



EEO Form 396-C

File No.: CBL0020937

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

2025

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

2024-09-01

Reporting Period End Date

2025-08-31

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

(425) 921-5945

Certifying Official Email

Betsy_Kippenhan@cable.comcast.com

Certifying Date Signed

2025-07-22

Comcast Cable Communications, LLC

FCC Sourcing Report - Sourcing Summary

Date: 09/01/2024 to 08/31/2025

FCC Unit #: 12844

County & State: Philadelphia, PA

City, State	Job Req ID	Job Profile	Source	Interviewed	Hire
FCC City State	REQ Job Requisition ID	REQ Job Profile	FCC Source Formatted		
REQ Job Requisition ID Total					
FCC City State Total					
		Manager 1, Data Analytics & Business Intelligence			
Philadelphia, Pen	R395093		CareerCircle	0	0
			Comcast Careers	2	1
			DirectEmployers	0	0
			FairyGodBoss	0	0
			GlassDoor	0	0
			HiringOurHeroes	0	0
			Indeed	0	0
			LinkedIn	0	0
			MESP	0	0
			Nexxt	0	0
			Programmatic Jobs	0	0
			Professional Diversity N	0	0
			SHRM	0	0
			SnagAJob	0	0
			Talent.com	0	0
			Talroo	0	0
			ZipRecruiter	0	0
	R395093 Total			2	1
		Specialist 4, Contract Support			
	R396306		CareerCircle	0	0
			Comcast Careers	1	1
			DirectEmployers	0	0
			FairyGodBoss	0	0
			GlassDoor	0	0
			HiringOurHeroes	0	0
			Indeed	0	0
			LinkedIn	0	0
			MESP	0	0
			Nexxt	0	0
			Programmatic Jobs	0	0
			Professional Diversity N	0	0
			SHRM	0	0
			SnagAJob	0	0
			Talent.com	0	0
			Talroo	0	0
			ZipRecruiter	0	0
	R396306 Total			1	1

	Analyst 3, Business Process			
R397210	Effectiveness	CareerCircle	0	0
		Comcast Careers	3	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	1	0
		LinkedIn	2	0
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
R397210 Total			6	1

	Analyst 3, Business Process			
R397457	Effectiveness	CareerCircle	0	0
		Comcast Careers	4	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	0	0
		LinkedIn	1	0
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
R397457 Total			5	1

	Specialist 3, Contract Support			
R398398		CareerCircle	0	0
		Comcast Careers	1	0
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	1	0
		LinkedIn	2	1
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0

R398398 Total			4	1
R400055	Counsel 6, General Counsel	CareerCircle	0	0
		Comcast Careers	4	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	0	0
		LinkedIn	0	0
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
R400055 Total			4	1
R400056	Specialist 3, Contract Support	CareerCircle	0	0
		Comcast Careers	4	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	1	0
		LinkedIn	0	0
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
R400056 Total			5	1
R400362	Counsel 5, General Counsel	CareerCircle	0	0
		Comcast Careers	1	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	0	0
		LinkedIn	0	0
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
R400362 Total			1	1

R400754	Counsel 6, General			
	Counsel	CareerCircle	0	0
		Comcast Careers	1	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	0	0
		LinkedIn	2	0
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
R400754 Total			3	1

R400850	Counsel 5, General			
	Counsel	CareerCircle	0	0
		Comcast Careers	3	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	0	0
		LinkedIn	2	0
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
R400850 Total			5	1

R400957	Analyst 2, Business			
	Process			
	Effectiveness	CareerCircle	0	0
		Comcast Careers	3	0
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	0	0
		LinkedIn	1	0
		MESP	0	0
		Nexxt	0	0
		Other Job Site	2	1
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0

		ZipRecruiter	0	0
R400957 Total			6	1
	Counsel 6, General			
R401367	Counsel	CareerCircle	0	0
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	0	0
		LinkedIn	3	1
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
R401367 Total			3	1
	Manager 2, Business Process			
R402903	Effectiveness	CareerCircle	0	0
		Comcast Careers	4	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		Google	1	0
		HiringOurHeroes	0	0
		Indeed	0	0
		LinkedIn	1	0
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
R402903 Total			6	1
	Analyst 2, Business Process			
R404861	Effectiveness	CareerCircle	0	0
		Comcast Careers	1	1
		Corporate Site-AT	1	0
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		Google	1	0
		HiringOurHeroes	0	0
		Indeed	1	0
		LinkedIn	1	0
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0

		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
		R404861 Total	5	1
	Assistant 3, Administrative Services			
R405117		CareerCircle	0	0
		Comcast Careers	3	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	0	0
		LinkedIn	0	0
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
		R405117 Total	3	1
	Analyst 3, Business Process Effectiveness			
R407312		Comcast Careers	2	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	3	0
		LinkedIn	0	0
		MESP	0	0
		Nexxt	0	0
		Other Job Site	1	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
		R407312 Total	6	1
	Counsel 6, General Counsel			
R407343		CareerCircle	0	0
		Comcast Careers	3	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	0	0
		LinkedIn	3	0
		MESP	0	0
		Nexxt	0	0
		Other Job Site	1	0

