

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003 FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. B396 - 20081030ADA

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
COMCAST CORPORATION

MSO Name:
COMCAST CABLE COMMUNICATIONS

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

City PHILADELPHIA	State PA	Zip Code 19103-
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Emp. Unit ID # 1130

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
MOBILE, AL

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 VP OF HR SOUTHERN DIVISION
Date 9/11/2008	Name of Respondent DONNA GAPEN
Telephone No. (include area code) 6783855100	

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).

FORM FCC 396-C - SUPPLEMENTAL INVESTIGATION SHEET

Part I Employee Job Descriptions

Give brief job descriptions for employees in the job categories specified below. The number specified in the box indicates the number of different job descriptions that are to be submitted for each category. Job descriptions should include the position title and a brief description of the major duties and responsibilities of the individual(s) in the position.

- | | | |
|------------------------------|----------------------|--------------|
| 1. Officials and Managers | <input type="text"/> | [Exhibit 4] |
| 2. Professionals | <input type="text"/> | [Exhibit 5] |
| 3. Technicians | <input type="text"/> | [Exhibit 6] |
| 4. Sales Workers | <input type="text"/> | [Exhibit 7] |
| 5. Office and Clerical | <input type="text"/> | [Exhibit 8] |
| 6. Craft Workers (skilled) | <input type="text"/> | [Exhibit 9] |
| 7. Operatives (semi-skilled) | 3 | [Exhibit 10] |
| 8. Laborers (unskilled) | <input type="text"/> | [Exhibit 11] |
| 9. Service Workers | <input type="text"/> | [Exhibit 12] |

Part II Inquiries Concerning EEO Program and Practices

Submit responses to the inquiries indicated by a "check" Responses should be brief, but must provide sufficient information to describe the employment unit's activity and efforts in the area of inquiry.

1. Describe the employment unit's efforts to comply with the outreach provisions of 47 C.F.R. Section 76.75(b). [Exhibit 13]
2. Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business. [Exhibit 14]
3. Name the minority organizations, organizations for women, media, educational institutions, and other recruitment sources used to attract minority and female applicants whenever job vacancies become available. [Exhibit 15]
4. Explain the employment unit's efforts to promote in a nondiscriminatory manner to positions of greater responsibility. [Exhibit 16]
5. Describe the employment unit's efforts to encourage entrepreneurs to conduct business in a nondiscriminatory manner with all parts of its operation and provide an analysis of the results of those efforts. [Exhibit 17]
6. Report the findings of the employment unit's analysis of its efforts to recruit, hire and promote in a nondiscriminatory manner and explain any difficulties encountered in implementing its EEO program. [Exhibit 18]
7. Describe the responsibility of each level of the employment unit's management with respect to application and enforcement of its EEO policy and explain the procedure for review and control of managerial and supervisory performance. [Exhibit 19]
8. Describe the manner in which the employment unit conducts its continuing review of job structure and employment practices. [Exhibit 20]
9. Other Inquiries: [Exhibit 21]

Part III EEO Public File Report

Attach a copy of the EEO public file report from the previous year. Cable entities are required to place annually such information as is required by 47 C.F.R. Section 76.1702 in their public files. [Exhibit 22]

EMP UNIT ID: 1130	MSO NAME: COMCAST CABLE COMMUNICATIONS
	OPR NAME: COMCAST CORPORATION

Exhibits

Exhibit 10

Description: JOB DESCRIPTION

THIS UNIT HAS ONLY TWO (2) POSITIONS IN THE OPERATIVES (SEMISKILLED) JOB CATEGORY SR. WAREHOUSE/MATERIALS MGMT. REP & WAREHOUSE/MATERIALS MGMT. REP. IN SUBSTITUTION OF THE OTHER ONE (1) OPERATIVES (SEMISKILLED) POSITION, THE UNIT IS PROVIDING JOB DESCRIPTIONS OF DISPATCH REP WHICH FALLS UNDER THE OFFICE AND CLERICAL EEO CATEGORY.

JOB TITLE:SR. WAREHOUSE/MATERIALS MGMT REP

POSITION SUMMARY: RECEIVE, STORE AND ISSUE MATERIALS AND EQUIPMENT ORDERED FROM SUPPLIERS FOR USE BY VARIOUS DEPARTMENTS.

