

Federal Communications Commission Washington, D.C. 20554  <b>FCC 396-C</b>	OMB 3060-1033 September 2003  FOR FCC USE ONLY
<b>Multi-Channel Video Program Distributor EEO                  Program Annual Report</b>  Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. B396 - 20080930AFG

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
 COMCAST CORPORATION

MSO Name:  
 COMCAST CABLE COMMUNICATIONS

B. Employment Unit's Mailing Address  
 1701 JFK BLVD  
 WEST DIVISION

City PHILADELPHIA	State PA	Zip Code 19103-
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Emp. Unit ID # 11538

**Application Purpose**  
 New Program Report  
 Amendment to Program Report

Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located  
 CONTRA COSTA, CA

D. Category of Respondent (check applicable box)

<input type="radio"/>	Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
<input checked="" type="radio"/>	Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 8/24/2008-9/6/2008

F. Attachments: (See "Exhibit" buttons, below.)

**SECTION II COMMUNITY INFORMATION**

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
Review the list of communities served on the previous year's submission and attach as Exhibit A [Exhibit 1] any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation.  
 [Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment
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	Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

**SECTION IV ADDITIONAL INFORMATION**

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information. [Exhibit 3]

**SECTION V CERTIFICATION**

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Title HR VP
Date 9/26/2008	Name of Respondent RON PHILLIPS
Telephone No. (include area code) 7202672560	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**Exhibits**



Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
FCC Sourcing Report					
Date :9/1/2007-8/31/2008					
Work Location: CAC01 - Concord CA; CAL13 - Livermore CA; CAW11 - Walnut Creek CA; CAB15 - Brentwood CA					
Position Type: ALL					
47171BR	Retail Sales Manager	CAC01 - Concord CA	Internal	1	1
			Totals	1	1
47733BR	Supervisor Technical Operations	CAC01 - Concord CA	Internal	10	1
			Totals	10	1
48874BR	Converter Control Clerk	CAC01 - Concord CA	Internal	4	0
48874BR	Converter Control Clerk	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	2	1
			Totals	6	1
49062BR	Dispatch Representative 1	CAC01 - Concord CA	I - COMCAST.COM	2	1
49062BR	Dispatch Representative 1	CAC01 - Concord CA	Internal	7	2
49062BR	Dispatch Representative 1	CAC01 - Concord CA	REMPREF - EMPLOYEE REFERRAL	2	1
49062BR	Dispatch Representative 1	CAC01 - Concord CA	V - CAREERS ON DEMAND	1	0
			Totals	12	4
49398BR	B2B Commerical Outside Sales Rep - Delta Valley	CAC01 - Concord CA	ICOMCAST - COMCAST.COM	4	2
49398BR	B2B Commerical Outside Sales Rep - Delta Valley	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	1	0
			Totals	5	2
49992BR	Customer Service Center Representative	CAC01 - Concord CA	I - COMCAST.COM	3	0
49992BR	Customer Service Center Representative	CAC01 - Concord CA	Internal	1	0
49992BR	Customer Service Center Representative	CAC01 - Concord CA	J - ONLINE/CIPS	1	1
49992BR	Customer Service Center Representative	CAC01 - Concord CA	REMPREF - EMPLOYEE REFERRAL	1	0
			Totals	6	1
50304BR	Communications Technician 1-3	CAL13 - Livermore CA	I - CAREERBUILDER.COM	1	1
50304BR	Communications Technician 1-3	CAL13 - Livermore CA	I - COMCAST.COM	9	5
50304BR	Communications Technician 1-3	CAL13 - Livermore CA	Internal	3	2
50304BR	Communications Technician 1-3	CAL13 - Livermore CA	N - MODESTO BEE	1	1
50304BR	Communications Technician 1-3	CAL13 - Livermore CA	N - STOCKTON RECORD	1	0
50304BR	Communications Technician 1-3	CAL13 - Livermore CA	R - EMPLOYEE REFERRAL	2	1
			Totals	17	10
50306BR	Communications Technician 1-3	CAC01 - Concord CA	A - CABLE TELECOMMUNICATIONS ASSOC.	1	1
50306BR	Communications Technician 1-3	CAC01 - Concord CA	F - SEARCH FIRM	1	0
50306BR	Communications Technician 1-3	CAC01 - Concord CA	I - BAY AREA JOB FINDER	1	0
50306BR	Communications Technician 1-3	CAC01 - Concord CA	I - COMCAST.COM	7	3
50306BR	Communications Technician 1-3	CAC01 - Concord CA	I - CRAIGSLIST.COM	1	0
50306BR	Communications Technician 1-3	CAC01 - Concord CA	I - YAHOO!HOTJOBS DIRECT	1	1
50306BR	Communications Technician 1-3	CAC01 - Concord CA	Internal	4	3
50306BR	Communications Technician 1-3	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	6	4
50306BR	Communications Technician 1-3	CAC01 - Concord CA	R - WORD OF MOUTH	1	0
50306BR	Communications Technician 1-3	CAC01 - Concord CA	T - TELEPROFESSIONAL MAGAZINE	1	0
			Totals	24	12
50355BR	Technical Operations Manager	CAC01 - Concord CA	Internal	8	1
			Totals	8	1
50868BR	Field Audit Technician	CAC01 - Concord CA	Internal	5	2
			Totals	5	2
50966BR	Direct Sales Representative	CAC01 - Concord CA	C - SOUTHERN UNIVERSITY	1	0
50966BR	Direct Sales Representative	CAC01 - Concord CA	I - COMCAST.COM	6	4
50966BR	Direct Sales Representative	CAC01 - Concord CA	I - HOTJOBS.COM	1	0
50966BR	Direct Sales Representative	CAC01 - Concord CA	J - CITY/CAREER FAIR	1	0
50966BR	Direct Sales Representative	CAC01 - Concord CA	O - CAREER LINK	1	0
50966BR	Direct Sales Representative	CAC01 - Concord CA	REMPREF - EMPLOYEE REFERRAL	1	1
50966BR	Direct Sales Representative	CAC01 - Concord CA	V - CAREERS ON DEMAND	1	0
50966BR	Direct Sales Representative	CAC01 - Concord CA	V - TV COMMERCIAL	1	0
			Totals	13	5
51245BR	Quota Maintenance Specialist	CAC01 - Concord CA	A - AFRICAN AMERICAN ASSOCIATION	1	0
51245BR	Quota Maintenance Specialist	CAC01 - Concord CA	A - CABLE/TEL MARKETING ASSOC	1	0
51245BR	Quota Maintenance Specialist	CAC01 - Concord CA	F - SEARCH FIRM	1	0
51245BR	Quota Maintenance Specialist	CAC01 - Concord CA	I - BAY AREA JOB FINDER	1	0
51245BR	Quota Maintenance Specialist	CAC01 - Concord CA	I - CAREERBUILDER.COM	1	0
51245BR	Quota Maintenance Specialist	CAC01 - Concord CA	I - COMCAST.COM	4	0
51245BR	Quota Maintenance Specialist	CAC01 - Concord CA	I - MONSTER.COM	4	0
51245BR	Quota Maintenance Specialist	CAC01 - Concord CA	Internal	8	1
			Totals	21	1
53257BR	Communications Technician 1-3	CAC01 - Concord CA	A - CABLE TELECOMMUNICATIONS ASSOC.	2	0
53257BR	Communications Technician 1-3	CAC01 - Concord CA	A - CABLE/TEL MARKETING ASSOC	1	1
53257BR	Communications Technician 1-3	CAC01 - Concord CA	I - BAY AREA JOB FINDER	1	1
53257BR	Communications Technician 1-3	CAC01 - Concord CA	I - CAREERBUILDER.COM	1	0
53257BR	Communications Technician 1-3	CAC01 - Concord CA	I - COMCAST.COM	18	11
53257BR	Communications Technician 1-3	CAC01 - Concord CA	I - CRAIGSLIST.COM	1	0
53257BR	Communications Technician 1-3	CAC01 - Concord CA	Internal	2	2
53257BR	Communications Technician 1-3	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	14	8
53257BR	Communications Technician 1-3	CAC01 - Concord CA	V - CAREERS ON DEMAND	1	1
53257BR	Communications Technician 1-3	CAC01 - Concord CA	V - TV COMMERCIAL	1	0
			Totals	42	24
53864BR	Quality Control Technician	CAC01 - Concord CA	Internal	1	1
			Totals	1	1
53943BR	Audit Supervisor	CAC01 - Concord CA	I - COMCAST.COM	1	0

