2012 CORPORATE SOCIAL RESPONSIBILITY REPORT

COMCAST NBCUNIVERSAL

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Cover photo: Democracy Plaza in front of NBCUniversal at 30 Rockefeller Center in New York City on the night of the 2012 presidential election.

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2012 COMCAST AND NBCUNIVERSAL CORPORATE SOCIAL RESPONSIBILITY REPORT

At Comcast and NBCUniversal, we believe in the power and possibilities of media and technology. It's more than what we do, it's who we are. We're a company of nearly 130,000 employees committed to leveraging our global assets in ways that go beyond creating value for our customers and shareholders to connecting and strengthening communities. As a company uniquely positioned to inform, empower, and inspire, we embrace the opportunity to create conversation and mobilize action to address some of the nation's most critical issues. At Comcast and NBCUniversal, it's not just about moving our business forward, it's about moving people forward.

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A MESSAGE FROM BRIAN L. ROBERTS

Comcast is a success story 50 years in the making. Our primary businesses — Comcast Cable and NBCUniversal — strive to deliver the best in media and technology to homes and businesses worldwide. Our employees are among the most talented and committed in our industry. Our long-standing values keep us grounded and true, and our drive to shape the frontiers of information, entertainment, and communications inspires us to innovate.

While our reach is global and our vision long-term, we focus our day-to-day energies on improving individual lives and communities. The collective strengths of our company create profound opportunities to inform, empower, and inspire people to make a positive difference.

As part of our commitment to doing business in a responsible way, we leverage our assets and expertise to amplify the power of information and magnify its impact in communities. This corporate responsibility report provides a close-up look at the progress we made in 2012 — and points to where we're headed in the future.

Our cross-organizational response to Hurricane Sandy and NBCUniversal's comprehensive coverage of the U.S. presidential election illustrate the power of media and technology to increase public awareness and mobilize action. We also continued to bring attention to critical issues — such as living with breast cancer, fighting obesity, and combating discrimination — that affect millions.

Our efforts to close the digital divide highlight our unique ability to scale social awareness and impact. We are removing educational and economic barriers through programs such as Internet Essentials, the nation's largest broadband adoption initiative, and our sponsorship of the Boys & Girls Clubs of America's efforts to boost digital literacy.

We also made strides in reducing the environmental impact of our operations and products last year, particularly in reducing energy use. Equally important, we educated audiences about urgent environmental issues. Through NBCUniversal's annual Green is Universal campaign, we provided employees and consumers with simple ideas and practical ways to conserve resources.

Beyond advancing our commitment to enrich lives, we invest in these and other initiatives because they fulfill our business strategy and strengthen our relationships. Everything we do must generate value — for our customers, our shareholders, our employees, our viewers, and the many other groups we serve. There is always more ground to cover, and we continually seek out opportunities to improve our performance and earn the trust of our stakeholders.

Thank you for your interest in Comcast. I'm proud to share our 2012 corporate social responsibility report with you, and I look forward to updating you as we continue to add to our story in the year ahead.

Brian L. Roberts
Chairman & CEO

"As part of our commitment to doing business in a responsible way, we leverage our assets and expertise to amplify the power of information and magnify its impact in communities."

—Brian L. Roberts

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A MESSAGE FROM DAVID L. COHEN

At Comcast and NBCUniversal, acting responsibly drives what we do every day. It is a commitment shared by our employees around the globe. Together, we want our company to make a positive difference in our communities, and equally important, to inspire others to do the same. That is how we define leadership.

Among our priorities in 2012, we worked to enhance our company's diverse and inclusive culture. This emphasis on diversity is not a new priority for us, and it continues to rise in strategic importance as we create deeper, more meaningful connections with customers and audiences in this country and overseas.

As a result, we launched new diverse networks and expanded our On Demand and online programming to better address the interests of African Americans, Hispanics, Asian Americans, and other ethnically diverse communities.

We stepped up our efforts to hire and develop employees who not only embody difference in their backgrounds and life experiences, but who also champion diverse views and ideas in their roles and responsibilities. And as part of our company's commitment to provide job opportunities to the brave men and women who have served our country, we're proud to have added more than 1,000 veterans to our ranks — meeting our goal two years ahead of schedule.

We also believe ensuring everyone has broadband access to the Internet — plus the skills to take advantage of that access — diminishes disparities and equalizes opportunities. For that reason, we direct our corporate citizenship efforts to promoting digital literacy and doing whatever we can to help more low-income Americans get online.

Our work to strengthen communities goes on year-round, but each year we set aside one special day to underscore our long-standing, companywide commitment to service. In 2012, more than 75,000 of our employees, their friends, and their families marked the 11th annual Comcast Cares Day by fanning out across the country to work on projects benefiting local schools and nonprofit organizations. And, in 2013, we set a new Comcast Cares Day record with 85,000-plus volunteers turning out — helping us surpass a milestone of more than 3 million hours of service donated since this yearly tradition began in 2001.

None of these initiatives would have the same impact without the contributions and collaboration of our community partners. We work closely with some of the nation's finest organizations that share our passion for changing lives for the better. In the year ahead, we are eager to continue to build on our shared success.

At Comcast and NBCUniversal, we are proud of what we've achieved to date and pleased to share our progress for 2012 — and in some instances for 2013 — in this corporate social responsibility report. Of course, we know we must continue to do more. We recognize that acting in a responsible manner is vital to the growth of our company, and will be for our next 50 years.

David L. Cohen
Executive Vice President

"Together, we want our company to make a positive difference in our communities, and equally important, to inspire others to do the same. That is how we define leadership."

—David L. Cohen

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ABOUT COMCAST

Comcast Corporation (NASDAQ: CMCSA, CMCSK) is a global media and technology company with two primary businesses, Comcast Cable and NBCUniversal. Through our predecessors, we have developed, managed, and operated cable systems since 1963, and in 2013, we completed our acquisition of the businesses of NBCUniversal. Our businesses include:

CABLE COMMUNICATIONS

Cable Communications is the nation's largest provider of video, high-speed Internet, and voice services ("cable services") to residential customers under the XFINITY brand, and we also provide these services to businesses.

CABLE NETWORKS

Cable Networks include our national cable networks, our regional sports and news networks, our international cable networks, our cable television production studio, and our related digital media properties.

* Minority and/or noncontrolling interest

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ABOUT COMCAST

BROADCAST TELEVISION

Broadcast Television includes the NBC and Telemundo broadcast networks, our NBC- and Telemundo-owned local broadcast television stations, our broadcast television production operations, and our related digital media properties.

FILMED ENTERTAINMENT

Filmed Entertainment includes Universal Pictures, which produces, acquires, markets, and distributes filmed entertainment worldwide.

THEME PARKS AND OTHER HOLDINGS

Theme Parks include our Universal theme parks in Orlando and Hollywood.

Comcast-Spectacor owns the Philadelphia Flyers and the Wells Fargo Center arena in Philadelphia and operates arena management-related businesses.

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ABOUT THIS REPORT

This is Comcast's sixth corporate social responsibility report, covering our 2012 fiscal year (January 1, 2012, to December 31, 2012), and our second report including NBCUniversal. We developed this report to address the issues that we believe are of the most interest to our business and our stakeholders, and have detailed the scope of our key initiatives and described their respective impacts.

The Governance and Directors Nominating Committee of Comcast's Board of Directors periodically reviews and assesses this report.

This report includes our second annual Diversity & Inclusion Progress Report, highlighting how, together, we are providing more innovative programming and distribution opportunities; creating more opportunities for diverse suppliers and employees; and better serving the interests of many key segments of the viewing audience, including local viewers in the markets served by NBCUniversal's owned and operated NBC and Telemundo stations. We are providing more content that is relevant to the particular interests of African Americans, Asian Americans, Hispanics, children and families, and other diverse audiences. We've also continued to make significant strides in narrowing the broadband adoption gap among low-income families.

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2012 RESULTS — BY THE NUMBERS

454K

454,000 HOURS VOLUNTEERED

BY 75,000 COMCAST AND NBCUNIVERSAL EMPLOYEES, THEIR FAMILIES, AND FRIENDS ON COMCAST CARES DAY

900K

900,000 LOW-INCOME AMERICANS PROVIDED BROADBAND ACCESS

AS PARTICIPANTS IN INTERNET ESSENTIALS IN THE FIRST 22 MONTHS

$5.6M

$5.6 MILLION EMPLOYEE PLEDGES TO UNITED WAY

THE MOST IN COMPANY HISTORY

500K

500,000 YOUTH SERVED

THROUGH THE BOYS & GIRLS CLUBS OF AMERICA CLUB TECH PROGRAM

1.2K+

MORE THAN 1,200 NONPROFIT ORGANIZATIONS

SUPPORTED BY OUR FOUNDATIONS

$400M

$400 MILLION CASH AND IN-KIND CONTRIBUTIONS

DONATED BY COMCAST AND NBCUNIVERSAL TO NONPROFIT ORGANIZATIONS

16%

16% ANNUAL INCREASE

IN ON DEMAND DIVERSE PROGRAMMING OPTIONS

78K

78,000 DONATIONS MADE PER HOUR

DURING THE *HURRICANE SANDY: COMING TOGETHER* TELETHON, RAISING $23 MILLION

40K

40,000 HISPANIC VOTERS REGISTERED

THROUGH TELEMUNDO'S VOTA POR TU FUTURO CAMPAIGN

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2012 RESULTS — BY THE NUMBERS

$250M

$250 MILLION OF AIRTIME DONATED
FOR PUBLIC SERVICE ANNOUNCEMENTS

6M

6 MILLION TOTAL CUSTOMERS ENROLLED
IN ECOBILL®, OUR PAPERLESS BILLING PROGRAM THAT SAVED $35 MILLION

$1B

$1 BILLION TOTAL PROCUREMENT
SPEND WITH DIVERSE SUPPLIERS
(INCLUDING TIER I AND TIER II SUPPLIERS)

$57M

$57 MILLION INVESTMENT
IN EMPLOYEE TRAINING

$216M

$216 MILLION CORPORATE MATCHING
CONTRIBUTIONS TO EMPLOYEE 401(K) ACCOUNTS

15%

15% ANNUAL REDUCTION
IN COMCAST CABLE'S OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) INCIDENTS

1M+

MORE THAN 1 MILLION UNIQUE VISITORS
TO NBCUNIVERSAL'S ONE SMALL ACT CAMPAIGN WEBSITE DURING EARTH WEEK

1.8K+

1,888 TONS OF RECYCLABLES RECOVERED
AT UNIVERSAL ORLANDO RESORT—NEARLY 15% OF THE FACILITY'S TOTAL WASTE STREAM

7.5K+

MORE THAN 7,500 HYBRID AND FLEX-FUEL VEHICLES
OPERATED BY COMCAST, HELPING CUT GREENHOUSE GAS EMISSIONS BY 25%

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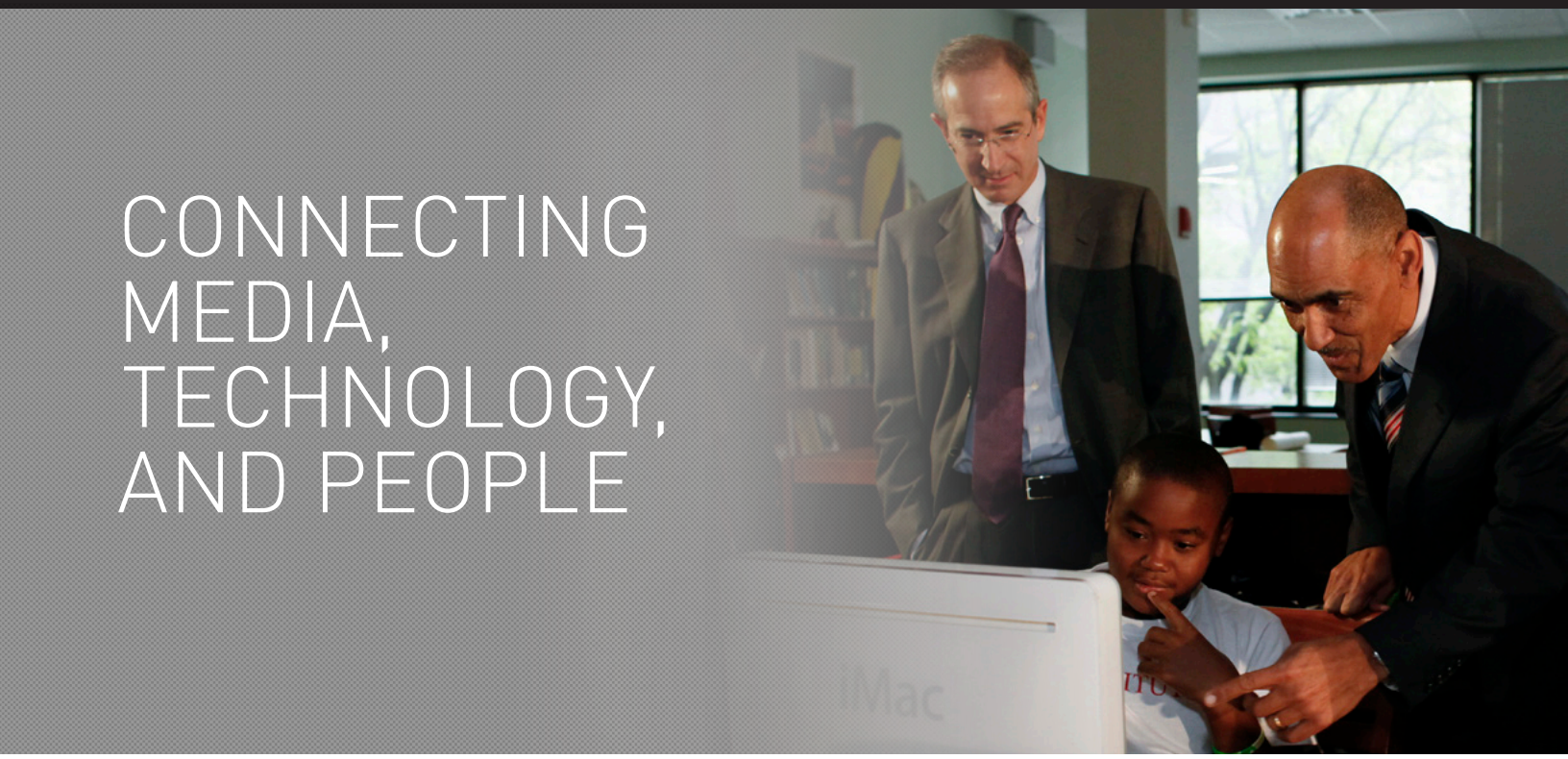
CONNECTING MEDIA, TECHNOLOGY, AND PEOPLE



Amazing things happen when media and technology converge. Eyes open. Communities come together. Information sparks action that helps individuals learn, grow, and prosper.

This is the unique power of our business. Comcast and NBCUniversal bring media and technology together in innovative ways that connect people across America and beyond, creating impact on a scale much larger than we could achieve alone. The key to our success is leveraging our unrivaled mix of assets and expertise to inform and inspire people. Our products, services, and content build on each other to advance our business while also fueling change for the greater good.

No one in the United States provides more residences and businesses with high-speed Internet access than Comcast, and we are leaders in delivering phone and digital video services. NBCUniversal reaches large and diverse audiences via television, film, digital content, and theme parks. Combining those strengths gives us an unprecedented ability to tackle a range of significant issues.

So when a natural disaster such as Hurricane Sandy strikes, we go above and beyond to not only deliver comprehensive news coverage and maintain key communications services, but also rapidly mobilize viewers to donate to relief efforts. Through these and other initiatives, we unleash the amplifying effect of media and technology to enable millions to make a positive difference. Not simply in their own lives, but in the lives of others.

Media offers more than a way to inform and motivate people in times of crisis. It offers opportunities to address larger, more pervasive challenges across the social spectrum. We believe we make our greatest contribution when we seize these opportunities to bring more voices into the dialogue and foster deeper understanding of issues that shape our world. Applying technology to fuel long-term, systemic change complements our ability to harness the power of media. Comcast's initiatives to expand broadband adoption open up meaningful educational and career avenues for disadvantaged and low-income families. Narrowing the digital divide also unlocks communication, health, financial, and other online resources that can level the playing field and improve quality of life. By providing affordable high-speed Internet access for millions and promoting digital literacy, we're addressing root causes of social inertia and inequality.

No one can connect media, technology, and people as Comcast and NBCUniversal can. Our initiatives, like our business, were diverse and far-reaching in 2012, but shared a common purpose: to empower more people to go farther, do more, and make a bigger difference.

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ENRICH COMMUNITIES

Comcast and NBCUniversal give back to the communities we serve. We empower our local partners with resources to improve neighborhoods and create opportunities that change lives for the better. We also provide funding and in-kind support to deepen the positive impact of nonprofit organizations.

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BUILDING FAMILY RESOURCES ON COMCAST CARES DAY

Mi Casa Resource Center, a nonprofit dedicated to providing economic and social advancement support to Hispanic families in Denver, Colorado, depends on a warm, inviting space to draw in families who truly need a hand. When the organization developed a facilities renovation plan in 2005, Comcast was there to help and has remained a long-term partner.

Our annual Comcast Cares Day — the country's largest single-day corporate volunteer effort — "has helped Mi Casa completely transform the beauty of our building and how welcoming it feels to families who come in," says Christine Marquez-Hudson, CEO and Executive Director of Mi Casa. "When Comcast Cares Day comes around, our center is like an anthill of energy and activity." In 2012, more than 70 Comcast Cares Day volunteers repaired railings, re-plastered ceilings, made repairs to the parking lot, and painted interior walls — creating a more appealing and uplifting atmosphere for Mi Casa's clients.

"Remember that our name is 'Mi Casa' — the whole idea is that the place feels like home when you walk through the doors," Christine says. "The donated materials and building maintenance from Comcast Cares Day have been critical to our continued success as an organization."

The goal of Comcast Cares Day is to amplify the collective goodwill of our employees, families, and friends — and make a lasting impact in the communities we serve. Our employees contribute many of the ideas for local projects, from revitalizing parks and beautifying schools to stocking food banks and installing computer labs.

In 2012, more than 75,000 Comcast and NBCUniversal employees, family members, and friends volunteered in local community service projects during Comcast Cares Day. We worked at 665 different locations, provided more than 454,000 labor hours, and awarded more than $1.5 million in Comcast Foundation matching grants in 2012. Our volunteers have donated more than 2.6 million service hours to more than 4,200 projects since this event began in 2001.

And our involvement with local organizations like Mi Casa stretches well beyond this annual event. In addition to helping improve its facilities, we also work with Mi Casa year-round to provide clients with valuable technology skills and computer access through the Comcast Digital Connectors and Internet Essentials programs. (See our feature story about **promoting digital literacy** on page 15.)

Christine Marquez-Hudson, CEO and Executive Director of Mi Casa, says Comcast is "that ideal partner that we measure all other partnerships against."

"At Mi Casa, we believe economic success is at the foundation of so many other kinds of success," Christine says. "If a family can put a roof over their heads and feed themselves, then they can pursue all kinds of educational goals, be healthier, and be active in the community — and that leads to greater power for the family over their own lives."

Comcast is proud to support Mi Casa's mission, and through Comcast Cares Day, our employees gain a personal stake in helping communities and families succeed.

"Comcast has always been that ideal partner that we measure all other partnerships against," Christine adds. "It's a great merger of mutual interest."

WWW Learn more about Comcast Cares Day at http://corporate.comcast.com/our-values.

WWW Learn more about Mi Casa at www.micasaresourcecenter.org.

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A NEW CHAPTER FOR DIGITAL LITERACY

Our investments in expanding access to digital literacy skills and the Internet gave thousands of low-income families the keys to more information and better educational, professional, and social opportunities in 2012.

Comcast's flagship program in this effort is Internet Essentials, the nation's largest and most comprehensive broadband access initiative. In the first 22 months of the program, we have connected more than 220,000 families to the web — most for the first time — benefiting an estimated 900,000 low-income Americans nationwide; distributed more than 18,000 computers for less than $150 each; and provided in-person training for nearly 20,000 people. These resources help lay the foundation for digital literacy, a skill set we believe is vital for everyone.

Although we've made great progress, millions of Americans remain disconnected from the benefits that technology makes possible. This lack of access makes it harder to apply for jobs, seize educational opportunities, and register for basic services. We know we have more to do to expand access to information and help people build the skills to use it.

To rise to that challenge, Comcast is working with educators at more than 30,000 schools in 39 states to expand Internet Essentials. Our employees also work with nearly 7,000 community-based organizations, government agencies, and elected officials to ensure eligible families are aware of the program. Since its launch, the Internet Essentials website and learning portal have received 1.2 million hits.

"There's nothing more important than the personal empowerment of kids," says Alberto Carvalho, Superintendent of Miami-Dade County Public Schools. "For us to unlock the full potential of learning, we need to eliminate the restrictions that students face. Internet Essentials leads me to believe that we have the power, the wisdom, and the will to reinvent America into a better version of itself."

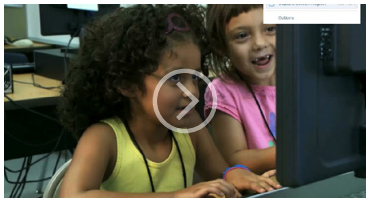
To help prepare more people for computer-related jobs, we also offer advanced digital skills training — such as digital media production and computer networking — through the Comcast Digital Connectors program. In tandem with Internet Essentials, this program teaches low-income youths between the ages of 14 and 21 the fundamentals of technology and how to put it to use.

Graduates of the Comcast Digital Connectors program receive a Certificate of Course Completion in IT Essentials for PC Hardware and Software from CISCO, plus a complimentary notebook PC to take back to their communities — where we expect them to share their newfound knowledge and spread the impact of their learning. More than 650 students in 41 U.S. cities graduated from the Digital Connectors program during the 2011–12 school year, and nearly 1,900 students have graduated from the program to date.

In 2012, Comcast also became the lead sponsor of the Boys & Girls Clubs of America's Club Tech program, which incorporates technology training into core club programs. Club Tech teaches young people practical skills they can use to move ahead — whether by setting up their first email account or studying for college entrance exams online.

We support more than 2,000 Boys & Girls Clubs across the country, including those using Club Tech to serve about 500,000 students in 2012. Out of this group, 13 exemplary teens also received recognition for their achievements in digital expression — from gaming to music and film — at the Club Tech Digital Arts Festival hosted at our corporate headquarters in Philadelphia.

"Right now, the digital divide creates a chasm between those who are truly empowered and those who miss out," Alberto says. "We must work to erase it within our lifetime — not tomorrow, but today."



Watch the Internet Essentials video at http://corporate.comcast.com/csrvideo2012.

WWW Learn more about Internet Essentials at www.internetessentials.com.

WWW Learn more about Digital Connectors and Boys & Girls Clubs of America at http://corporate.comcast.com/our-values.

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A FEAST OF INNOVATION

Jerri Chou, co-founder of The Feast Conference, says partnering with NBCUniversal has helped inspire "a more creative approach to problem solving that leads to really out-of-the-box solutions."

Each year, The Feast Conference brings innovative thinkers and entrepreneurs together to turn ambitious ideas into real-world solutions for people around the globe. Jerri Chou, who co-founded the annual conference in 2008, says participants come from a range of industries and backgrounds but have two things in common: a hunger for positive change and the drive to make it happen.

"We're a community of entrepreneurs, architects, speakers, thinkers, photographers, engineers — you name it," Jerri says. The Feast gives participants a chance to combine their talents and challenge each other. It creates an open forum where they can build on each other's ideas in a collaborative effort to make life better in communities worldwide, she says.

In 2012, The Feast and NBCUniversal teamed up to create The Rev Up Change Challenge, a program that helps innovators spread the word about their projects and build the support they need to magnify their impact and broaden their reach.

"Through our partnership with NBCUniversal, we have the potential to present more optimistic stories — to inspire people and give them a vision," Jerri says. "Rev Up Change offers the entrepreneurial, social innovation community a chance to really promote their works and take ideas to the next level."

A panel of judges selected five finalists — projects that were not only innovative, but also sustainable and scalable to benefit as many people as possible. Then the public had a chance to view the finalists' projects online and vote. The grand prize: $25,000 to help the winners move their projects forward and the opportunity to speak at The Feast Conference, where their ideas could take center stage among an audience of fellow social innovators and potential investors.

The 2012 Rev Up Change Challenge prize went to Open Source Ecology — a network of farmers, engineers, and supporters working to create what they call the Global Village Construction Set. The set is a repository of open-source, or freely available, manufacturing designs that make it simpler to fabricate — by hand — the 50 industrial machines that have the biggest potential to improve lives on a grand scale, such as bulldozers, bakery ovens, and electric generators.

"We saw the potential scale and impact of Open Source Ecology's work," Jerri notes. "It is something very ambitious, and it has potential applications both here in the U.S. and abroad." By broadening do-it-yourself access to life-changing industrial machines, Open Source Ecology aims to remove entry barriers to farming, building, and manufacturing. Open Source Ecology plans to use its prize money to develop technical training documentation such as instructional videos, 3-D models, and fabrication manuals.

It's precisely the kind of idea The Feast and NBCUniversal set out to support — one that brings creative minds together to make a positive difference on a global scale. And it's a real-world example of The Feast's underlying premise that creative people can accomplish more together than alone.

"I think what sets us apart is that we take a more creative approach to problem solving that leads to really out-of-the-box solutions," Jerri says. "A partner like NBCUniversal makes it a reality — with the potential to share stories with a much wider audience than we can reach alone."

Watch The Rev Up Change Challenge video at http://corporate.comcast.com/csrvideo2012.

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RESPONDING TO LOCAL NEEDS

Comcast and NBCUniversal take a personal stake in improving every community where we live and work. Through educational programs and donations of time and resources, we seek to make a positive local impact in communities across the nation.

TODAY TOY DRIVE

$335 million

Value of toys that have been donated through the TODAY Toy Drive during 19 holiday collections.

$44.6 million

Our record-setting contribution in 2012.

BITES, CAMERA, ACTION

Millions of U.S. families struggle to put enough food on their table each day — a challenge that's particularly hard on children. In 2012, our Universal Orlando Resort food services employees put their culinary talents to work in a special way, helping create effective solutions to the problem of hunger in Florida. Supported by a grant from the Universal Orlando Foundation, we founded Bites, Camera, Action — a program that brings a mobile food pantry to families in need throughout Central Florida — in partnership with Second Harvest Food Bank, After-School All-Stars Orlando, and other agencies. The program gives our food services employees a chance to use their unique skills and expertise to make an impact in their community, promoting nutrition in middle schools, providing monthly food boxes to hungry families, and replenishing local food pantries.

Ed Colleran, a chef at Universal Orlando CityWalk®, teaches local students about nutrition as part of the Bites, Camera, Action program.

EARTHQUAKE PREPAREDNESS AT UNIVERSAL STUDIOS IN HOLLYWOOD

The threat of a major earthquake on the West Coast puts many of our viewers, employees, family members, and neighbors at risk. Preparing for this possibility is a top priority.

NBCUniversal's Emergency Services department, which is nationally recognized for its disaster preparedness program, partnered with local agencies across Los Angeles in October 2012 to host an educational open house focused on earthquake preparedness. NBC4 Southern California and the American Red Cross' PrepareSoCal initiative helped present this event for nearly 400 people on the Universal Studios Backlot.

UNITED WAY

With a network of more than 1,200 local affiliates in the United States, United Way is uniquely positioned to serve each of the communities where our employees live and work nationwide. Comcast has supported United Way since our founding in 1963, and we have been part of the organization's Global Corporate Leadership program for a decade. Comcast and NBCUniversal are ranked nationally as a United Way top 50 corporate contributor.

Since 2001, our two-week annual campaign has brought in $36.9 million from more than 288,000 employee pledges and special events to help local United Way affiliates improve education, health, and other critical needs for people in thousands of communities. Our 2012 campaign brought in $5.6 million — the most in company history — from more than 48,000 employee pledges. The Comcast Foundation matched these donations with $1.6 million in grants. The United Way Spirit of America and Summit Award program honored us with two awards for volunteer engagement and philanthropic engagement in 2012.

View the United Way campaign video at http://corporate.comcast.com/csrvideo2012.

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DEVELOPING TOMORROW'S PROFESSIONALS AND LEADERS

The vitality of our country — and our long-term business success — depends on providing education and leadership opportunities that encourage students to excel. In 2012, we offered inspiring programs to help young people learn the skills they'll need to achieve their career and personal goals.

Comcast employee Jaclyn McAdams, left, a volunteer mentor in the Big Brothers Big Sisters program, greets her "Little," Ariana, at the start of the 2012–13 school year.

BIG BROTHERS BIG SISTERS: BEYOND SCHOOL WALLS

Comcast works with Big Brothers Big Sisters of America to connect our employees with students in need. We launched the Beyond School Walls program in 2008, pairing 4th-grade "Littles" from Fairhill Elementary School with employee "Bigs" at Comcast headquarters in Philadelphia. Students come to our offices to meet twice a month during the school year.

During that first year, our employees in the program reported greater work satisfaction, and the students they mentored showed improved grades — encouraging us to expand the program. Today, we have nearly 300 employees participating in 13 cities nationwide, and our Beyond School Walls program has become the largest workplace-based mentoring program in the country. And we've given more than $47 million in cash and in-kind support since 2008.

Comcast's Beyond School Walls program has succeeded in creating more diverse matches and retaining a higher percentage of participants compared with nationwide averages for other Big Brothers Big Sisters programs. We also have above-average numbers of male Bigs and Littles in the Beyond School Walls program.

In recognition of our support, Big Brothers Big Sisters honored Comcast with its President's Award at the organization's 2012 annual summit.

ART OF TOMORROW

NBCUniversal is creating hands-on learning labs where local students can explore media and entertainment industry careers in an exciting, real-world environment. Hosted at Universal Orlando, the Art of Tomorrow program inspires teenagers to stay in school and pursue careers as professional artists and designers. We developed and launched the program in partnership with Orange County Public Schools in Florida, beginning with an 8th-grade curriculum that advances college and career readiness in the arts. The program helps raise awareness among students, opens up career opportunities in the entertainment industry and beyond, and helps seed the next generation of Universal Orlando creative talent.