MAJOR DUTIES: (MAY PERFORM ANY OR ALL OF THE FOLLOWING DUTIES)

RECEIVE MATERIAL ORDERS, UNLOAD TRUCKS AS SHIPMENTS ARRIVE.
PLACE MATERIALS IN A SAFE AND SECURE PLACE, USING FORKLIFT, HAND TRUCKS.
ISSUE MATERIAL TO TECHNICIANS UPON PROPER RECEIPT OF REQUISITION.
LOG ALL GOODS RECEIVED, DISPENSED, AND ORDERED.
PREPARE ITEMS FOR SHIPMENT VIA UPS AND OTHER CARRIERS.
MAINTAIN SECURITY OF FACILITY WHILE KEEPING WORK AREA NEAT AND IN AN ORDERLY MANNER.
NOTIFY SUPERVISOR OF ANY LOSSES OR DAMAGES OF WAREHOUSE STOCK.
PREPARE, TEST, AND ISSUE CONVERTERS AS REQUIRED TO MEET DAILY INSTALLATION AND SERVICE ACTIVITY.
PERFORM PERIODIC INVENTORY OF WAREHOUSE MATERIALS AND CONVERTERS.
PERFORM OTHER RELATED DUTIES AS ASSIGNED.

MINIMUM QUALIFICATIONS:

EDUCATION: HIGH SCHOOL DIPLOMA OR THE RECOGNIZED EQUIVALENT IN WORK EXPERIENCE OR SELF-STUDY.

POSITION REQUIREMENTS:

3 TO 5 YEARS OF RELATED WORK EXPERIENCE DESIRED.

REQUIRES HEAVY LIFTING.

WEEKEND AND OVERTIME HOURS AS NEEDED.

EXPERIENCE IN OPERATION AND USE OF FORKLIFTS. CERTIFICATION A PLUS

JOB TITLE:DISPATCH REP

POSITION SUMMARY:COMPILE, SCHEDULE AND ASSIGN INSTALLATION AND SERVICE CALLS. ATTEMPT TO RESOLVE SERVICE CALLS BY TELEPHONE, REDUCING TRUCK ROLLS. SUPPORT ANSWERING SERVICE AND CUSTOMER CALL BACK.

MAJOR DUTIES:(MAY PERFORM ANY OR ALL OF THE FOLLOWING DUTIES)

SUPPORT CALLS AHEAD PROGRAM.

COMPILE, SCHEDULE, ASSIGN AND PRINT WORK ORDERS.

MONITOR LOCATION OF SYSTEM FIELD PERSONNEL AND SUPPORT ON TIME GUARANTEE FOLLOW-UP.

REVIEW ANSWERING SERVICE CALLS AND CONTACT CUSTOMERS TO TROUBLESHOOT AND RESOLVE RECEPTION PROBLEMS.

UPDATE AND RETRIEVE CUSTOMER ACCOUNT INFORMATION AS NEEDED.

MONITOR AND ASSIGN SERVICE CALLS BASED ON FIELD PERSONNEL AVAILABILITY AND OPERATIONAL CONDITIONS.

COMPILE, MAINTAIN, AND PREPARE VARIOUS OPERATIONAL REPORTS, LOGS, AND FILES.

MONITOR SYSTEM PLANT AND PICTURE PERFORMANCE TO VERIFY THAT ALL CHANNELS ARE CLEAR.

REPORTING ANY IRREGULARITIES.

MONITOR SERVICE AND INSTALLATION QUEUES AND ROUTE PERSONNEL ACCORDINGLY.
OTHER DUTIES AS ASSIGNED.

MINIMUM QUALIFICATIONS:

EDUCATION:HIGH SCHOOL DIPLOMA OR THE RECOGNIZED EQUIVALENT IN WORK EXPERIENCE OR SELF-STUDY

EXPERIENCE:6 MONTHS OF RELATED WORK EXPERIENCE

JOB TITLE:WAREHOUSE/MATERIALS MGMT REP

POSITION SUMMARY: RECEIVE, STORE AND ISSUE MATERIALS AND EQUIPMENT ORDERED FROM SUPPLIERS FOR USE BY VARIOUS DEPARTMENTS.