53943BR	Audit Supervisor	CAC01 - Concord CA	Internal	6	1
53943BR	Audit Supervisor	CAC01 - Concord CA	REMPREF - EMPLOYEE REFERRAL	1	0
			Totals	8	1
54188BR	Customer Service Center Representative	CAL13 - Livermore CA	A - INST OF MANAGEMENT ACCOUNTANTS	1	0
54188BR	Customer Service Center Representative	CAL13 - Livermore CA	I - CRAIGSLIST.COM	1	0
54188BR	Customer Service Center Representative	CAL13 - Livermore CA	I - HOTJOBS.COM	1	0
54188BR	Customer Service Center Representative	CAL13 - Livermore CA	Internal	1	0
54188BR	Customer Service Center Representative	CAL13 - Livermore CA	J - COMCAST OPEN HOUSE	1	0
54188BR	Customer Service Center Representative	CAL13 - Livermore CA	R - EMPLOYEE REFERRAL	2	1
			Totals	7	1
54768BR	Dispatch Representative 1	CAC01 - Concord CA	Internal	9	1
			Totals	9	1
54918BR	Business and Compliance Analyst	CAC01 - Concord CA	I - CAREERBUILDER.COM	1	0
54918BR	Business and Compliance Analyst	CAC01 - Concord CA	I - CRAIGSLIST.COM	3	1
54918BR	Business and Compliance Analyst	CAC01 - Concord CA	O - CAREER LINK	1	0
54918BR	Business and Compliance Analyst	CAC01 - Concord CA	T - ELECTRONIC MEDIA	1	0
			Totals	6	1
55166BR	Supervisor Technical Operations	CAC01 - Concord CA	Internal	7	3
			Totals	7	3
55297BR	B2B Commercial Outside Sales Rep - Delta Valley	CAC01 - Concord CA	I - CAREERBUILDER.COM	1	0
55297BR	B2B Commercial Outside Sales Rep - Delta Valley	CAC01 - Concord CA	REMPREF - EMPLOYEE REFERRAL	1	1
			Totals	2	1
55498BR	Communications Technician 1-3	CAC01 - Concord CA	A - CABLE TELECOMMUNICATIONS ASSOC.	1	0
55498BR	Communications Technician 1-3	CAC01 - Concord CA	I - CAREERBUILDER.COM	1	0
55498BR	Communications Technician 1-3	CAC01 - Concord CA	I - COMCAST.COM	13	8
55498BR	Communications Technician 1-3	CAC01 - Concord CA	I - CRAIGSLIST.COM	1	1
55498BR	Communications Technician 1-3	CAC01 - Concord CA	Internal	3	2
55498BR	Communications Technician 1-3	CAC01 - Concord CA	J - CITY CAREER FAIR	1	1
55498BR	Communications Technician 1-3	CAC01 - Concord CA	M - FLYER ADVERTISEMENT	1	0
55498BR	Communications Technician 1-3	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	8	4
55498BR	Communications Technician 1-3	CAC01 - Concord CA	R - WORD OF MOUTH	2	1
55498BR	Communications Technician 1-3	CAC01 - Concord CA	V - CAREERS ON DEMAND	1	0
			Totals	32	17
56261BR	Converter Control Clerk	CAC01 - Concord CA	I - CAJOBS.COM (CALIFORNIA ONLINE JOB NET	1	0
56261BR	Converter Control Clerk	CAC01 - Concord CA	I - CAREERBUILDER.COM	1	0
56261BR	Converter Control Clerk	CAC01 - Concord CA	I - COMCAST.COM	1	1
56261BR	Converter Control Clerk	CAC01 - Concord CA	Internal	1	0
56261BR	Converter Control Clerk	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	1	0
			Totals	5	1
56611BR	Direct Sales Representative	CAC01 - Concord CA	I - COMCAST.COM	1	0
56611BR	Direct Sales Representative	CAC01 - Concord CA	ICOMCAST - COMCAST.COM	1	1
56611BR	Direct Sales Representative	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	1	0
			Totals	3	1
57170BR	B2B Commercial Outside Sales Rep - Delta Valley	CAC01 - Concord CA	ICOMCAST - COMCAST.COM	1	1
57170BR	B2B Commercial Outside Sales Rep - Delta Valley	CAC01 - Concord CA	V - TV COMMERCIAL	1	1
			Totals	2	2
59425BR	Retail Sales Account Executive	CAC01 - Concord CA	I - COMCAST.COM	2	1
			Totals	2	1
59720BR	MDU Sales Account Executive	CAC01 - Concord CA	Internal	1	1
			Totals	1	1
60904BR	Business Account Executive - Concord, CA	CAC01 - Concord CA	I - CAREERBUILDER.COM	1	1
60904BR	Business Account Executive - Concord, CA	CAC01 - Concord CA	I - COMCAST.COM	1	1
60904BR	Business Account Executive - Concord, CA	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	1	1
			Totals	3	3
61212BR	Dispatch Representative 1	CAC01 - Concord CA	ICOMCAST - COMCAST.COM	2	2
61212BR	Dispatch Representative 1	CAC01 - Concord CA	Internal	7	0
61212BR	Dispatch Representative 1	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	2	0
			Totals	11	2
62793BR	Converter Repair and Control Representative - Concord, CA	CAC01 - Concord CA	I - COMCAST.COM	1	1
			Totals	1	1
62856BR	Warehouse Representative - Concord, CA	CAC01 - Concord CA	I - COMCAST.COM	1	1
			Totals	1	1
62857BR	Senior Warehouse Representative - Concord, CA	CAC01 - Concord CA	I - COMCAST.COM	2	0
62857BR	Senior Warehouse Representative - Concord, CA	CAC01 - Concord CA	INTERNAL CANDIDATE	1	1
			Totals	3	1
63248BR	Warehouse Representative - Livermore, CA	CAL13 - Livermore CA	I - CAREERBUILDER.COM	1	1
			Totals	1	1
64608BR	Residential Account Executive -Concord, CA	CAC01 - Concord CA	I - CAREERBUILDER.COM	1	1
			Totals	1	1
64609BR	Residential Account Executive - Livermore, CA	CAL13 - Livermore CA	I - COMCAST.COM	3	1
			Totals	3	1
66259BR	Communication Technician - Concord, CA	CAC01 - Concord CA	A - EMPLOYMENT MANAGEMENT ASSOCIATION	1	0
66259BR	Communication Technician - Concord, CA	CAC01 - Concord CA	I - BAY AREA JOB FINDER	1	0
66259BR	Communication Technician - Concord, CA	CAC01 - Concord CA	I - CAREERBUILDER.COM	3	0
66259BR	Communication Technician - Concord, CA	CAC01 - Concord CA	I - COMCAST.COM	15	0
66259BR	Communication Technician - Concord, CA	CAC01 - Concord CA	I - CRAIGSLIST.COM	1	0
66259BR	Communication Technician - Concord, CA	CAC01 - Concord CA	Internal	4	1
66259BR	Communication Technician - Concord, CA	CAC01 - Concord CA	M - JOB HOTLINE	1	0
66259BR	Communication Technician - Concord, CA	CAC01 - Concord CA	R - EMPLOYEE REFERRAL	11	1



