelphia, Pennsylvania	R343600	Director 1, Project Management	LinkedIn	2	-
Philadelphia, Pennsylvania	R343600	Director 1, Project Management	iCIMS	1	-
Philadelphia, Pennsylvania	R343600 Total			12	1
Philadelphia, Pennsylvania	R346019	Manager 1, Business Process Effectiveness	Comcast Careers	7	1
Philadelphia, Pennsylvania	R346019 Total			7	1
Philadelphia, Pennsylvania	R346956	Analyst 2, Finance	Comcast Careers	1	-
Philadelphia, Pennsylvania	R346956	Analyst 2, Finance	Indeed	1	-
Philadelphia, Pennsylvania	R346956	Analyst 2, Finance	LinkedIn	2	1
Philadelphia, Pennsylvania	R346956 Total			4	1
Philadelphia, Pennsylvania	R347025	Counsel 6, General Counsel	Comcast Careers	3	1
Philadelphia, Pennsylvania	R347025	Counsel 6, General Counsel	LinkedIn	1	-
Philadelphia, Pennsylvania	R347025 Total			4	1
Philadelphia, Pennsylvania	R347540	Analyst 3, Business Process Effectiveness	Comcast Careers	2	-
Philadelphia, Pennsylvania	R347540	Analyst 3, Business Process Effectiveness	LinkedIn	1	1
Philadelphia, Pennsylvania	R347540 Total			3	1
Philadelphia, Pennsylvania	R348184	Analyst 3, Data Analytics & Business Intelligence	Comcast Careers	3	1
Philadelphia, Pennsylvania	R348184 Total			3	1
Philadelphia, Pennsylvania	R349073	Assistant 4, Administrative Services	Comcast Careers	9	1
Philadelphia, Pennsylvania	R349073 Total			9	1
Philadelphia, Pennsylvania	R349499	Counsel 6, General Counsel	Comcast Careers	5	1
Philadelphia, Pennsylvania	R349499	Counsel 6, General Counsel	Indeed	1	-
Philadelphia, Pennsylvania	R349499	Counsel 6, General Counsel	LinkedIn	3	-

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City, State	Job Requisition	Job Profile	Source	Interviewed	Hired
Philadelphia, Pennsylvania	R349499	Counsel 6, General Counsel	Other Job Board	1	-
Philadelphia, Pennsylvania	R349499 Total			10	1
Philadelphia, Pennsylvania	R349561	Director 1, Content Planning & Acquisition	Comcast Careers	5	1
Philadelphia, Pennsylvania	R349561	Director 1, Content Planning & Acquisition	LinkedIn	1	-
Philadelphia, Pennsylvania	R349561 Total			6	1
Philadelphia, Pennsylvania	R350331	Analyst 2, Data Analytics & Business Intelligence	Comcast Careers	3	1
Philadelphia, Pennsylvania	R350331 Total			3	1
Philadelphia, Pennsylvania	R350867	Counsel 5, General Counsel	Comcast Careers	1	1
Philadelphia, Pennsylvania	R350867 Total			1	1
Philadelphia, Pennsylvania	R350955	Counsel 6, General Counsel	Comcast Careers	8	1
Philadelphia, Pennsylvania	R350955	Counsel 6, General Counsel	Google	1	-
Philadelphia, Pennsylvania	R350955	Counsel 6, General Counsel	LinkedIn	1	-
Philadelphia, Pennsylvania	R350955 Total			10	1
Philadelphia, Pennsylvania	R351414	Analyst 3, Business Process Effectiveness	Comcast Careers	7	1
Philadelphia, Pennsylvania	R351414	Analyst 3, Business Process Effectiveness	Indeed	3	-
Philadelphia, Pennsylvania	R351414	Analyst 3, Business Process Effectiveness	LinkedIn	3	-
Philadelphia, Pennsylvania	R351414 Total			13	1
Philadelphia, Pennsylvania	R353243	Analyst 3, Business Process Effectiveness	Comcast Careers	8	1
Philadelphia, Pennsylvania	R353243	Analyst 3, Business Process Effectiveness	Indeed	1	-
Philadelphia, Pennsylvania	R353243	Analyst 3, Business Process Effectiveness	LinkedIn	2	-
Philadelphia, Pennsylvania	R353243	Analyst 3, Business Process Effectiveness	ZipRecruiter	1	-
Philadelphia, Pennsylvania	R353243 Total			12	1
Philadelphia, Pennsylvania	R353953	Analyst 2, Accounts Payable	Comcast Careers	1	1
Philadelphia, Pennsylvania	R353953 Total			1	1
Philadelphia, Pennsylvania	R355355	Director 3, General Counsel	Comcast Careers	7	2
Philadelphia, Pennsylvania	R355355	Director 3, General Counsel	LinkedIn	2	-
Philadelphia, Pennsylvania	R355355 Total			9	2
Philadelphia, Pennsylvania	R356022	Assistant 2, Contract Support	Comcast Careers	3	1
Philadelphia, Pennsylvania	R356022	Assistant 2, Contract Support	DirectEmployers	-	-
Philadelphia, Pennsylvania	R356022	Assistant 2, Contract Support	Indeed	1	-
Philadelphia, Pennsylvania	R356022 Total			4	1
Philadelphia, Pennsylvania	R359117	Counsel 6, General Counsel	Comcast Careers	2	1
Philadelphia, Pennsylvania	R359117	Counsel 6, General Counsel	LinkedIn	3	-
Philadelphia, Pennsylvania	R359117 Total			5	1
Philadelphia, Pennsylvania	R359779	Assistant 2, Contract Support	Comcast Careers	1	1
Philadelphia, Pennsylvania	R359779 Total			1	1
Philadelphia, Pennsylvania	R359809	Assistant 2, Contract Support	Comcast Careers	3	-
Philadelphia, Pennsylvania	R359809	Assistant 2, Contract Support	LinkedIn	6	1
Philadelphia, Pennsylvania	R359809	Assistant 2, Contract Support	ZipRecruiter	1	-
Philadelphia, Pennsylvania	R359809 Total			10	1
Philadelphia, Pennsylvania	R360219	Counsel 7, General Counsel	Comcast Careers	1	-
Philadelphia, Pennsylvania	R360219	Counsel 7, General Counsel	LinkedIn	2	1