Participants worked in small groups alongside Universal Orlando artists, designers, and producers — getting a behind-the-scenes look at the development of theme park attractions, learning how to design and build them, and creating short documentaries about the creative jobs of tomorrow. At the end of the program, students invited their families and faculty supporters to view their creations at a "red carpet premiere screening" at the Universal CityWalk® AMC® Cineplex theater.

"Bringing real-world expertise and insight to our students has made a significant impact on their understanding of career opportunities in the arts," says Scott T. Evans, Fine Arts Coordinator for Orange County Public Schools.

See the Art of Tomorrow video at http://corporate.comcast.com/csrvideo2012.

Hosted by CorporateRegister.com

DEVELOPING TOMORROW'S PROFESSIONALS AND LEADERS

Comcast and NBCUniversal support the nonprofit City Year, which brings volunteer mentors into public schools nationwide.

CITY YEAR

Since 2001, Comcast has supported the nonprofit organization City Year in bringing volunteers into public schools to help students stay on the path to graduation. City Year corps members spend a full year in the program, which helps them develop leadership and career skills while mentoring others. Comcast and NBCUniversal support City Year teams in 11 cities nationwide, including a new team in Orlando that launched in fall 2012. With our support, City Year served more than 100,000 children during the 2011–12 school year.

City Year has had an amazing impact on participants and their local communities. For example, Comcast and NBCUniversal have supported a City Year team in Chicago since 2010. During that time, City Year mentors have helped 84% of students at the Howe School of Excellence, a middle school on Chicago's South Side, maintain or improve their attendance, while 89% of off-track students have achieved average grades of C or higher.

City Year worked with 12 schools to measure the impact of its Diplomas Now initiative on students identified as off-track at any point during the 2011–12 school year. At these schools, City Year reduced the number of students with less than 85% attendance by 45%, reduced the number of suspended students by 68%, reduced the number of students failing English by 61%, and reduced the number of students failing math by 52%.

LEADERS AND ACHIEVERS® SCHOLARSHIPS

Now in its 13th year, the Comcast Leaders and Achievers® Scholarship Program recognizes high school seniors in both Comcast and NBCUniversal markets for their community service, academic achievement, and leadership skills. Nearly half of our 2012–13 scholarship recipients — who are nominated by their high school principals or guidance counselors for the one-time award of $1,000 — are from diverse backgrounds. Leaders and Achievers® provided more than $1.8 million to 1,800 students in the 2012–13 school year. And since 2001, we've awarded $19 million in scholarships.

$1.8 million

Awarded to students for the 2012–13 school year through the Comcast Leaders and Achievers® Scholarship Program.

Utah high school seniors celebrate receiving $1,000 through the Comcast Leaders and Achievers® Scholarship Program.

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SUPPORTING NONPROFIT ORGANIZATIONS

Grassroots organizations across the country are working tirelessly to create better learning opportunities, improve services for low-income families, provide safe places for children to play, and address countless other social needs. We deepen the impact that these innovative nonprofits are making around the country through our targeted giving programs.

In 2012, Comcast and NBCUniversal provided more than $400 million in cash and in-kind contributions to local, regional, and national organizations that share our commitment to improving communities and enriching lives.

THE COMCAST FOUNDATION

The Comcast Foundation is dedicated to investing in communities by expanding digital literacy, promoting community service, and developing the next generation of leaders. Since 1999, we have given more than $122 million to organizations in the communities we serve across the country.

We awarded $16.2 million in grants to more than 1,000 nonprofit organizations in 2012.

21ST CENTURY SOLUTIONS AND THE NBCUNIVERSAL FOUNDATION

The NBCUniversal Foundation partnered with our NBC Owned Television Stations division last year to launch 21st Century Solutions, a competitive grant program that supports innovative, high-impact social entrepreneurship projects. We award grants to nonprofit organizations in seven categories: arts and media, civic engagement, community development, education, environment, jobs and economic empowerment, and technology.

The competition took place in 10 major U.S. cities, with one winning organization and two runners-up in each market — for a total of $1.2 million shared among 30 organizations. Winners included a micro-savings initiative aimed at helping low-income working families develop strong financial habits and an employment program that helps expand work opportunities for disabled youth.

See the full list of **organizations that have received funding from our foundations** on page 84.

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CREATE MEDIA THAT MATTERS

Timely, relevant information can inspire people and energize organizations to work toward social change. Comcast and NBCUniversal apply our unique strengths in media creation and delivery to educate audiences and move them to action. Our focus on elevating issues and raising awareness, from the presidential election to Hurricane Sandy relief efforts, helped amplify information's power to spark positive results.

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FROM TRAGEDY TO TEAMWORK

> "It's in our corporate DNA to give back and support communities. We saw the horrific damage firsthand and wanted to do anything we could to help."
>
> —LeAnn Talbot

Hurricane Sandy, one of the most destructive storms in U.S. history, pummeled the East Coast in October 2012 — endangering lives, causing severe damage, and disrupting the lives of millions of people. Comcast and NBCUniversal responded immediately, drawing on every resource we had to help our communities and neighbors remain safe and informed.

We swiftly pulled together the power of NBC News, The Weather Channel, our owned-and-operated local TV stations, and our other networks to deliver unprecedented and up-to-the-minute news coverage of the storm. Our credible and respected journalists informed viewers on everything from transportation delays and shutdowns to mandatory evacuations and power outages, while also assessing the storm's impact on the economy and impending presidential election.

By leveraging our vast media resources, we helped ensure safety information was accessible to as many people as possible during the hurricane. We went beyond merely reporting on the disaster that was unfolding in front of us. Our news organizations informed and empowered those affected by the storm by providing unrivaled, 24/7 news coverage on multiple platforms.

Before Hurricane Sandy hit, Comcast teams in the Northeast and other affected regions took every precaution they could to help area residents prepare. "We increased our staffing immediately and notified customers of our plan and what they should do after the storm hit," says LeAnn Talbot, Regional Senior Vice President at Comcast.

Employee safety was the top priority for Comcast in the wake of the hurricane, followed by assessing the damage, restoring communications services to our customers, and helping affected communities. "We worked with first responders, the New York City Office of Emergency Management, and the New Jersey Office of Emergency Management to get them restored first," LeAnn says. "We then brought in generators and fuel to hard-hit areas — including places that went up to six weeks without power."

Comcast opened up access to approximately 20,000 XFINITY hotspots in 10 hard-hit states and the District of Columbia, providing free WiFi access for people to communicate with family and friends or receive crucial recovery information. Our hotspots supported more than 250,000 individual sessions involving tens of thousands of unique users. We worked with local agencies and organizations to set up free broadband Internet and telephone service in temporary shelters. And we opened our 15 New Jersey payment centers to provide free power-charging stations to anyone in need. "It's in our

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FROM TRAGEDY TO TEAMWORK

corporate DNA to give back and support communities," says LeAnn. "We saw the horrific damage firsthand and wanted to do anything we could to help."

NBCUniversal also saw an immediate need to help in the wake of Hurricane Sandy. In less than 36 hours, our employees — many with damage to their own homes — organized the star-studded *Hurricane Sandy: Coming Together* telethon. "We needed to help people as soon as possible and knew moving quickly would generate a bigger response," says Doug Vaughan, Executive Vice President of Special Programs and Late Night Programming.

Our employees worked around the clock, making calls and gathering support to produce the event. The telethon generated more than $23 million in pledges for the American Red Cross relief efforts.

Sting, Bruce Springsteen, Billy Joel, and Aerosmith were among the featured musicians, while celebrities like Jon Stewart, Tina Fey, Jimmy Fallon, and Whoopi Goldberg made guest appearances to urge viewers to donate. "All of the celebrities and musicians were eager to help," Doug says.

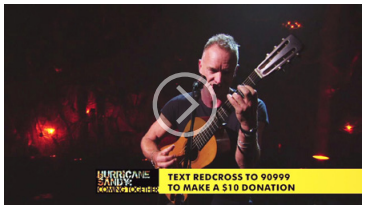
The *Hurricane Sandy: Coming Together* telethon inspired unprecedented generosity. A record-breaking number of donations poured in through text messages, phone calls, and online channels. As a result, the Red Cross processed more than 1,300 transactions a minute, its website was at 500 times its normal capacity, and at any given moment during the telethon we had approximately 70,000 people waiting to donate.

"Donations to the Red Cross generated by the telethon, and from other generous donors across the country, have provided shelter, food, water, and supplies after the storm," says Neal Litvack, Chief Development Officer for the American Red Cross. "These donations are helping people and communities recover and rebuild."

The *Hurricane Sandy: Coming Together* telethon showcased the power of media in mobilizing positive action and amplifying relief efforts. "This could never have occurred in such a short period of time without the incredible people at Comcast and NBCUniversal," says Peggy Dyer, Chief Marketing Officer at the American Red Cross. "They were able to quickly organize an informative and inspiring event that encouraged viewers to get involved and make a difference."

NBC Nightly News anchor Brian Williams urges viewers to donate during the Hurricane Sandy: Coming Together telethon, which generated more than $23 million for the American Red Cross.

View the Hurricane Sandy news coverage video at http://corporate.comcast.com/csrvideo2012.



See the *Coming Together* telethon video at http://corporate.comcast.com/csrvideo2012.

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VOTING TO EMPOWER

Comcast and NBCUniversal leveraged our unrivaled assets to educate and inspire audiences on a variety of issues during the 2012 presidential election. Our news organizations provided balanced, in-depth coverage and created programming that examined the issues from a broad range of perspectives. We also worked to increase voter registration and empower people with the resources they needed to participate in the election and make their voices heard.

MSNBC's Morning Joe program broadcasting live from Tampa, Florida, during the 2012 Republican National Convention.

Transparency and accuracy were the cornerstones of our Decision 2012 election coverage. "We tried to bring the issues to life," says Phil Griffin, President of MSNBC. "We sent shows around the country to talk to real communities about real problems and generate interest." In the course of providing unfiltered information directly to voters, our respected hosts and journalists helped viewers understand each issue and its relevance. "The power of MSNBC is in putting smart, passionate people on the air who always do their homework," Phil says.

Touring communities and discussing real issues reaffirmed the need for diverse perspectives in our Decision 2012 coverage. "We want to reflect America in the 21st century," Phil says. "So not only do our hosts represent the diversity of this country, but so do our guests and the issues we cover."

Comcast also launched new programming resources to help our customers stay informed. Election Central, a programming package offered on XFINITY TV, allowed viewers to watch 2012 election coverage 24/7 on their computers, televisions, and mobile devices. The programming included live breaking news, speeches, debates, and election results.

Beyond just reporting on the candidates and issues, we felt a responsibility to help people register to vote and navigate what can feel like a complex, intimidating process.

NBCUniversal created Make It Personal, a campaign to empower voters with valuable tools and resources. Topics in this series included voter registration, candidate profiles, and election laws. Make it Personal also featured voting facts along with answers to common questions, such as where to vote, what to bring to the polls, and how to obtain an absentee ballot. Our broadcast and cable networks and our owned-and-operated local TV stations adopted this campaign to reach the largest possible audience with practical tools to help them feel prepared to vote.

These election-focused tools and resources played a pivotal role in helping NBC Latino, a website dedicated to delivering news that affects the Hispanic community, bring to life political issues that voters care about. "Our goal was to take issues beyond the usual conversation," says Chris Peña, Executive Editor of NBC Latino. "There are stereotypes that Hispanics only care about certain issues, like immigration laws, and that they only follow news in Spanish."

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VOTING TO EMPOWER

NBC Latino sought to counter these stereotypes by broadening the scope of its election stories while also ensuring the coverage remained accessible and relevant. "There has been a lack of information geared toward Hispanic voters," says Chris, "but as the demographic grows, so does the content."

Telemundo, one of our Spanish-language channels, also developed the *Vota por tu Futuro* (Vote for Your Future) campaign to help mobilize and educate Hispanic voters. Many affiliates adopted this multiplatform campaign, which reached a widespread audience and resulted in more than 40,000 Hispanics registering to vote.

Comcast took additional steps to educate and empower first-time voters. We worked with partners like Rock the Vote, ourtime.org, and the National Constitution Center to collect and distribute election-related content across multiple outlets on multiple platforms. The campaign generated more than 2 million impressions, including 83,000 views through XFINITY On Demand.

As the political landscape constantly shifts, Comcast and NBCUniversal remain focused on delivering programs and resources that empower our audiences.

"We can't be stuck in the past," Phil says of MSNBC's approach. "If we want to educate and empower Americans in the 21st century, we need to embrace change, not hide from it."

WWW For more information, visit http://tv.msnbc.com.

WWW Learn more at nbclatino.com.

Voters react to the live election results from Democracy Plaza at 30 Rockefeller Center.

NBC Latino broadened the scope of its election coverage to deliver stories that matter to Hispanic voters.

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BRINGING SOCIAL ISSUES TO THE FOREFRONT

We have the power, and the passion, to improve lives in meaningful ways through our media channels, programming, partnerships, and talent. When we combine the influence of our various assets with our viewers' desire to better their world, we increase our impact exponentially and intensify momentum toward social change.

Episodes of NBC's Parenthood explored deeply personal issues such as breast cancer, autism, and racial sensitivities.

ISSUE-CENTRIC ENTERTAINMENT PROGRAMMING

NBCUniversal programming reaches millions of people each day, giving us an unprecedented opportunity to advance conversations about social issues. Hundreds of our shows and storylines explore complex issues that affect our viewers' lives and move them to think about difficult subjects from more than one perspective.

For example, *E! News* host Giuliana Rancic shared her personal experience with infertility with viewers on the Style Network show *Giuliana and Bill.* Together with her husband, Giuliana offered a candid, real-world perspective on an experience that many face, but few talk about publicly. Thousands of viewers followed her ongoing story, responding with messages of support and encouragement, and cheering the birth of her baby boy in August 2012.

NBCUniversal writers also used the power of our entertainment programming to develop honest, authentic storylines that connected with viewers on a deeply personal level. On *Parenthood*, Kristina Braverman (played by Monica Potter) dealt with a breast cancer diagnosis throughout the 2012 season, taking viewers along with her on the emotional roller coaster from diagnosis through treatment to remission and recovery. Other *Parenthood* episodes explored sensitivities about race, the experiences of returning veterans, and life with a child who has autism.

On the science-fiction drama series *Revolution*, which explored the struggles of surviving in a world without power, we partnered with The Nature Conservancy and our own Green is Universal initiative to shine a spotlight on resource conservation. We launched the partnership with a Nature Conservancy blog post by Executive Producer Eric Kripke, which offered 10 energy-saving tips. Throughout the season, several episodes with environmental themes included verbal or visual cues connected to content on The Nature Conservancy's blog. Viewers could then dig deeper into issues such as water or energy use on The Nature Conservancy's website and social media. For example, after a blog post that delved into the connection between the electrical grid and a clean water supply, a *Revolution* episode featured a scene in which one of the characters filled a bottle with clean water at a pump.

We also helped viewers learn how to fight obesity and live healthier lifestyles with the nutrition and exercise information in each episode of *The Biggest Loser.*

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BRINGING SOCIAL ISSUES TO THE FOREFRONT

SPROUT'S KINDNESS COUNTS

Sprout is our 24-hour preschool television channel that parents and kids share together. Reaching more than 55 million homes, Sprout is the No. 1 on-demand service for younger children — its programming helps parents reinforce good habits and gives kids the power to make smart, thoughtful choices every day.

Sprout's Kindness Counts campaign, now in its second year, teaches preschoolers about empathy and the importance of kindness. The campaign encourages kids to perform small acts of kindness and share their stories on the Kindness Counts website. In 2012, Kindness Counts focused on the importance of being kind to yourself, showing preschoolers and their families how an active lifestyle and smart food choices can add up to healthier living. Sprout partnered with First Lady Michelle Obama's Let's Move initiative, the American Heart Association, and the Learning Care Group to make the campaign fun and informative for kids, parents, and caregivers. It included a series of public service announcements (PSAs) featuring Big Bird, Ann Curry, Brian Williams, and other NBCUniversal stars; digital and social media components; programming tie-ins; and local extensions.

Sprout also developed a mobile app that gives families 10 health challenges to complete together, and then presents digital rewards for their success. The award-winning Sprout Family Challenge app includes social media features to let families share their experiences on Facebook and Twitter. Kids and their families have completed more than 13,500 challenges and recorded more than 115,000 kind acts as part of the campaign.

WWW To learn more, visit www.sproutonline.com/kindness-counts.

First Lady Michelle Obama gets playful on Sprout, Comcast's 24-hour preschool television channel, as part of the Kindness Counts campaign.

THE MORE YOU KNOW

Our long-standing public service campaign The More You Know offers an antidote to the often overwhelming amount of social messaging in the media landscape. Our strategy: Give viewers small, concrete, manageable steps that can set realistic change in motion. The campaign's widely recognized PSAs focus on the core areas of education, diversity, health, and the environment.

The PSAs feature NBCUniversal celebrity role models who provide easy-to-use information about important social issues, moving audiences beyond awareness and inspiring them to act. This multiplatform campaign includes on-air and online content as well as community outreach components.

The More You Know partners with leading nonprofits and government agencies to ensure we deliver the most credible, useful, timely information possible. Last year, the campaign featured additional PSAs leading up to the 2012 election, with celebrities such as *NBC Nightly News* anchor Brian Williams and *Community* star Yvette Nicole Brown encouraging Americans to register to vote and make their voices heard.

To learn more and view The More You Know spots, visit www.themoreyouknow.com.

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BRINGING SOCIAL ISSUES TO THE FOREFRONT

CHARACTERS UNITE

In 2012, USA Network, NBCUniversal's top-rated cable network, significantly expanded its Characters Unite public service campaign to fight hate and discrimination, and promote tolerance and respect. The year-round campaign grew to include more original programming and PSAs, digital content, and community events across the country.

As part of Characters Unite, USA Network launched its "I Won't Stand For…" initiative to drive home the message that anyone, anywhere can combat discrimination in all its forms — including racism, religious intolerance, bullying, and hate crimes. The effort featured PSAs and an interactive microsite where people could post their own videos sharing which form of hate they won't stand for. Consumers and employees could also join the movement by stamping their own "I Won't Stand For…" T-shirts at on-the-ground events in various cities and at the NBC Experience Store in New York City.

USA also extended its reach through new endeavors in film, engaging a broader audience with stories of real people fighting discrimination. The network forged a partnership with the National Football League (NFL) to create a documentary in which NFL athletes share their personal journeys of overcoming prejudice and discrimination. The network also launched the new Characters Unite Quarterly Film Series, which addresses social injustice and uses the power of storytelling to spark dialogue, open minds, and inspire progress on important civil and human rights issues.

Additionally, USA expanded its Characters Unite Awards program, which provides $5,000 grants to local community heroes, recognizing their extraordinary efforts to create positive change in their communities. USA and its affiliate partners honored 10 winners on air, online, and at hometown ceremonies.

A young girl stamps an anti-bullying message on her T-shirt as part of USA Network's "I Won't Stand For..." initiative combating discrimination in all its forms.

WWW For more information, visit www.charactersunite.com.

$250 million

Comcast and NBCUniversal provided about $250 million in airtime for public service announcements.

EDUCATION NATION

NBC News created Education Nation in 2010 to elevate and invigorate the national conversation about public education in America. Education Nation produces multimedia stories featuring innovative solutions being implemented in schools and communities around the country, with the goal of inspiring others to adopt and build upon these ideas.

Through multimedia storytelling and in-depth reporting, Education Nation allows us to showcase the most effective solutions improving education today. For example, a story about Geddes Elementary School in California shows how bilingual education at an early age can lead to improved outcomes in language arts and math. A story about the Carpe Diem charter school in Arizona reveals how technology can not only supplement, but transform classroom education.

Educators, policymakers, and parents have responded positively, participating in an annual Education Nation Summit, joining the conversation online, and moving it forward through their own social networks. Education Nation continues to spark solution-focused dialogue about the state of education in America, exploring real-world success stories to propel positive change for more students.

WWW For more information, visit www.educationnation.com.

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BRINGING SOCIAL ISSUES TO THE FOREFRONT

COMCAST NEWSMAKERS

We go beyond broadcasting national and world news to inform viewers about events and issues closer to home. Our unique local news platform, Comcast Newsmakers, gives our audiences deeper insights and meaningful context for what's happening in their own backyards.

In informative, five-minute segments, Comcast Newsmakers features interviews with local, state, and federal officials, as well as civic leaders who make an impact in communities across the country. The on-air, online, and on-demand programming zeroes in on local concerns, but also covers issues that are national in scope.

We produce a national edition in Washington, D.C., and local versions in 25 states. Last year, the national edition featured 67 interviews with members of Congress, and 46 interviews highlighting diversity-focused and nonprofit organizations.

WWW For more information, visit www.comcastnewsmakers.com.

Marc Morial (right), President and CEO of the National Urban League, and Robert Traynham, host of Comcast Newsmakers, discuss how voter ID laws are affecting inner-city voters.

#26ACTS OF KINDNESS CAMPAIGN

After the December 2012 school shooting in Newtown, Connecticut, NBC News correspondent Ann Curry found a way to generate goodness from grief with a simple idea: What if we all committed an act of kindness to honor each victim of the shooting? What began with a single tweet quickly swelled into a wave of compassion, with people across the country donating food, trees, toys, and money; anonymously picking up dinner tabs or buying gas for strangers; and pitching in to clean up beaches, parks, and neighborhoods. The #26Acts of Kindness movement went viral immediately, with participants tweeting about their kind acts, encouraging others to join, and sharing the healing power of goodwill after such a painful national tragedy. The effort has garnered more than 1.2 million page views on NBCNews.com, more than 101,000 Facebook likes, and coverage from national media outlets including *USA TODAY, The Associated Press,* and *The Huffington Post.*

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BRINGING SOCIAL ISSUES TO THE FOREFRONT

16%

Increase in our On Demand programming for diverse audiences compared with 2011.

About 2,000

Combined hours of diverse On Demand and online programming available in 2012.

More than 100%

Total increase in diverse On Demand and online programming over the last two years.

DAILYCANDY: START SMALL, GO BIG

DailyCandy is the premier online destination for insider deals and discoveries from small businesses around the country, reaching more than 6 million online readers. With its Start Small, Go Big initiative, DailyCandy capitalizes on its widespread influence to catapult startups forward, increasing exposure, website traffic, media interest, and sales for new small businesses.

The strength of DailyCandy's brand had an impact on all 18 finalists in the 2012 Start Small, Go Big contest, boosting sales and awareness. The six winners — selected by DailyCandy's editors and more than 156,000 votes from readers — received one-on-one mentoring sessions with industry leaders in fashion, food and drink, health and beauty, home furnishing, and the digital and technology sectors. They also received DailyCandy's endorsement on its various digital platforms, including social networks, a website, a mobile app, and e-newsletters that engage some of the most loyal readers in the digital community. DailyCandy's Start Small, Go Big webpage offers small-business owners insights, tips, and resources to support them as they get their businesses off the ground.

WWW To learn more, visit dailycandy.com/startsmallgobig.

PUBLIC, EDUCATIONAL, AND GOVERNMENTAL PROGRAMMING

We're committed to providing our audiences with locally generated content that's relevant to their lives, and we're uniquely positioned to provide this content in new ways, including On Demand and online. Our pilot program Project Open Voice hosts public, educational, governmental (PEG), and other local programming, and delivers it in ways that are more interactive and relevant to today's audiences.

Comcast worked with community and PEG leaders in six pilot communities across the country to develop unique local brands for the new program. We engaged nearly 300 organizations and established a social media network of more than 2.5 million users as part of the project. As we continue to build the Project Open Voice brands, we provide ongoing support through community and public relations, content coordination, and multiplatform marketing.

MISSING KIDS ON DEMAND

Comcast's *Missing Kids On Demand* initiative uses our vast network to spread the word as broadly as possible when a child goes missing. We partner with the National Center for Missing and Exploited Children® on the initiative, which offered viewers across the country on-demand access to 120 profiles of missing kids in 2012.

A scene from "Philly in Focus," one of six pilot programs supporting locally generated community content through Comcast's Project Open Voice.

Hosted by CorporateRegister.com

BRINGING OUT THE BEST IN PEOPLE

Everything we do is geared toward helping people. We focus our energies on helping our employees and our millions of customers, viewers, and audiences learn, grow, and realize their potential. This impulse is more than a value, and greater than a principle. It is a daily measure of our success. Seizing the countless opportunities, Comcast and NBCUniversal bring out the best in people to move our business forward. It creates a vibrant workplace and spurs innovation. It empowers individuals and strengthens communities. Above all, it is core to how we make a real and lasting difference.

Our commitment begins with our employees, nearly 130,000 strong. We support them with an array of benefits and programs that cultivate physical and mental health, encourage personal development, honor families, and contribute to their financial security. Our aim is to provide a workplace that fosters excellence, both individually and collectively, while opening doors to experiences that enrich our employees' lives.

We believe promoting an environment that champions a wide range of backgrounds, views, and choices is essential to helping our people — and our companies — thrive. Having a diverse workforce challenges us to widen our perspective and compels us to evolve. Bringing together people from all walks of life deepens insight and fuels innovation. And making diversity a cornerstone of our business shapes how we collaborate and engage with others.

This point is particularly important, given that our customers and audiences span the United States and beyond. Our passion is creating and delivering exceptional content through a spectrum of media and technology. Fulfilling that passion requires understanding who we're reaching out to and what is most important to them — and why.

It's not enough to have the platforms and channels to deliver content to hundreds of millions of people. We must reach them with information, entertainment, and ideas that are meaningful and relevant, expressed in ways that resonate as authentic and true. As a result, we invest in networks and create programming that elevates crucial but overlooked issues to the mainstream. We believe that giving marginalized voices forums to be heard and providing under-represented groups opportunities for expression are powerful ways to advance positive change.

Helping others thrive is vital to our strategy — and woven throughout our business. Just as nurturing the success of our employees strengthens Comcast and NBCUniversal, providing diverse content advances our larger mission of entertaining, educating, and inspiring the millions of individuals we reach every day.

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PROMOTE DIVERSITY AND INCLUSION

DIVERSITY & INCLUSION PROGRESS REPORT

Communities thrive when they embrace different backgrounds, perspectives, and experiences. Likewise, Comcast and NBCUniversal become stronger and more innovative as we grow more diverse. We champion diversity among our employees, in our programming and films, across our work with suppliers and business partners, in our community investments, and as a cornerstone of our corporate governance.

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ENRICHING THE CONVERSATION IN SPORTS BROADCASTING

Michelle Beadle didn't set out to become an inspiration for women who want to break into sports broadcasting. In fact, broadcasting wasn't even on her radar when she first stepped in front of a camera as an intern for the San Antonio Spurs.

"The show was called *Coyote Clubhouse,* and it was one of those Saturday morning programs geared toward children," she recalls. "They sent me to do a piece on how to take care of your family pet. I was so bad. It was just awkward television. Fortunately, they gave me another chance, and I realized the second time that this is a really fun way to pay rent for the rest of my life."

Now, more than a decade later, Michelle is one of the leading female voices on the NBC Sports Network and other NBC properties, bringing her sharp wit and conversational style to a variety of network programs. She was a key member of the 2012 London Olympics broadcast team, is a correspondent on *Access Hollywood,* and regularly appears on TODAY.

Although Michelle doesn't take herself too seriously, she is adamant about the importance of creating opportunities for women in the male-dominated sports broadcasting field. She built much of her reputation co-hosting sports opinion shows, effectively disproving the notion that only men can talk authoritatively about sports.

"There's a great value in diversity in general, but especially gender diversity," she says. "If you watch sports at a bar with a group of friends — both men and women — every one of us is going to take something different out of the game. When you bring in more opinions and perspectives, it makes the discussion that much more enriching."

One of Michelle's biggest strengths is her versatility. She's spent time as a sideline reporter, show host, and studio anchor, and she advises young women just entering the field to think big. "It seems like the entry point into sports for women is sideline reporting," she says. "But I think we're moving past that. Now we have women in the front offices of sports teams, we have women talking about sports, we have women hosting shows and calling games. It's really great to see."

> "There's a great value in diversity in general, but especially gender diversity."
>
> —Michelle Beadle

Michelle Beadle on the set.

She credits NBC Sports with creating these sorts of opportunities for women. Michelle cites not only her own contributions, but also those of such NBC broadcasters as *NBC Sunday Night Football* reporter Michele Tafoya, longtime tennis analyst and former pro Mary Carillo, and Rebecca Lowe, who was recently hired as the U.S.-based studio host of NBC's Barclays Premier League soccer coverage. "Rebecca's extremely well-respected in the field," Michelle says. "And the fact that a woman is going to be the face of Barclays Premier League soccer, which is an enormous global property, is just awesome."

"NBC gets it," Michelle continues. "You want to find the strongest, most opinionated, most well-versed people when launching a network — whether they're male or female. If they're doing their jobs and doing their jobs right, people will connect with them and the shows will be successful."

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ASPiRE NETWORK SEEKS TO INSPIRE

The roar of an approving crowd is nothing new to Earvin "Magic" Johnson. From his days as an All-Star point guard for the Los Angeles Lakers, to his many public appearances today, the NBA legend, entrepreneur, and philanthropist has always electrified audiences.

But as the Chairman and CEO of ASPiRE — a television network launched on Comcast Cable in June 2012 to deliver enlightening, entertaining, and positive programming to African American families — Earvin is hoping for a slightly different kind of reaction. One that starts in people's homes and grows to inspire whole communities. And one that takes him back to his childhood in Lansing, Michigan, when his parents and six siblings would gather around the television for family time.

"We watched TV as a family," Earvin says. "To hear the laughter of 10 people in a house was great. I want to take us back to those days by providing family-driven content that will make people socialize as families again."

Such is the inspiration behind ASPiRE, which grew out of an extensive search by Comcast for new, independent networks owned by and targeted toward minority audiences. ASPiRE is delivered to 15 million homes nationwide, and Comcast offers the network in nearly 9 million homes and across 12 of the top 25 African American markets, including Chicago, Philadelphia, Washington, D.C., and Atlanta.

The network offers movies, lifestyle coverage, documentaries, music, comedy, arts, and inspirational programming that African American families can identify with and talk about around the kitchen table, in the office, or at the salon, says Earvin.

