

## COVID-19 UPDATE

Learn more about how we are making the health and safety of our employees a top priority.

<https://jobs.comcast.com/blog/life-at-comcast/supporting-our-people-during-covid-19>



# Benefits, Perks & Total Compensation



## How we care for you

We believe that benefits should connect you to the support you need when it matters most, and should help you care for those who matter most. That's why we provide an array of options, not just generous paid time off programs, but also expert guidance and always-on tools that are personalized to meet the needs of your reality—to help support you physically, financially and emotionally through the big milestones and in your everyday life.

Here's a look at just some of the benefits and perks we make available to our US-based employees:

## BENEFITS AND PERKS



### Medical & Dental

At Comcast, we care about our employees' wellbeing—physically, emotionally, and financially, and we work to make sure our employees have access to the benefits they need to support their lives starting on the first day of employment.



### 401 (K) Savings Plan

Save for your future with our 401(k). We offer automatic enrollment along

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with dollar-for-dollar matching, up to the first 6% of your eligible pay contributed.

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### Time Off

We know how important it can be to spend time away from work to relax, to recover from illness, or to take time to care for other needs. We offer paid time off to regular full-time and part-time employees that includes vacation, flex time (which may be used for sick leave), and holidays to help you meet these needs.

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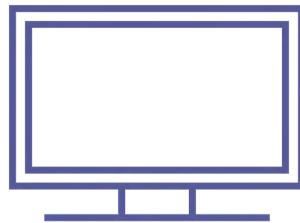


### Life Milestones

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From adoption assistance, childcare resources, pet insurance and more, Comcast supports you at all life stages. Our Paid Parental Leave provides 12 weeks off for a primary caregiver (with a phase back to work option) and 2 weeks off for a non-primary caregiver.

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### Courtesy Service

We believe it is important for our employees to be familiar with and enjoy the same wonderful products and services as customers. We offer all of our full-time employees in serviceable areas free digital TV and internet, as well as deeply discounted phone services and other features.

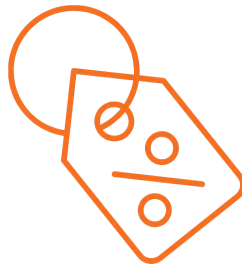
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## Discount Tickets

Comcast employees can take advantage of exclusive discounts and special offers at our Universal Resorts, including theme park tickets and onsite hotel rooms.



## Perks and Discounts

Comcast offers a wide variety of perks and other benefits—including tuition assistance, commuter discounts, voluntary benefits, and discounts to over 700 retailers—to help you in all aspects of your life.

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## Compensation Programs

At Comcast, our compensation programs, which may include bonus, commission or equity, in addition to base pay, provide financial incentive to help ensure our teammates are focused on the right things to drive our annual goals.



Most sales positions are eligible to be paid a commission according to a plan document that is specific to the position. Most non-sales positions are eligible for a bonus under one of several bonus plans, which are based on individual as well as company performance. Specific eligibility is determined by role. Additionally, we do have the opportunity for some of our teammates –

typically those in leadership roles -- to receive equity as part of our compensation. Specific eligibility and amount of equity available differ by year.

\*Comcast Employees who are represented by a labor union or a Guild may or may not be eligible for any or all of the benefits, plans or programs described in this document. The eligibility of union-represented employees for these benefits, plans or programs may be governed by the applicable collective bargaining agreements, and/or subject to collective bargaining.

**Got a Question? We're always online.**

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COMCAST CAREERS



OTHER CAREER OPTIONS AT COMCAST



OTHER CAREER OPPORTUNITIES

COMCAST CORPORATE

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Comcast is a drug-free workplace.

[Comcast Policy on EEO](/equal-employment-opportunity) </equal-employment-opportunity> | [Cal. Civ. Code §1798.135: Do](#)

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