MAJOR DUTIES: (MAY PERFORM ANY OR ALL OF THE FOLLOWING DUTIES)

RECEIVE MATERIAL ORDERS, UNLOAD TRUCKS AS SHIPMENTS ARRIVE.
PLACE MATERIALS IN A SAFE AND SECURE PLACE, USING FORKLIFT, HAND TRUCKS.
ISSUE MATERIAL TO TECHNICIANS UPON PROPER RECEIPT OF REQUISITION.
LOG ALL GOODS RECEIVED, DISPENSED, AND ORDERED.
PREPARE ITEMS FOR SHIPMENT VIA UPS AND OTHER CARRIERS.
MAINTAIN SECURITY OF FACILITY WHILE KEEPING WORK AREA NEAT AND IN AN ORDERLY MANNER.
NOTIFY SUPERVISOR OF ANY LOSSES OR DAMAGES OF WAREHOUSE STOCK.
PREPARE, TEST, AND ISSUE CONVERTERS AS REQUIRED TO MEET DAILY INSTALLATION AND SERVICE ACTIVITY.
PERFORM PERIODIC INVENTORY OF WAREHOUSE MATERIALS AND CONVERTERS.
PERFORM OTHER RELATED DUTIES AS ASSIGNED.

MINIMUM QUALIFICATIONS:

EDUCATION: HIGH SCHOOL DIPLOMA OR THE RECOGNIZED EQUIVALENT IN WORK EXPERIENCE OR SELF-STUDY.

POSITION REQUIREMENTS:

3 TO 6 MONTHS OF RELATED WORK EXPERIENCE DESIRED.
REQUIRES HEAVY LIFTING.
WEEKEND AND OVERTIME HOURS AS NEEDED.
EXPERIENCE IN OPERATION AND USE OF FORKLIFTS. CERTIFICATION A PLUS.

Attachment 10

Exhibit 13

Description: RESPONSE TO QUESTION 1

THE EMPLOYMENT UNIT HAS ESTABLISHED AND MAINTAINS A POSITIVE CONTINUING PROGRAM OF OUTREACH ACTIVITIES DESIGNED TO ENSURE EQUAL OPPORTUNITY AND NONDISCRIMINATION IN EMPLOYMENT. THE UNIT RECRUITS FOR ALL FULL-TIME JOB VACANCIES IN ITS OPERATION THAT ARE NOT FILLED BY INTERNAL APPLICANTS. THE UNIT USES RECRUITMENT SOURCES FOR EACH VACANCY TO DISSEMINATE JOB OPENINGS FROM A LIST THAT IT HAS COMPILED OF MINORITY AND WOMENS ORGANIZATIONS IN ITS EMPLOYMENT AREA AS WELL AS NATIONAL EMPLOYMENT WEBSITES. THE UNIT ALSO PROVIDES NOTIFICATION OF EACH FULL-TIME VACANCY TO ANY ORGANIZATION THAT

DISTRIBUTES INFORMATION ABOUT EMPLOYMENT OPPORTUNITIES TO JOB SEEKERS OR REFERS JOB SEEKERS TO EMPLOYERS, UPON REQUEST BY SUCH ORGANIZATION.

PLEASE REFER TO THE ATTACHED LIST OF OUTREACH ACTIVITIES THAT THE UNIT UNDERTAKES EACH YEAR. SEE GENERAL RECRUITMENT REPORT.

Attachment 13

Exhibit 14

Description: RESPONSE TO QUESTION 2

COMCASTS EMPLOYEE MANUAL CONTAINS THE COMPANYS EEO POLICY STATEMENT AND IS MADE AVAILABLE TO ALL EMPLOYEES.

COMCASTS EEO POLICY STATEMENT IS POSTED IN THE EMPLOYMENT UNITS OFFICE AND ON BULLETIN BOARDS ACCESSIBLE TO EMPLOYEES AND APPLICANTS, INFORMING THEM OF THEIR EQUAL EMPLOYMENT OPPORTUNITY RIGHTS, AND THEIR RIGHT TO NOTIFY THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, THE FCC, OR OTHER APPROPRIATE AGENCY IF THEY BELIEVE THEY HAVE BEEN DISCRIMINATED AGAINST.

