

April 14, 2020

Michael Cole
131 S 13th St
APT 3F
Philadelphia, PA 19107

Dear Michael,

Congratulations on your career growth at Comcast. Your promotion to Mgr 2, Entrprs Data & Anlytcs (Eng/Anly) will be effective March 22, 2020.

Your annual salary for this exempt position will be \$126,134.95 (\$4,851.34 bi-weekly). Your base salary shall be reviewed each year. You will be eligible for any salary increase programs offered by Comcast, subject to individual merit evaluation and otherwise on a consistent basis as for other similarly situated employees. You will also be eligible for an annual performance bonus in the maximum amount of 15.00 % of your eligible earnings.

Shortly after the effective date of your promotion, you will be granted 120 restricted stock shares of Class A Common Stock of Comcast Corporation. These shares will have a vesting schedule as follows: 15% will vest on each of the first through fourth anniversaries of the date of grant, and an additional 40% will vest on the fifth anniversary of the date of grant, in accordance to the terms of the applicable restricted stock plan documents. Details of the grants will be included in the restricted stock award package which will be provided to you shortly after your grant date.

The Company continuously reviews its remuneration programs in an effort to harmonize compensation practices. As a result, there may be modifications to the Company's compensation and benefits programs. In the event changes are made, you will be treated consistently with your responsibilities and level at that time.

It should be noted that the above description of your salary, job title, and other information in this letter is not intended to create a contract for a specific term of employment or any other legally enforceable promise, and that employment with Comcast is at-will.

Again, congratulations on your promotion. I look forward to continuing to work with you in a very exciting and challenging environment!

Sincerely,

Shawn M Levin
Director, Data Quality

Accepted: _____ Date: _____
Michael Cole