"We used to have that back in the day," he says, mentioning legendary stars Bill Cosby, Diahann Carroll, and Flip Wilson. "You had different shows where people could say, 'Wow, this show is for us, by us.' I want to drive African American families back to that."

In Comcast, Earvin found a partner that not only shares his vision, but also has the platform to help him execute it. ASPiRE's original programming includes *ABFF Independent,* a film showcase of shorts, features, and documentaries by independent African American filmmakers; *The Root 100,* hosted by CNN's Suzanne Malveaux; and *I ASPiRE* profiles, which spotlight the next generation of African Americans, including a surfer, race car drivers, spoken-word poets, business school students, and a high school sports journalist.

"I think people will walk away saying, 'That's my girl!'" Earvin says. "Or, 'Hey, that guy, I want to be like him' — just like I did when I was growing up."

Earvin and network General Manager Paul Butler have high hopes for ASPiRE, including creating a growing cast of role models behind the camera. The network's community outreach spans scholarships, internships, and educational programs. The network is already involved in African American community events and partnerships with organizations such as the American Black Film Festival (ABFF), National Association of Black Journalists, and the Circle of Sisters.

> "We used to have that back in the day... where people could say, 'Wow, this show is for us, by us.' I want to drive African American families back to that."
>
> —Earvin "Magic" Johnson

ASPiRE is the first and only national cable network certified as a Minority Business Enterprise by the National Minority Supplier Development Council. Through its original content, ASPiRE has provided opportunities and a platform for nearly 400 minority individuals and 200 women. The network provides opportunities for new African American trendsetters and tastemakers to display their creative talents, and these opportunities are growing as ASPiRE works to reach 30 million homes in the coming years.

No stranger to achieving great things alongside teammates, Earvin says ASPiRE's partnership with Comcast has been nothing short of "a blessing."

"You pray for great partnerships — you really do," he says. "You want to have a partner that gets it. You want to have the same values, and when you think diversity and inclusion, Comcast is at the top."

WWW Learn more about ASPiRE at www.aspire.tv.

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WORKING WITH DIVERSE SUPPLIERS

Our business moves fast and evolves constantly. Seeking diverse suppliers that can help us find smart ways to source our business needs is good for us and our suppliers alike. The company's spending with diverse Tier I and Tier II suppliers — including minority-, woman-, and veteran-owned business enterprises — exceeded $1 billion in 2012.

SUPPLIER DIVERSITY PROGRAM

Our Supplier Diversity Program is designed to promote, increase, and improve the participation of diverse businesses within our supply chain. It includes our primary, or Tier I, suppliers as well as secondary vendors at the Tier II (subcontracting) level. This program provides the company with reliable resources, creates jobs, strengthens our purchasing power, and builds value for our shareholders.

In 2012, 10.1% of our total applicable procurement spend was with diverse suppliers.

Several organizations recognized our Supplier Diversity Program in 2012, among them:

- The National Veteran-Owned Business Association named Comcast one of the 10 Best U.S. Corporations for Veteran-Owned Businesses.
- The Rocky Mountain Minority Supplier Development Council recognized Comcast as its Corporate Partner of the Year.
- The Greater Los Angeles African American Chamber of Commerce (GLAAACC) named NBCUniversal Corporation of the Year.

See a full list of our **awards and recognition** on page 77.

CRITERIA

We aim to provide equal access and opportunity to all suppliers, and to facilitate nondiscriminatory business relationships with diverse firms.

Companies can qualify as diverse suppliers or vendors if they belong to one of the following categories:

- Minority Business Enterprise
- Women Business Enterprise
- Veteran Business Enterprise
- Service Disabled Veteran Business Enterprise
- Historically Underutilized Business Enterprise

Those interested in doing business with Comcast and NBCUniversal should be financially sound, committed to service and responsiveness, and able to deliver quality products or services. Suppliers and vendors also should have sufficient capacity to serve existing and new business.

We encourage both established and emerging suppliers to register with our company. We look for suppliers whose products or services will help our company improve daily operations and quality while reducing costs. When contracting opportunities become available, we use our databases to identify potential vendors.

WWW For more information, visit http://corporate.comcast.com/our-values/diversity-inclusion.

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WORKING WITH DIVERSE SUPPLIERS

PARTNERSHIPS, OUTREACH, AND EVENTS

Consistent outreach to diverse businesses helps us forge relationships and enhance our supply chain. We are proud to support and collaborate with diverse chambers of commerce and business organizations throughout the country. We actively target outreach and capacity-building events at the national, regional, and local levels, and we attended more than 100 supplier diversity events in 2012. Our supplier diversity partners include:

- National Minority Supplier Development Council (NMSDC)
- National Black Chamber of Commerce (NBCC)
- US Pan Asian American Chamber of Commerce (USPAACC)
- United States Hispanic Chamber of Commerce (USHCC)
- National Veteran-Owned Business Association (NaVOBA)
- Women's Business Enterprise National Council (WBENC)
- National Center for American Indian Enterprise Development (NCAIED)
- National Gay & Lesbian Chamber of Commerce (NGLCC)
- The Walter Kaitz Foundation

In December 2012, Comcast also became a Corporate Member of the US Business Leadership Network (USBLN) — a national nonprofit, non-partisan, business-to-business network that promotes workplaces, marketplaces, and supply chains inclusive of people with disabilities.

At the national level, our supplier diversity–related outreach efforts were broad and strong:

- Comcast and NBCUniversal participated in the NCAIED Reservation Economic Summit & American Indian Business Trade Fair in Las Vegas.
- Comcast and NBCUniversal were Corporate Co-Chairs of the USPAACC Education Foundation's 27th Anniversary CelebrAsian Business Opportunity Conference in Bethesda.
- Comcast participated in WBENC's National Conference & Business Fair in Orlando.
- Comcast attended NBCC's 20th Annual Convention in Atlanta.
- Comcast and NBCUniversal sponsored and actively participated in the NGLCC's Annual Convention in Chicago.
- Comcast and NBCUniversal sponsored and participated in the USHCC's 33rd Annual Convention & Business Expo in Los Angeles.
- Comcast and NBCUniversal were active participants at the NMSDC's Conference and Business Opportunity Fair in Denver.
- Comcast's legal team continues to participate in the National Association of Minority & Women Owned Law Firms (NAMWOLF), a nonprofit trade association, as well as Inclusion Initiative conferences and business opportunity fairs.
- NBCUniversal hosted Veterans Supplier Business Fairs in Los Angeles, Miami, and Orlando, which provided veterans exclusive access to key decision makers and executives within the NBCUniversal family of businesses.

100+ events

We actively target outreach and capacity-building events at the national, regional, and local levels, and we attended more than 100 supplier diversity events in 2012.

More than three-quarters of our outreach events occurred at the local and regional levels. For example, Comcast participated in the Rocky Mountain Minority Supplier Development Council's Annual Growth Through Partnership Conference in Denver. The Rocky Mountain organization is one of 36 regional councils of the National Minority Supplier Development Council. Its mission is to drive minority business enterprise growth by creating relationships between minority-owned businesses and corporations, government, academic entities, and others.

In partnership with other cable operators, we also sponsored the second annual California Cable Supplier Diversity Fair. This forum is designed for diverse suppliers and large corporations to better understand each other's needs and to foster business relationships. Comcast participated in one-on-one "matchmaking sessions" with prospective vendors in such procurement areas as network construction, fiber optic splice equipment, customer premises equipment recovery, collection services, and electrical services.

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WORKING WITH DIVERSE SUPPLIERS

DIVERSITY AMONG SUBCONTRACTORS

Our Tier II supplier program creates opportunities for smaller, diverse vendors to work with us indirectly as subcontractors to our prime suppliers. For 2012, the company's prime suppliers reported $140 million in diverse Tier II spending. We actively encourage our prime suppliers to subcontract with diverse vendors. We also strongly encourage joint ventures and partnerships between prime suppliers and diverse subcontractors. Comcast's standard request for proposal language encourages Tier II diversity, and we use this as a criterion in purchasing decisions.

In this way, our Supplier Diversity Program offers every business — regardless of its ownership — an opportunity to bid for our business. We are committed to doing more business with prime vendors that provide us data about their subcontracting partnerships, expanding our business with diverse vendors, and eliminating some of the barriers they face.

Comcast maintains a web-based database and registration site for diverse suppliers to use in doing business with us. The system helps us keep a consolidated list of diverse-owned suppliers across multiple industries and geographic locations.

10.1%

In 2012, 10.1% of Comcast and NBCUniversal's combined total applicable procurement spend was with diverse suppliers.

More than $1 billion

Combined, our spending in 2012 with diverse Tier I and Tier II suppliers, including minority-, woman-, and veteran-owned businesses.

BUILDING CAPACITY: BOARD AND ADVISORY COUNCIL PARTICIPATION

Comcast and NBCUniversal employees participate on boards and in programs that assist with the growth of diverse business enterprises. Our board and advisory council participation includes the following:

- Comcast is a member of the OCA — Asian Pacific American Advocates' Business Advisory Council.
- Members of Comcast and NBCUniversal's supplier diversity teams participate on the USHCC's Procurement Corporate Advisory Board, and USPAACC's Corporate Brain Trust.
- In 2012, NBCUniversal became a corporate member of GLAAACC and the Asian Business Association-Los Angeles.
- Ajamu Johnson, Comcast Cable's Senior Director of Supplier Diversity, serves on the advisory boards for the Urban League Entrepreneurship Center of Philadelphia and NaVOBA. Another member of Comcast's procurement team serves on the New Jersey Board of Public Utilities Supplier Diversity Development Council.
- Christine Simmons, NBCUniversal's Director of Supplier Diversity, sits on the Board of Directors of the GLAAACC and serves on the University of Southern California Supplier Diversity Advisory Council, the NGLCC's Procurement Council and Corporate Advisory Council, and the American Indian Chamber of Commerce of California's Advisory Council.
- Angela Harris, NBCUniversal's Manager of Supplier Diversity, serves as a committee member of the New York & New Jersey Minority Supplier Development Council, the NGLCC's Procurement Council and Corporate Advisory Council, and is an active member of the National Association for Multi-Ethnicity in Communications (NAMIC).
- Thomas Nathan, Senior Vice President and Senior Deputy General Counsel of Comcast Cable, is a member of NAMWOLF's Advisory Council.
- Doug Gaston, Senior Vice President and General Counsel of Comcast Cable, serves on the Advisory Board of the Philadelphia Bar Association's Office of Diversity.

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WORKING WITH DIVERSE SUPPLIERS

Our 2012 capacity-building activities included the following:

- Each year, NBCUniversal meets with our four external Supplier Diversity Councils representing the African American, Asian American, Hispanic, and Native American business communities. NBCUniversal sourcing executives invite business owners, CEOs, and leaders of business development organizations that support each respective community. The councils share best practices, foster partnerships, and provide open lines of communication between the company and the diverse business community.
- Members of Comcast and NBCUniversal's legal teams attended NAMWOLF's Atlanta meeting in October 2012.
- Members of Comcast's legal team attended the National Bar Association's Commercial Law Section 25th Anniversary Corporate Counsel Conference in Miami, as well as a dinner hosted by the Coalition of Bar Associations of Color (CBAC) in Washington, D.C.

BANKING PARTNERSHIPS

Our company has worked closely with the minority-owned banking community for more than 20 years. These relationships with minority-owned banks and investment firms offer tailored ways to meet our specific needs, such as lending through credit facilities, brokerage services for stock repurchases, bond underwriting, and banking and deposit arrangements.

For the ninth consecutive year, in 2012 we arranged a major credit facility with 10 minority-owned banks, including administrative and syndication agent United Bank of Philadelphia. Also, eight diverse banks participated in Comcast and NBCUniversal's bond issuances in 2012. Combined, these banks underwrote $111.8 million in bonds, for which they received a fee.

LEGAL RESOURCES

Comcast is a founding member of the Inclusion Initiative, a collaborative effort of several companies to retain a greater number of diverse law firms. In 2012, Comcast and NBCUniversal spent more than $3 million with diverse law firms — more than double the amount spent in 2011. Our legal teams are also focused on increasing the amount of business we do with female lawyers at majority-owned firms.

AD SPEND

Together, Comcast and NBCUniversal increased spending with minority-owned media in 2012. Burrell Communications continued to serve as Comcast's agency of record for African American creative, and Grupo Gallegos continued to provide support for Comcast's Hispanic creative. We also work with Asian American–owned Ameredia.

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PROVIDING DIVERSE CONTENT

We develop and deliver exceptional content for all audiences. To do so, we must understand what's important to the diverse viewers we're engaging. Reflecting our audiences' interests and addressing their needs are crucial to our ongoing success.

LAUNCHING MINORITY-FOCUSED AND MINORITY-OWNED NETWORKS

In 2012, we launched two new, independent networks — BabyFirst Americas and ASPiRE — as part of a plan to significantly expand our ethnic and independent programming over the next eight years. These are the first of four new minority-owned and/or -operated independent networks launching to Comcast Cable customers between May 2012 and January 2014.

BabyFirst Americas, proposed by Constantino "Said" Schwarz and distributed in 19 Comcast markets, is a Hispanic-focused, English-language channel designed for children and their parents, emphasizing the importance of early development of verbal, math, and motor skills. We also launched the Spanish feed of BabyFirst Americas.

Developed in partnership with entrepreneur and NBA Hall of Famer Earvin "Magic" Johnson and GMC TV (now known as UP TV), ASPiRE delivers movies, documentaries, short films, music, comedy, visual and performing arts, and faith and inspirational programs to African American families. Read more about **our partnership with ASPiRE** on page 34.

BabyFirst Americas, an independent network that focuses on early childhood development, launched in 2012.

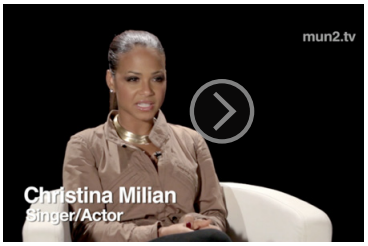
BabyFirst AMERICAS

See the BabyFirst Americas video at http://corporate.comcast.com/csrvideo2012.

SUPPORTING DIVERSE TALENT AND ISSUES

We used our production expertise to create original programming in 2012 that addressed important cultural issues and showcased talent from diverse backgrounds.

Black and Latino, an award-winning digital documentary produced by Spanish-language channel mun2, explored America's evolving understanding of race and ethnicity. The documentary featured interviews with entertainers such as Soledad O'Brien (formerly of MSNBC), Christina Milian from *The Voice,* and Tatyana Ali (who starred on *The Fresh Prince of Bel-Air),* among many others. mun2 won Best Web Series for *Black and Latino* at the annual Imagen Awards.



See the documentary *Black and Latino* at http://www.mun2.tv/black-and-latino.

NBCUniversal offers several programs designed to develop and provide opportunities for diverse talent in television and film. Stand-Up NBC is an initiative to discover and develop

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PROVIDING DIVERSE CONTENT

comedians of diverse backgrounds. In our Short Cuts Festival panel discussions, industry experts share their knowledge and expertise with a group of up-and-coming producers and directors. We also stage the annual Advanced Improv Diversity Scholarship Showcase, a collaboration with Upright Citizens Brigade Theatre to promote diversity in the comedic arts.

Our Writers on the Verge program prepares talented employees from a variety of backgrounds for writing positions in television and film. Participants learn how to develop exceptional scripts and pitch them to a production company.

Participants in the program also get advice on how to pitch themselves as television writers. They interact with people in the industry, from network executives to showrunners and agents, and receive valuable feedback on their work and pitch style.

In 2012, all eight Writers on the Verge participants went on to sign with an agent. Several of them also became writers for NBC primetime shows, including *Community, Chicago Fire,* and *Deception.*

NBCUniversal employees join in a creative session during Writers on the Verge, which hones participants' script-writing skills.

ENGAGING HISPANIC VIEWERS

In 2012, NBCUniversal launched nbclatino.com, an English-language website targeted to U.S.-born and English-dominant Hispanic families featuring original reporting as well as news and lifestyle content from the company's existing properties. Also, our networks E! and Telemundo partnered to distribute E! Latino, a new mobile app featuring Spanish-language versions of E! original series and news. The launch of the app is part of E!'s initiative to better serve the Hispanic population.

DIVERSE PROGRAMMING

We continue to strengthen and enrich our offering of diverse programming choices — expanding the distribution of diverse networks to millions of homes and featuring hundreds of video on demand (VOD) and online choices geared toward African American, Asian American, Hispanic, and other audiences. We remain strongly committed to the distribution of unaffiliated programming networks, which make up about six out of every seven networks carried by Comcast.

For our Hispanic viewers, we make Telemundo and mun2 programming available online on Comcast's XFINITY TV portal as well as on the channels' respective websites. Telemundo.com offers about 60 programs, and mun2.tv offers about 15 programs. For the first time in the network's history, Telemundo offered live streaming of Olympic Games broadcast coverage together with exclusive, digital-only content featuring Olympic events, news, and announcements. Plus, Telemundo subscribers could access more than 200 hours of digital video, including all Telemundo on-air broadcasts and live streaming of trials involving Hispanic athletes.

We featured special on-demand and online programming in celebration of 2012's Black History Month, Asian-Pacific American Heritage Month, LGBT Pride Month, Native American Heritage Month, and National Hispanic Heritage Month.

Comcast also made several highly publicized launches of new local and public-interest content on our VOD and online platforms. Many of these public-interest programming choices were also available online at xfinitytv.com.

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PROVIDING DIVERSE CONTENT

Other programming highlights in 2012 included the following:

ASIAN AMERICAN PROGRAMMING

- Expanded carriage of Mnet in Philadelphia and Washington, D.C.
- Featured 189 hours and approximately 200 programming choices through multiple VOD services geared toward Asian Americans, including Filipino On Demand, Bollywood Hits On Demand, Cinema Asian America, Kpop, and the FUNimation Channel
- Announced an agreement with Crossings TV, an Asian-focused multicultural television broadcaster, to expand its distribution into Chicago, Seattle, and San Francisco

AFRICAN AMERICAN PROGRAMMING

- Featured more than 75 hours of VOD programming that delivered more than 270 choices of television entertainment and music from various African American–oriented content providers, including BET, Hip Hop On Demand, TV One, and Black Cinema On Demand
- Announced the launch of xfinity.com/celebrateblacktv in January 2013 as a one-stop portal to black entertainment content from a variety of sources

HISPANIC PROGRAMMING

- Launched XFINITY Latino, a suite of video products and services developed exclusively to serve Hispanic customers; XFINITY Latino delivered 10 new popular Hispanic channels and doubled Comcast's Hispanic On Demand content on TV and online
- Offered more than 700 hours of content and more than 1,100 VOD programming choices on our Hispanic tier, including 135 choices from Telemundo and mun2
- Launched nbclatino.com to offer a mix of news, politics, lifestyle, perspectives, and more to U.S.-born and English-dominant Hispanics
- Launched iVillage Mujer de Hoy, the first female-focused site to feature Spanish and English stories on the same page

WWW For more information, visit http://msnlatino.telemundo.com/mujer_de_hoy.

WWW For more information, visit www.telemundo.com.

WWW For more information, visit www.mun2.tv.

AMPLIFYING THE VOICE OF THE LGBT COMMUNITY

Comcast and NBCUniversal are well respected and recognized as leaders in supporting the lesbian, gay, bisexual, and transgender (LGBT) community through our partnerships with organizations such as the Gay & Lesbian Alliance Against Defamation (GLAAD). As part of this commitment, we sponsored the 2012 GLAAD Media Awards in New York, Los Angeles, and San Francisco. These awards recognize and honor news and entertainment media for fair, accurate, and inclusive representations of the LGBT community.

We also supported participation in GLAAD Spirit Day, during which on-air and behind-the-camera talent and employees wore purple to mark their support of the LGBT community.

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PROMOTING DIVERSITY AND INCLUSION THROUGH GOVERNANCE

David L. Cohen (center), Executive Vice President at Comcast Corporation, meets with Craig Robinson (right), Executive Vice President and Chief Diversity Officer, NBCUniversal; and Dan C. Jones (also known as SaSuWeh), former Chairman of the Ponca Tribe of Indians of Oklahoma.

By embracing different backgrounds and perspectives, we deepen our knowledge and spur our creativity. Our goal is to create the most successful model of diversity and inclusion in our industry, and thanks to dedicated support from our entire organization, we are making significant progress.

EXTERNAL JOINT DIVERSITY ADVISORY COUNCIL

Our external Joint Diversity Advisory Council (JDC) brings together national leaders in business, politics, and civil rights to provide advice to our senior executive teams regarding our development and implementation of diversity and inclusion initiatives in governance, workforce, supplier relationships, programming, and community investment. The JDC includes four nine-member Diversity Advisory Councils representing the interests of African Americans, Asian Americans, Hispanics, and women. Representatives from other diverse groups, including Native Americans, veterans, people with disabilities, and members of the LGBT community also participate.

David L. Cohen, our Executive Vice President and Chief Diversity Officer, is chairman of the JDC. With the guidance of our company leaders and this esteemed council, we made significant advances in our five focus areas in 2012.

1/3 diverse

The Comcast Board of Directors is more than 1/3 diverse.

INTERNAL DIVERSITY COUNCILS

Comcast and NBCUniversal's Internal Diversity Councils (IDCs) are led by senior executives who provide guidance as we implement and sustain successful diversity and inclusion practices across the company. We meet regularly to discuss progress on diversity initiatives and to explore ways to strengthen our commitment to diversity and inclusion. Members of our IDCs attend formal meetings of the JDC. In 2012, we ranked fifth on the Association of Diversity Councils' Top 25 list — our fourth consecutive year of recognition.

2000 MEMORANDUM OF UNDERSTANDING

NBCUniversal continues to honor the diversity commitments contained in our 2000 Memorandum of Understanding with a coalition of the following four organizations: the National Association for the Advancement of Colored People (NAACP), American Indians in Film and Television, Asian Pacific American Media Coalition, and National Latino Media Council.

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SUPPORTING DIVERSITY THROUGH PARTNERSHIPS

We work with strong organizations that share our dedication to championing the needs of diverse communities. Working together, we are making a positive impact in our communities, one person at a time.

EASTER SEALS

In 2012, we awarded a $250,000 Comcast Assistive Technology Grant to support Easter Seals programs that address the long-term technology needs of people with disabilities and special needs. Funding was distributed to seven local Easter Seals organizations to support a mobility development lab, an online learning community, school readiness programs, and several other initiatives for people with disabilities. We also aired a PSA in support of Make the First Five Count, an Easter Seals initiative highlighting the importance of the first five years of a child's life. The PSA — which encourages parents to visit makethefirstfivecount.org and take a free online screening that helps assess their child's developmental milestones — helped increase screenings by nearly 10% from October through December 2012. We welcomed Easter Seals as a national philanthropic partner in January 2013.

DIVERSITY IN JOURNALISM

We look for opportunities to support organizations that address issues of diversity within the media industry. In 2012, Comcast and NBCUniversal provided major sponsorships for the annual convention of the National Association of Black Journalists as well as the UNITY convention. Held every four years, UNITY brings together the National Association of Hispanic Journalists, Asian American Journalists Association, National Lesbian & Gay Journalists Association, Native American Journalists Association, and the South Asian Journalists Association.

Along with providing financial support to these organizations, NBCUniversal also reviewed resumes and talent reels, and informally advised more than 700 candidates from a diverse range of backgrounds.

EMMA L. BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA

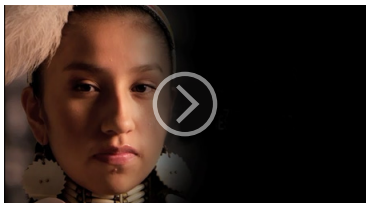
The Emma L. Bowen Foundation was created in 1989 to prepare minority youth for careers in the media industry. In 2012, Comcast and NBCUniversal hosted more than 130 interns through our partnership with the foundation's multiyear work/study program. The program helps minority high school and college students pursue their interests in media and communications. As of December 2012, nearly 40 former Emma Bowen interns were full-time employees of Comcast or NBCUniversal. Our 2012 support included running a PSA to help promote the foundation's mission of preparing minority youth for careers in the media industry, at a value of more than $1 million.

DENVER INDIAN CENTER

Our broad-based support of Native American organizations over the past year included funding programs that help local communities. For example, the Comcast Foundation awarded a $20,000 grant to the Denver Indian Center, which helps empower youth and families from a variety of tribal communities through self-determination, cultural identity, and education. We also aired a PSA throughout the state of Colorado to build awareness of the center and its cause.

Nearly 40

As of December 2012, nearly 40 former interns from the Emma L. Bowen Foundation for Minority Interests in Media work as full-time employees of Comcast or NBCUniversal.



Watch the Denver Indian Center video at http://corporate.comcast.com/csrvideo2012.

ADDITIONAL NATIONAL PARTNERS

- American Indian College Fund
- Asian American Justice Center
- Japanese American Citizens League
- League of United Latin American Citizens
- National Council of La Raza
- National Urban Indian Family Coalition
- National Urban League
- OCA — Asian Pacific American Advocates

See a full list of **organizations that have received funding from our foundations** on page 84.

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RECRUITING AND RETAINING DIVERSE TALENT

We are committed to recruiting, developing, retaining, and promoting top talent to continue to drive the success of our company. To identify and attract diverse employees, we use proven methods, including university relations, outreach and partnerships, executive search initiatives, and internship and scholarship programs. We focus on developing our diverse talent through leadership, mentoring, and sponsorship programs. And we recognize that employee engagement is essential to a productive workforce and a successful diversity and inclusion program. To enhance our inclusive workforce culture, we offer diversity awareness training, support Employee Resource Groups, and focus on retaining diverse employees.

EMPLOYEE RESOURCE GROUPS

Comcast and NBCUniversal cultivate an array of Employee Resource Groups (ERGs) that engage people at all levels of the organization. Our ERGs work to foster a culture of inclusion; help provide opportunities to identify, recruit, and promote diverse talent; and encourage collaboration — at all levels in our company.

In 2012, Comcast continued to build on our late-2011 launch of eight ERGs, growing membership to more than 2,800 employees. NBCUniversal's long-standing ERGs have a membership of about 7,000, and in 2012 we added the Abilities Network@NBCUniversal to foster an environment that recruits, develops, and retains those who have varied abilities. Senior leaders serve as Executive Champions for each of the ERGs.

In April 2012, the NBCUniversal Office of Diversity & Inclusion hosted IMPACT, an internal two-day workshop for ERG leaders. Comcast leaders attended the event to learn about NBCUniversal's best practices. This summit provided attendees with an update on the business, exposure to senior leaders, and opportunities to refine their professional skills.

Our Employee Resource Groups include:

- Abilities Network@Comcast
- Asian Pacific Alliance@Comcast
- Black Professional Alliance@Comcast
- OUT@Comcast (LGBT and Straight Allies)
- SomosComcástico (Hispanic)
- Veterans Network@Comcast
- Women's Network@Comcast
- Young Professionals Network@ Comcast
- Abilities Network@NBCUniversal
- Asian Pacific Americans@ NBCUniversal
- Black Professional Alliance@ NBCUniversal
- OUT@NBCUniversal (LGBT and Straight Allies)
- UNIDOS@NBCUniversal (Hispanic)
- NBCUniversal Veterans Network
- Women's Network@NBCUniversal

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RECRUITING AND RETAINING DIVERSE TALENT

PARTNERSHIPS

We work collaboratively with strong organizations to recruit the best talent within our industry and to brand Comcast and NBCUniversal as employers of choice. These include:

- Association of Latino Professionals in Finance and Accounting
- National Association of Asian American Professionals
- National Association for Multi-Ethnicity in Communications
- National Black MBA Association
- National Society of Black Engineers
- National Society of Hispanic MBAs
- Society of Women Engineers
- Society of Hispanic Professional Engineers

SPONSORSHIP AND MENTORSHIP

Comcast's Executive Leadership Career Advancement Program (ELCAP) is designed to accelerate career growth and increase retention for a diverse pipeline of leadership talent. ELCAP provides on-the-job development and exposure for employees with potential for a vice president role as a next career move through executive sponsorship, individual development plans, and group learning events.

In 2012, NBCUniversal launched TEAM NBCUniversal, a cross-functional mentoring program that provides targeted development and exposure for rising leaders at pivotal career points. The program utilizes a team format to ensure that the participants develop relationships not only with executives outside of their businesses, but also with other peer leaders.

See a full list of **our workforce development training programs** on page 79.

Comcast named

Company of the Year in 2012

by *LATINA Style*

Comcast and NBCUniversal listed in *Black Enterprise* magazine's

40 Best Companies for Diversity

in 2012

See a full list of **our awards and recognition** on page 77.

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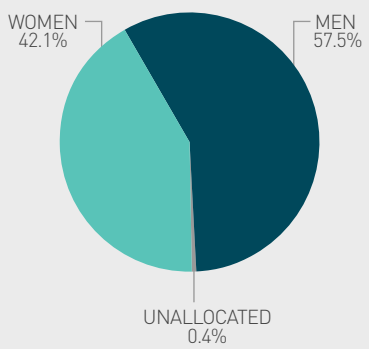
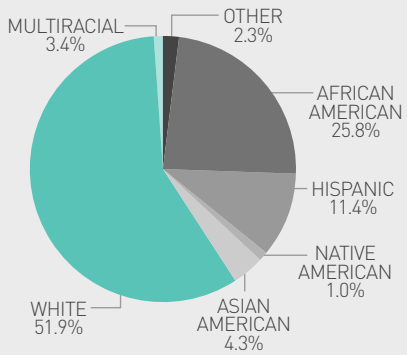
DIVERSITY IN OUR WORKFORCE

NEW HIRES BY GENDER



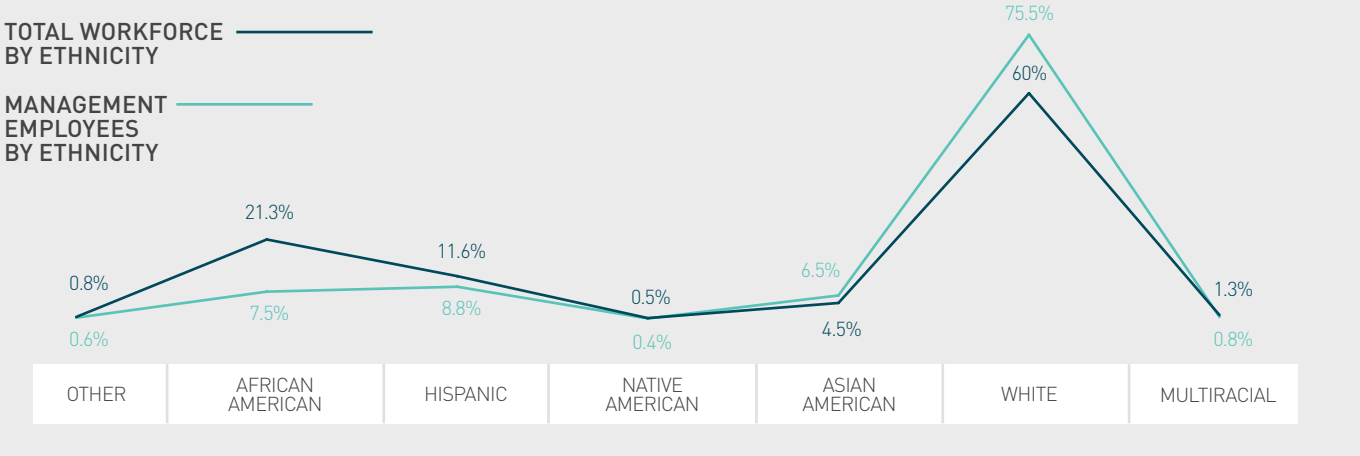
NEW HIRES BY ETHNICITY



In 2012, nearly 40% of all full-time U.S. employees at Comcast and NBCUniversal were people of color, and nearly 35% were women.

