



EEO Form 396-C

File No.: CBL0010215

Filing Status: **Ready for Review**

12846

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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)

12846

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

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

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

PART II - Inquiries Concerning EEO Program and Practices

PART III - EEO Public File Report

Exhibits

Certifications

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

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 #: 12846
County & State: Philadelphia, PA

City, State	Job Requisition	Job Profile	Source	Interviewed	Hired
Virtual, Pennsylvania	R342368	Account Manager 3, Enterprise Direct Sales	Comcast Careers	4	-
Virtual, Pennsylvania	R342368	Account Manager 3, Enterprise Direct Sales	LinkedIn	3	1
Virtual, Pennsylvania	R342368 Total			7	1
Virtual, Pennsylvania	R346827	Manager 2, Product Sales Support & Analysis	Comcast Careers	1	1
Virtual, Pennsylvania	R346827 Total			1	1
Virtual, Pennsylvania	R349048	Manager 1, Technical Research & Development	Comcast Careers	1	1
Virtual, Pennsylvania	R349048 Total			1	1
Virtual, Pennsylvania	R352408	Manager 1, Technical Research & Development	Comcast Careers	1	-
Virtual, Pennsylvania	R352408	Manager 1, Technical Research & Development	LinkedIn	3	1
Virtual, Pennsylvania	R352408	Manager 1, Technical Research & Development	Other Job Board	1	-
Virtual, Pennsylvania	R352408	Manager 1, Technical Research & Development	iCIMS	1	-
Virtual, Pennsylvania	R352408 Total			6	1
Virtual, Pennsylvania	R354418	Account Manager 3, Enterprise Direct Sales	LinkedIn	1	1
Virtual, Pennsylvania	R354418 Total			1	1
Virtual, Pennsylvania	R354431	Account Manager 3, Enterprise Direct Sales	Comcast Careers	1	1
Virtual, Pennsylvania	R354431 Total			1	1
Virtual, Pennsylvania Total				17	6
Philadelphia, Pennsylvania	R326786	Engineer 5, Technical Research & Development	Comcast Careers	6	1
Philadelphia, Pennsylvania	R326786	Engineer 5, Technical Research & Development	Indeed	1	-
Philadelphia, Pennsylvania	R326786	Engineer 5, Technical Research & Development	LinkedIn	1	-
Philadelphia, Pennsylvania	R326786 Total			8	1
Philadelphia, Pennsylvania	R334834	Director 2, Investments	Comcast Careers	6	1
Philadelphia, Pennsylvania	R334834	Director 2, Investments	LinkedIn	8	-
Philadelphia, Pennsylvania	R334834 Total			14	1
Philadelphia, Pennsylvania	R336479	Manager 1, Supply Chain Planning	Google	1	-
Philadelphia, Pennsylvania	R336479	Manager 1, Supply Chain Planning	Indeed	1	-
Philadelphia, Pennsylvania	R336479	Manager 1, Supply Chain Planning	LinkedIn	4	1
Philadelphia, Pennsylvania	R336479	Manager 1, Supply Chain Planning	Other Job Board	1	-
Philadelphia, Pennsylvania	R336479 Total			7	1
Philadelphia, Pennsylvania	R337793	Manager 2, Product Management	Comcast Careers	1	-
Philadelphia, Pennsylvania	R337793	Manager 2, Product Management	LinkedIn	4	1
Philadelphia, Pennsylvania	R337793 Total			5	1
Philadelphia, Pennsylvania	R339434	Manager 1, Financial Planning & Analysis	Comcast Careers	2	1
Philadelphia, Pennsylvania	R339434 Total			2	1
Philadelphia, Pennsylvania	R339998	Technical Project Manager 2, Project Management	ZipRecruiter	1	1
Philadelphia, Pennsylvania	R339998 Total			1	1
Philadelphia, Pennsylvania	R340736	Manager 1, Financial Planning & Analysis	Comcast Careers	3	1
Philadelphia, Pennsylvania	R340736 Total			3	1
Philadelphia, Pennsylvania	R341071	Assistant 3, Administrative Services	Comcast Careers	4	-
Philadelphia, Pennsylvania	R341071	Assistant 3, Administrative Services	Indeed	2	-
Philadelphia, Pennsylvania	R341071	Assistant 3, Administrative Services	LinkedIn	2	1

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Date: 09/01/2022 to 08/31/2023
FCC Unit #: 12846
County & State: Philadelphia, PA