4	Participate in at least two events sponsored by organizations representing groups present in the community interested in cable television employment issues, including conventions, career days, workshops, and similar activities	LDS Job Fair	Church of Jesus Christ and Latter Day Saints (LDS)	11/12/2007	Delta/East bay	Presentation of Comcast careers and opportunities in the California Market		
4	Participate in at least two events sponsored by organizations representing groups present in the community interested in cable television employment issues, including conventions, career days, workshops, and similar activities	WICT Holiday Gala	WICT	12/2/2007	Delta/East bay	Comcast Bay Region representatives presented at event		
4	Participate in at least two events sponsored by organizations representing groups present in the community interested in cable television employment issues, including conventions, career days, workshops, and similar activities	WICT Mentoring Breakfast	WICT	3/25/2008	Delta/East bay	Comcast CA Region representatives presented at event		
9	Establishment of a mentoring program for unit personnel.	Emma Bowen Foundation for Minority Interests in Media	Emma Bowen Foundation	Ongoing	Comcast	Sponsorship and Support for minority recruitment program		
12	Listing of each upper-level category opening in a job bank or newsletter of media trade group whose membership includes substantial participation of women and minorities.	WICT, MultiChannel News, CTAM, SHRM, Execunet, NAMIC	Comcast	Ongoing	CA Region	Posted job openings for Manager and Director opportunities		
15	Provision of training to personnel of unaffiliated non-profit organizations interested in cable industry employment opportunities that would enable them to refer better job candidates for cable television video programming positions.	CaJobs	EDD					
16	Participation in other activities reasonably calculated by the unit to further the goal of disseminating employment opportunity information to job candidates who might otherwise be unaware of such opportunities.	Focus Group Meeting	Livermore, Ca Chamber of Commerce	3/11/2008	Delta/East Bay	attended focus group meeting targeted to help the Livermore Chamber target individuals interested in employment/relocation opportunities for the Livermore area.		
16	Participation in other activities reasonably calculated by the unit to further the goal of disseminating employment opportunity information to job candidates who might otherwise be unaware of such opportunities.	Met with Workforce Investment Board to discuss opportunities to partner for recruitment	Comcast	2/12/2008	Bay Region (California)	Met with Workforce Investment Board to discuss opportunities to partner for recruitment		
16	Participation in other activities reasonably calculated by the unit to further the goal of disseminating employment opportunity information to job candidates who might otherwise be unaware of such opportunities.	Met with Project Hired representative to discuss opportunities to partner for recruitment	Comcast	1/30/2008	Delta/East bay	Met with Project Hired representative to discuss opportunities to partner for recruitment		