		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
R407343 Total			7	1
	Counsel 7, General			
R409352	Counsel	Comcast Careers	1	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	0	0
R409352 Total			1	1
	Counsel 7, General			
R412302	Counsel	Built-In	0	0
		Comcast Careers	2	1
		DirectEmployers	0	0
		FairyGodBoss	0	0
		GlassDoor	0	0
		HiringOurHeroes	0	0
		Indeed	0	0
		LinkedIn	0	0
		MESP	0	0
		Nexxt	0	0
		Programmatic Jobs	0	0
		Professional Diversity N	0	0
		SHRM	0	0
		SnagAJob	0	0
		Talent.com	0	0
		Talroo	0	0
		ZipRecruiter	0	0
R412302 Total			2	1
Philadelphia, Pennsylvania Total			75	19
(blank)	(blank)	(blank)	(blank)	
(blank) Total				
(blank) Total				
Grand Total			75	19

Reference: In some cases, source(s) identified by interviewee(s) were sources 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

FCC Unit - County	FCC Source Formatted	FCC Source Email	FCC Source Number	FCC Source Address	FCC Source Web	Total	
						Interviewed	Hired
12844 - Philadelphia, PA	Built-In	*	*	*	*	0	0
12844 - Philadelphia, PA	CareerCircle	*	*	*	*	0	0
12844 - Philadelphia, PA	Comcast Careers	Comcast_Careers@comcast.com	215-286-1700	1701 John F Kennedy BLVD, Philadelphia, PA 19103	jobs.comcast.com	43	16
12844 - Philadelphia, PA	Corporate Site-AT	*	*	*	*	1	0
12844 - Philadelphia, PA	DirectEmployers	info@DirectEmployers.org	866-268-6206	6974 S. Lima Street, Centennial, Colorado 80112	www.directemployers.co	0	0
12844 - Philadelphia, PA	FairyGodBoss	gabi.carachillo@fairygodboss.com	929-274-4539	228 Park Ave S, Suite 21937, New York, New York 10003-1502	fairygodboss.com	0	0
12844 - Philadelphia, PA	GlassDoor	*	*	*	*	0	0
12844 - Philadelphia, PA	Google	*	404-487-9000	1600 Amphitheatre Pkwy., Mountain View, CA 94043	www.google.com	2	0
12844 - Philadelphia, PA	HiringOurHeroes	*	*	*	*	0	0
12844 - Philadelphia, PA	Indeed	michaelt@indeed.com	802-373-0006	6433 Champion Grandview Way 1-100, Austin, TX 78750	www.indeed.com	7	0
12844 - Philadelphia, PA	LinkedIn	malbanese@linkedin.com	650-687-3600	999 West Maude Ave., Sunnyvale, CA 94085	www.linkedin.com	18	2
12844 - Philadelphia, PA	MESP	*	*	*	*	0	0
12844 - Philadelphia, PA	Nexxt	*	866-694-JOBS	676 E. Swedesford Rd, Suite 300, Wayne, PA 19087	www.radancy.com	0	0
12844 - Philadelphia, PA	Other Job Site	*	*	*	*	4	1
12844 - Philadelphia, PA	Programmatic Jobs	*	*	*	*	0	0
12844 - Philadelphia, PA	Professional Diversity Network	evasquez@ipdnusa.com	312-778-6315	55 East Monroe Street, Suite 2120, Chicago, Illinois, 60603	www.prodivnet.com	0	0
12844 - Philadelphia, PA	SHRM	*	*	*	*	0	0
12844 - Philadelphia, PA	SnagAJob	info@snagajob.com	website	4851 Lake Brook Drive, Glen Allen, VA 23060	www.snagajob.com	0	0
12844 - Philadelphia, PA	Talent.com	Youssef (youssef.hassan@talent.com)	877-472-6648	5800 St-Denis, Ste. 604, Montreal, Quebec H2S 3L5 Canada	www.talent.com	0	0
12844 - Philadelphia, PA	Talroo	support@talroo.com	512-717-0630	6433 Champion Grandview Way Building 2, Suite 100, Austin, TX 78750	www.talroo.com	0	0
12844 - Philadelphia, PA	ZipRecruiter	info@ziprecruiter.com	800-557-9015	1453 Third Street Promenade, Suite 335, Santa Monica, CA 90401	www.ziprecruiter.com	0	0
Grand Total						75	19

Comcast Cable Communications, LLC
FCC Sourcing Report - General Recruitment
Date: 09/01/2024 to 08/31/2025
FCC Unit #: 12844
County & State: Philadelphia, PA

Event Name	Location	Date	Participants	Type
Villanova University 2024 Fall Career Fair	Philadelphia, PA	9/1/2024	Comcast Recruiters	Hiring Event
Freedom XSP Virtual Hiring Event	Virtual	9/12/2024	Comcast Recruiters	Hiring Event