City, State	Job Requisition	Job Profile	Source	Interviewed	Hired
Philadelphia, Pennsylvania	R341071 Total			8	1
Philadelphia, Pennsylvania	R341488	Director 1, Business Development	Comcast Careers	5	1
Philadelphia, Pennsylvania	R341488 Total			5	1
Philadelphia, Pennsylvania	R341823	Specialist 3, Strategic Planning	Comcast Careers	4	1
Philadelphia, Pennsylvania	R341823 Total			4	1
Philadelphia, Pennsylvania	R342612	Business Development, Manager 1	Comcast Careers	3	-
Philadelphia, Pennsylvania	R342612	Business Development, Manager 1	LinkedIn	3	1
Philadelphia, Pennsylvania	R342612 Total			6	1
Philadelphia, Pennsylvania	R345328	Director 1, Product Management	Comcast Careers	2	1
Philadelphia, Pennsylvania	R345328 Total			2	1
Philadelphia, Pennsylvania	R347473	Director 1, Strategic Planning	Comcast Careers	7	1
Philadelphia, Pennsylvania	R347473	Director 1, Strategic Planning	LinkedIn	1	-
Philadelphia, Pennsylvania	R347473 Total			8	1
Philadelphia, Pennsylvania	R347915	Director 2, Financial Planning & Analysis	Comcast Careers	2	1
Philadelphia, Pennsylvania	R347915	Director 2, Financial Planning & Analysis	iCIMS	1	-
Philadelphia, Pennsylvania	R347915 Total			3	1
Philadelphia, Pennsylvania	R351231	Director 2, Strategic Planning	LinkedIn	1	1
Philadelphia, Pennsylvania	R351231 Total			1	1
Philadelphia, Pennsylvania	R352227	Manager 1, Financial Planning & Analysis	Comcast Careers	6	1
Philadelphia, Pennsylvania	R352227	Manager 1, Financial Planning & Analysis	Indeed	1	-
Philadelphia, Pennsylvania	R352227	Manager 1, Financial Planning & Analysis	LinkedIn	1	-
Philadelphia, Pennsylvania	R352227 Total			8	1
Philadelphia, Pennsylvania	R352229	Manager 1, Financial Planning & Analysis	Comcast Careers	4	1
Philadelphia, Pennsylvania	R352229 Total			4	1
Philadelphia, Pennsylvania	R358293	Manager 1, Marketing	Comcast Careers	3	1
Philadelphia, Pennsylvania	R358293	Manager 1, Marketing	LinkedIn	4	-
Philadelphia, Pennsylvania	R358293	Manager 1, Marketing	iCIMS	1	-
Philadelphia, Pennsylvania	R358293 Total			8	1
Philadelphia, Pennsylvania	R360882	Director 1, Strategic Planning	Comcast Careers	7	1
Philadelphia, Pennsylvania	R360882	Director 1, Strategic Planning	LinkedIn	1	-
Philadelphia, Pennsylvania	R360882	Director 1, Strategic Planning	Other Job Board	1	-
Philadelphia, Pennsylvania	R360882 Total			9	1
Philadelphia, Pennsylvania	R361493	Specialist 3, Strategic Planning	Comcast Careers	3	1
Philadelphia, Pennsylvania	R361493 Total			3	1
Philadelphia, Pennsylvania	R361495	Manager 1, Strategic Planning	Comcast Careers	7	1
Philadelphia, Pennsylvania	R361495	Manager 1, Strategic Planning	DirectEmployers	-	-
Philadelphia, Pennsylvania	R361495	Manager 1, Strategic Planning	LinkedIn	2	-
Philadelphia, Pennsylvania	R361495	Manager 1, Strategic Planning	Professional Diversity Network	-	-
Philadelphia, Pennsylvania	R361495	Manager 1, Strategic Planning	GettingHired.com	-	-
Philadelphia, Pennsylvania	R361495 Total			9	1
Philadelphia, Pennsylvania	R362189	Specialist 3, Business Development	Comcast Careers	7	-

Comcast Cable Communications, LLC
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Date: 09/01/2022 to 08/31/2023
FCC Unit #: 12846
County & State: Philadelphia, PA