TOTAL WORKFORCE BY GENDER

MANAGEMENT EMPLOYEES BY GENDER



Throughout this section, "workforce" refers to full-time U.S. employees as of December 31, 2012. Combined percentage totals may exceed or fall under 100% due to rounding.

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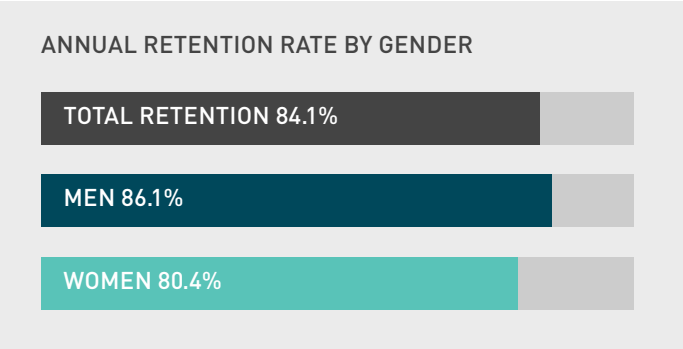
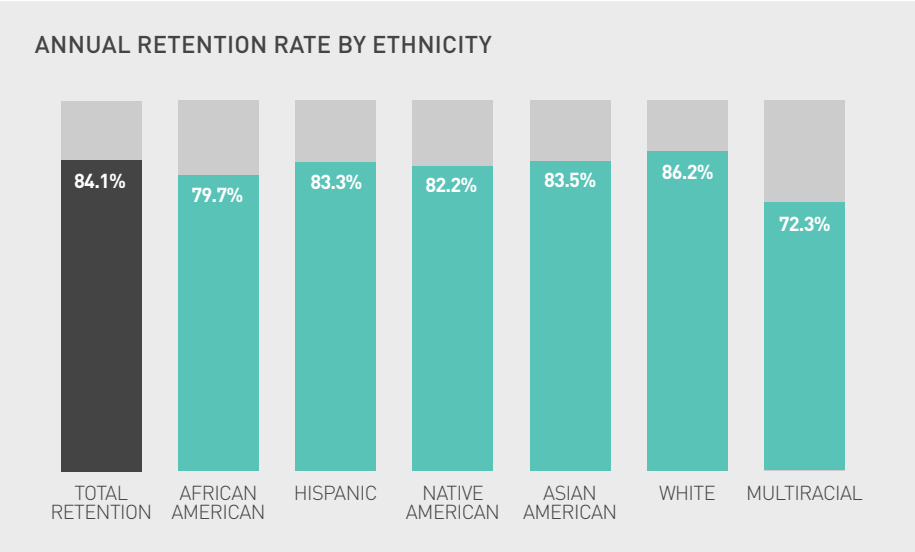
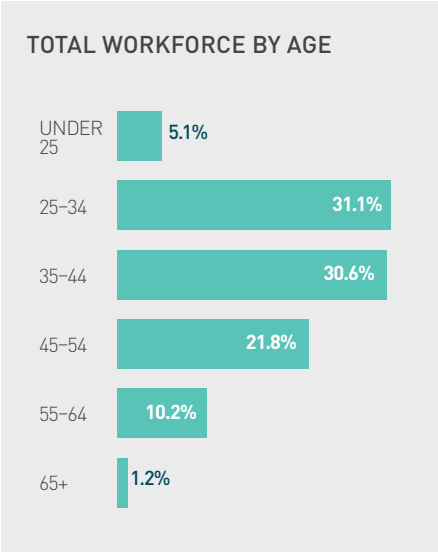
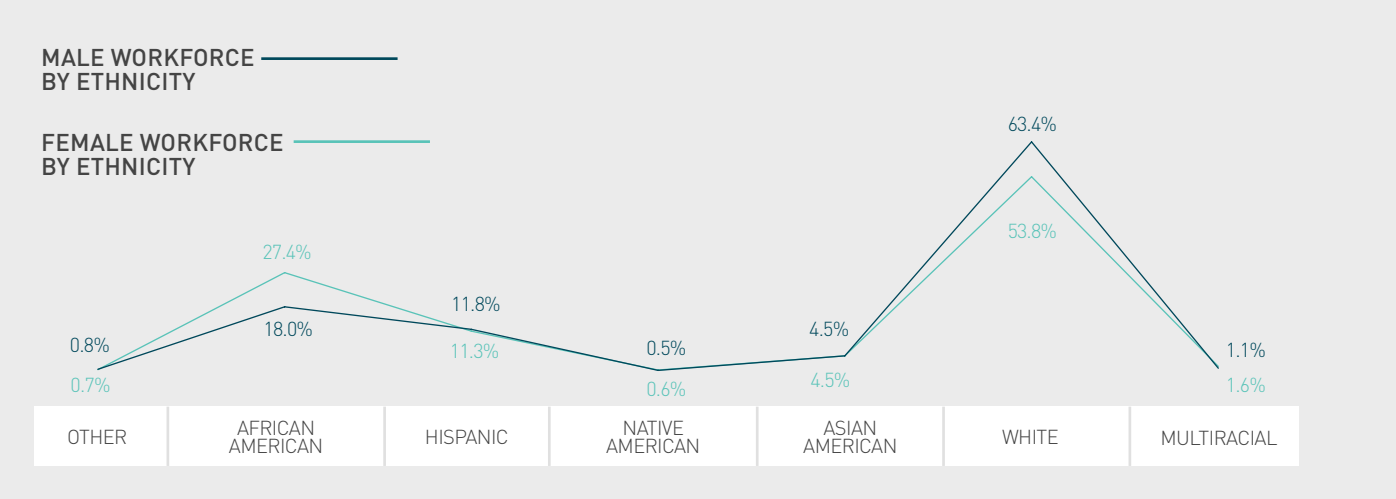
DIVERSITY IN OUR WORKFORCE









Throughout this section, "workforce" refers to full-time U.S. employees as of December 31, 2012. Combined percentage totals may exceed or fall under 100% due to rounding.

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DEVELOP AND ENGAGE EMPLOYEES

Our nearly 130,000 employees make Comcast and NBCUniversal what we are. Their ingenuity and passion infuse everything we do, from providing exceptional service and innovative technologies to creating insightful and entertaining content. We create an attractive work environment — and reward our employees' dedication — by offering competitive pay, comprehensive benefits, professional training, and opportunities to build leadership skills.

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BUILDING A CAREER FROM THE PAGE PROGRAM UP

Fresh out of college in 1988, John Wallace seized a rare chance to take part in NBCUniversal's Page Program. All of a sudden, John was on set for major television productions and leading visitors through NBC Studios at 30 Rockefeller Plaza in New York City.

"That demanding experience as a young person has had a profound influence on my career," says John, now President of Operations and Technical Services for NBCUniversal. He is responsible for TV, film, and digital operations — including in-studio and external productions, food services, and security.

The Page Program is our signature strategy for cultivating the next generation of leaders in media development and production. Talented college graduates from diverse backgrounds spend a year as ambassadors of NBCUniversal — working in 12-week rotational assignments that build their marketing, programming, and business skills.

"Pages truly are NBCUniversal's face to the general public, show guests, and employees," John says. "No other media company has a program like this, and it truly makes the experience of visiting NBCUniversal unique."

When John started as a page, NBCUniversal was simply the NBC Television Network — but both the company and his role have since grown dramatically. "I was given the opportunity to move around the company and work in many different areas — including finance, affiliate relations, local sales management, production, and operations," he recalls.

NBCUniversal's Page Program gives college graduates a yearlong opportunity to learn our business from the inside out.

"Some of my most memorable assignments ranged from working as a production assistant on the 1988 Seoul Olympics and on the Studio 6A desk where *Late Night with David Letterman* was being taped," John says. "To this day, as I walk through the studios, those memories come rushing back as if they were yesterday."

Many media stars with household names — including Regis Philbin, Eva Marie Saint, Willard Scott, Kate Jackson, and Ted Koppel — started their careers as NBC pages. "Our goal is to develop young individuals into the leaders of the future, using the opportunity of unparalleled, early access to the media industry as our tool," John says.

> "Being a page taught me how important relationships are in business. But even more than that, it's the importance of hard work that I've taken with me."
>
> —John Wallace

With its admission rate of only 2%, the Page Program creates a pipeline of well-qualified, connected talent for us to work with. Based on the unique experience pages acquire, we place 75% of our program participants directly into full-time positions.

"Being a page taught me how important relationships are in business," John adds. "But even more than that, it's the importance of hard work that I've taken with me."

John now uses his leadership position to help today's pages along — another instance of the camaraderie he built over the course of that formative year. "I am very proud to say that I worked as a page," John concludes, "and having gone through the program, I never lose sight of where I began."

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HEROES AT WORK

Military veterans and reservists returning to civilian work offer employers far more than just the technical skills they developed in the service. "These people come to us with a complete set of talents: individual responsibility, discipline, leadership, the ability to motivate large groups," says Will Baas, Executive Director of Talent Acquisition at Comcast. "From the payment center to the C-suite, veterans are a critical part of our workforce."

Comcast and NBCUniversal have long recognized that veteran hires bring exceptional strengths to our business. We actively recruit prospective employees with military backgrounds, and we provide an array of networking and professional development resources to help them succeed.

As a Commander in his 14th year with the U.S. Navy Reserve, Will has personally experienced the value we place on employing veterans, active-duty military, and reservists.

"I appreciate how much Comcast has enabled me to succeed in both careers," he says. "We have well-established leave policies, offer extended benefits, match the differential between civilian and military pay, and hold positions for those deployed. Our company is a true leader in this area."

Comcast and NBCUniversal deepened this commitment in 2012 by becoming corporate sponsors of Hiring Our Heroes (HOH), a U.S. Chamber of Commerce campaign that helps veterans and military spouses find meaningful employment. We hired our thousandth veteran through the program in March 2013 — two years ahead of schedule — and have recommitted to bring aboard another 1,000 by 2015.

Beyond our ongoing efforts to attract and develop veterans within Comcast and NBCUniversal, we support a range of programs and initiatives aimed at expanding employment opportunities for veterans in all sectors of the workforce.

Along with participating in local HOH-sponsored job fairs around the country, we've launched a jobs and education resource portal for veterans and their families. This online hub features up-to-date tools and information to help smooth the transition from military service to civilian life. NBC Publishing has also released a free e-book and

Will Baas, Executive Director of Talent Acquisition at Comcast and a Commander with the U.S. Navy Reserve, appreciates "how much Comcast has enabled me to succeed in both careers."

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HEROES AT WORK

guide for veterans, *Heroes Get Hired: How to Use Your Military Experience to Master the Interview*, available at www.heroesgethired.com. The e-book highlights specific strengths and competitive advantages that veterans bring to the civilian workforce, and it provides advice on how to communicate these qualities to a recruiter or potential employer.

Job opportunities are just a part of our support for veterans and reservists. Comcast and NBCUniversal each have a Veterans Network Employee Resource Group (ERG) that offers mentoring programs and networking opportunities to help members grow professionally and personally. Our ERGs help foster the innate connection that exists among veterans.

Along with the bonds forged from serving their country, many of the veterans we hire also share a strong drive to excel on the job.

"With every veteran I've met, there's a sense that this person will be able to adapt and overcome," says Michelle Alban, who served in the U.S. Air Force and is now Vice President of Corporate Communications for Telemundo. "They want to get things accomplished."

Michelle experienced the special connection that exists between veterans early on in her search for a new career after the military. "The hiring manager for my first position happened to be an Air Force veteran as well," she says. "And while I had the skills and experience for the job, I wasn't the only qualified candidate. But there was definitely a spark of recognition once he learned I was Air Force."

However, finding a way back into the workforce can be especially tough for veterans, who often return to their hometowns or the familiarity of communities around military installations. "They simply come back to the place they know — a decision of the heart, rather than an informed decision based on where the jobs are," says Kevin Schmiegel, Vice President of the U.S. Chamber of Commerce and a retired Marine Corps Lieutenant Colonel. "They need help identifying job markets and the employers there who are ready to hire."

Kevin says Comcast and NBCUniversal are among the HOH campaign's strongest supporters. "They offer a unique culture that does a great job attracting, assimilating, and retaining veterans. There is a shared sense of mission and purpose. And veterans know they may not get that elsewhere."

"With every veteran I've ever met, there's a sense that this person will be able to adapt and overcome," says Michelle Alban, Vice President of Corporate Communications for Telemundo and a U.S. Air Force veteran.

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IGNITING INTEREST IN TECHNOLOGY

The annual FIRST® Robotics Competition for high school students might appear to be only about solving technology challenges. But our employees, many of whom help coach FIRST teams year after year, know that this event can also be an educational and career game changer.

Students who take part in the FIRST competition are nearly twice as likely to pursue a college degree in a STEM (science, technology, engineering, and mathematics) discipline, according to program organizers. When John Schanz, Executive Vice President and Chief Network Officer at Comcast, heard about these numbers five years ago, he knew it was a program to stand behind.

"The fuel of my organization is engineering-type talent," John says. "Since inspired STEM majors are critical to keeping the pipeline of innovation full, we support programs like FIRST to provide opportunities in technology development. Later, we offer internships to college students and open career paths from the entry level all the way up to senior technology fellowships."

In the FIRST Robotics Competition, teams each build a robot from the ground up with the goal of resolving that year's assigned technological challenge — such as ascending an incline or throwing a disc into a goal — within six weeks. During the 2012–13 school year, business groups all across Comcast — from engineering and technology to the legal department — helped 51 FIRST Robotics teams compete, and eight of them made it to the championships in St. Louis. "The program has gone viral," John says.

The FIRST teams we support often look, feel, and act like small businesses, with members dedicated to key roles beyond building the robot. Students also gain experience in web development, marketing, fundraising, and project management. In parallel, our 68 employee mentors draw fresh inspiration from the teams' excitement and dedication. Parts of our technology development organization have even embraced the idea of a six-week build cycle to speed our own innovations.

We want to create as much opportunity as possible in technology to help ensure U.S. students are prepared for 21st century careers. "If we don't have enough technologists and STEM majors, we might someday be a country that doesn't understand how anything works," John says. "We want to remain leaders in innovation and drive a strong economy, which depends on us helping make it cool to have the answers in school."

To help achieve this goal, we offer the Comcast Technology and Media Award as part of our involvement with FIRST. This prize goes to the team that excels in using online and social media platforms to communicate and market the FIRST mission. This year's winning students from Team Panteras in Mexico translated all of the FIRST registration and submission materials into Spanish — opening the door for more teams around the world to compete — and even created a Facebook account for Paquito Panteras, the team mascot.

We consider this an example of "coopertition" — the kind of cooperation among competitors that can help a team win FIRST's Gracious Professionalism award. This award emphasizes one of our core values: the importance of teamwork in overcoming technological challenges and creating innovative solutions.

"We keep our energy behind FIRST," John says, "because it's a smart way to encourage broad-based collaboration among students that will spur strong technology development for years to come."

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BUILDING OUR FUTURE

We offer nearly 100 professional development and leadership training opportunities for our employees.

Comcast and NBCUniversal employees are the cornerstone of our mission to inform, connect, entertain, and inspire our audiences. We provide training and development for all employees at every level to help them — and our business — succeed. These opportunities span nearly 100 programs serving both diverse and nondiverse employees, including college internships, leadership fundamentals training, and executive management classes. In 2012, Comcast invested more than $57 million in ongoing training for our employees — training that would have cost nearly three times as much for participants to obtain on their own. Here are a few examples of our offerings.

See a full list of **our workforce development training programs** on page 79.

EXECUTIVE LEADERSHIP FORUM

This flagship program identifies and develops leaders for the executive level from across the business. Participants use in-class learning and group projects to deepen their understanding of our operations, experience diverse leadership styles, cultivate new executive management skills, and pitch innovative business ideas for our businesses to review and potentially implement. Nearly 500 employees have completed the program since its introduction in 1999. Our October 2012 graduating class was 71% diverse, 41% female participants, and 43% people of color.

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BUILDING OUR FUTURE

FOUNDATIONS OF ORGANIZATIONAL LEADERSHIP

Introduced in 2002 and targeting mid-level management employees, the Foundations of Organizational Leadership (FOL) program helps participants develop and refine leadership skills, explore and improve business processes, and leverage partnerships at work in the community. Curriculum includes executive-led forums on topics from management strategies to corporate finances and problem solving. About 450 employees have completed the program to date. In 2012, the FOL cohort was 60% diverse, with 40% female participants and 34% people of color.

FINANCIAL MANAGEMENT LEADERSHIP PROGRAM

We created this three-year program to meet the growing demand for financial leaders with rich experience in Comcast and NBCUniversal operations. Each year, six high-potential employees who are early in their careers develop financial, operational, and leadership skills through executive mentoring, unique rotational assignments that can involve relocation, and a customized curriculum. Our first six graduates completed the program in 2012, and each now holds a director-level role in the business. Of the 17 program participants to date, 35% are female and 12% are people of color.

SKILLS-BASED TRAINING FOR FRONTLINE EMPLOYEES

Comcast University — our nationwide training and development organization — offers three programs to develop career paths for frontline cable employees within the company. The CommTech program for field technicians teaches customer-interaction skills, installation and repair of advanced services, and safety. The Excellence in Operations Center employee development program includes skills in managing electronic surveillance tools and software to track, identify, and monitor the Comcast network for outages and impairments. Training for our customer care employees is designed to expand skills in customer interaction, issue resolution, troubleshooting, and products and services knowledge. Employees earn salary increases by demonstrating newly acquired advanced skills, meeting key performance metrics, and passing certification exams.

TECHNICAL INTERNSHIP PROGRAM

In the summer of 2012, NBCUniversal's Operations and Technical Services (O&TS) group launched a Technical Internship Program to recruit talented college students to our company and give them practical experience. Sixteen undergraduates from university campuses across the country took part in professional development workshops with Campus2Career, along with training sessions specific to O&TS operations.

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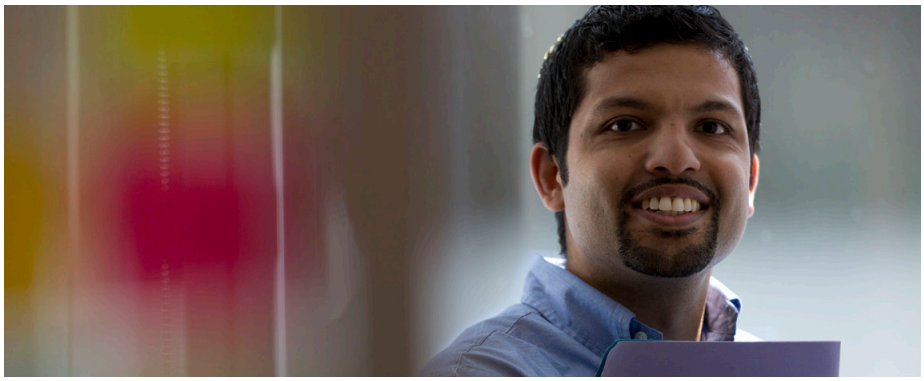
SUPPORTING OUR EMPLOYEES AND THEIR FAMILIES



As a leading media, entertainment, and technology company, we offer competitive benefits and support programs to help our full-time and part-time employees — and their families — live better. We're constantly seeking feedback from our employees about what they need and what we can do to help.

HEALTHCARE

We make comprehensive medical, prescription, dental, and vision coverage available to all our employees. In addition, we provide short-term and long-term disability benefits.

Comcast and NBCUniversal also offer a variety of programs to help employees improve and maintain their health, including on-site health screenings and a partnership with Weight Watchers. NBCUniversal also offers employees services at on-site medical clinics and fitness centers, discounts on external fitness center memberships, a flu shot program, preventative screenings, and a lactation program for new mothers.

In 2012, we launched a smoking cessation program that offers tobacco users a variety of supportive methods to help them quit, including free nicotine-replacement therapy and telephone coaching. In 2012, more than 9,000 employees — roughly a third of our tobacco users — took advantage of this free program, which also rewards non-tobacco users by reducing their health insurance premiums.

Also beginning in 2012, transgender employees have access to enhanced health plans that cover transition-related treatment such as gender reassignment surgery, hormone therapy, and mental health counseling.

FAMILY

We provide paid parental leave, a variety of childcare programs, a Maternity Management Program for expectant mothers, and many other benefits to ensure our employees have the support they need to take care of their families. Our Adoption Assistance program offers financial support and other resources to employees who are adopting a child — including reimbursement of up to $10,000.

FINANCIAL

In 2012, we invested more than $216 million in 401(k) matching contributions toward our employees' retirement security. We also enable employees to buy shares of Comcast stock at a 15% discount through our Employee Stock Purchase Plan; in 2012, employees bought more than $66 million in Comcast stock. Employees also have the option of using pre-tax funds to pay for commuting expenses and can take advantage of robust voluntary insurance benefits — including homeowner, auto, legal, and pet coverage. To support employees in continuing their education, in 2012 we provided more than $13 million in tuition reimbursement for approved undergraduate and graduate degree completion programs.

$216 million

In 2012, we invested more than $216 million in 401(k) matching contributions toward our employees' retirement security.

MENTAL HEALTH

We have developed a range of programs and benefits to help our employees deal with issues related to mental and emotional health. Our Employee Assistance Program provides professional, confidential support to those who need it.

FREE AND DISCOUNTED SERVICES FOR EMPLOYEES

Our employees enjoy the unique benefit of receiving our digital cable, high-speed Internet, telephone, and other products and services either at deeply discounted rates or free of charge. In 2012, we provided more than $250 million in courtesy services to our employees.

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CREATING A SAFER WORKPLACE

Every employee has the right to a safe, healthy, and productive work environment. We support our employees by implementing safety policies and procedures that help reduce risk and promote safe practices. In turn, we expect our employees to work in a safe manner and report any potentially unsafe conditions or behavior.

WORKPLACE SAFETY

At Comcast and NBCUniversal, we are committed to complying with all applicable labor laws in countries in which we do business. We work on a wide range of issues covered by regulatory agencies, including fall protection, work zone safety, employee personal protection, and indoor air quality. In 2012, Comcast Cable had a reduction in Occupational Safety and Health Administration (OSHA) recordable incidents of 15%, compared with 2011. In addition, Comcast and NBCUniversal recorded zero work-related fatalities in 2012.

MOTOR VEHICLE SAFETY AND REGULATORY COMPLIANCE

Comcast Cable employees drove more than 350 million miles in 2012 for business, which makes transportation safety a top priority for us. We continue to comply with all applicable Federal Department of Transportation and state regulations regarding transportation safety. In 2012, on-the-job motor vehicle accidents for Comcast Cable dropped by more than 10%.

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DEEPENING TRUST THROUGH STEWARDSHIP

Helping parents keep their children safe on the Internet. Shrinking our environmental footprint. Safeguarding the privacy of our customers and employees. Upholding the highest standards of journalistic integrity.

Our view of stewardship is broad, encompassing virtually every aspect of our businesses. It goes beyond managing resources responsibly. To us, stewardship is rooted in the ways Comcast and NBCUniversal engage with others and honor our commitments. It is, at heart, about how we build and nurture relationships, which are among the most important elements in our long-term success.

Millions of people and companies in the United States rely on our broadband technology products and services. Millions more worldwide turn to us for the news, invite our programming into their lives, enjoy our films, and visit our theme parks. We do not take these privileges lightly. We recognize they come with an obligation to operate ethically, use resources wisely, and make a difference in local communities in ways that benefit our businesses and our many stakeholder groups.

This emphasis on stewardship is evident in our initiatives to protect information online and safeguard customer privacy. It's why we invested more than $250 million in public service messages in 2012 to raise awareness of urgent social issues. It underscores the investments we've made to improve energy efficiency in our facilities and across our large fleet of vehicles. And it drives us to uphold the highest standards of business ethics and journalistic integrity.

Such measures demonstrate our commitment to being responsible stewards of the public trust. This is particularly important as we continue to integrate Comcast and NBCUniversal, paying strict attention to complying with applicable laws and regulations while building upon each company's respective strengths.

Stewardship presents us with opportunities to do better. To discover ways to be more efficient and effective in running our businesses. To innovate products and services that deliver better performance using fewer resources. To find common ground with stakeholder groups and collaborate on shared solutions. Most important, stewardship prompts us to grow our company responsibly while benefiting the people and communities we serve.

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OPERATE RESPONSIBLY

Comcast and NBCUniversal conduct our business with the highest standards of integrity, ethics, and fairness. We dedicate significant resources to protecting the privacy of our employees and customers, promoting safety across our operations and facilities, and being accountable to our stakeholders.

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SUCCEEDING WITH INTEGRITY

At Comcast, integrity comes first. Jennifer Heller works every day to help our employees deliver on this core value.

"My team helps establish guidelines and practices to ensure the company and our employees do what's right," Jen says. As the Chief Compliance Officer of Comcast, she is responsible for leading enterprise compliance efforts, including developing and operationalizing policies and procedures to ensure that we comply with international, federal, state, and local laws. She also works closely with NBCUniversal Chief Compliance Officer Alisa Shudofsky and her team in accomplishing those goals. Jen identifies and prioritizes the most important areas of risk — from what seems like an unlimited and ever-changing list — by collaborating with leaders across the business as well as internal and external lawyers.

"I think Comcast's commitment to operating with the highest standards of honesty, fairness, and integrity is just as robust today as it was 50 years ago," Jen says. But one of the biggest challenges she and her team face is keeping up with a business that is constantly changing and expanding. "As we shape the future of media and technology and our footprint expands across the globe, the policies we rely upon need to adapt and keep up with our businesses," she says.

Jen certainly understands the role that her group can play in facilitating the company's continued growth. Prior to transitioning to compliance work in 2003, she spent four years handling mergers and acquisitions as an in-house attorney for Comcast.

Our Code of Conduct, which Jen oversees, communicates the expectation of legal and ethical behavior from all employees. "The Code of Conduct serves as our main tool to address employee conduct as it relates to business risk, and articulates how we, as a company, can operate ethically and in a way that is consistent with business success," says Jen. All employees are required to review and acknowledge the Code of Conduct annually.

"When Comcast and NBCUniversal joined together, we completed an overhaul of the Code of Conduct to create a more accessible and user-friendly document that reflected our values and brands," she says. The Code of Conduct is formally updated on an annual basis and is applicable companywide. "I am particularly proud of the way in which our various business leaders and subject-matter experts collaborated across the enterprise to review policies and create content that reflects our common underlying principles."

Jen notes that the Code of Conduct's objective is to encourage employees to ask questions, seek guidance, and raise concerns when faced with ethical dilemmas. "The Code of Conduct cannot cover every conceivable topic or issue that an employee will encounter, and our goal is to provide employees with the guidance they need to make sound ethical judgments with integrity, and identify and seek out advice from knowledgeable resources within the company," Jen says. The links in the Code of Conduct provide employees with access to additional resources and guidelines, including stand-alone policies in each business unit's employee handbook.

> "I think Comcast's commitment to operating with the highest standards of honesty, fairness, and integrity is just as robust today as it was 50 years ago."
>
> —Jennifer Heller

"There will always be new businesses, technologies, and laws that will require us to evolve our policies," Jen says. The Code of Conduct — now published in eight different languages — is constantly evolving. "For example, the Code of Conduct now references social media, which we could not have anticipated several years ago," she says.

However, Jen believes that the company's commitment to operating with the highest ethical standards remains as fervent as it was at its founding a half-century ago. "What I'm most proud of is the role my team plays in continuing Comcast's legacy of succeeding with integrity."

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SAFETY COMES FIRST IN BRINGING TRANSFORMERS RIDE TO LIFE

> "Throughout this project, we had nothing but total support from above for doing the right thing in terms of safety, operating responsibly, and continuous improvement."
>
> —Aimee Kool

The safety of mere mortals may not be the first thing that comes to mind when preparing for an all-out intergalactic battle between the Autobots and Decepticons over the future of the world as we know it. But for Aimee Kool, there was no higher priority.

Aimee, Director of Environmental Health and Safety (EHS) at Universal Studios Hollywood (USH) theme park, spent two years focusing on safety policies and practices in preparation for the robot warfare and immersive thrills of Transformers: The Ride-3D at USH.

A 20-year employee, she helped integrate EHS into the operating culture at USH in 2004. Aimee describes its mission in fundamental terms: "We're here to support and protect Universal Parks and Resorts' most valuable assets — our employees, our guests, and the environment."

Bringing the Transformers attraction to life was a complex and demanding project from the outset, starting with the demolition of an existing attraction to make room for the new ride. "This was a high-risk demolition of a very old building with flame and gas elements built into it," Aimee says. "We also had to erect a massive tower crane on the property, which introduced another whole set of challenges." The demolition and crane work were virtually flawless.

But the confines of the site were an ongoing challenge. Three sides were surrounded by operational sound stages; on the fourth was the active theme park. "It was like working in a heavily populated urban environment, like squeezing a new building in a city block," she says.