ORIENTATION MEETINGS FOR NEW EMPLOYEES AND COMCASTS IN-HOUSE TRAINING PROGRAMS DISCUSS COMCASTS EEO POLICY.

RECRUITMENT SOURCES ARE MADE AWARE OF THE COMCASTS EEO HIRING POLICY AND OF COMCASTS POLICY THAT ALL JOB APPLICANTS WILL BE TREATED WITHOUT REGARD TO RACE, COLOR, RELIGION, NATIONAL ORIGIN, AGE OR SEX.

COMCAST INCLUDES THE PHRASE EOE/AA ON EMPLOYMENT APPLICATIONS, IN NEWSPAPER ADVERTISEMENTS AND OTHER EXTERNAL ADVERTISEMENTS.

COMCAST INDICATES THAT IT IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER ON PURCHASE ORDERS, LEASE AGREEMENTS AND OTHER CONTRACTS WITH ITS VENDORS.

COMCAST COMMUNICATES WITH THE STATE EMPLOYMENT SECURITY OFFICE IN WRITING REGARDING ITS EEO POLICY.

COMCAST COMMUNICATES THAT IT IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER WHEN IT PARTICIPATES IN OR HOSTS A JOB FAIR.

OUR LOCAL SYSTEM MEETS WITH MANPOWER TEMP AGENCY TO DISCUSS PROPER PROCEDURES FOR PRE-EMPLOYMENT TESTING WITH AN EMPHASIS ON TAKING DISABILITIES OF POTENTIAL CANDIDATES INTO CONSIDERATION.

OUR LOCAL SYSTEM LISTS ALL OF OUR OPEN POSITIONS ON OUR BULLETIN BOARD FOR OUR LOCAL SYSTEM CHANNEL WHICH INCLUDES THE PHRASE EOE/AA.

Attachment 14

Exhibit 16

Description: RESPONSE TO QUESTION 4

PERFORMANCE APPRAISALS ARE CONDUCTED ANNUALLY. DURING THIS ANNUAL ASSESSMENT EMPLOYEES ARE PROVIDED WITH SUGGESTIONS AS TO HOW TO IMPROVE THEIR WORK PERFORMANCE, RECOMMENDATIONS ARE MADE REGARDING TRAINING OPPORTUNITIES, AND CAREER GUIDANCE IS PROVIDED.

REGULAR FULL-TIME EMPLOYEES ARE ELIGIBLE FOR THE COMCASTS EDUCATION ASSISTANCE

PROGRAM. THE PROGRAM PROVIDES FOR TUITION REIMBURSEMENT TO ELIGIBLE EMPLOYEES WHO ARE PURSUING A CAREER RELATED DEGREE. EMPLOYEES ARE ENCOURAGED TO SEEK A DEGREE THAT RELATES TO THEIR CURRENT POSITION OR TO A POSITION IN COMCAST TO WHICH THEY ASPIRE.

ALL OPEN POSITIONS ARE ADVERTISED THROUGHOUT THE ENTIRE EMPLOYEE BASE. INTERNAL CANDIDATES THAT MEET THE MINIMUM CRITERIA ARE GRANTED AN INTERVIEW. CANDIDATES WHO DO NOT MEET THE QUALIFICATIONS ARE PROVIDED WITH CAREER COUNSELING REGARDING FUTURE OPPORTUNITIES.

COMCAST UNIVERSITY OFFERS NATIONWIDE TRAINING AND DEVELOPMENT OPPORTUNITIES FOR ITS EMPLOYEES. COMCAST UNIVERSITY PROGRAM OFFERINGS INCLUDE COURSE WORK TO ENHANCE THE SUBSTANTIVE AND LEADERSHIP SKILLS OF ITS EMPLOYEES.