City, State	Job Requisition	Job Profile	Source	Interviewed	Hired
Philadelphia, Pennsylvania	R362189	Specialist 3, Business Development	DirectEmployers	-	-
Philadelphia, Pennsylvania	R362189	Specialist 3, Business Development	Indeed	1	-
Philadelphia, Pennsylvania	R362189	Specialist 3, Business Development	LinkedIn	5	1
Philadelphia, Pennsylvania	R362189	Specialist 3, Business Development	Professional Diversity Network	-	-
Philadelphia, Pennsylvania	R362189	Specialist 3, Business Development	GettingHired.com	-	-
Philadelphia, Pennsylvania	R362189 Total			13	1
Philadelphia, Pennsylvania	R363803	Engineer 6, Technical Research & Development	Comcast Careers	1	1
Philadelphia, Pennsylvania	R363803 Total			1	1
Philadelphia, Pennsylvania Total				132	23
Arlington, Virginia	R345368	Engineer 4, Technical Research & Development	Comcast Careers	1	1
Arlington, Virginia	R345368 Total			1	1
Arlington, Virginia Total				1	1
New York, New York	R343979	Investments, Manager 1	Comcast Careers	1	-
New York, New York	R343979	Investments, Manager 1	LinkedIn	15	1
New York, New York	R343979 Total			16	1
New York, New York	R344355	Director 2, Investments	Comcast Careers	5	-
New York, New York	R344355	Director 2, Investments	LinkedIn	13	1
New York, New York	R344355	Director 2, Investments	Other Job Board	1	-
New York, New York	R344355 Total			19	1
New York, New York	R359755	Director 2, Investments	Comcast Careers	3	1
New York, New York	R359755	Director 2, Investments	LinkedIn	1	-
New York, New York	R359755 Total			4	1
New York, New York Total				39	3
Grand Total				189	33

Comcast Cable Communications, LLC
FCC Sourcing Report - Sourcing Contacts
Date: 09/01/2022 to 08/31/2023
FCC Unit #: 12846
County & State: Philadelphia, PA

Source	Email Address	Phone	Address	Website	Interviewed	Hired
Comcast Careers	Comcast_Careers@comcast.com	215-286-1700	1701 John F Kennedy BLVD, Philadelphia, PA	jobs.comcast.com	101	21
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	6	-
LinkedIn	malbanese@linkedin.com	650-687-3600	1000 West Maude Ave., Sunnyvale, CA 94085	www.linkedin.com	73	11
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	1	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/	3	-
GettingHired.com	JobSupport@gettingshired.com	*	7312 Parkway Drive South, Hanover, MD 21076	GettingHired.com	-	-
Grand Total					189	33

** 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 #: 12846
County & State: Philadelphia, PA

Event Name	Location	Date	Participants	Type
Management Leadership for Tomorrow Closing Seminar	Virtual	9/16-9/18/2022	Employee Resource Team, Finance and Talent Acquisition TPX	Talent Recruitment
Black is Tech Conference	Virtual and Atlanta, Georgia	9/12-9/16/2022	Talent Acquisition TPX	Talent Recruitment
Getting Hired	Virtual	9/15/2022	Comcast Talent Acquisition (Corporate)	Talent Recruitment & Talent Branding
AfroTech Conference	Austin, Texas	11/14-11/17/2022	Comcast & NBCUniversal (HQ, TPX, Comcast Business, Comcast Advertising, Dreamworks, etc.)	Talent Recruitment & Talent Branding
Student Veterans of America 2023 Annual Conference	Orlando, Florida	1/5-1/7/2023	Comcast & NBCUniversal (Tommy Palmer HQ)	Talent Recruitment & Talent Branding
2023 Prospanica Leadership Summit	Las Vegas, Nevada	3/9-3/11/2023	Comcast (Talent Acquisition - Jessica Jojola)	Career Networking & Talent Branding
POWER of Professional Women Philadelphia - Career Conversations	Virtual	3/16/2023	Comcast (Alice Nelson-Sidibe)	Career Networking & Talent Branding
2023 ALPFA NE Regional Tech	Philadelphia, Pennsylvania	4/20-4/22/2023	Comcast (Talent Acquisition and Impact & Inclusion)	Talent Recruitment & Talent Branding
2023 Annual Disability:IN Conference	Orlando, Florida	7/10-7/13/2023	Comcast NBCUniversal (Impact & Inclusion, Accessibility, Supplier Diversity and Talent Acquisition)	Career Networking & Talent Branding
Management Leadership for Tomorrow Career Prep Summer Seminar	Westlake, Texas	8/11-8/13/2023	Comcast & NBCUniversal (HQ, NED, Central and West Division Talent Acquisition)	Talent Recruitment & Talent Branding
National Black MBA Association Philadelphia Chapter Comcast Diversity Networking Night	Philadelphia, Pennsylvania	8/24/2023	Comcast (Talent Acquisition, Finance/Accounting, Comcast Advertiser, TPX)	Talent Recruitment & Talent Branding