Working with the construction group at Universal Creative, Aimee managed the safe movement of material, equipment, and up to 350 workers across an active construction site. She and her colleagues also had to coordinate with shooting and production schedules, all with minimal impact on park operations. But they didn't have to do it alone.

"Throughout this project, we had nothing but total support from above for doing the right thing in terms of safety, operating responsibly, and continuous improvement," Aimee says. "Preventing injuries to our guests and employees is always our first priority."

Our management also understands that safety is an investment. "If we don't do it safely and we have incidents, we'll shut down to investigate. We'll miss deadlines," she says. "It will affect the schedule and the budget. Stringent oversight at the outset is actually more efficient and pays off in the long run, and NBCUniversal gets that."

The Transformers attraction opened in June 2012, to overwhelming guest response and satisfaction. Post-opening adjustments or fixes have been minimal, and Aimee thinks she knows why.

"EHS has been involved with this attraction since the very beginning, and senior management backed us right down the line," she says. "We pulled together a tremendous range of expertise and made sure we did things right so we could create a ride that's as safe as it is thrilling."

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KEEPING OUR CUSTOMERS' INFORMATION SAFE AND SECURE

When discussing Comcast's relationship with customers, Susan Jin Davis thinks beyond bandwidth speeds and channel selection. "Our strategy is to provide a superior customer experience and superior products compared with everyone else in the industry," says Susan, our Senior Vice President of Communications and Data Services.

"One of the most important ways we demonstrate that leadership is by keeping our customers' best interests in mind," she adds. "That holds true whether we are helping protect them from online security threats or giving them more influence over what their kids watch on TV."

Susan, who plays a key role in facilitating our online security and parental control strategies, says her team is continually looking for ways to create the safest online environment.

"We think our customers deserve to be part of the best, most secure network in the industry," she says. "No one else is doing it like us."

We made significant strides in the area of online security in 2011 with the release of the Constant Guard Protection Suite, an Internet safety solution available free to all XFINITY customers. Constant Guard offers full password protection, secure logins for banking and shopping sites, the Norton Security Suite of antivirus tools, and a variety of identity theft safeguards.

In 2012, we added a new feature to Constant Guard called DNS Lock, which validates the authenticity of each website a customer visits. "Customers may think

Our public service announcements include tips for parents to help their children stay safe online.

they're on the Bank of America website, when in fact they've been diverted to a fake website that is stealing their login and password," Susan explains. "DNS Lock creates a secure browsing experience that keeps them on the real site."

We also released Constant Guard Mobile in late 2012. The mobile app helps XFINITY Internet customers safely browse, shop, and bank online while on the go. Constant Guard Mobile provides the same level of security as Constant Guard for PCs, but puts a greater emphasis on threats that are more common to mobile users, such as phishing scams that take advantage of the smaller screen size to hide fake URLs.

"It's important for mobile users to understand that just because they're not at home using their computers doesn't mean they're less likely to have these attacks," says Susan, adding that Comcast is the first ISP to offer a comprehensive security solution for mobile devices.

Robust parental controls are also key to improving our customers' experience, but for a slightly different reason. "We want our customers to feel like they can customize

> "We think our customers deserve to be part of the best, most secure network in the industry. No one else is doing it like us."
>
> —Susan Jin Davis

our services for their needs," Susan says. "What they watch or don't watch, what they browse or don't browse. It's important for us to accommodate our customers' priorities and lifestyles."

XFINITY parental controls let customers restrict television content by age, subject matter, and language, while also blocking questionable web content from their children's browsers. Most of the television controls are available through the XFINITY set-top box. We're also working on technology that allows parents to activate the TV controls remotely from their computer.

"People are communicating and accessing content in so many different ways," she adds. "Our challenge is to go where they're going, and protect them across all the different platforms and technologies they're using now and in the future."

WWW Visit the Comcast online safety microsite at http://xfinity.comcast.net/parents.

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PRESERVING A LEGACY OF INTEGRITY

Integrity remains the foundation of our business, and operating with the highest ethical standards is a responsibility everyone in the company shares. We are committed to fostering a work environment that promotes integrity and ensures compliance with international, federal, state, and local laws and regulations in our relationships with customers and other businesses. We aspire every day to earn the respect and trust of our stakeholders — customers, employees, shareholders, and the people in the communities we serve — and view them as partners in a collaborative effort to preserve our legacy of integrity.

COMPLIANCE PROGRAM

We maintain an effective compliance program that fosters a culture of ethics throughout the company, and helps us respond to changing needs and the external environment in which we operate. We proactively establish internal controls to ensure compliance with applicable laws and regulations, as well as our company policies and contracts.

Arthur R. Block, our Corporate General Counsel, is a "high-level person" within the meaning of the United States Sentencing Guidelines and has overall responsibility for the compliance program. He has appointed Jennifer Heller as Chief Compliance Officer, and she has day-to-day operational responsibility for the program. Both executives report regularly on the compliance program to our Board of Directors or appropriate committee(s) of our Board.

COMCAST LISTENS

Comcast and NBCUniversal are committed to creating an open environment where our employees feel comfortable raising concerns and are not distracted by unresolved problems at work. Whether it is about a day-to-day or more significant workplace problem, a concern about suspected illegal or unethical conduct, or even an idea for a better way of serving customers, Comcast Listens offers a process to help all of our employees feel comfortable speaking up. We encourage employees to report misconduct, and the company takes those allegations very seriously. We strictly prohibit retaliation for raising an issue.

> "In a big company, you need certain fundamentals to believe in. Around here, everyone knows that integrity comes first."
>
> —Ralph J. Roberts

Comcast Listens gives employees several different ways to report workplace or integrity issues, including a toll-free, 24/7 helpline and a web portal. An independent, third-party company administers the Comcast Listens helpline and web portal, giving employees the option to remain anonymous when reporting issues. Concerns received through the Comcast Listens helpline or web portal are logged, acknowledged, and when necessary, investigated by a trained investigator from the Human Resources, Security, Internal Audit, or Law department. If an investigation confirms wrongdoing, we'll take the appropriate disciplinary or corrective action, regardless of the position of the individuals involved.

POLITICAL AND TRADE ASSOCIATION ACTIVITIES

Participation in political activities, whether done directly or through our involvement with trade associations or other organizations, is important to achieving our business objectives. It is critical that all of our activities in this area rigorously comply with applicable laws,

Ralph J. Roberts, Founder and Chairman Emeritus, Comcast Corporation.

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PRESERVING A LEGACY OF INTEGRITY

regulations, and our own standards of integrity. For this reason, our essential policy regarding political activities is set forth in our Code of Conduct. Additional details on our implementation and compliance activities in connection with the policy are contained in the Comcast Corporation Statement on Political and Trade Association Activity.

Both the Code of Conduct and the Statement on Political and Trade Association Activity can be found on our website at http://corporate.comcast.com/our-values/integrity.

Comcast does not make independent expenditures; contribute to federal, state, or local political committees that only make independent expenditures (Super PACs); or contribute to any organization for the purpose of funding independent expenditures.

JOURNALISTIC INTEGRITY

Millions rely on us for timely, accurate information about local, national, and international issues and events. NBCUniversal's News Standards Unit sets standards for newsgathering and reporting, prepares NBC News policies and guidelines, and holds mandatory training sessions regularly to ensure adherence to the highest levels of ethics and integrity throughout our news organizations.

We also provide training to journalists across NBC News, including MSNBC, CNBC, our owned local television stations, Telemundo, and other program areas. This ensures all of our news content — whether delivered by broadcast, cable, the Internet, mobile, or other devices not yet invented — maintains the highest standards of journalism.

WWW Learn more about our news standards at http://corporate.comcast.com/csr2011-journalisticstandards.

PRIVACY POLICY

Privacy is crucial to our audiences, customers, and employees, and helping to protect it is a responsibility we take seriously. Across Comcast and NBCUniversal, we take measures to meet strict standards of the many national, regional, and local privacy laws that apply to our industry.

We inform customers about our privacy policies and practices through privacy notices. At Comcast, we also publish our privacy policies and practices related to video, high-speed Internet, and voice services on our website at www.comcast.com/customerprivacy. NBCUniversal informs audiences and users of its privacy policies across its digital properties.

We've put protections in place to safeguard our Comcast customers from pretexting, hacking, and other attempts at identity theft or unauthorized access to account information. Our globally positioned security team investigates and responds to privacy and security issues, and ensures that our product design and deployment process includes the appropriate privacy and security practices.

To learn more, see **Keeping Our Customers' Information Safe and Secure,** on page 61.

CREDOSPEAK

Credospeak is an annual employee engagement survey distributed to all Comcast Cable and Comcast headquarters employees. More than 80% of our employees participate year after year, sharing their perspectives on topics such as the company's leadership, policies, customer service, diversity, and ethics. In addition to providing feedback on nearly 70 questions in 2012, our employees contributed more than 150,000 written responses to open-ended questions. Results from the 2012 survey revealed that Comcast employees feel most positive about the company's leadership, strategy, and culture of open communication. In addition, Comcast's overall results exceeded external benchmarks based on survey data from other leading U.S. companies. Our company leaders use feedback from Credospeak to improve our business operations and our relationship with employees.

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PRESERVING A LEGACY OF INTEGRITY

Brian L. Roberts, Comcast Chairman and CEO, stresses the company's core value of integrity in an internal video for employees.

EVOLUTION OF THE INTERNET AND COMCAST

As consumer use of the Internet continues to evolve, so has Comcast. Four years ago, when we had a static 250-gigabyte (GB) monthly data plan, streaming video and other high-bandwidth activities were not common consumer experiences. As a result, very few customers used more than that amount of data in a month. Over time, however, consumers began streaming more online video, in part due to the widespread adoption of smartphones, tablets, and gaming consoles. In addition, families began to connect numerous devices to the Internet using WiFi and ran them all simultaneously, which started to add up to more data consumption per household. We saw this change in consumer behavior and recognized that we needed to adapt to give our customers a great online experience. As a result, in 2012, we announced that we were replacing our static 250GB data plan with an improved data-management approach that gave our customers more choice and flexibility.

In 2012, we tested two pilot programs. The first, in Nashville, Tennessee, increased our monthly data plan to 300GB for all customers regardless of their Internet speed tier. In addition, we offered customers the ability to purchase additional buckets of data in 50GB increments for an additional $10 each, with no limit on the number of buckets a customer could choose to buy. The second pilot, in Tucson, Arizona, offered different monthly data plans for each of our speed tiers. The lowest-speed tiers started with a 300GB monthly data plan and rose to higher amounts with each successively faster speed tier, up to a 600GB monthly data plan. We also gave customers the option to purchase additional buckets of 50GB for $10 each with no limit.

Both pilots were designed to ensure fair treatment and a consistent, superior experience for all of our high-speed Internet customers. We continue to study customers' reactions to the two approaches to make sure they are easily understood. We may make periodic adjustments, as needed, based on what we learn from customer feedback, as well as qualitative and quantitative research.

As new technologies emerge, we will continue to work with our customers to understand how their needs and behaviors are changing online. At the same time, we remain committed to an open Internet and have supported the Federal Communications Commission (FCC) Open Internet rules. No matter what, we will continue to innovate, adapt, and bring great new experiences to our customers.

SUPPLIER SOCIAL RESPONSIBILITY

NBCUniversal's supplier social responsibility (SSR) audit program includes environmental and labor inspection points validating key exposure areas related to involuntary labor, underage labor, wage, working hours, working conditions, emergency preparedness, fire protection, industrial hygiene, personal protective equipment, waste management, and environmental permits. We take a triangulation approach to SSR audits, including employee interviews conducted globally, in-depth documentation review, and on-site inspection.

Our audit scope is applicable for all countries excluding North America, Western Europe, Japan, and Australia. At NBCUniversal, business units contract with licensees who select the factory to produce the product. We emphasize protecting labor, human rights, and environmental practices for all sourced factories that produce NBCUniversal logo or branded products. Our goal is to work with factories closely to build up their capacity for sustainable growth. We work with factory management in taking an active role to improve their labor and environmental performance.

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FULFILLING OUR COMMITMENTS IN THE NBCUNIVERSAL TRANSACTION

When Comcast announced the acquisition of NBCUniversal in 2010, we also announced a number of voluntary public-interest benefits and commitments that will allow us to better serve the entertainment, communications, and information needs of American consumers. The Department of Justice and the FCC also placed certain conditions on the NBCUniversal transaction, including competitive, public interest, and diversity provisions that align with many of our voluntary commitments.

In February 2013, we filed our second annual report detailing our progress over the preceding year in implementing the conditions adopted by the FCC in the NBCUniversal Transaction Order. We are realizing the substantial public-interest benefits promised by this transaction while also carrying out the competitive safeguards sought by the government. Our achievements over the past two years include increasing broadband adoption among low-income Americans, expanding local news coverage, providing a broader range of diverse programming, and launching new independent channels with diverse ownership.

COMCAST BROADBAND OPPORTUNITY PLAN — INTERNET ESSENTIALS

Internet Essentials, the largest and most comprehensive broadband adoption program in America, has connected more than 220,000 low-income families (an estimated 900,000 low-income Americans) to the Internet in the first 22 months of the program — most for the first time.

Read more about our **digital literacy initiatives in the Enrich Communities** section starting on page 13.

DIVERSE PROGRAMMING AND INDEPENDENT NETWORKS

Comcast and NBCUniversal continue to strengthen and enrich our offering of diverse programming choices — expanding the distribution of diverse networks to millions of homes, and featuring hundreds of on demand and online choices geared toward African American, Asian American, Hispanic, and other diverse audiences.

For more details, see our **Promote Diversity and Inclusion** section starting on page 32.

ENRICHING OUR LOCAL PROGRAMMING

Comcast and NBCUniversal continue to preserve and enhance local news by making strategic investments in our NBC Owned Television Stations division. All 10 of our owned stations now have dedicated investigative news units, an expansion that involved creating 30 new positions. We now have more than 60 investigative journalists across the division and have also increased our investments in training, including sending unit members to the 2012 Investigative Reporters and Editors conference and providing sessions on computer-assisted reporting to help them develop high-impact investigative stories.

We have made significant investments in news gathering and reporting, adding news bureaus, purchasing news helicopters, upgrading technology, and building and renovating studios.

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FULFILLING OUR COMMITMENTS IN THE NBCUNIVERSAL TRANSACTION

In 2012, across the 10 stations included in the NBC Owned Television Stations division, we exceeded our commitment to increase hours of local news and information programming by nearly 70%. Likewise, nine of the owned Telemundo stations collectively exceeded our commitment to increase hours of local news and information programming by about 40%.

Local news and public interest programming is also benefiting from increased synergies between the company's news divisions. NBC News and Telemundo Media joined forces to deliver an unprecedented number of hours of political coverage in English and Spanish under the stations' signature political banner Decision 2012.

For more details, see our **Create Media That Matters** section starting on page 21.

EXPANDING OUR VOD AND ONLINE PROGRAMMING

Comcast and NBCUniversal have surpassed our original commitment to make more content available via VOD and online. During 2012, the total number of VOD choices available at no additional charge to Comcast customers averaged 36,702 per month — more than twice the requirement of 15,000. This includes nearly 9,000 VOD broadcast content choices — the only VOD service that offers programming from all four major broadcast networks as soon as the day after it airs.

36,702

Average number of VOD choices available at no additional charge to Comcast customers each month — more than twice the requirement of 15,000.

Comcast partners with Common Sense Media to help parents keep their children safe online.

PARTNERSHIPS WITH NONPROFIT NEWS ORGANIZATIONS

We continue to maintain nonprofit news organization partnerships between the voiceofsandiego.org and NBC7 San Diego, ProPublica and NBC4 New York, The Chicago Reporter and NBC5 Chicago, WHYY and NBC10 Philadelphia, and KPCC Southern California Public Radio and NBC4 Southern California. In addition, NBC6 South Florida recently announced a partnership with the nonprofit Florida Center for Investigative Reporting to enhance the station's local investigative reporting.

EMPOWERING PARENTS

Comcast and NBCUniversal are expanding our efforts to empower parents in making informed programming choices for their children. Our programmers continue to use ratings icons that are 50% larger than they were prior to the Comcast acquisition and use high-contrast color combinations. All ratings icons, including post-commercial break events, are displayed on-screen for 15 seconds.

We also added on-screen parental ratings icons to NBCUniversal-produced or -licensed TV programming provided to 14 NBCUniversal websites, plus hulu.com and xfinitytv.com.

We invested more than $24 million in public service announcement campaigns focused on parental controls and digital literacy, plus other topics such as childhood obesity and nutritional guidelines. This investment exceeded our commitment by more than $9 million. We also continued to expand our library of Common Sense Media content, including thousands of review videos, tip videos, ratings, and recommendations that are integrated with our VOD service.

CHILDREN'S PROGRAMMING

Our VOD programming choices geared toward children now average 5,900 per month. In addition, Comcast provides authenticated subscribers with access to most of these additional VOD programs through xfinitytv.com. All 10 NBC Owned Television Stations are airing an additional (fourth) hour of children's programming every week on their qualifying multicast

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FULFILLING OUR COMMITMENTS IN THE NBCUNIVERSAL TRANSACTION

channels. The Telemundo Station Group is also airing an additional hour of children's programming every week on each station's primary channel, and now airs two hours of children's educational programming on its primary channel on each Saturday and Sunday morning.

BROADCAST TELEVISION INVESTMENTS

Telemundo's 2011–12 broadcast season was the network's best ever. Telemundo was the only Spanish-language broadcast network with growth in total viewers, marking its second straight season as the fastest growing Spanish-language broadcast network. The ratings success was underscored by the best primetime performance in the network's history, including more than 173 hours of the London 2012 Olympic Games on Telemundo. Already the No. 1 producer of Spanish-language primetime content, Telemundo announced it will increase its original production by more than 50% at its Miami-based Telemundo Studios, further solidifying its position as the leading media company producing original content by and for Hispanics.

VENTURE CAPITAL

Comcast has delivered on our commitment to establish a $20 million venture capital fund to expand opportunities for businesses with minority ownership in new media content and applications. As a first investment, Comcast Ventures partnered with DreamIt Ventures in Philadelphia, a leading technology accelerator program, to provide training for startup businesses with minority ownership.

In 2012, Comcast Ventures renewed its partnership with DreamIt Ventures to fund a minority entrepreneur accelerator program called DreamIt Access. Participating startup companies received seed funding and had access to DreamIt Ventures' benefits and services, including business talent, legal and accounting services, mentoring, office space, guidance from leading business visionaries, and contacts to reach the next level of development. Through the DreamIt Access partnership, DreamIt and Comcast sponsored 15 minority-led startups through the end of 2012, all but one of which is still operating. In addition, Comcast has invested directly in several minority-led businesses.

BROADBAND NETWORK EXPANSION

We expanded our broadband network by 1,964 miles in 2012, surpassing our target by 464 miles. In addition, we extended our broadband network to 221,891 additional homes — bringing our two-year cumulative total to 421,767 and surpassing our three-year commitment of 400,000 homes in just two years.

NETWORK SPORTS

Comcast and NBCUniversal committed to maintain major sporting events on the NBC broadcast network — evidenced by the more than 272.5 hours of London 2012 Olympics coverage aired on the network. The NBC Network's Olympic coverage averaged 31.1 million viewers over 17 nights in primetime. NBC will be the home of the Olympics through 2020.

DIVERSITY AND INCLUSION

Comcast and NBCUniversal have gone above and beyond our commitments to enhance diversity in various areas. We are striving to develop the premier model of diversity and inclusion in the communications and entertainment industries.

For more details, see our **Promote Diversity and Inclusion** section starting on page 32.

PUBLIC, EDUCATIONAL, AND GOVERNMENTAL (PEG) PROGRAMMING

Comcast committed to strengthen PEG programming by developing a pilot program to host PEG content on VOD and online. Through our Project Open Voice initiative, we placed community-designated PEG content on XFINITY VOD and in online test platforms in six pilot communities.

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REDUCE ENVIRONMENTAL IMPACT

Our commitment to stewardship drives Comcast and NBCUniversal to find new ways of conserving energy and operating more efficiently. As we create technology innovations and practices that reduce our own environmental impact, we are also empowering our customers to save energy. Comcast and NBCUniversal invest in building environmentally sustainable facilities, expanding our fleet of fuel-saving hybrid vehicles, and promoting reuse and recycling in our productions. We also leverage our media channels to raise awareness of environmental issues and encourage others to conserve resources by making small changes in their daily actions.

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RESOURCE-SAVING MOBILE APP NETS 2012 ECO GEM AWARD

Régis Ecochard, Nicolas Viguier, and Gregory Lozé looked at stacks of sales brochures and saw an opportunity. They envisioned a way to rethink how Universal Pictures Film France engages with customers and, in the process, help our company conserve resources.

Régis Ecochard (from left to right), Nicolas Viguier, and Gregory Lozé received a 2012 Eco GEM Award for their innovative iPad app (at right) that showcases the Universal Pictures catalog of films, TV series, and other programming.

Their idea was to replace traditional business-to-business sales tools with an interactive Apple® iPad® app featuring the company's catalog of films, TV series, and other programming. The app, which was developed in three months, gives sales representatives in France a more compelling way to share the latest DVD and Blu-ray releases with retailers while using fewer resources.

Instead of just relying on photos and text in a printed catalog, sales representatives can play movie trailers and TV clips on the iPad. They also have access to our latest pricing and ordering information. The app not only helps bring the power of our films and programming to life, but also saves significant paper and money. In its first year, the app conserved approximately half a million sheets of paper and eliminated $126,000 in printing costs.

For their innovative thinking, Régis, Nicolas, and Gregory were recognized in 2012 with an Eco GEM (Go the Extra Mile) Award, which honors NBCUniversal employees who promote green practices within their department and around the company. The Eco GEM Award, launched in 2010, is open to all NBCUniversal employees. Each year, executives nominate individuals and teams who embed innovation and efficiency in their work, and their successes inspire others to make environmental responsibility a priority.

"The app has totally replaced the sales sheet," says Régis, an Internal Coordination Manager who owns relationships with agencies, retailers, and wholesalers. "It allows us to present our entire lineup to customers in a fun and comprehensive way. Now we can share video trailers, update our catalog in real time, and tailor our presentations for each customer."

Customers love the new app in part because it lets Universal's films and TV programs shine. "Before, the glossy brochures were the 'star,'" Régis says. "Now customers can focus on the great content we're offering."

Our customers and sales representatives alike appreciate the technology's green benefits. In France, 30 iPads loaded with the app replace enough printed material to conserve 50,000 liters of water, and avoid the use of 4,000 liters of ink and varnish each year.

Régis, Nicolas, and Gregory presented the sales app to Universal Pictures Film France as a best practice. We see broad potential to adapt this tool for promoting NBCUniversal films and series to theaters and TV networks — reducing or even eliminating huge volumes of sales and marketing materials that are now printed.

"The app is a simple idea with big impact," says Gregory, Sales Manager for Universal Pictures Film France. "When a company of our size makes a shift like this, it strengthens our business as well as reduces our environmental footprint."

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EQUIPPING HOMES FOR ENERGY EFFICIENCY

Nearly half of home energy use stems from lighting, heating, and air conditioning. "That's why tailoring your household energy consumption to your real, day-to-day needs can go a long way," says Bill Horrocks, Comcast Vice President of Product Management for XFINITY Home. "Settings, controls, and automated systems can help you use fewer kilowatt hours and save on your bills."

XFINITY Home — our web-based home security and automation platform — allows users to automate timing for lights and control their home's heating and air conditioning systems. After a simple online configuration process to establish settings, our customers can access this innovative service from an in-home touchscreen or through the XFINITY Home app on any Internet-connected device.

"The vast majority of our customers' interactions — nearly 90% — happen via mobile device, like a tablet or cell phone," Bill says. "We give them tools to stay in touch with their homes, whether they're at the grocery store, traveling overseas, or sitting in the backyard."

Customers can use the XFINITY Home touchscreen in their homes to check the weather, news, or sports scores. And when it's time to run an errand or take a trip, the platform makes it simple to set rules for which lights come on when, and how warm the house will be while no one is there. Supported by broadband connectivity to enable remote access and control, the platform also has a cellular back-up system that helps ensure users can always stay on top of their home energy consumption.

ENERGY STAR® reports that just by using a programmable thermostat to follow recommended temperature levels, homeowners can trim energy use by an average of 10%. "I've seen it firsthand in my own home," Bill notes. "Every month, the energy efficiency I achieve through my XFINITY Home thermostat settings translates into significant savings on my utility bill."

"Imagine coming home after a day of work to find just the lights you need turned on inside the house," he adds. "That's not only a house that knows you better — it's a house that helps you make good on your environmental goals."

XFINITY Home is part of our commitment to offering products that make the most of technology's power to keep people connected — to their families and their homes. "The future is bright for this platform," Bill says.

That's why in 2013 we're launching an entirely new set of XFINITY Home capabilities, including home, away, night, and vacation modes that automatically align energy consumption with user needs. We will also release EcoSaver, our smart energy solution that "learns" how much energy our customers' daily activities require, and ultimately allows them to be more aggressive about saving.

XFINITY Home empowers our customers to increase energy efficiency — one home at a time.

"Every month, the energy efficiency I achieve through my XFINITY Home thermostat settings translates into significant savings," says Bill Horrocks, Vice President of Product Management for XFINITY Home.

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MAKING OUR PRODUCTIONS MORE SUSTAINABLE

Actress and comedienne Betty White records a voice-over for the film Dr. Seuss' The Lorax.

Across NBCUniversal, we look for creative ways to reduce the environmental impact of our film and TV productions — not only while the cameras are rolling but also behind the scenes. Our efforts range from reducing electricity and water use on location to equipping our studios with innovative technologies that improve collaboration while reducing the need for travel.

INTEGRATING GREEN PRACTICES INTO FILM PRODUCTION

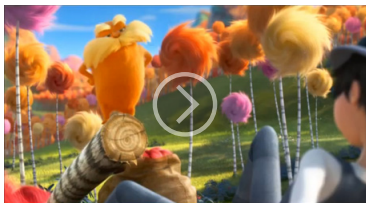
When we started filming *Dr. Seuss' The Lorax*, we knew we were tackling a story with a powerful environmental legacy. We honored that legacy by identifying and implementing innovative ways to reduce our environmental footprint. To lessen the need for air travel and its related environmental impact, we used cutting-edge recording technologies to create virtual work environments for our production teams on two continents. These technologies allowed actors to record their voice-over parts at 10 studios in the United States and Europe — with directorial input often coming from hundreds of miles away. Production crews used several digital communications tools to remotely review work in progress, including Apple® iChat®, Skype™, and cineSync screen-sharing and editing software.

Computer-animated films such as *Dr. Seuss' The Lorax* put a much larger load on data centers than a typical on-location shoot. We dealt with this challenge by adopting a number of energy-saving technologies, including a new cooling system across targeted data centers. By cooling the machines and not the entire room, *Dr. Seuss' The Lorax* consumed up to 40% less energy in its data centers compared with traditional methods. Cloud computing technologies in our Paris location made our data centers even more energy efficient.

Finally, by encouraging bike commuting and giving employees the option of working from home, we helped our production teams use less gas and reduce emissions. These policies not only gave more flexibility to our remote workers, but also allowed us to capitalize on the talents of visual development artists, art directors, and modeling editors in four countries and five U.S. states.

Our conservation efforts won several accolades at the 22nd Annual Environmental Media Association (EMA) Awards on September 29, 2012. In addition to winning the award for environmentally themed content in a feature film, *Dr. Seuss' The Lorax* received an EMA Green Seal for its progress in sustainable production practices. The film was among 12 NBCUniversal productions to earn an EMA Green Seal:

- Universal Pictures — *Anna Karenina, Dr. Seuss' The Lorax, Les Misérables*
- Focus Features — *Closed Circuit, Promised Land*
- Universal Television (NBC) — *Grimm, Parenthood, Up All Night*
- Universal Cable Productions (USA and Syfy) — *Suits, Covert Affairs, Alphas, Warehouse 13*



Watch a video about the production of *Dr. Seuss' The Lorax* at http://corporate.comcast.com/csrvideo2012.

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MAKING OUR PRODUCTIONS MORE SUSTAINABLE

CONSERVING RESOURCES IN OUR PRODUCTION FACILITIES

In late 2012, we opened a new state-of-the-art sports studio and operations center in Stamford, Connecticut, that will reduce the environmental impact of our sports programming. Our engineering group designed this 170,000-square-foot facility with nearly 100% light-emitting diode (LED) lighting — which uses up to 80% less energy than traditional incandescent lighting systems — plus a more energy-efficient heating, ventilation, and cooling system.

Built using recycled materials throughout, such as reclaimed wood on staircases and countertops, the facility includes an automated 24/7 Hubbell Lighting system that regulates our light usage. Part of the building's roof is composed of natural grasses and a white thermoplastic polyolefin membrane — known for its heat-reflective qualities — which serve to reduce the temperatures of the roof surface and surrounding air. We also started several initiatives to help our Stamford employees reduce their transportation footprints, including adding six electric vehicle charging stations and a staff shuttle system for reverse commuters and mass transit riders.

LED lighting at the new NBC Sports studio and operations center in Stamford, Connecticut, uses up to 80% less energy than traditional incandescent lights.

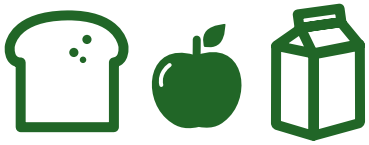
SUSTAINABILITY IN OUR OLYMPICS COVERAGE

During our coverage of the 2012 London Olympic Games — the most environmentally sustainable Olympics ever — we reduced our footprint in a variety of ways. Staff members traveled in high-occupancy vehicles to limit fuel use and emissions. We provided drinking water in bulk to encourage the use of refillable water bottles. NBC Olympic Catering sourced more than 90% of all food products from local sources to reduce the need for long-haul transport, and ensured that 95% of our paper products for food services were made from recycled paper and/or were 100% compostable.

In addition, we increased our use of recycled materials during production and recycled all trash offsite. We even used recycled blue jeans to make the scenic acoustic panels in our Olympics studio rather than purchasing new acoustic panels.