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Philadelphia, Pennsylvania	R360219	Counsel 7, General Counsel	ZipRecruiter	-	-
Philadelphia, Pennsylvania	R360219 Total			3	1
Philadelphia, Pennsylvania	R360323	Paralegal 2, Contract Support	Comcast Careers	1	1
Philadelphia, Pennsylvania	R360323	Paralegal 2, Contract Support	Indeed	1	-
Philadelphia, Pennsylvania	R360323	Paralegal 2, Contract Support	LinkedIn	2	-
Philadelphia, Pennsylvania	R360323	Paralegal 2, Contract Support	Other Job Board	1	-
Philadelphia, Pennsylvania	R360323 Total			5	1
Philadelphia, Pennsylvania	R361814	Analyst 2, Business Process Effectiveness	Comcast Careers	11	-
Philadelphia, Pennsylvania	R361814	Analyst 2, Business Process Effectiveness	Indeed	2	-
Philadelphia, Pennsylvania	R361814	Analyst 2, Business Process Effectiveness	LinkedIn	2	-
Philadelphia, Pennsylvania	R361814	Analyst 2, Business Process Effectiveness	Other Job Board	2	-
Philadelphia, Pennsylvania	R361814	Analyst 2, Business Process Effectiveness	iCIMS	1	1
Philadelphia, Pennsylvania	R361814 Total			18	1
Philadelphia, Pennsylvania	R361815	Analyst 3, Business Process Effectiveness	Appcast Exchange	-	-
Philadelphia, Pennsylvania	R361815	Analyst 3, Business Process Effectiveness	Comcast Careers	4	-
Philadelphia, Pennsylvania	R361815	Analyst 3, Business Process Effectiveness	DirectEmployers	-	-
Philadelphia, Pennsylvania	R361815	Analyst 3, Business Process Effectiveness	Indeed	1	-
Philadelphia, Pennsylvania	R361815	Analyst 3, Business Process Effectiveness	LinkedIn	1	-
Philadelphia, Pennsylvania	R361815	Analyst 3, Business Process Effectiveness	Professional Diversity Network	-	-
Philadelphia, Pennsylvania	R361815	Analyst 3, Business Process Effectiveness	ZipRecruiter	-	-
Philadelphia, Pennsylvania	R361815	Analyst 3, Business Process Effectiveness	iCIMS	2	1
Philadelphia, Pennsylvania	R361815	Analyst 3, Business Process Effectiveness	GettingHired.com	-	-
Philadelphia, Pennsylvania	R361815 Total			8	1
Philadelphia, Pennsylvania	R363870	Paralegal 2, Contract Support	Comcast Careers	4	-
Philadelphia, Pennsylvania	R363870	Paralegal 2, Contract Support	Indeed	1	-
Philadelphia, Pennsylvania	R363870	Paralegal 2, Contract Support	ZipRecruiter	1	1
Philadelphia, Pennsylvania	R363870 Total			6	1
Philadelphia, Pennsylvania	R364930	Assistant 2, Contract Support	Comcast Careers	4	-
Philadelphia, Pennsylvania	R364930	Assistant 2, Contract Support	Indeed	-	-
Philadelphia, Pennsylvania	R364930	Assistant 2, Contract Support	LinkedIn	-	-
Philadelphia, Pennsylvania	R364930	Assistant 2, Contract Support	iCIMS	1	1
Philadelphia, Pennsylvania	R364930 Total			5	1
Philadelphia, Pennsylvania Total				201	33
Littleton, Colorado	R343619	Engineer 2, Network Engineering - Security	Comcast Careers	1	1
Littleton, Colorado	R343619 Total			1	1
Littleton, Colorado Total				1	1
Washington, District of Columbia	R343206	Director 2, Government & Regulatory Affairs	Comcast Careers	4	1
Washington, District of Columbia	R343206	Director 2, Government & Regulatory Affairs	Indeed	1	-
Washington, District of Columbia	R343206 Total			5	1
Washington, District of Columbia Total				5	1
Pittsburgh, Pennsylvania	R360559	Supervisor, Security	Comcast Careers	2	1
Pittsburgh, Pennsylvania	R360559	Supervisor, Security	Indeed	1	-