COMCAST HAS LAUNCHED A NEW ELECTRONIC LEARNING SYSTEM WHICH INTEGRATES WITH A NEW PERFORMANCE MANAGEMENT TOOL FOR ALL EMPLOYEES. AS PART OF THE NEW PERFORMANCE MANAGEMENT TOOL, MANAGERS AND EMPLOYEES ARE ABLE TO CAPTURE GOALS AND MANAGE PERFORMANCE INTERACTIVELY AND ELECTRONICALLY. THIS ALLOWS EMPLOYEES TO MANAGE AND DEVELOP THEIR CAREER PROGRESSION AT COMCAST. THROUGH THE LAUNCH OF THE LEARNING SYSTEM, EMPLOYEES CAN UPDATE AND MAINTAIN A SKILLS PROFILE, FIND TRAINING OPPORTUNITIES AND ENROLL IN COURSES OFFERED BY COMCAST UNIVERSITY.

COMCAST HAS A TALENT MANAGEMENT INITIATIVE DRIVEN BY CORPORATE AND DIVISION HUMAN RESOURCES FOR ALL DIRECTORS AND ABOVE. CAREER PROFILES FOR DIRECTORS AND ABOVE ARE IN A DATABASE FOR THE PURPOSE OF INTERNAL RECRUITMENT AND DEVELOPMENT OF HIGH POTENTIALS

Attachment 16

Exhibit 22

Description: EEO PUBLIC FILE REPORT

Attachment 22

Description
1130 EEO PUBLIC FILE

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
50024BR	COMM TECHNICIAN 1	ALM01 - Mobile AL	INTERNAL CANDIDATE	1	1
			I - COMCAST.COM & AMERICA JOB BANK	7	4
			REMPREF - EMPLOYEE REFERRAL	5	1
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				13	6
61572BR	Payment Center Rep 2	ALM01 - Mobile AL	INTERNAL CANDIDATE	1	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				1	1
68347BR	Payment Center Rep 2	ALM01 - Mobile AL	INTERNAL CANDIDATE	1	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				1	1
48086BR	SUPERVISOR TECHNICAL	ALM01 - Mobile AL	INTERNAL CANDIDATE	9	1
			I - COMCAST.COM & AMERICA JOB BANK	1	0
			V - TV COMMERCIAL	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				10	1
50619BR	CAE - General Support Rep 1	ALM01 - Mobile AL	V - TV COMMERCIAL	1	1
			INTERNAL CANDIDATE	0	0
			I - COMCAST.COM & AMERICA JOB BANK	3	1
			REMPREF - EMPLOYEE REFERRAL	6	3
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				10	5

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
48926BR	COLLECTIONS REP 1	ALM01 - Mobile AL	REMPREF - EMPLOYEE REFERRAL	1	1
			INTERNAL CANDIDATE	0	0
			I - COMCAST.COM & AMERICA JOB BANK	1	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				2	1
62176BR	HELP DESK REPRESENTATIVE	ALM01 - Mobile AL	INTERNAL CANDIDATE	2	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				2	1
62515BR	BUSINESS ACCOUNT EXEC 2	ALM01 - Mobile AL	INTERNAL CANDIDATE	2	1
			I - COMCAST.COM & AMERICA JOB BANK	1	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			N - MOBILE PRESS REGISTER	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				3	1
62264BR	COLLECTIONS REP 1	ALM01 - Mobile AL	REMPREF - EMPLOYEE REFERRAL	2	1
			INTERNAL CANDIDATE	0	0
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C- - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				2	1
64319BR	COLLECTIONS REP 1	ALM01 - Mobile AL	I - COMCAST.COM & AMERICA JOB BANK	2	1
			INTERNAL CANDIDATE	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C- - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				2	1
50828BR	SUPV MARKETING	ALM01 - Mobile AL	INTERNAL CANDIDATE	2	1