GIVING NEW LIFE TO USED AND SURPLUS MATERIALS

We reuse, recycle, and repurpose many thousands of assets from our productions around the world. These materials — ranging from clothing and set decorations to household goods, paints, and wood — often go to schools and nonprofit organizations.



45,000 meals

We donated nearly 45,000 leftover meals from on-set catering services for 10 of our TV productions to charitable organizations in Los Angeles and New York City.

Last year, we donated nearly 250 tons of materials used during the productions of *Les Misérables, Anna Karenina, Fast & Furious 6,* and several other films. We also donated nearly 45,000 leftover meals from on-set catering services for 10 of our TV productions to charitable organizations in Los Angeles and New York City.

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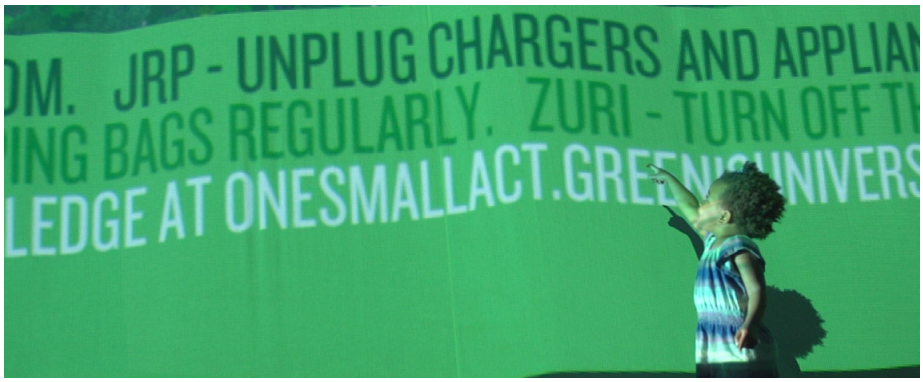
ENCOURAGING CONSUMERS TO CONSERVE

As part of our environmental commitment, we look for ways to help our audiences and customers reduce their own impact. We find opportunities to educate and empower consumers to join our conservation efforts, showing them how even small acts can make a big difference.



NBCUniversal's Green is Universal environmental initiative incorporates environmental responsibility into almost everything we do.

GREEN IS UNIVERSAL: ONE SMALL ACT

NBCUniversal's Green is Universal initiative incorporates environmental responsibility into almost everything we do, across all of our brands. The year-round initiative unifies our efforts to inform and entertain audiences with green-themed programming, consumer promotions, and events. It also pushes us to drive more sustainable practices in our own operations.

In 2012, we celebrated Earth Week (April 15–22) with a new Green is Universal campaign called One Small Act. We asked consumers to pledge to do one thing — take one small step — that would have a positive impact on the environment. People could log in to greenisuniversal.com or use our One Small Act mobile app to make their pledges, set goals, track their progress, and share the experience with friends. NBCUniversal stars joined the effort, delivering their own green tips to encourage participation.

By the end of Earth Week, more than 1 million unique visitors had viewed One Small Act content, and they made more than 650 pledges. Their pledges resulted in savings of 7,846 pounds of waste, 74,384 tons of carbon dioxide, and 97,768 gallons of water. Earth Week also featured green-themed programming, on-air and digital promotions, and employee volunteer events and donation drives.

During the winter holiday season, we teamed with the Arbor Day Foundation on Green is Universal's Share a Tree campaign. Participants could create a virtual ornament, spread the word through social media, or complete a pledge as part of One Small Act. For each of these actions, the Arbor Day Foundation planted a tree in a national forest or state park — 1 million in all.

1 million trees

Green is Universal's Share a Tree campaign, in partnership with the Arbor Day Foundation, led to 1 million newly planted trees in 2012.

UNIVERSAL ORLANDO RESORT

At Universal Orlando, we do more than entertain our guests; we educate them about our efforts to conserve and recycle, and we empower them to take part. In 2012, we emphasized reducing paper use and increasing recycling across the resort, with informative displays and multiple opportunities to recycle throughout the park.

We added 100 new recycling collection stations, bringing our total to more than 2,200 across the resort. Teams across Universal Orlando cut their own paper use by moving to electronic, paperless systems, and printing only when necessary. Together with our guests, we recycled 1,152 tons of cardboard, 188 tons of mixed office paper, 331 tons of plastic bottles, and 169 tons of mixed metals in 2012. In total, we recycled 1,888 tons of waste from our total waste stream of 12,898 tons.

We also upgraded and replaced equipment throughout the resort to cut our energy consumption. By replacing 69 air handlers, five chillers, four motor generators, and three attraction air compressors, we will save an estimated 1.5 million kilowatt hours in 2013. To reduce our energy use even further, we've installed solar charging stations for our golf carts that generate approximately 13 kilowatts of power during peak periods. When they're not charging golf carts, the stations direct solar power to nearby buildings, offsetting our use of commercial power.

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OPERATING MORE EFFICIENTLY

Our commitment to reducing impact on the planet begins with our own operations. The size and scale of our business amplify the benefit of every step we take to conserve energy, reduce waste, and design more efficient solutions. From our data centers to our fleet of alternative-fuel vehicles to our in-home set-top cable boxes, we continually refine our operations through innovative thinking and technology.

RETROFITTED NBCUNIVERSAL BUILDINGS

NBCUniversal renovated its New York facilities with a focus on energy efficiency, including approximately 400,000 square feet of real estate at 30 Rockefeller Plaza and 1221 Avenue of the Americas. We replaced draft-prone glass with double-insulated windows; installed more efficient heating, ventilation, and cooling systems; and upgraded perimeter radiators. We also made several energy-saving improvements to lighting. New occupancy sensors and dimmable lights prevent unnecessary energy use, and daylight harvesting systems help make the most of natural light.

VIRTUALIZED DATA CENTERS

Even as Comcast and NBCUniversal continue to grow, we've managed to reduce both our data center space needs and energy requirements. Requests handled by our data centers using server virtualization technology — which requires less electricity and fewer physical server deployments to resolve issues — increased from 36% in 2011 to 56% in 2012. As our growth continues, we're committed to making energy efficiency a priority when we open a new data center or expand one of our 12 existing facilities.

NBCUniversal "virtualized" 60% of the physical servers at its data center and shut down 2,000 physical machines. The refurbishing project involved creating cold containment aisles to reduce the amount of energy needed for cooling, and installing a fiber topology to replace 300,000 feet of copper cable. The new center also features power-metering sensors to monitor energy use. As a result of this effort, we retired and recycled 47 tons of hardware and cut power consumption by 11%.

ENERGY STAR® SET-TOP BOXES

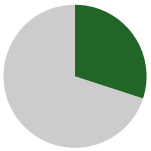
At Comcast, we're teaming up with manufacturers and suppliers to create smarter set-top cable boxes that conserve energy. Today, many of the set-top cable boxes in our customers' homes — and all of the more than 20 million digital transport adapters we've activated in the past three years — meet the U.S. government's ENERGY STAR® efficiency standards. By the end of 2013, 98% of our new set-top boxes will meet or exceed ENERGY STAR Version 3 standards.

We're also finding new ways to build energy efficiency into our products. For example, we're working with silicon chip manufacturers to build in energy-saving features atop their "system on a chip" technology, which consolidates key functions on a single chip, requiring less power. And we're exploring ways to move features such as program guides and apps out of the box and into the cloud. This gives the set-top box less to do, which in turn shrinks its energy needs.

Together with CableLabs and other vendors, we designed a set-top box that can automatically shift into a Light Sleep or Deep Sleep state, using only the power it needs for the task at hand. We've already seen this feature cut energy use by 20% in our latest set-top box models.

71%

At our largest data center — the 10,000-square-foot North Lake Data Center in Illinois — new technologies draw on outdoor air to cool the center 71% of the year.



30%

More than 30% of all new connections to our cable services are self-installations. That means fewer trips for Comcast Cable trucks, reducing our fuel usage and greenhouse gas emissions.

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OPERATING MORE EFFICIENTLY

FLEET AND HYBRID TRANSPORTATION

We operate the fifth largest commercial fleet in the United States overall, and the 12th largest commercial fleet of hybrid vehicles. This gives us a powerful opportunity to model efficient practices, raising the bar in our own industry and others. Our fleet features the largest percentage of alternative-fuel-capable vehicles in our industry, at 21%.

Our new vehicle procurement is 80% alternative-fuel capable, and all of our vans, light-duty pickups, and passenger vehicles are either flex-fuel capable or hybrids. As we continue to purchase alternative-fuel vehicles, we're also exploring new technologies with automobile manufacturers, including electric and natural-gas power. Our first full-size van retrofitted to run on electric power with vehicle-to-grid technology is now in use, and we plan to add a second electric vehicle in 2013.

We're also exploring natural gas–powered vehicles, although this kind of fuel is not yet widely available on the scale our fleet requires. We've increased home garaging and home networking to improve productivity and decrease fuel use and vehicle emissions. As the national infrastructure for alternative fuels continues to improve, so will our efficiency, as our drivers will refuel vehicles without straying too far from their optimal routes.

REDUCED TRUCK ROLLS

Empowering our customers to easily install our products themselves creates a better experience for them and helps us conserve resources by reducing the miles that our technicians drive. Product innovations and expanded self-service options resulted in Comcast Cable trucks taking 4.5 million fewer trips in 2012.

7,500+

Comcast operates more than 7,500 hybrid and flex-fuel vehicles. We have decreased our use of unleaded gasoline by 180,000 gallons and cut greenhouse gas emissions by more than 25%.

302,520 gallons

In 2012, 8,800 vehicles were equipped with GPS technology, saving 302,520 gallons of gasoline and reducing our carbon footprint by 1,125.6 cubic tons.

Many Comcast customers can install or upgrade our products on their own with our self-install kits. They can also solve product or service issues online without a visit from a Comcast technician. When a home visit is necessary, additional training has helped our technicians successfully install or repair service for more customers in that first visit, eliminating the need for follow-up trips.

GPS TECHNOLOGY

GPS technology helps us make smarter, more efficient choices in routing our vehicles and also reduces idling and overall maintenance costs. Through a program called Idling Gets You Nowhere, we shared tracking and reporting information with each Comcast technician, highlighting their individual idle times. Based on this information, our technicians are substantially reducing idling by shutting off their vehicles — idling almost three hours a month less than before we installed GPS.

In 2012, 8,800 vehicles were equipped with GPS technology, saving 302,520 gallons of gasoline and reducing our carbon footprint by 1,125.6 cubic tons.

VIRTUAL CUSTOMER CARE REPRESENTATIVES

Our most successful initiatives have an impact on multiple levels. For instance, nearly 1,400 of our customer care agents — about 7% of our entire care staff — work from home through our virtual customer care representative program. The program has improved satisfaction among employees and gives them flexibility to work part-time or in split shifts. And it reduces our need to build new call centers and expand existing ones. Since employees in the program don't commute, it's also helped reduce carbon emissions associated with our business.

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OPERATING MORE EFFICIENTLY

WELLS FARGO CENTER COMPOSTING PROGRAM

Comcast-Spectacor, our Philadelphia-based sports and entertainment firm, rolled out a new composting program at the Wells Fargo Center, extending our commitment to waste reduction and including fans in our efforts. The firm is partnering with Waste Management to collect and compost all of the food waste at the center, diverting it from landfills. Comcast-Spectacor is also working with Aramark to supply compostable service-ware in all concessions and premium seating areas at the center, which is home to the Philadelphia Flyers NHL hockey and the Philadelphia 76ers NBA basketball teams.

RECYCLING IN OUR WAREHOUSES

Every aspect of our business offers an opportunity to refine, revise, and rethink our processes with efficiency in mind. For example, we've installed balers and compactors in the majority of our Comcast facilities, making it easier to bundle unused cardboard for recycling. This more efficient system has reduced waste significantly — by more than 50%.

100% recyclable

Our vendors have replaced the Styrofoam end-caps used to secure equipment in transit to our warehouses with end caps made of 100% recyclable pulp. Other supplier improvements include bulk packaging to cut back on materials, and smaller or online manuals for set-top boxes to reduce paper use.

Comcast's headquarters in downtown Philadelphia is one of the tallest buildings certified by LEED® for energy-efficient design.

COMCAST CENTER

Comcast's headquarters in downtown Philadelphia is one of the tallest Leadership in Energy and Environmental Design (LEED®) certified buildings in the United States, with energy-efficient features at every turn.

- High-performance window glass blocks 60% of heat.
- Strategies to maximize daylight reduce the need for lighting.
- Water-saving fixtures save 3 million gallons of drinking water each year.
- 80% of wood products come from Forest Stewardship Council (FSC®) certified forests.

$35 million

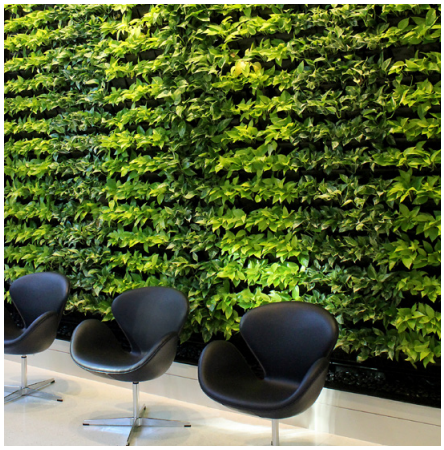
At the end of 2012, 6 million Comcast customers — 27% of our customer base — had enrolled in Ecobill®, our paperless billing program. This represents more than $35 million in annual savings for the company and reduces paper waste in homes and businesses across the country.

SUSTAINABLE DINING AT STUDIO 9C AND RALPH'S CAFE

Sustainability is a top priority at NBCUniversal's Studio 9C cafeteria in New York City and Ralph's Cafe, located in Comcast's Philadelphia headquarters. Both dining facilities serve seasonal and local produce sourced from within a 150-mile radius, along with cage-free eggs and hormone-free beef. They also follow the Monterey Bay Aquarium's sustainable guidelines, serving only fresh fish, not frozen.

Employees who dine at Studio 9C and Ralph's Cafe use reusable dishes and silverware. And at Ralph's Cafe, filtered water is served to reduce plastic consumption.

Both facilities were also designed with sustainability in mind. Studio 9C, rebuilt in 2012, has low-emitting recycled flooring materials, motion-activated faucets to conserve water, 67 windows to reduce the need for artificial lighting, and living wall plant landscapes that improve air quality, reduce noise, and cool the air naturally. Ralph's Cafe uses motion-activated lighting in its refrigeration units and LED lights in other equipment to help consume less energy.



A living wall plant landscape at the NBCUniversal Studio 9C cafeteria.

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AWARDS AND RECOGNITION

Comcast and NBCUniversal's Diversity Councils were ranked No. 5 among the 2012 Top 25 Diversity Councils by the Association of Diversity Councils, marking Comcast's fourth consecutive year on the Top 25 list.

Comcast was recognized as one of *DiversityInc's* 25 Noteworthy Companies for the third consecutive year in 2012.

Black Enterprise magazine selected Comcast as one of its 40 Best Companies for Diversity.

Comcast Corporation was selected as the Company of the Year (No. 1) in *LATINA Style* magazine's 50 Best Companies for Latinas to Work for in 2012.

Comcast and NBCUniversal ranked No. 9 among *Hispanic Business* magazine's Top 60 corporations for diversity in 2012, marking Comcast's eighth consecutive year on the list.

Comcast received the 2012 Workforce Diversity Award from the National Association of Black Accountants, Inc.

Comcast received the Outstanding Achievement in Workforce Initiatives honor from the Philadelphia Chapter of the National Association of Black Accountants, Inc.

For the second year in a row, Comcast was named among *Asian Enterprise* magazine's Fortune 500 Best Companies for Asian Americans and Pacific Islanders.

Comcast received a Corporate Impact Award at the California Asian & Pacific Islander Policy Summit 2012, iADVOCATE.

Comcast and NBCUniversal were awarded the 2nd Annual Hiring Our Heroes Lee Anderson Award for Excellence in Veteran and Military Spouse Employment by the U.S. Chamber of Commerce and its National Chamber Foundation.

Comcast and NBCUniversal were named one of *U.S. Veterans Magazine's* 2012 Best of the Best: Top 100 Companies for Recruiting Veterans.

For the sixth consecutive year, Comcast was named among the 10 Best U.S. Corporations for Veteran-Owned Businesses by the National Veteran-Owned Business Association.

Comcast scored 80 points out of 100 on the Human Rights Campaign's 2012 Corporate Equality Index, which rates large U.S. employers and their policies and procedures pertinent to LGBT employees.

For the second year in a row in 2012, NBCUniversal was selected as one of *Work Life Matters* magazine's Top Companies for LGBT Equality.

The Equality Forum honored NBCUniversal with its International Business Leadership Award.

Comcast was selected as one of *CAREERS & the disABLED Magazine's* 2012 Reader's Choice Top 50 Employers.

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AWARDS AND RECOGNITION

Universal Orlando won a 2012 Exceptional Employer Award from the State of Florida's Agency for Persons with Disabilities.

Comcast was named one of the 2012 Best Adoption-Friendly Workplaces by the Dave Thomas Foundation for Adoption.

For the seventh consecutive year in 2012, DiversityBusiness.com recognized Comcast among its Top 50 Organizations for Multicultural Business Opportunities.

In 2012, NAMIC recognized Comcast and NBCUniversal for our efforts to acquire and retain culturally diverse customers with multiple Excellence in Multi-Cultural Marketing Awards, including awards for direct mail, grassroots, and print tactics.

The Rocky Mountain Minority Supplier Development Council named Comcast its Corporate Partner of the Year in 2012.

NBCUniversal was named 2012 Corporation of the Year by the Greater Los Angeles African American Chamber of Commerce.

Comcast Cable was the first-ever recipient of *Broadcasting & Cable* and *Multichannel News*' new award for Leadership in Hispanic Television presented in 2012.

The American Association of People with Disabilities honored USA Network with its Image Award in 2012.

MSNBC received a 2012 Diversity and Inclusion Award (DANDI) in the Media category.

NBCUniversal won several GLAAD Media Awards in 2012, including:

- NBC's *Days of Our Lives* was named Outstanding Daily Drama Series
- Focus Features' *Pariah* was honored as Outstanding Film — Limited Release and *Beginners* was honored as Outstanding Film — Wide Release
- Telemundo's "Lesbianas celebran 10 años" episode of *Caso Cerrado* was honored as Outstanding Daytime Talk Show Episode
- mun2's *Las Aparicio* received the award for Outstanding Novela

United Way awarded Comcast and NBCUniversal two Spirit of America Summit Awards for our philanthropy and volunteerism work in 2012.

Comcast was ranked No. 1 among the Top 50 Green Fleets in 2012 by *Fleet Central* Magazine.

Comcast was named MSO of the Year by *CableFAX: The Magazine.*

For the seventh year in a row, Comcast was named one of the Top 10 Places to Work in Cable by *CableFAX: The Magazine.*

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LEADERSHIP AND PROFESSIONAL DEVELOPMENT PROGRAMS

Comcast and NBCUniversal use proven methods — formal mentoring, executive leadership, boot camp programs, and incentives — to identify, hire, and promote high-potential employees from diverse backgrounds. We currently offer more than 100 leadership development and training opportunities for our employees.

INTERNAL PROGRAMS

CNBC

- Leadership Development Program
- Mentoring Program

COMCAST AND NBCUNIVERSAL

- Executive Leadership Forum
- Finance Career Opportunities and Rotational Experiences (Finance CORE) Program
- Financial Management Leadership Program

COMCAST CABLE

- Comcast Leadership Engineering Achievements & Relationships (CLEAR) Mentoring Program
- Executive Leadership Career Advancement Program

COMCAST CABLE AND COMCAST CORPORATION

- Comcast University
- Comcast Women in Leadership Program at University of Pennsylvania's Wharton School
- Employee Resource Group Mentoring Program
- Foundations of Organizational Leadership
- High Tech Management and Leadership Program
- Linked to Leadership
- Women's Series for Executive Presence

COMCAST SPOTLIGHT

- Associate Account Executive Program
- Comcast Spotlight's Women in Leadership Programs
- Leadership Exposure and Development
- Tomorrow's Leaders Today

COMCAST-SPECTACOR

- How You Growin'?

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LEADERSHIP AND PROFESSIONAL DEVELOPMENT PROGRAMS

MEDIA WORKS

- Operations & Technology Leadership Program

NBC ENTERTAINMENT

- Directing Fellowship Program
- Scene Showcase
- Short Cuts Festival
- Stand-Up for Diversity
- Talent Diversity Initiative
- Writer's Assistant Program

NBC NEWS

- NBC News Diversity Leadership Program

NBC OWNED TELEVISION STATIONS

- Reporter Training Program
- Sales Associates Program

NBC SPORTS GROUP

- Sports Associate Program

NBCUNIVERSAL

- Casting Apprentice Program
- Diversity Staff Writer Initiative
- Entertainment Associate Leadership Program
- News Associates Program
- TEAM NBCUniversal
- West Coast Page Program and East Coast Page Program
- Writers on the Verge (NBC Entertainment, USA, and Syfy)

NBCUNIVERSAL CABLE AND EMERGING NETWORKS

- PITCH DAY
- Syfy Global Exchange Program

NBCUNIVERSAL CORPORATE

- Human Resources Leadership Development Program

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LEADERSHIP AND PROFESSIONAL DEVELOPMENT PROGRAMS

UNIVERSAL PARKS AND RESORTS

- Developing Leadership Talent Program
- Universal Orlando Human Resources Mentoring Program

UNIVERSAL PICTURES

- Universal Pictures Leadership Program
- Universal Pictures Mentorship Program

UNIVERSAL TELEVISION

- Production Apprentice Program

PARTNERSHIPS WITH EXTERNAL ORGANIZATIONS

COMCAST AND NBCUNIVERSAL

- Betsy Magness Leadership Institute
- National Association for Multi-Ethnicity in Communications (NAMIC) Executive Leadership Development Program
- Women in Cable Telecommunications (WICT)

COMCAST

- Cable Executive Management class at Harvard Business School, sponsored by the Cable & Telecommunications Association for Marketing (CTAM) Educational Foundation
- NAMIC Leadership Seminar
- WICT Rising Leaders Program

NBCUNIVERSAL

- Coalition of Asian Pacifics in Entertainment New Writers Fellowship
- Lincoln Center Theater Commissioning Program
- National Hispanic Media Coalition Writers Program
- Sundance Institute's Native American and Indigenous Program

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LEADERSHIP AND PROFESSIONAL DEVELOPMENT PROGRAMS

INTERNSHIPS, FELLOWSHIPS, AND SCHOLARSHIPS

CNBC

- CNBC Internship Program
- CNBC Internship Program — Digital
- CNBC Summer Fellowship Program

COMCAST AND NBCUNIVERSAL

- Comcast Founders Scholars
- Comcast Leaders and Achievers® Scholarship Program
- The Emma L. Bowen Foundation for Minority Interests in Media
- Gustave G. Amsterdam Leadership Award
- INROADS
- T. Howard Foundation

COMCAST

- Comcast Hardware Innovation Program
- Cristo Rey Network Work Study Program
- Media Sales Institute
- National Engineering & Technical Operations Engineering and Technology Program
- Philadelphia Youth Network/WorkReady Philadelphia

COMCAST-SPECTACOR

- How You Growin'? Internship Program

DAILYCANDY

- DailyCandy Internships

iVILLAGE

- iVillage Internship Program

MEDIA WORKS

- Media Works Internship Program
- Operations & Technology Leadership Program and Internship Program

NBCUNIVERSAL CABLE ENTERTAINMENT

- Crenshaw High School — Business Management & Entrepreneurship Academy
- Hollywood Arts
- NBCUniversal Canadian Fellowship
- Promax Promo Pathway Internship

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LEADERSHIP AND PROFESSIONAL DEVELOPMENT PROGRAMS

NBCUNIVERSAL CORPORATE

- East Coast Legal Clerkships

NBC ENTERTAINMENT

- NBC/Peoples Improv Theater Diversity Scholarship
- NBC/Upright Citizens Brigade Advanced Improv Diversity Scholarship Showcase

NBCUNIVERSAL ENTERTAINMENT & DIGITAL NETWORKS/INTEGRATED MEDIA

- Digital Ad Sales Internship Program

NBC NEWS

- Frank Sinatra School of the Arts High School
- International Radio and Television Society Summer Fellowship
- NBC News Internship Program
- NBC News Summer Fellowship Program
- The Tim Russert Fellowship Program
- The Walter Cronkite Fellowship

NBC OWNED TELEVISION STATIONS

- Local Television Stations Internship Programs

TELEMUNDO

- Congressional Hispanic Caucus Institute — Telemundo Scholars
- Florida International University: Hispanic Media Futures Program
- Modalidad de Experiencia Profesional (Monterrey Tech)

UNIVERSAL PARKS AND RESORTS

- Constitutional Rights Foundation Internship Program
- High School Finance Internship Program
- Technical Services Internship Program
- Universal Education Center School-Work Program
- Universal Orlando's Domestic College Internship Program

UNIVERSAL PICTURES

- Universal Pictures Internship Program

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2012 FOUNDATION GIVING

The following is a list of organizations that have received contributions from our foundations in 2012.

Grantee Legal Name	Grantee City	Grantee State
100 Black Men of Atlanta, Inc.	Atlanta	GA
211 Brevard, Inc.	Cocoa	FL
360 Communities	Burnsville	MN
826LA	Los Angeles	CA
A Better Life Pet Rescue	Ocoee	FL
A Gift for Teaching	Orlando	FL
A Window Between Worlds	Venice	CA
A.W.'S.O.M.E Ministries	Orlando	FL
Ability Beyond Disability, Inc.	Bethel	CT
Accion Communal Latino Americano De Montgomery County, Inc.	Norristown	PA
Achieve Minneapolis	Minneapolis	MN
Action Ministries, Inc.	Rome	GA
Adairsville Elementary School	Adairsville	GA
Adult Literacy League	Orlando	FL
Aeon	Minneapolis	MN
African American Museum	Philadelphia	PA
African Development Center	Minneapolis	MN
Albertina Kerr Centers Foundation, Inc.	Portland	OR
Albuquerque Boys Club, Inc.	Albuquerque	NM
Albuquerque Hispano Chamber of Commerce Foundation	Albuquerque	NM
Alcorn State University Alumni Association of Washington, DC Metro Area	Alcorn State	MS
Alpha Kappa Alpha Educational Advancement Foundation, Inc.	Chicago	IL
Alternatives Inc.	Chicago	IL
Alternatives To Violence, Inc.	Raton	NM
Alum Rock Union School District	San Jose	CA
American Association of People with Disabilities	Washington	DC
American Cancer Society	Orlando	FL
American Diabetes Association	Orlando	FL
American Indian Center, Inc.	Chicago	IL
American Indian OIC, Inc.	Minneapolis	MN

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2012 FOUNDATION GIVING

American Lung Association	Orlando	FL
American National Red Cross	Oakland	CA
	Farmington	CT
	Atlanta	GA
	Chicago	IL
	Fort Wayne	IN
	Cambridge	MA
	Baltimore	MD
	Detroit	MI
	Minneapolis	MN
	Tupelo	MS
	Manchester	NH
	Philadelphia	PA
	Nashville	TN
	Salt Lake City	UT
	Burlington	VT
Amherst H. Wilder Foundation	St. Paul	MN
Amigos Together For Kids, Inc.	Miami	FL
Andrew Drumm Institute	Independence	MO
Animal Humane Society	Golden Valley	MN
Arab Community Center For Economic & Social Services Access	Dearborn	MI
Arc Greater Twin Cities	St. Paul	MN
Arc Massachusetts	Waltham	MA
Arc of New Jersey, Inc.	Washington	NJ
Arcadia University	Glenside	PA
Arnold Palmer Medical Center Foundation	Orlando	FL
Asian American Leadership Empowerment & Development For Youth & Family	Washington	DC
Asian And Pacific Islander American Vote, Inc.	Arlington	VA
Asian Association of Utah	Salt Lake City	UT
Asian Pacific American Institute For Congressional Studies, Inc.	Washington	DC
Asian Pacific Islander American Public Affairs Community Education Foundation	Sacramento	CA
Asociacion Puertorriquenos En Marcha, Inc.	Philadelphia	PA
Aspira Association, Inc.	Washington	DC
Aspira Inc. of Pennsylvania	Philadelphia	PA

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2012 FOUNDATION GIVING

Aspira of Florida Inc.	Miami	FL
Aspiranet	San Francisco	CA
Association For The Advancement of Mexican Americans	Houston	TX
Association House of Chicago	Chicago	IL
Atlanta Community Food Bank, Inc.	Atlanta	GA
Atlanta HBCU Alumni Alliance	Marietta	GA
Atlanta Workforce Development Board, Inc.	Atlanta	GA
Audubon Society of Greater Denver	Littleton	CO
Aurora Public Schools Education Foundation	Aurora	CO
AWOL - All Walks of Life, Inc.	Savannah	GA
Baltimore Delta Alumnae Foundation, Inc.	Baltimore	MD
Barnes Foundation	Philadelphia	PA
Bartlett House, Inc.	Morgantown	WV
Base Camp for Children's Cancer	Winter Park	FL
Batavia Community Chest	Batavia	IL
Bay High School	Panama City	FL
Be The Change, Inc.	Boston	MA
Be The Match Foundation	Minneapolis	MN
Better Days Animal League	Shippensburg	PA
Big Brothers Big Sisters of Will & Grundy Counties	Joliet	IL
Big Brothers Big Sisters of Middle Tennessee	Nashville	TN
Big Brothers Big Sisters of San Juan County, Inc.	Farmington	NM
Big Brothers Big Sisters of West Central Illinois	Jacksonville	IL
Big Brothers Big Sisters Lone Star	Houston	TX
Big Brothers Big Sisters Michigan Capital Region	Lansing	MI
Big Brothers Big Sisters Northwest	Portland	OR
Big Brothers Big Sisters of America	Philadelphia	PA
Big Brothers Big Sisters of Bath Brunswick	Brunswick	ME
Big Brothers Big Sisters of Berks County	Reading	PA
Big Brothers Big Sisters of Broward, Inc.	Fort Lauderdale	FL
Big Brothers Big Sisters of Bucks County, Inc.	Jamison	PA
Big Brothers Big Sisters of Central Arkansas, Inc.	North Little Rock	AR
Big Brothers Big Sisters of Central Illinois	Decatur	IL
Big Brothers Big Sisters of Central Indiana, Inc.	Indianapolis	IN

