



EEO Form 396-C

File No.: CBL0020939

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

2025

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

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 #: 12846
 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					
Philadelphia, Pennsylvania	R394082	Manager 2, Technical Research & Development	CareerCircle	0	0
			Comcast Careers	4	1
			DirectEmployers	1	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 Network	0	0
			SHRM	0	0
			SnagAJob	0	0
			Talent.com	0	0
			Talroo	0	0
			ZipRecruiter	0	0
			R394082 Total	5	1
	R394518	Program Manager 4, Program Management	CareerCircle	0	0
			Comcast Careers	10	1
			DirectEmployers	0	0
			FairyGodBoss	0	0
			GlassDoor	0	0
			HiringOurHeroes	0	0
			Indeed	2	0
			LinkedIn	2	0
			MESP	0	0
			Nexxt	0	0
			Programmatic Jobs	0	0
			Professional Diversity Network	0	0
			SHRM	0	0
			SnagAJob	0	0
			Talent.com	0	0
			Talroo	0	0
			ZipRecruiter	0	0
			R394518 Total	14	1
	R398801	Manager 1, Business Development	CareerCircle	0	0
			Comcast Careers	15	1

	DirectEmployers	1	0
	FairyGodBoss	0	0
	GlassDoor	0	0
	HiringOurHeroes	0	0
	Indeed	1	0
	LinkedIn	5	0
	MESP	0	0
	Nexxt	0	0
	Other Job Site	1	0
	Programmatic Jobs	0	0
	Professional Diversity Network	0	0
	SHRM	0	0
	SnagAJob	0	0
	Talent.com	0	0
	Talroo	0	0
	ZipRecruiter	0	0
R398801 Total		23	1
Philadelphia, Pennsylvania Total		42	3

Virtual, Pennsylvania	R394645	Engineer 6, Technical Research & Development	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 Network	0	0
			SHRM	0	0
			SnagAJob	0	0
			Talent.com	0	0
			Talroo	0	0
			ZipRecruiter	0	0
			R394645 Total	1	1

	R398826	Director 1, Technical Product Sales - Business Support	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 Network	0	0
			SHRM	0	0
			SnagAJob	0	0
			Talent.com	0	0
			Talroo	0	0
			ZipRecruiter	0	0
			R398826 Total	1	1

Virtual, Pennsylvania Total				2	2
(blank)	(blank)	(blank)	(blank)		
(blank) Total					
Grand Total				44	5

Comcast Cable Communications, LLC
 FCC Sourcing Report - Sourcing Contacts
 Date: 09/01/2024 to 08/31/2025
 FCC Unit #: 12846
 County & State: Philadelphia, PA

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
12846 - Philadelphia, PA	CareerCircle	*	*	*	*	0	0
12846 - Philadelphia, PA	Comcast Careers	Comcast_Careers@comcast.com	215-286-1700	1701 John F Kennedy BLVD, Philadelphia, PA 19103	jobs.comcast.com	31	5
12846 - Philadelphia, PA	DirectEmployers	info@DirectEmployers.org	866-268-6206	6974 S. Lima Street, Centennial, Colorado 80112	www.directemployers.co	2	0
12846 - 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
12846 - Philadelphia, PA	GlassDoor	*	*	*	*	0	0
12846 - Philadelphia, PA	HiringOurHeroes	*	*	*	*	0	0
12846 - Philadelphia, PA	Indeed	michaelt@indeed.com	802-373-0006	6433 Champion Grandview Way 1-100, Austin, TX 78750	www.indeed.com	3	0
12846 - Philadelphia, PA	LinkedIn	malbanese@linkedin.com	650-687-3600	999 West Maude Ave., Sunnyvale, CA 94085	www.linkedin.com	7	0
12846 - Philadelphia, PA	MESP	*	*	*	*	0	0
12846 - Philadelphia, PA	Next	*	866-694-JOBS	676 E. Swedesford Rd, Suite 300, Wayne, PA 19087	www.radancy.com	0	0
12846 - Philadelphia, PA	Other Job Site	*	*	*	*	1	0
12846 - Philadelphia, PA	Programmatic Jobs	*	*	*	*	0	0
12846 - Philadelphia, PA	Professional Diversity	evasquez@ipdnusa.com	312-778-6315	55 East Monroe Street, Suite 2120, Chicago, Illinois, 60603	www.prodivnet.com	0	0
12846 - Philadelphia, PA	SHRM	*	*	*	*	0	0
12846 - Philadelphia, PA	SnagAJob	info@snagajob.com	website	4851 Lake Brook Drive, Glen Allen, VA 23060	www.snagajob.com	0	0
12846 - 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
12846 - Philadelphia, PA	Talroo	support@talroo.com	512-717-0630	6433 Champion Grandview Way Building 2, Suite 100, Austin, TX	www.talroo.com	0	0
12846 - 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						44	5

Comcast Cable Communications, LLC
FCC Sourcing Report - General Recruitment
Date: 09/01/2024 to 08/31/2025
FCC Unit #: 12846
County & State: Philadelphia, PA

Event Name	Location	Date	Participants	Type
Temple University Fox Fall 2024 Connection	Philadelphia, PA	9/20/2024	Comcast Recruiters	Hiring Event
Fall 2024 Co-op Orientation	Philadelphia, PA	9/23/2024	Comcast HQ University Relations	Training & Onboarding