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				2	1
49423BR	COLLECTIONS REP 1	ALM01 - Mobile AL	INTERNAL CANDIDATE	2	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			REMPREF - EMPLOYEE REFERRAL	1	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				3	1
44033BR	SR COMMERCIAL SALES PROF	ALM01 - Mobile AL	I - COMCAST.COM & AMERICA JOB BANK	2	0
			REMPREF - EMPLOYEE REFERRAL	3	1
			INTERNAL CANDIDATE	1	0
			V - TV COMMERCIAL	0	0
			I - Diversityinc.com	0	0
			I - Careerbuilder Network	0	0
			I - Monster.com	0	0
			I - AL.COM	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				6	1
53078BR	DISPATCHER	ALM01 - Mobile AL	F - MANPOWER	1	1
			INTERNAL CANDIDATE	4	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			V - TV COMMERCIAL	0	0
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				5	1
58363BR	CHECK-IN REP 1	ALM01 - Mobile AL	INTERNAL CANDIDATE	4	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			V - TV COMMERCIAL	0	0
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				4	1
51789BR	SUPV CUSTOMER SUPPORT	ALM01 - Mobile AL	INTERNAL CANDIDATE	2	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			V - TV COMMERCIAL	0	0
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				2	1
58361BR	CAE - General Support Rep 4	ALM01 - Mobile AL	INTERNAL CANDIDATE	1	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			V - TV COMMERCIAL	0	0
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				1	1
52196BR	CAE - General Support Rep 1	ALM01 - Mobile AL	REMPREF - EMPLOYEE REFERRAL	1	1
			I - COMCAST.COM & AMERICA JOB BANK	3	1
			INTERNAL CANDIDATE	0	0
			V - TV COMMERCIAL	0	0
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
				4	2
58365BR	CAE - General Support Rep 1	ALM01 - Mobile AL	REMPREF - EMPLOYEE REFERRAL	8	0
			I - AL.COM	0	0
			INTERNAL CANDIDATE	2	0
			I - COMCAST.COM & AMERICA JOB BANK	9	2
			V - TV COMMERCIAL	1	1
			F - MANPOWER	1	0
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				21	3
58977BR	CAE - General Support Rep 1	ALM01 - Mobile AL	REMPREF - EMPLOYEE REFERRAL	1	0
			I - COMCAST.COM & AMERICA JOB BANK	4	1
			INTERNAL CANDIDATE	0	0
			I - AL.COM	0	0
			V - TV COMMERCIAL	1	1

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				6	2
60660BR	CAE - General Support Rep 1	ALM01 - Mobile AL	J - CITY OF MOBILE JOB FAIR	3	2
			REMPREF - EMPLOYEE REFERRAL	2	1
			INTERNAL CANDIDATE	0	0
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				5	3
62266BR	CAE - General Support Rep 1	ALM01 - Mobile AL	REMPREF - EMPLOYEE REFERRAL	1	0
			INTERNAL CANDIDATE	1	1
			J - CITY OF MOBILE JOB FAIR	7	1
			I - COMCAST.COM & AMERICA JOB BANK	1	1
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				10	3
53005BR	COMM TECHNICIAN 1	ALM01 - Mobile AL	INTERNAL CANDIDATE	1	1
			I - COMCAST.COM & AMERICA JOB BANK	6	0
			V - TV COMMERCIAL	0	0
			I - AL.COM	0	0
			N - MOBILE PRESS REGISTER	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			REMPREF - EMPLOYEE REFERRAL	1	0
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				8	1
57836BR	COMM TECHNICIAN 1	ALM01 - Mobile AL	REMPREF - EMPLOYEE REFERRAL	2	1
			I - COMCAST.COM & AMERICA JOB BANK	2	2
			INTERNAL CANDIDATE	0	0
			V - TV COMMERCIAL	0	0
			F - MANPOWER	1	1
			N - MOBILE PRESS REGISTER	1	1
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				6	5
62180BR	COMM TECHNICIAN 1	ALM01 - Mobile AL	REMPREF - EMPLOYEE REFERRAL	2	1
			I - COMCAST.COM & AMERICA JOB BANK	3	3
			INTERNAL CANDIDATE	0	0
			N - MOBILE PRESS REGISTER	0	0
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				5	4
62166BR	COMM TECHNICIAN 1	ALM01 - Mobile AL	INTERNAL CANDIDATE	1	1
			I - COMCAST.COM & AMERICA JOB BANK	7	2