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2012 FOUNDATION GIVING

Big Brothers Big Sisters of Elkhart County, Inc.	Elkhart	IN
Big Brothers Big Sisters of Essex Hudson & Union Counties NJ, Inc.	Newark	NJ
Big Brothers Big Sisters of Greater Flint	Flint	MI
Big Brothers Big Sisters of Greater Lafayette, Inc.	Lafayette	IN
Big Brothers Big Sisters of Greater Manchester, Inc.	Manchester	NH
Big Brothers Big Sisters of Greater Memphis	Memphis	TN
Big Brothers Big Sisters of Greater Miami	Miami	FL
Big Brothers Big Sisters of Greater Nashua, Inc.	Nashua	NH
Big Brothers Big Sisters of Greater Pittsburgh	Pittsburgh	PA
Big Brothers Big Sisters of Kentuckiana, Inc.	Louisville	KY
Big Brothers Big Sisters of Lancaster County PA, Inc.	Lititz	PA
Big Brothers Big Sisters of Mercer County, Inc.	Trenton	NJ
Big Brothers Big Sisters of Metropolitan Chicago	Chicago	IL
Big Brothers Big Sisters of Metropolitan Detroit	Detroit	MI
Big Brothers Big Sisters of Mississippi	Jackson	MS
Big Brothers Big Sisters of Monroe County, Inc.	Monroe	MI
Big Brothers Big Sisters of Muskegon	Muskegon	MI
Big Brothers Big Sisters of Northeast Florida, Inc.	Jacksonville	FL
Big Brothers Big Sisters of Northeast Indiana, Inc.	Fort Wayne	IN
Big Brothers Big Sisters of St. Joseph County, Inc.	South Bend	IN
Big Brothers Big Sisters of St. Lucie Indian River & Okeechobee County	Fort Pierce	FL
Big Brothers Big Sisters of The Capital Region, Inc.	Harrisburg	PA
Big Brothers Big Sisters of The Greater Chesapeake, Inc.	Baltimore	MD
Big Brothers Big Sisters of The Greater Seacoast	Portsmouth	NH
Big Brothers Big Sisters of The Greater Twin Cities	St. Paul	MN
Big Brothers Big Sisters of The Illinois Capital Region, Inc.	Springfield	IL
Big Brothers Big Sisters of The Inland Northwest	Spokane	WA
Big Brothers Big Sisters of The Laurel Region	Greensburg	PA
Big Brothers Big Sisters of The Sun Coast, Inc.	Venice	FL
Big Brothers Big Sisters of The Upper Ohio Valley, Inc.	Wheeling	WV
Big Brothers Big Sisters of Utah, Inc.	Murray	UT
Big Brothers Big Sisters of Washtenaw County	Ann Arbor	MI
Big Brothers Big Sisters of York County, Inc.	York	PA
Big Pine Elementary, Inc.	Big Pine Key	FL

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2012 FOUNDATION GIVING

Black Leadership Council For Excellence, Inc.	Waldorf	MD
Blood Assurance, Inc.	Chattanooga	TN
Blood Bank of Delmarva, Inc.	Newark	DE
Blood Systems, Inc.	Albuquerque	NM
Bonfils Blood Center Foundation	Denver	CO
Boone High School	Orlando	FL
Borderland Boys & Girls Club	Gallup	NM
Borough of Hummelstown	Hummelstown	PA
Boston Chinatown Neighborhood Center, Inc.	Boston	MA
Boulder County Housing Authority	Boulder	CO
Boy Scouts of America	Pueblo	CO
	Atlanta	GA
	Manchester	NH
	Lancaster	PA
	Mechanicsburg	PA
Boys & Girls Club of Atlantic City	Atlantic City	NJ
Boys & Girls Club of Augusta-Waynesboro	Waynesboro	VA
Boys & Girls Club of Bay County, Inc.	Panama City	FL
Boys & Girls Club of Bloomington- Normal	Bloomington	IL
Boys & Girls Club of Burlington, Inc.	Burlington	VT
Boys & Girls Club of Camden County, Inc.	Camden	NJ
Boys & Girls Club of Central Arkansas	Little Rock	AR
Boys & Girls Club of Danville, Illinois	Danville	IL
Boys & Girls Club of Decatur	Decatur	IL
Boys & Girls Club of Dundee Township, Inc.	Carpentersville	IL
Boys & Girls Club of Frederick County, Inc.	Frederick	MD
Boys & Girls Club of Ft. Wayne, Inc.	Fort Wayne	IN
Boys & Girls Club of Greater Flint	Flint	MI
Boys & Girls Club of Greater Holyoke, Inc.	Holyoke	MA
Boys & Girls Club of Greater Vergennes, Inc.	Vergennes	VT
Boys & Girls Club of Greater Westfield	Westfield	MA
Boys & Girls Club of Harrisburg, Inc.	Harrisburg	PA
Boys & Girls Club of Highlands County	Sebring	FL
Boys & Girls Club of Jacksonville	Jacksonville	AR

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2012 FOUNDATION GIVING

Boys & Girls Club of Knox County, Inc.	Galesburg	IL
Boys & Girls Club of Lancaster	Lancaster	PA
Boys & Girls Club of Lansing	Lansing	MI
Boys & Girls Club of Plymouth	Plymouth	MA
Boys & Girls Club of Richmond VA, Inc.	Richmond	VA
Boys & Girls Club of Rockford	Rockford	IL
Boys & Girls Club of Rutland	Rutland	VT
Boys & Girls Club of Salem Marion & Polk Counties, Inc.	Salem	OR
Boys & Girls Club of Somerset County	Somerset	PA
Boys & Girls Club of South Oakland County	Royal Oak	MI
Boys & Girls Club of Southeastern Connecticut, Inc.	New London	CT
Boys & Girls Club of The Big Bend, Inc.	Tallahassee	FL
Boys & Girls Club of The Eastern Panhandle	Martinsburg	WV
Boys & Girls Club of The Peninsula	Menlo Park	CA
Boys & Girls Club of The Pikes Peak Region	Colorado Springs	CO
Boys & Girls Club of The Wiregrass, Inc.	Dothan	AL
Boys & Girls Club of Trenton-Mercer County, Inc.	Trenton	NJ
Boys & Girls Club of Tucson	Tucson	AZ
Boys & Girls Club of Vineland, Inc.	Vineland	NJ
Boys & Girls Club of West Cook County, Inc.	Bellwood	IL
Boys & Girls Club of Westminster, Inc.	Westminster	MD
Boys & Girls Club of Woburn, Inc.	Woburn	MA
Boys & Girls Clubs of America	Atlanta	GA
Boys & Girls Clubs of Annapolis & Anne Arundel County, Inc.	Annapolis	MD
Boys & Girls Clubs of Boston, Inc.	Boston	MA
Boys & Girls Clubs of Central Florida	Orlando	FL
Boys & Girls Clubs of Central Virginia	Charlottesville	VA
Boys & Girls Clubs of Chicago, Inc.	Chicago	IL
Boys & Girls Clubs of Delaware	Wilmington	DE
Boys & Girls Clubs of East Mississippi, Inc.	Meridian	MS
Boys & Girls Clubs of Emerald Valley	Eugene	OR
Boys & Girls Clubs of Fresno County	Fresno	CA
Boys & Girls Clubs of Gloucester County, Inc.	Glassboro	NJ
Boys & Girls Clubs of Greater Houston, Inc.	Houston	TX

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2012 FOUNDATION GIVING

Boys & Girls Clubs of Greater Memphis	Memphis	TN
Boys & Girls Clubs of Greater Washington, Inc.	Washington	DC
Boys & Girls Clubs of Hudson County	Jersey City	NJ
Boys & Girls Clubs of Indianapolis, Inc.	Indianapolis	IN
Boys & Girls Clubs of King County	Federal Way	WA
Boys & Girls Clubs of Marin & Southern Sonoma Counties	Petaluma	CA
Boys & Girls Clubs of Metro Atlanta, Inc.	Atlanta	GA
Boys & Girls Clubs of Metro Denver, Inc.	Denver	CO
Boys & Girls Clubs of Metropolitan Baltimore	Baltimore	MD
Boys & Girls Clubs of North Central Georgia, Inc.	Monroe	GA
Boys & Girls Clubs of Northeast Florida, Inc.	Jacksonville	FL
Boys & Girls Clubs of Northeast Louisiana, Inc.	West Monroe	LA
Boys & Girls Clubs of Northeastern Pennsylvania	Scranton	PA
Boys & Girls Clubs of Northwest Indiana, Inc.	Gary	IN
Boys & Girls Clubs of Oakland Inc.	Oakland	CA
Boys & Girls Clubs of Palm Beach County, Inc.	West Palm Beach	FL
Boys & Girls Clubs of Philadelphia, Inc.	Philadelphia	PA
Boys & Girls Clubs of Portland Metropolitan Area	Portland	OR
Boys & Girls Clubs of Sarasota County, Inc.	Sarasota	FL
Boys & Girls Clubs of South Puget Sound	Tacoma	WA
Boys & Girls Clubs of South Valley	Murray	UT
Boys & Girls Clubs of Southern Maryland	North Beach	MD
Boys & Girls Clubs of The Blue Ridge, Inc.	Martinsville	VA
Boys & Girls Clubs of The Central Savannah River Area, Inc.	Augusta	GA
Boys & Girls Clubs of The Tennessee Valley	Knoxville	TN
Boys & Girls Clubs of The Twin Cities	St. Paul	MN
Boys & Girls Clubs of Thurston County	Olympia	WA
Boys & Girls Clubs of Western PA	Pittsburgh	PA
Boys & Girls Clubs of Whatcom County	Bellingham	WA
Bridge Communities, Inc.	Glen Ellyn	IL
Bridging Incorporated	Bloomington	MN
Bristol Boys & Girls Club Association, Inc.	Bristol	CT
Brunswick Community Center For Senior Citizens	Brunswick	ME
Buddy Foundation	Arlington Heights	IL

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2012 FOUNDATION GIVING

Build Little Cubs Field	Freeport	IL
Buildon, Inc.	Stamford	CT
Bushnell Traveling Basketball Association	Avon	IL
Business Leadership Organized For Catholic Schools	Radnor	PA
By The Hand Club For Kids	Chicago	IL
Byte Back	Washington	DC
Caitlin's Smiles, Inc.	Harrisburg	PA
Camp Boggy Creek	Eustis	FL
Camp Fire USA	Portland	OR
Campbell Street Family Youth And Community Association, Inc.	Williamsport	PA
Candy's Cats, Inc.	Orlando	FL
Canine Companions for Independence	Orlando	FL
Canyons School District Education Foundation	Sandy	UT
Cape & Islands United Way	Hyannis	MA
Care and Share, Inc.	Colorado Springs	CO
Caring For Miami, Inc.	Palmetto Bay	FL
Carousel Family Services, Inc.	South Bend	IN
Casa De Maryland, Inc.	Langley Park	MD
Casa Nueva Vida, Inc.	Boston	MA
Casa P.R.A.C., Inc.	Vineland	NJ
Catalyst Schools	Chicago	IL
Catholic Central High School of Detroit	Novi	MI
CBM Ministries, Inc.	Greencastle	PA
Center for Drug Free Living	Orlando	FL
Center For Family Services, Inc.	Camden	NJ
Center For Literacy, Inc.	Philadelphia	PA
Center For Multicultural Cooperation	Fresno	CA
Center For Pan Asian Community Services, Inc.	Atlanta	GA
Center For Training & Careers Inc.	San Jose	CA
Central Florida Autism Institute	Lakeland	FL
Central Florida Christian Academy	Orlando	FL
Central Florida YMCA	Orlando	FL
Central Indiana Regional Blood Center	Indianapolis	IN
Central Pennsylvania Blood Bank	Hummelstown	PA

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2012 FOUNDATION GIVING

Centre County United Way	State College	PA
Centre Regional Recreation Authority	State College	PA
Centro De La Familia De Utah	Salt Lake City	UT
Centro Romero	Chicago	IL
Centronia	Washington	DC
Change Happens CDC	Houston	TX
Chariot Riders, Inc.	Manchester	NJ
Charleston Orphan House, Inc.	North Charleston	SC
Cherry Creek School District Parent Teacher Community Council, Inc.	Aurora	CO
Cheyenne Mountain Zoological Society	Colorado Springs	CO
Chicago Urban League	Chicago	IL
Chicago Wilderness Trust	Chicago	IL
Chicano & Latino Youth Leadership Project	Los Angeles	CA
Chicano Federation Of San Diego County	San Diego	CA
Chichester School District	Aston	PA
Children's Advocacy Center of The Lookout Mountain Judicial Circuit	Fort Oglethorpe	GA
Chinese American Service League, Inc.	Chicago	IL
Chinese School of CAACF, Inc.	Orlando	FL
Choice Is Yours, Inc.	Camden	NJ
Christian Service Center	Orlando	FL
Christmas In April - Cecil County, Inc.	Rising Sun	MD
Christmas In April - Prince Georges County, Inc.	Clinton	MD
City of Colorado Springs	Colorado Springs	CO
City of Fife	Fife	WA
City of Griffin	Griffin	GA
City of Jackson	Jackson	MI
City of Jonesboro	Jonesboro	GA
City of Laurel	Laurel	MS
City of Logan	Logan	UT
City of Lynn Haven	Lynn Haven	FL
City of Portales	Portales	NM
City of South Salt Lake Arts Council, Inc.	Salt Lake City	UT
City of Springfield	Springfield	MA
City of Tucumcari	Tucumcari	NM

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2012 FOUNDATION GIVING

City of York	York	PA
City Year, Inc.	Los Angeles	CA
	Denver	CO
	Washington	DC
	Miami	FL
	Orlando	FL
	Chicago	IL
	Boston	MA
	Detroit	MI
	Manchester	NH
	New York	NY
	Philadelphia	PA
	Seattle	WA
Clark Atlanta University, Inc.	Atlanta	GA
Clarkston Community Center Foundation, Inc.	Clarkston	GA
Clean Ocean Action, Inc.	Highlands	NJ
Clearwater Little League - Challenger Division	Clearwater	FL
Clinton County United Way	Lock Haven	PA
Coalition for the Homeless	New York	NY
College Settlement of Philadelphia	Horsham	PA
Colorado Wolf and Wildlife Center	Divide	CO
Columbus House	New Haven	CT
Commodore Macdonough School	Middletown	CT
Communipaw Avenue Block Association	New Jersey	NJ
Community & Economic Development Association of Cook County, Inc.	Chicago	IL
Community Food Bank, Inc.	Tucson	AZ
Community Nutrition Network & Senior Services Association Cook County	Chicago	IL
Community Partnership School	Philadelphia	PA
Community Service Programs of West Alabama, Inc.	Tuscaloosa	AL
Community United Way of Pioneer Valley, Inc.	Springfield	MA
Comunidades Latinas Unidas En Servicio, Inc.	Minneapolis	MN
Concerned Citizens of North Camden	Camden	NJ
Concilio De Organizaciones Hispanas	Philadelphia	PA
Concord Boys & Girls Club	Concord	NH

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2012 FOUNDATION GIVING

Conductive Education Center of Orlando	Orlando	FL
Congreso De Latinos Unidos, Inc.	Philadelphia	PA
Congressional Black Caucus Foundation, Inc.	Washington	DC
Congressional Hispanic Caucus Institute, Inc.	Washington	DC
Congressional Hispanic Leadership Institute, Inc.	Washington	DC
Connors Catty Shack & Animal Sanctuary	Orlando	FL
Conservation Foundation	Naperville	IL
Cool Girls, Inc.	Atlanta	GA
Coppin State College Development Foundation, Inc.	Baltimore	MD
Cornerstone Hospice House (Mike Conley House)	Clermont	FL
Corvallis Community Children's Centers, Inc.	Corvallis	OR
County of Montgomery	Norristown	PA
Covenant House California	Los Angeles	CA
Covenant House Georgia, Inc.	Atlanta	GA
Covenant House Texas	Houston	TX
CPAC Community Foundation, Inc.	Fayetteville	GA
Cradles To Crayons, Inc.	Brighton	MA
	West Conshohocken	PA
Cray Youth and Family Services Inc.	New Castle	PA
Crisis Ministries	Charleston	SC
Cristo Rey Community Center	Lansing	MI
Crossroads For Kids, Inc.	Duxbury	MA
Cuban American National Council, Inc.	Miami	FL
Cypress Creek High School	Orlando	FL
Cypress Ridge Elementary School	Clermont	FL
DeBary Little League	Debary	FL
Delta Lamba Foundation, Inc.	Baltimore	MD
Denver Indian Center, Inc.	Denver	CO
Denver Public Schools Foundation	Denver	CO
Denver Scholarship Foundation	Denver	CO
Detroit Parent Network	Detroit	MI
Detroit Urban League	Detroit	MI
Disabled American Veterans Charitable Service Trust	Cold Spring	KY

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2012 FOUNDATION GIVING

Down Syndrome Association of Central Florida	Winter Park	FL
Downtown Women's Center	Los Angeles	CA
Dr. Phillips Center for the Performing Arts	Orlando	FL
Dr. Phillips High School	Orlando	FL
Dr. Phillips Pop Warner	Orlando	FL
Dr. Phillips YMCA	Orlando	FL
Dreamtree Project, Inc.	Taos	NM
Dress For Success Denver, Ltd.	Denver	CO
Dupage Convalescent Center Foundation	Wheaton	IL
East Metro Women's Council	White Bear Lake	MN
East Orange Little League	Orlando	FL
Easter Seals, Inc.	Chicago	IL
Eastside Audubon Society	Kirkland	WA
Eccleston Elementary	Orlando	FL
Ed Snider Youth Hockey Foundation	Philadelphia	PA
Edgewood Children's Ranch	Orlando	FL
Educacion Para Nuestro Futuro Founded By Escuela Bolivia	Arlington	VA
Edward M. Kennedy Institute For The United States Senate, Inc.	Boston	MA
El Centro De La Raza	Seattle	WA
El Valor Corporation	Chicago	IL
Elijah Cummings Youth Program In Israel, Inc.	Baltimore	MD
Emma L. Bowen Foundation For Minority Interests In Media, Inc.	Washington	DC
Empowerment Group, Inc.	Philadelphia	PA
Enable of Georgia Foundation, Inc.	Roswell	GA
Entermission, Inc.	Granger	IN
Enterprise Center	Philadelphia	PA
Equality California Institute	San Francisco	CA
Erie Neighborhood House	Chicago	IL
Evangelical Baptist Church	North Haven	CT
Everett Public Schools Foundation	Everett	WA
Exceptional Equestrians Unlimited, Inc.	Hobart	IN
Exodus To Excellence, Inc.	Philadelphia	PA
Family & Community Services, Inc.	Ravenna	OH
Family Christian School	Winter Garden	FL

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2012 FOUNDATION GIVING

Family Focus, Inc.	Chicago	IL
Family Service Agency of DeKalb County, Inc.	DeKalb	IL
Family Service Association of Bucks County	Langhorne	PA
Family Service Society, Inc.	Paducah	KY
Family Shelter Service, Inc.	Wheaton	IL
Farmington City	Farmington	UT
Feed More, Inc.	Richmond	VA
Feeding America Kentucky's Heartland, Inc.	Elizabethtown	KY
Financial Executives Research Foundation, Inc.	Morristown	NJ
First Nations Development Institute	Longmont	CO
Fisher House Foundation, Inc.	Rockville	MD
Flight400 Track Club	Ellenwood	GA
Florida Blood Services, Inc.	St. Petersburg	FL
Florida District 14 Little League	Orlando	FL
Florida Force Basketball Inc.	Winter Garden	FL
Florida Future Problem Solving Program	Cocoa Beach	FL
Florida Hospital Foundation	Orlando	FL
Florida Keys Children's Shelter, Inc.	Tavernier	FL
Focus Hope	Detroit	MI
Food Bank of The Rockies	Denver	CO
Food Finders Food Bank, Inc.	Lafayette	IN
Foodbank of South Central Michigan	Battle Creek	MI
Foothill-De Anza Community Colleges Foundation	Los Altos Hills	CA
Foothills United Way, Inc.	Lafayette	CO
Ford's Theatre Society	Washington	DC
Fort Lupton High School	Fort Lupton	CO
Fort Pierce Westwood High School	Fort Pierce	FL
Fort Wayne Urban League, Inc.	Fort Wayne	IN
Foundation Fighting Blindness, Inc.	Libertyville	IL
Foundation for Foster Children	Winter Park	FL
Foundation for Orange County Public Schools	Orlando	FL
Foundation of The Chester County Chamber	Malvern	PA
Foundation of The Delaware County Chamber, Inc.	Media	PA
Four Mile United Presbyterian Church	Beaver	PA

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2012 FOUNDATION GIVING

Fourth Judicial District CASA	Las Vegas	NM
Frankford Student Activity Fund	Philadelphia	PA
Franklin-Grand Isle United Way, Inc.	Saint Albans	VT
Freedom High School	Orlando	FL
Freedom Ride	Orlando	FL
Fresno Unified School District	Fresno	CA
Friends of Churchville Nature Center	Churchville	PA
Friends of Disabled Adults & Children Too, Inc.	Stone Mountain	GA
Friends of Hunting Island State Park	Hunting Island	SC
Friends of Salem NH Recreation	Salem	NH
Friends of The Capitol Theater Inc.	Dover	DE
Friends of The Forest Preserve District of Will County	Joliet	IL
Friends of The Forest Preserves	Chicago	IL
Friends of The Free Library of Philadelphia, Inc.	Philadelphia	PA
Friends of The Manchester Animal Shelter	Manchester	NH
Friends of The Rappahannock, Inc.	Fredericksburg	VA
Friends of Utah State Parks	Salt Lake City	UT
Fuller Park Community Development Corporation	Chicago	IL
Fund For Boston Neighborhoods, Inc.	Boston	MA
Gads Hill Center	Chicago	IL
Gadsden Cultural Arts Foundation, Inc.	Gadsden	AL
Galesburg Rescue Mission & Women's Shelter	Galesburg	IL
Garden Theatre	Winter Garden	FL
Garrett County Maryland Community Action Committee, Inc.	Oakland	MD
Gateway Community Charters	McClellan	CA
Gay & Lesbian Leadership Institute, Inc.	Washington	DC
George W. Clayton College Trust	Denver	CO
Georgia State Omega Psi Phi Foundation, Inc.	Marietta	GA
GiGi's Playhouse, Inc.	Hoffman Estates	IL
Girl Scout Council of The Florida Panhandle, Inc.	Tallahassee	FL
Girl Scout Council of The Nations Capital	Washington	DC
Girl Scouts of Central Illinois, Inc.	Springfield	IL
Girl Scouts of Citrus Council	Orlando	FL
Girl Scouts of Eastern Massachusetts, Inc.	Boston	MA

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2012 FOUNDATION GIVING

Girl Scouts of Eastern Pennsylvania, Inc.	Miquon	PA
Girl Scouts of Historic Georgia, Inc.	Lizella	GA
Girl Scouts of Southern Arizona	Tucson	AZ
Girl Scouts of The Green & White Mountains	Bedford	NH
Girl Scouts of The United States of America	Fort Myers	FL
Girl Scouts of Utah	Salt Lake City	UT
Girl Scouts of Western Washington	Seattle	WA
Girl Scouts Western Pennsylvania, Inc.	Pittsburgh	PA
Girls Inc. of Greater Philadelphia & Southern New Jersey	Philadelphia	PA
Girls Incorporated of Alameda County	San Leandro	CA
Girls Incorporated of Greater Indianapolis	Indianapolis	IN
Girls Incorporated of Lynn	Lynn	MA
Girls Incorporated of Metro Denver	Denver	CO
Girls Incorporated of New Hampshire	Manchester	NH
Give Kids the World	Kissimmee	FL
Givingpoint, Inc.	Roswell	GA
Glynn County School System	Brunswick	GA
Golden Hours Center Foundation, Inc.	Ogden	UT
Good Shepherd School Foundation	Orlando	FL
Goodwill Industries of Denver	Denver	CO
Goodwill Industries of New Mexico	Albuquerque	NM
Grambling University National Alumni Association	Alpharetta	GA
Grand Rapids Urban League, Inc.	Grand Rapids	MI
Granite Education Foundation, Inc.	Salt Lake City	UT
Granite United Way	Manchester	NH
Grassy Lake Elementary School	Minneola	FL
Greater Chicago Food Depository	Chicago	IL
Greater Huron County United Way	Bad Axe	MI
Greater Metro Parks Foundation	Tacoma	WA
Greater Orlando USBC Youth Inc.	Apopka	FL
Greater Philadelphia Chamber of Commerce Regional Foundation	Philadelphia	PA
Greater Philadelphia Hispanic Chamber of Commerce	Philadelphia	PA
Greater Sacramento Urban League	Sacramento	CA
Greater Twin Cities United Way	Minneapolis	MN

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2012 FOUNDATION GIVING

Greyhound Pets of America - Greater Orlando	Orlando	FL
Groundwork Lawrence, Inc.	Lawrence	MA
Guiding Light Ministries International	Brunswick	GA
Gulf Coast Regional Blood Center	Houston	TX
Habitat for Humanity	Orlando	FL
Habitat For Humanity International, Inc.	Wilmington	DE
	Bellaire	OH
	Chalfont	PA
	Aberdeen	WA
Hacienda Community Development Corporation	Portland	OR
Hands On Portland	Portland	OR
Harbor House of Central Florida	Orlando	FL
Harold Colbert Jones Memorial Community Center of Chicago	Chicago Heights	IL
Harvard Business School Club of Philadelphia	Fort Washington	PA
Health Care Center for the Homeless	Orlando	FL
Heart of Arkansas United Way	North Little Rock	AR
Heart of Illinois United Way, Inc.	Peoria	IL
Here's Help, Inc.	Opa Locka	FL
Hillside Society For The Prevention of Cruelty To Animals	Pottsville	PA
Hispanas Organized For Political Equality - California	Los Angeles	CA
Hispanic Federation, Inc.	New York	NY
Hispanic Human Resources Council, Inc.	West Palm Beach	FL
Hispanic Unity of Florida, Inc.	Hollywood	FL
Hmong American Partnership	Saint Paul	MN
Holy Family Catholic School	Orlando	FL
Homeless Shelter Action Committee, Inc.	Cartersville	GA
Hoosier Hills Food Bank, Inc.	Bloomington	IN
HOPE Helps	Oviedo	FL
Hope Station Opportunity Area Neighborhood Council	Carlisle	PA
Hopeville Boys Center, Inc.	Griffin	GA
Houndhaven, Inc.	Minneola	FL
Houston Area Urban League, Inc.	Houston	TX
Houston Clean City Commission, Inc.	Houston	TX
Howard Center, Inc.	Burlington	VT
Humane Society For Greater Nashua Corporation	Nashua	NH

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2012 FOUNDATION GIVING

Humane Society of Lebanon County	Myerstown	PA
Huntingdon Community Center	Huntingdon	PA
IDignity	Orlando	FL
Illinois Education Foundation	Chicago	IL
Immanuel Baptist Church	Grants	NM
In His Hands Christian Daycare	Lovington	NM
Inclusion Center For Community and Justice	Salt Lake City	UT
Indiana Black Expo, Inc.	Indianapolis	IN
Indianapolis Urban League, Inc.	Indianapolis	IN
Inquilinos Boricuas En Accion	Boston	MA
Institute For Latino Progress	Chicago	IL
Institute For Leadership Education Advancement & Development, Inc.	Rosemont	PA
Institute For Transfusion Medicine	Rosemont	IL
	Pittsburgh	PA
Interfaith Homeless Network	Chattanooga	TN
Interfaith Works, Inc.	Rockville	MD
International Leadership Foundation	Washington	DC
International Scholarship and Tuition Services	Nashville	TN
Jack & Jill of America Foundation, Inc.	Washington	DC
Jackson Leadership Institute	Chicago	IL
Jackson State University	Jackson	MS
Jacksonville Urban League, Inc.	Jacksonville	FL
James 5:16 Center	Tarentum	PA
Jane Addams Community Mental Health Center	Freeport	IL
Jeremiah Program	Minneapolis	MN
Johnson City Boys Club Inc.	Johnson City	TN
Jordan Education Foundation	West Jordan	UT
Journey's End Animal Sanctuary	De Land	FL
Junior Achievement of Central Florida	Orlando	FL
Junior Auxiliary of Clinton, Inc.	Clinton	MS
Kankakee County Community Services, Inc.	Kankakee	IL
Keep Indianapolis Beautiful, Inc.	Indianapolis	IN
Kids Advancing Hope Coalition	Oak Park	MI
Kids Against Hunger of Central Indiana, Inc.	Indianapolis	IN

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2012 FOUNDATION GIVING

Kids Beating Cancer	Orlando	FL
King's Highway Elementary School	Coatesville	PA
KIPP Minnesota	Minneapolis	MN
KIPP, Inc.	Galveston	TX
Kishwaukee United Way	Dekalb	IL
Kiwanis Club of Mill Hall Pennsylvania Foundation	Mill Hall	PA
Kiwanis Day Nursery	Huntington	WV
Knox Parks Foundation, Inc.	Hartford	CT
Knoxville Area Urban League	Knoxville	TN
Korean American Community Services	Chicago	IL
L.A. Family Housing	Los Angeles	CA
Lake Area United Way, Inc.	Griffith	IN
Lake George Elementary School	Orlando	FL
Lake Lacrosse, Inc.	Clermont	FL
Lancaster Elementary School	Orlando	FL
Las Cruces Public Schools Foundation	Las Cruces	NM
Latin American Association, Inc.	Atlanta	GA
Latin American Community Center, Inc.	Wilmington	DE
Latin American Economic Development Association, Inc.	Camden	NJ
Latin American Youth Center, Inc.	Washington	DC
Latin Americans United For Progress, Inc.	Holland	MI
Latino Leadership Alliance of Bucks County, Inc.	Bristol	PA
Latino Memphis, Inc.	Memphis	TN
Lawrence Community Works, Inc.	Lawrence	MA
Lawrence Hall Youth Services	Chicago	IL
Lawrenceville-Duluth Alumni Chapter of Kappa Alpha Psi Foundation, Inc.	Suwanee	GA
Lazarus House	St. Charles	IL
Leg Up Farm	Mount Wolf	PA
Legacy Community Health Services, Inc.	Houston	TX
Lehigh University	Bethlehem	PA
Lemoyne Owen College	Memphis	TN
Lenawee United Way	Adrian	MI
Leukemia & Lymphoma Society	Orlando	FL
Lifesouth Community Blood Centers, Inc.	Huntsville	AL