**COMCAST CABLE COMMUNICATIONS  
RECRUITMENT SOURCING SUMMARY  
2008**

**LOCATION: CONCORD, MARTINEZ, PITTSBURG, LIVERMORE, WALNUT CREEK, PLEASANTON CA**

SOURCE NAME	CONTACT NAME	CONTACT TITLE	ADDRESS	PHONE
COMCAST-COMCAST.COM	John Smith	Recruiter	2500 Bates Ave, Concord, CA 94520	925-349-3582
EMPLOYEE REFERRAL	John Smith	Recruiter	2500 Bates Ave, Concord, CA 94520	925-349-3582
MONSTER.COM		NA	<a href="http://www.monster.com">www.monster.com</a>	
CALIFORNIA STATE UNIVERSITY	Mark Benson	Career Developer	25800 Carlos Bee Blvd, Hayward, CA 94542	510-885-3000
6FIGUREJOBS.COM		NA	<a href="http://www.6figurejobs.com">www.6figurejobs.com</a>	
BA Jobs	Vince Walker		<a href="http://www.bajobs.com">www.bajobs.com</a>	650-261-1060
CAREERBUILDER.COM		NA	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	
HEALD COLLEGE	Brianne Messier	Career Coordinator	5130 Commercial Circle, Concord CA 94520	925-288-5874
BESTJOBSUSA.COM		NA	<a href="http://www.bestjobsusa.com">www.bestjobsusa.com</a>	
HOTJOBS.COM		NA	<a href="http://www.hotjobs.com">www.hotjobs.com</a>	
TV COMMERCIAL	Internal Cross Channel	NA		
Inter - City Services, Inc.	Gerl Jenkins	Veterans Job Services Rep.	3269 Adeline St, Berkeley, CA 94702	
Employment Development Department	Gary Nelson	Veterans Workforce Specialist	4071 Post Chicago Hwy, Ste 250 Concord, CA 94520	925-602-5036
East Bay Works	Deborah Linville	Employer Liaison	281 Pine Street, Brentwood, CA 94513	925-427-8516
Contra Costa County Employment Office	Alison Muller	Employment Specialist	30 Muir Rd, Martinez, CA 94553	925-313-7875
Workforce Investment Board	Scotty Sanderson		320 Campus Ln, Fairfield, CA 94534	(707) 863-3543
Supported Employment Works	Eryninna Umeh	Employment Specialist	1340 Arnold Drive Suite 120 Martinez, CA 94553	(925) 228-4940 x 112
Oakland Private Industry Council				
Workforce Development Board of Contra Costa County	Susie Baggot	Project Coordinator	2425 Bisso Lane, Ste. 100 Concord, CA 94520	(925) 646-5239
CABLE/TEL HUMAN RESOURCES ASSOC		NA	1755 Park St, suite 260 Naperville, IL 60563	630-416-1166
CABLE/TEL MARKETING ASSOC		NA	201 N. Union St, Suite 440 Alexandria, VA 22314	703-549-4200
OAKLAND COMMUNITY COLLEGE		NA	900 Fallon St, Oakland, CA 94603	510-834-5740
YAHOO.COM		NA	<a href="http://www.yahoo.com">www.yahoo.com</a>	
HISPANIC ALLIANCE FOR CAREER ENHANCEMENT		NA	25 E. Washington Suite 1500 Chicago, IL	312-451-9998
COMMUNICATIONS TECHNOLOGY		NA	1800 N. Stonelake Dr, Suite 2 Bloomington, IN 47404	877-677-2328