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			REMPREF - EMPLOYEE REFERRAL	2	0
			F - MANPOWER	1	0
			N - MOBILE PRESS REGISTER	1	0
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				12	3
62265BR	COMM TECHNICIAN 1	ALM01 - Mobile AL	J - CITY OF MOBILE JOB FAIR	6	3
			I - COMCAST.COM & AMERICA JOB BANK	1	0
			INTERNAL CANDIDATE	0	0
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				7	3
59505BR	RES FIELD SALES ACCT EXEC	ALM01 - Mobile AL	INTERNAL CANDIDATE	1	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			V - TV COMMERCIAL	0	0
			I - Diversityinc.com	0	0
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				1	1
63752BR	COMMERCIAL SALES ACCT EXEC	ALM01 - Mobile AL	REMPREF - EMPLOYEE REFERRAL	1	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			INTERNAL CANDIDATE	0	0
			I - Diversityinc.com	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			I - iHispano.com	0	0
			HBCUconnect.com	0	0
			A - EMPLOYMENT MANAGEMENT ASSOCIATION	0	0
			C - UNIVERSITY OF SOUTH ALABAMA	0	0
			C - SPRINGHILL COLLEGE	0	0
			C - REMINGTON COLLEGE	0	0
			C - BISHOP STATE COMMUNITY COLLEGE	0	0
			A - CABLE TELECOMMUNICATIONS ASSOC	0	0
			O - GOODWILL INDUSTRIES	0	0
				1	1
44657BR	DISPATCH REP 2	LAH70	I - COMCAST.COM & AMERICA JOB BANK	1	0
			INTERNAL CANDIDATE	2	2
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				3	2
46486BR	COMM TECH 1	LAH70	I - COMCAST.COM & AMERICA JOB BANK	7	4
			INTERNAL CANDIDATE	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	1	0
			V - TV COMMERCIAL	1	0
				9	4
47060BR	COMM TECH 1	LAL70	I - COMCAST.COM & AMERICA JOB BANK	1	1
			REMPREF - EMPLOYEE REFERRAL	1	0
			INTERNAL CANDIDATE	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				2	1
47061BR	WHSE & MATERIALS REP 2	LAH70	I - COMCAST.COM & AMERICA JOB BANK	2	0
			REMPREF - EMPLOYEE REFERRAL	2	1
			INTERNAL CANDIDATE	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				4	1
50833BR	NETWORK COMM TECH 5	LAH70	INTERNAL CANDIDATE	1	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			REMPREF - EMPLOYEE REFERRAL	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				1	1
51043BR	COMM TECH 1	LAH70	WALK-IN	2	2
			INTERNAL CANDIDATE	2	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			REMPREF - EMPLOYEE REFERRAL	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
				4	3
51766BR	ADMINISTRATIVE ASST 3	LAH70	I - COMCAST.COM & AMERICA JOB BANK	8	1
			INTERNAL CANDIDATE	0	0
			N - NEW ORLEANS TIMES PICAYUNE	2	0
			N - HOUMA COURIER	2	0
			REMPREF - EMPLOYEE REFERRAL	1	0
			WEATHER CHANNEL CRAWL	1	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				14	1
58364BR	PAYMENT CENTER REP 2	LAH70	I - COMCAST.COM & AMERICA JOB BANK	3	1
			REMPREF - EMPLOYEE REFERRAL	1	0
			INTERNAL CANDIDATE	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
				4	1
58844BR	WHSE & MATERIALS REP 2	LAH70	I - COMCAST.COM & AMERICA JOB BANK	7	1
			INTERNAL CANDIDATE	0	0
			REMPREF - EMPLOYEE REFERRAL	2	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				9	1
59154BR	NETWORK COMM TECH 4	LAH70	INTERNAL CANDIDATE	5	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				5	1
59257BR	COMM TECH 1	LAH70	I - COMCAST.COM & AMERICA JOB BANK	2	1
			INTERNAL CANDIDATE	1	0
			REMPREF - EMPLOYEE REFERRAL	1	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				4	1
60699BR	PAYMENT CENTER REP 1	LAH70	REMPREF - EMPLOYEE REFERRAL	1	1
			I - COMCAST.COM & AMERICA JOB BANK	0	0
			INTERNAL CANDIDATE	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				1	1
61138BR	COMM TECH 1	LAH70	I - COMCAST.COM & AMERICA JOB BANK	4	1
			INTERNAL CANDIDATE	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0