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2012 FOUNDATION GIVING

Little Earth Residents Association, Inc.	Minneapolis	MN
Liverpool Township Patrolman's Association	East Liverpool	OH
Los Banos Unified School District	Los Banos	CA
Love, Inc.	Meridian	MS
Lower Columbia Cap Foundation	Longview	WA
Loyalhanna Watershed Association, Inc.	Ligonier	PA
Loyola University Medical Center	Maywood	IL
LULAC Institute, Inc.	Washington	DC
LULAC National Educational Service Centers, Inc.	Albuquerque	NM
Lycoming County United Way, Inc.	Williamsport	PA
Lykens Community Development Corporation, Inc.	Lykens	PA
MEND	Pacoima	CA
Make-A-Wish Foundation	Orlando	FL
Manitowoc-Two Rivers YMCA, Inc.	Manitowoc	WI
Martha's Vineyard Boys & Girls Club, Inc.	Edgartown	MA
Martin House, Inc.	Norwich	CT
Maryland Coastal Bays Foundation, Inc.	Ocean City	MD
Mazzoni Center	Philadelphia	PA
Medic, Inc.	Knoxville	TN
Memorial Middle School	Orlando	FL
Memphis Urban League, Inc.	Memphis	TN
Mercy Ministries, Inc.	Augusta	GA
Merrimack Valley YMCA, Inc.	Lawrence	MA
Metropolitan Inter-Faith Association	Memphis	TN
Metropolitan State College of Denver Foundation, Inc.	Denver	CO
Mexican Institute of Greater Houston, Inc.	Houston	TX
Mi Casa Resource Center	Denver	CO
Miami-Dade Public School District	Miami	FL
Michigan State University	East Lansing	MI
Mid-South Regional Blood Center, Inc.	Memphis	TN
Mile High United Way, Inc.	Denver	CO
Mill River Union High School	North Clarendon	VT
Mimbres Region Arts Council, Inc.	Silver City	NM
Minneapolis Urban League	Minneapolis	MN

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2012 FOUNDATION GIVING

Minneola Elementary	Minneola	FL
Mississippi Blood Services, Inc.	Flowood	MS
Motion Picture & Television Fund	Woodland Hills	CA
Motor City Blight Busters, Inc.	Detroit	MI
Mount Dora Middle School	Mount Dora	FL
Mount Hermon Educational Corporation of South Florida	West Park	FL
Mount St. Vincent Home, Inc.	Denver	CO
Mountaineer Boys & Girls Club, Inc.	Morgantown	WV
Multiple Sclerosis Society-Mid Florida	Maitland	FL
Mundy's Mill High School	Jonesboro	GA
My Stuff Bags Foundation	Westlake Village	CA
Naples Botanical Garden, Inc.	Naples	FL
Nashua Police Athletic League	Nashua	NH
Nathaniel's Hope	Orlando	FL
Natick Service Council, Inc.	Natick	MA
National Alliance on Mentally Ill of Greater Orlando	Orlando	FL
National Coalition of 100 Black Women Mecca Chapter, Inc.	Atlanta	GA
National Congress of Black Women, Inc.	Washington	DC
National Council of La Raza	Washington	DC
National Foundation For Credit Counseling, Inc.	Chattanooga	TN
National Gay and Lesbian Task Force Foundation	New York	NY
National Hispana Leadership Institute	Arlington	VA
National Hispanic Caucus of State Legislators	Washington	DC
National Puerto Rican Coalition, Inc.	Washington	DC
National Urban League, Inc.	New York	NY
Native American Youth and Family Center	Portland	OR
Need In Deed	Philadelphia	PA
Neighborhood Centers, Inc.	Bellaire	TX
Neighborhood Educational Enhancement & Development Services, Inc.	Hattiesburg	MS
Neighborhood House	St. Paul	MN
Neighborhood House Inc.	Seattle	WA
New Birth Church of Christ	New Haven	CT
New Covenant Missionary Baptist Church	Chicago	IL
New Dimensions	Orlando	FL

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2012 FOUNDATION GIVING

New Hampshire Catholic Charities, Inc.	Manchester	NH
New Hope for Kids	Maitland	NC
New Jersey Hall of Fame	Newark	NJ
New Ulm Turnverein	New Ulm	MN
Newseum, Inc.	Washington	DC
Niles Schools Education Foundation	Niles	MI
NonProfit Vote	Boston	MA
Norris Square Civic Association	Philadelphia	PA
North Cobb High School Academic Booster Club	Kennesaw	GA
North East Community Center Association	Spokane	WA
North End Action Team, Inc.	Middletown	CT
Northern Illinois Blood Bank, Inc.	Rockford	IL
Northern Illinois Center For Autism	Lake in the Hills	IL
Northern Illinois Food Bank	Geneva	IL
Northern Virginia Urban League, Inc.	Alexandria	VA
Northwest Assistance Ministries	Houston	TX
Northwest Harvest/EMM	Seattle	WA
Northwest Youth and Family Services	Shoreview	MN
Nueva Esperanza	Philadelphia	PA
Nutmeg Big Brothers Big Sisters, Inc.	Hartford	CT
Oak Ridge High School	Orlando	FL
Oakland County Pioneer & Historical Society	Pontiac	MI
Oakland Unified School District	Oakland	CA
Old Colony YMCA	Brockton	MA
Olympia High School	Orlando	FL
On Point	Hixson	TN
One Body World Ministries	Clinton	TN
One Heart Ministries, Inc.	Conyers	GA
Open Meadow Alternative Schools, Inc.	Portland	OR
Operation Hope, Inc.	Los Angeles	CA
Operation School Bell	Los Angeles	CA
Opportunities Industrialization Center, Inc.	Philadelphia	PA
Orange County Public Schools	Orlando	FL
Orchard Village	Skokie	IL

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2012 FOUNDATION GIVING

Oregon Human Development Corporation	Tigard	OR
Organization of Chinese Americans, Inc.	Sacramento	CA
	Washington	DC
	Madison Heights	MI
Orion House, Inc.	Newport	NH
Orlando After-School All-Stars	Orlando	FL
Orlando Area Rowing Society	Orlando	FL
Orlando Science Center	Orlando	FL
Orlando Union Rescue Mission	Orlando	FL
Orlando Youth Alliance	Orlando	FL
Oscar Cross Boys & Girls Club of Paducah	Paducah	KY
Oviedo High School	Oviedo	FL
PA Cleanways of Allegheny County, Inc.	Pittsburgh	PA
Pacific Lodge Youth Services	Woodland Hills	CA
Pancreatic Cancer Action Network	Manhattan Beach	CA
Paradise Unified School District	Paradise	CA
Parent Institute For Quality Education, Inc.	National City	CA
Parents, Families and Friends of Lesbians and Gays, Inc.	Washington	DC
Parks & People Foundation, Inc.	Baltimore	MD
Parkside Business & Community In Partnership, Inc.	Camden	NJ
Passion For Learning, Inc.	Silver Spring	MD
Pathways PA, Inc.	Holmes	PA
Pencil Foundation	Nashville	TN
People For People, Inc.	Philadelphia	PA
People For The American Way Foundation	Washington	DC
Peoples Emergency Center	Philadelphia	PA
Perspectives, Inc.	Saint Louis Park	MN
Pet Rescue by Judy	Sanford	FL
Philabundance	Philadelphia	PA
Philadelphia Foundation	Philadelphia	PA
Philadelphia Outward Bound Center	Philadelphia	PA
Philadelphia Reads, Inc.	Philadelphia	PA
Philadelphia University	Philadelphia	PA
Philadelphia Young Playwrights	Philadelphia	PA

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2012 FOUNDATION GIVING

Philadelphia's Children First Fund	Philadelphia	PA
Pikes Peak United Way	Colorado Springs	CO
Pillsbury United Communities	Minneapolis	MN
Plainfield Board of Education	Plainfield	NJ
Plymouth Community United Way	Plymouth	MI
Police Athletic League of Norristown	Norristown	PA
Power of God Fellowship, Inc.	Cartersville	GA
Preservation Foundation of The Lakecounty Forest Preserves	Libertyville	IL
Prevent Child Abuse - Vermont	Montpelier	VT
Prince of Peace Lutheran Church	PrInceton Junction	NJ
Project For Pride In Living, Inc.	Minneapolis	MN
Project Home	Philadelphia	PA
Project SYNCERE	Chicago	IL
Project Vote Smart	Philipsburg	MT
Providence Health & Services Foundation	Burbank	CA
Providence St. Joseph Foundation	Burbank	CA
PTA California Congress of Parents, Teachers & Students, Inc.	Lompoc	CA
	Milpitas	CA
	Modesto	CA
	Pittsburg	CA
	San Francisco	CA
	Santa Cruz	CA
	Stockton	CA
PTA Georgia Congress	Jonesboro	GA
	Savannah	GA
Push For Excellence, Inc.	Chicago	IL
Quest, Inc	Orlando	FL
Quincy Asian Resources, Inc.	Quincy	MA
Rainbow Kitchen Community Services	Homestead	PA
Rappahannock Big Brothers & Big Sisters	Fredericksburg	VA
Reach Education, Inc.	Washington	DC
Rebuilding Together Alexandria	Alexandria	VA
Rebuilding Together Aurora, Inc.	Aurora	IL
Rebuilding Together Thurston County	Olympia	WA

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2012 FOUNDATION GIVING

Remember Me Rose Garden	Portland	OR
Rescuing Animals In Need	Orlando	FL
Reston Interfaith, Inc.	Reston	VA
Resurrection Project	Chicago	IL
Ribbon Riders, Inc.	Lake Mary	FL
Roadrunner Food Bank, Inc.	Albuquerque	NM
Rockford Park District Foundation	Rockford	IL
Rodney Street Tennis Association	Wilmington	DE
Roselle Board of Education	Roselle	NJ
Routt County United Way	Steamboat Springs	CO
Rumbarger Cemetery Preservation Society	Dubois	PA
Sacramento Metro Church of Christ	Carmichael	CA
Saddlers Woods Conservation Association	Haddon Township	NJ
Saint Cyril Roman Catholic Church	East Lansdowne	PA
Saint John Church	Old Saybrook	CT
Saint John Vianney Catholic School	Orlando	FL
Saint Paul Public Schools Foundation, Inc.	Saint Paul	MN
Salinas City Elementary Education Foundation	Salinas	CA
Salt Lake City Corporation	Salt Lake City	UT
Salt Lake Education Foundation	Salt Lake City	UT
Salvation Army	Roseville	MN
Salvation Army of Central Florida	Orlando	FL
Salvation Army World Service Office	Ft. Myers	FL
San Diego River Park Foundation	San Diego	CA
San Juan United Way	Farmington	NM
San Rafael City School District	San Rafael	CA
Sarah Heinz House Association	Pittsburgh	PA
Savannah State College Foundation, Inc.	Savannah	GA
Savannah-Chatham County Public Schools Education For All Foundation	Savannah	GA
Schaefer L I F E	Santa Rosa	CA
School District of the City of Flint	Flint	MI
School on Wheels	Los Angeles	CA
Science Club For Girls, Inc.	Cambridge	MA
SCTE Foundation, Inc.	Exton	PA

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2012 FOUNDATION GIVING

Sea Turtle Preservation Society	Indialantic	FL
Second Harvest Food Bank	Orlando	FL
Second Harvest Gleaners Food Bank of West Michigan, Inc.	Comstock Park	MI
Second Harvest Heartland	St. Paul	MN
Securities & Exchange Commission Historical Society	Washington	DC
Self-Help For The Elderly	San Francisco	CA
Settlement Music School of Philadelphia	Philadelphia	PA
Shane's Inspiration	Van Nuys	CA
Shepherd's Hope	Orlando	FL
Sociedad Latina, Inc.	Roxbury	MA
South Burlington School District	South Burlington	VT
South Jersey Field of Dreams	West Atlantic City	NJ
South Lake Animal League, Inc.	Groveland	FL
South Mountain YMCA	Maplewood	NJ
South Platte Valley Historical Society, Inc.	Ft. Lupton	CO
South Union Community Development, Inc.	Houston	TX
Southern Connecticut State University Foundation, Inc.	New Haven	CT
Southern Pride 4H	Orlando	FL
Southwestern Michigan Urban League, Inc.	Battle Creek	MI
Southwood Elementary School	Orlando	FL
Spanish American Civic Association For Equity, Inc.	Lancaster	PA
SPCA of Central Florida	Orlando	FL
Special Olympics Connecticut, Inc.	Hamden	CT
Special Olympics Florida	Clermont	FL
Special Olympics Georgia, Inc.	Atlanta	GA
Special Olympics Massachusetts, Inc.	Taunton	MA
Special Olympics Michigan, Inc.	Bad Axe	MI
Springfield Day Nursery Corporation	Springfield	MA
Springfield Urban League, Inc.	Springfield	IL
SquashSmarts	Philadelphia	PA
St. John United Way	LaPlace	LA
St. Jude Children's Research Hospital, Inc.	Cordova	TN
St. Mary's Home	Mobile	AL
St. Charles Borromeo Catholic School	Orlando	FL

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2012 FOUNDATION GIVING

St. Cloud Little League	St. Cloud	FL
STARS of West Orange	Ocoee	FL
State of Delaware	Smyrna	DE
Stewpot Community Services, Inc.	Jackson	MS
Storehouse Assistance Center	Fern Park	FL
Sto-Rox School District	McKees Rocks	PA
Strong Women Strong Girls, Inc.	Pittsburgh	PA
Submarine Force Library & Museum Association	Groton	CT
Sultan Jihad Ahmad Community Foundation	Philadelphia	PA
Summer Search	San Francisco	CA
Surfrider Foundation	San Clemente	CA
Susan G. Komen For The Cure	Orlando	FL
Tacoma Urban League	Tacoma	WA
Take Stock in Children	Miami	FL
Tallahassee Sigmas Educational Foundation, Inc.	Tallahassee	FL
Taller Puertorriqueno, Inc.	Philadelphia	PA
Target Hunger	Houston	TX
Tazewell Animal Protective Society	Pekin	IL
Teach For America, Inc.	New York	NY
Team Pennsylvania Foundation	Harrisburg	PA
Tech Corps	Houston	TX
Techbridge Girls	Oakland	CA
Tejano Center For Community Concerns, Inc.	Houston	TX
Terrebonne Parish Consolidated Government	Houma	LA
The Arc of Dauphin County	Harrisburg	PA
The Boys & Girls Club of Chambersburg & Shippensburg, Inc.	Chambersburg	PA
The Boys & Girls Club of Greater Peoria, Inc.	Peoria	IL
The Caregivers, Inc.	Bedford	NH
The Center For Exceptional Care	Elgin	IL
The Child Advocacy Center of Hillsborough County	Nashua	NH
The Children's Hospital of Philadelphia Foundation	Philadelphia	PA
The Church of Jesus Christ of Latter-day Saints	San Bruno	CA
The Committee of Seventy	Philadelphia	PA
The Denver Health & Hospitals Foundation	Denver	CO

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2012 FOUNDATION GIVING

The Education Partnership	Pittsburgh	PA
The Foundation For Enhancing Communities	Harrisburg	PA
The Fuller Center For Housing, Inc.	Shreveport	LA
The Greenway Foundation, Inc.	Greenwood Village	CO
The Guidance Center	Southgate	MI
The Heart Gallery of New Mexico Foundation	Albuquerque	NM
The John M. Barry Boys & Girls Club of Newton, Inc.	Newton	MA
The Open Door Cape Ann Food Pantry, Inc.	Gloucester	MA
The Salvation Army	Shreveport	LA
	Jackson	MS
	Philadelphia	PA
	Everett	WA
The School Board of Orange County Florida	Orlando	FL
The United Way of Calvert, Inc.	Prince Frederick	MD
The United Way of Central Maryland, Inc.	Baltimore	MD
The United Way of Charles County, Inc.	La Plata	MD
The United Way of Greater Waterbury, Inc.	Waterbury	CT
The United Way of Northeast Louisiana, Inc.	Monroe	LA
The Urban League of Greater Atlanta, Inc.	Atlanta	GA
The Urban League of Greater Chattanooga, Inc.	Chattanooga	TN
The Young Men's Christian Association of Greater Miami, Inc.	Miami	FL
Theatre Downtown	Orlando	FL
Thornebrooke Elementary School	Ocoee	FL
Thornton Township Youth Committee Program, Inc.	South Holland	IL
Thumb Industries	Bad Axe	MI
Town of Hudson	Hudson	MA
Town of Loudon New Hampshire	Loudon	NH
Town of Springfield	Springfield	VT
Trees Atlanta, Inc.	Atlanta	GA
Trees Indiana, Inc.	Fort Wayne	IN
Trenton Board of Education	Trenton	NJ
Tri-City Community Action Program, Inc.	Malden	MA
Trident United Way, Inc.	North Charleston	SC
Trident Urban League, Inc.	Charleston	SC

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2012 FOUNDATION GIVING

Trinidad Community Foundation	Trinidad	CO
Trinity Pentecostal Holiness Church	Tallahassee	FL
Trustees of The University of Pennsylvania	Philadelphia	PA
Unbridled Spirit	Saint Cloud	FL
Union League Boys & Girls Club	Chicago	IL
Union Park Little League	Orlando	FL
Union Station Homeless Services	Pasadena	CA
United Cerebral Palsy of Central Florida	Orlando	FL
United Communities Against Poverty, Inc.	Capitol Heights	MD
United Neighborhood Organization	Chicago	IL
United Teen Equality Center	Lowell	MA
United Way California Capital Region	Sacramento	CA
United Way Capital Area	Austin	TX
United Way Chattanooga	Chattanooga	TN
United Way For Southeastern Michigan	Detroit	MI
United Way Manitowoc County, Inc.	Manitowoc	WI
United Way of Adams County	Gettysburg	PA
United Way of Adams County, Inc.	Quincy	IL
United Way of Allegheny County	Pittsburgh	PA
United Way of Allen County, Inc.	Fort Wayne	IN
United Way of Atlantic County	Galloway	NJ
United Way of Bartholomew County, Inc.	Columbus	IN
United Way of Beaver County, Inc.	Monaca	PA
United Way of Bennington County	Manchester Center	VT
United Way of Benton County	Corvallis	OR
United Way of Berks County	Reading	PA
United Way of Blair County, Inc.	Altoona	PA
United Way of Broward County	Fort Lauderdale	FL
United Way of Bucks County	Fairless Hills	PA
United Way of Burlington County, Inc.	Rancocas	NJ
United Way of Cache Valley	Logan	UT
United Way of Camden County	Camden	NJ
United Way of Central and Southern Utah	Provo	UT
United Way of Central Illinois, Inc.	Springfield	IL

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2012 FOUNDATION GIVING

United Way of Central Jersey, Inc.	Milltown	NJ
United Way of Central New Mexico	Albuquerque	NM
United Way of Central Virginia, Inc.	Lynchburg	VA
United Way of Central Washington County	Washington	PA
United Way of Champaign County Illinois, Inc.	Champaign	IL
United Way of Chester County	West Chester	PA
United Way of Chittenden County, Inc.	South Burlington	VT
United Way of Clarion County	Clarion	PA
United Way of Coastal Georgia, Inc.	Brunswick	GA
United Way of Danville Area, Inc.	Danville	IL
United Way of Decatur & Mid-Illinois	Decatur	IL
United Way of Delaware County Indiana, Inc.	Muncie	IN
United Way of Delaware, Inc.	Wilmington	DE
United Way of Eagle River Valley, Inc.	Edwards	CO
United Way of East Mississippi, Inc.	Meridian	MS
United Way of Eastern New Mexico, Inc.	Clovis	NM
United Way of Elkhart County, Inc.	Elkhart	IN
United Way of Etowah County Alabama, Inc.	Gadsden	AL
United Way of Forsyth County, Inc.	Cumming	GA
United Way of Frederick County, Inc.	Frederick	MD
United Way of Garfield County, Inc.	Glenwood Springs	CO
United Way of Genesee County	Flint	MI
United Way of Gloucester County	Thorofare	NJ
United Way of Grays Harbor	Aberdeen	WA
United Way of Greater Clarksville Region, Inc.	Clarksville	TN
United Way of Greater Houston	Houston	TX
United Way of Greater Kansas City, Inc.	Kansas City	MO
United Way of Greater Knoxville, Inc.	Knoxville	TN
United Way of Greater Mercer County, Inc.	Lawrenceville	NJ
United Way of Greater Nashua, Inc.	Nashua	NH
United Way of Greater New Bedford, Inc.	New Bedford	MA
United Way of Greater New Haven, Inc.	New Haven	CT
United Way of Greater Philadelphia and Southern New Jersey	Philadelphia	PA
United Way of Greater Plymouth County, Inc.	Brockton	MA

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2012 FOUNDATION GIVING

United Way of Greater Union County, Inc.	Elizabeth	NJ
United Way of Grundy County	Morris	IL
United Way of Henry County & Martinsville, Inc.	Martinsville	VA
United Way of Huntingdon County Fund	Huntingdon	PA
United Way of Indiana County	Indiana	PA
United Way of Island County	Oak Harbor	WA
United Way of Jefferson County	Steubenville	OH
United Way of Kankakee County, Inc.	Kankakee	IL
United Way of King County	Seattle	WA
United Way of Knox County, Inc.	Galesburg	IL
United Way of Lake County, Inc.	Gurnee	IL
United Way of Lancaster County	Lancaster	PA
United Way of Lane County	Springfield	OR
United Way of Larimer County, Inc.	Fort Collins	CO
United Way of Lawrence County	New Castle	PA
United Way of Lebanon County, Inc.	Lebanon	PA
United Way of Madison County, Inc.	Huntsville	AL
United Way of Massachusetts Bay, Inc.	Boston	MA
United Way of McLean County	Bloomington	IL
United Way of Merced County, Inc.	Merced	CA
United Way of Metropolitan Atlanta, Inc.	Atlanta	GA
United Way of Metropolitan Chicago	Chicago	IL
	Matteson	IL
	Mount Prospect	IL
	Oak Brook	IL
United Way of Miami-Dade, Inc.	Miami	FL
United Way of Mid Coast Maine, Inc.	Bath	ME
United Way of Middle Tennessee, Inc.	Nashville	TN
United Way of Mifflin Juniata	Lewistown	PA
United Way of Monmouth County, Inc.	Farmingdale	NJ
United Way of Monterey County	Monterey	CA
United Way of New York City	New York	NY
United Way of Northeast Florida, Inc.	Jacksonville	FL
United Way of Northeast Mississippi, Inc.	Tupelo	MS

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2012 FOUNDATION GIVING

United Way of Northwest Florida	Panama City	FL
United Way of Palm Beach County, Inc.	Boynton Beach	FL
United Way of Pekin	Pekin	IL
United Way of Pierce County	Tacoma	WA
United Way of Pueblo County Colorado, Inc.	Pueblo	CO
United Way of Quay County	Tucumcari	NM
United Way of Rock River Valley	Rockford	IL
United Way of Rome & Floyd County, Inc.	Rome	GA
United Way of Rutland County Vermont, Inc.	Rutland	VT
United Way of Salt Lake	Salt Lake City	UT
United Way of Santa Fe County, Inc.	Santa Fe	NM
United Way of Sarasota County, Inc.	Sarasota	FL
United Way of Silicon Valley	San Jose	CA
United Way of Snohomish County	Everett	WA
United Way of Southeast Mississippi	Hattiesburg	MS
United Way of Southeastern Connecticut, Inc.	Gales Ferry	CT
United Way of Southwest Alabama, Inc.	Mobile	AL
United Way of Southwest Michigan	St. Joseph	MI
United Way of Southwest New Mexico	Las Cruces	NM
United Way of Spokane County	Spokane	WA
United Way of Sterling Rock Falls	Sterling	IL
United Way of The Bay Area	San Francisco	CA
United Way of The Big Bend, Inc.	Tallahassee	FL
United Way of The Brown County Area, Inc.	New Ulm	MN
United Way of The Capital Area, Inc.	Jackson	MS
United Way of The Capital Region	Enola	PA
United Way of The Central Savannah River Area, Inc.	Augusta	GA
United Way of The Coastal Empire, Inc.	Savannah	GA
United Way of The Columbia-Willamette	Portland	OR
United Way of The Florida Keys, Inc.	Tavernier	FL
United Way of The Laurel Highlands, Inc.	Johnstown	PA
United Way of The Lower Eastern Shore, Inc.	Salisbury	MD
United Way of The Mid-South	Memphis	TN
United Way of The Mid-Willamette Valley	Salem	OR

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United Way of The National Capital Area	Vienna	VA
United Way of The Northwest Alabama, Inc.	Florence	AL
United Way of The Upper Ohio Valley, Inc.	Wheeling	WV
United Way of The Wine Country	Santa Rosa	CA
United Way of Tri County, Inc.	Framingham	MA
United Way of Tucson & Southern Arizona, Inc.	Tucson	AZ
United Way of Washtenaw County	Ann Arbor	MI
United Way of Weld County, Inc.	Greeley	CO
United Way of West Alabama, Inc.	Tuscaloosa	AL
United Way of Westchester & Putnam, Inc.	White Plains	NY
United Way of Western Connecticut, Inc.	Stamford	CT
United Way of Westmoreland County	Greensburg	PA
United Way of Whatcom County	Bellingham	WA
United Way of Whitewater Valley	Richmond	IN
United Way of Will County	Joliet	IL
United Way of Williamson County	Franklin	TN
United Way of York County	York	PA
United Way Thomas Jefferson Area	Charlottesville	VA
United Way, Inc.	Los Angeles	CA
	Hartford	CT
United Workers, Inc.	New Haven	CT
University of Central Florida Foundation	Orlando	FL
Urban League of Broward County, Inc.	Fort Lauderdale	FL
Urban League of Eastern Massachusetts, Inc.	Roxbury	MA
Urban League of Greater Hartford, Inc.	Hartford	CT
Urban League of Greater Pittsburgh	Pittsburgh	PA
Urban League of Greater Richmond	Richmond	VA
Urban League of Hudson County, Inc.	Jersey City	NJ
Urban League of Madison County, Inc.	Anderson	IN
Urban League of Metropolitan Denver	Denver	CO
Urban League of Middle Tennessee	Nashville	TN
Urban League of Palm Beach County, Inc.	West Palm Beach	FL
Urban League of Philadelphia	Philadelphia	PA
Urban League of Portland	Portland	OR

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2012 FOUNDATION GIVING

Urban League of Southwestern Fairfield County, Inc.	Stamford	CT
Urban League of Springfield, Inc.	Springfield	MA
Urban League of The Pikes Peak Region, Inc.	Elbert	CO
US Foundation For The Inspiration & Recognition Science & Technology	Manchester	NH
Utah Coalition of La Raza	Salt Lake City	UT
Utah Food Bank	Salt Lake City	UT
Vail Valley Foundation, Inc.	Avon	CO
Vallejo City School District	Vallejo	CA
Valley Family Center	San Fernando	CA
Valley United Way, Incorporated	Shelton	CT
Variety Club Camp & Development Center For Handicapped Children	Worcester	PA
Vermont Center For The Deaf & Hard of Hearing, Inc.	Brattleboro	VT
Veterans Group	Philadelphia	PA
Vineyard Conservation Society, Inc.	Vineyard Haven	MA
Virginia Baptist Children's Home and Family Services	Salem	VA
Virginia Blood Services	Richmond	VA
Vision New America, Inc.	San Jose	CA
Vitas Hospice Charitable Connection	Hollywood	FL
Voices for Osceola Children, Inc.	Kissimmee	FL
Volunteer Action Center of Broward County, Inc.	Lauderhill	FL
Volunteer Center For Anne Arundel County	Annapolis	MD
Volunteers of America, Inc.	Lanham	MD
W C Two	Knoxville	TN
Washington City Mission, Inc.	Washington	PA
Washington Tennis & Education	Washington	DC
Washington Urban League, Inc.	Washington	DC
Wayside House, Inc.	St. Louis Park	MN
West Broad Street YMCA	Savannah	GA
West End Renaissance Committee	Midland	PA
Westbrook Elementary	Ocoee	FL
Westlake Charter School	Sacramento	CA
Westside Middle School	Winder	GA
Whatcom Parks & Recreation Foundation	Bellingham	WA
Whispering Oak Elementary School	Winter Garden	FL

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2012 FOUNDATION GIVING

White County United Way, Inc.	Monticello	IN
Whole Truth Apostolic Faith Assembly	Lafayette	IN
Wilderness Leadership & Learning, Inc.	Washington	DC
William Byrd Community House	Richmond	VA
Windermere Little League	Windermere	FL
Windermere Wildfire Travelling Softball	Windermere	FL
Wing Luke Memorial Foundation	Seattle	WA
Winter Garden Heritage Foundation	Winter Garden	FL
Winter Park Library - New Leaf Bookstore	Winter Park	FL
Wolves Baseball Organization	Orlando	FL
Women Moving On, Inc.	Decatur	GA
Women's Lunch Place, Inc.	Boston	MA
Women's Residential & Counseling Center	Orlando	FL
Women's Way	Philadelphia	PA
Woodland Hills School District Foundation	Turtle Creek	PA
YMCA of Greater Manchester	Manchester	NH
YMCA of Martha's Vineyard, Inc.	Vineyard Haven	MA
YMCA of Metropolitan Chicago	Chicago	IL
Young Men's Christian Association	Atlanta	GA
Young Men's Christian Association of Metropolitan Atlanta, Inc.	Atlanta	GA
Young Men's Christian Association of Snohomish County	Everett	WA
Young Women's Christian Association of Gettysburg PA	Gettysburg	PA
Young Women's Christian Association of Pittsburgh	Pittsburgh	PA
Youngwood Borough	Youngwood	PA
Youth Conservation Corps	Waukegan	IL
Youth Crossroads, Inc.	Berwyn	IL
Youth Development, Inc.	Albuquerque	NM
Zeta Sigma Foundation, Inc.	Baltimore	MD

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