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City, State	Job Requisition	Job Profile	Source	Interviewed	Hired
Pittsburgh, Pennsylvania	R360559 Total			3	1
Pittsburgh, Pennsylvania Total				3	1
Silver Spring, Maryland	R363794	Investigator 3, Security	Comcast Careers	5	1
Silver Spring, Maryland	R363794	Investigator 3, Security	LinkedIn	-	-
Silver Spring, Maryland	R363794 Total			5	1
Silver Spring, Maryland Total				5	1
Grand Total				215	37

Comcast Cable Communications, LLC  
FCC Sourcing Report - Sourcing Contacts  
Date: 09/01/2022 to 08/31/2023  
FCC Unit #: 12844  
County & State: Philadelphia, PA

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	-	-
Comcast Careers	Comcast_Careers@comcast.com	215-286-1700	1701 John F Kennedy BLVD, Philadelphia, PA	jobs.comcast.com	143	27
DirectEmployers	info@DirectEmployers.org	866-268-6206	6974 S. Lima Street, Centennial, Colorado 80112	www.directemployers.com	-	-
Google	*	404-487-9000	1600 Amphitheatre Pkwy., Mountain View, CA 94043	www.google.com	1	-
Indeed	michaelt@indeed.com	802-373-0006	6433 Champion Grandview Way 1-100, Austin, TX 78750	www.indeed.com	17	1
LinkedIn	malbanese@linkedin.com	650-687-3600	1000 West Maude Ave., Sunnyvale, CA 94085	www.linkedin.com	42	5
Other Job Board	Robin.Lash-Warde@symphonytalent.com	1.855.587.2926	19 W 34th St. #1000, New York, NY 10001	www.symphonytalent.com	4	-
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	3	1
iCIMS	larry.manuel@icims.com	(800) 889-4422	Bell Works 101 Crawfords Corner Road, Suite 3-100 Holmdel, NJ 07733	https://www.icims.com/	5	3
GettingHired.com	JobSupport@gettinghired.com	*	7312 Parkway Drive South, Hanover, MD 21076	GettingHired.com	-	-
Grand Total					215	37

\* 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**  
**FCC Unit #: 12844**  
**County & State: Philadelphia, PA**

Event Name	Location	Date	Participants	Type
Temple ITACS Sept 2022	Temple University	22-Sep	Talent Acquisition & Business Leaders from Comcast	Traditional career fair. Met with MIS majors and IT audit & Cyber security masters students to talk through different Data & Tech opportunities at Comcast. Recruiters & hiring managers were sitting at a table and networking with students. Scheduled follow up interviews for open roles within our Audit team following the event.
Cheyney University Recruiting Event	Cheyney University	22-Nov	Talent Acquisition & Business Leaders from Comcast	Lead Recruiter went to Cheney with a few business leaders and hiring managers and did a career presentation. Met with about 25 students and talked through day in the life as an auditor, did an interview skills workshop, resume review. Also met with students 1-1 and coached them on how to apply to roles. This event was focused on junior level talent (extending offers to Seniors in college in advance for when they officially graduate)
Rowan University Accounting and Finance presentation	Comcast Tech Center	23-Mar	Talent Acquisition & Business Leaders from Comcast	Presentation with Len Gatti who is a former Comcast executive and is on the board of Rowan to talk about Comcast opportunities. Was an event with the accounting fraternity with 40 students who came from Rowan. All speakers from Comcast were early career and talking growth opportunities & career path within the company. It was a snapshot of what accounting and finance careers could look like throughout Comcast.
Lincoln University	Lincoln University	23-Apr	Talent Acquisition & Business Leaders from Comcast	Lead Recruiter went to Lincoln University with a few business leaders and hiring managers and did a career presentation. Met with 50 students and talked through day in the life as an auditor, did an interview skills workshop, resume review. Also met with students 1-1 and coached them on how to apply to roles. This event was focused on junior level talent (extending offers to Seniors in college in advance for when they officially graduate)
MLT Tech Prep	Virtual	23-Jun	Talent Acquisition	Highlighting Tech opportunities to associates in MLT Tech Program. Presented on what makes Comcast stand out as a technology leader. Was able to give insight around the interview process and if there were technical components to the interviews and what types of positions we are hiring for at Comcast. Other large Technology Companies also presented at this event.