FCC Sourcing Report					
Date : 09/01/2007 - 08/31/2008					
FCC Unit # 1130					
County & State: Mobile County, AL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				4	1
62296BR	COMM TECH 1	LAH70	I - COMCAST.COM & AMERICA JOB BANK	5	3
			INTERNAL CANDIDATE	0	0
			REMPREF - EMPLOYEE REFERRAL	1	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				6	3
63855BR	COMM TECH 1	LAL70	I - COMCAST.COM & AMERICA JOB BANK	1	1
			INTERNAL CANDIDATE	0	0
			I - Diversityinc.com	0	0
			HBCUconnect.com	0	0
			I - iHispano.com	0	0
			C - NICHOLLS STATE UNIVERSITY	0	0
			C - LAFOURCHE TECHNICAL COLLEGE	0	0
			O - LOUISIANA WORKS	0	0
				1	1
TOTALS				226	80

FCC Sourcing Report - Contact List

Date : 09/01/2007 - 08/31/2008

FCC Unit # 1130

County & State: Mobile County, Alabama

Source Name	Contact Name	Contact Title	Address	Phone #
I - AJB.Com (American's Job Bank)	AJB.Com	TruStar Solutions	3248 Springhill Ave., Mobile, AL 36607	251-476-7600
I - Comcast.com	Comcast	Human Resources	3248 Springhill Ave., Mobile, AL 36607	251-476-7600
R - Employee Referral	Comcast	Human Resources	3248 Springhill Ave., Mobile, AL 36607	251-476-7600
Internal Candidate	TeamComcast.com	Employee Website	3248 Springhill Ave., Mobile, AL 36607	251-476-7600
Diversityinc.com	Diversityinc.com	Diversityinc.com	Diversityinc.com	Diversityinc.com
HBCUconnect.com	HBCUconnect.com	HBCUconnect.com	HBCUconnect.com	HBCUconnect.com
iHispano.com	iHispano.com	iHispano.com	iHispano.com	iHispano.com
The Outreach Sources above were utilized for the following Job Categories/Positions:				
All External Positions				
Alabama State Employment Service	Faye Long	Counselor	515 Springhill Plaza Court	251-461-4476
University of South Alabama Career Services Center	Ethel Shelton	Job Placement Director	6420 Old Shell Road	251-460-6188
Springhill College Career Services		Director of Career Services	4000 Dauphin St. Mobile, AL 36608	251-380-3470
Remington College		Director of Career Services	828 Downtowner Loop W., Mobile, AL 36609	251-343-8200
Alabama Cable Telecommunications Assoc.		Job Openings	P.O. Box 230666, Montgomery, AL 36123	334-271-2260
Goodwill Industries	Jillian Stewart	Program Manager	1330 Springhill Ave, Mobile, AL 36604	251-433-4900
Bishop State Community College	Carol Thompson	Counselor	351 North Broad Street, Mobile, AL 36603	251-438-2463
The Outreach Sources above were utilized for the following Job Categories/Positions:				
All Mobile, Alabama external positions.				
Nicholls State University	Nicholls	collegecentral.com	906 E. 1st St., Thibadoux, LA	985-446-8111
Lafourche Technical College	Ray		318 E. 90th St., Cut Off, LA	985-447-0927
Louisiana Works	Karen Maloz		807 Barrow St.	985-876-8990
The Outreach Sources above were utilized for the following Job Categories/Positions:				
All Houma and LaPlace, Louisiana external positions.				

**COMCAST
FCC GENERAL RECRUITMENT SHEET
2008
September 1, 2007 to August 31, 2008
FCC UNIT #: 1130
County and State: Mobile County, Alabama**

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Sexual Harassment	Comcast of Mobile, Houma, LaPlace	Dec-07	All Employees - MOBILE	Informative training about the do's and don'ts of behaviors and responsibility to prevent general harassment and sexual harassment in the workplace.
CommTech Program	Comcast of Mobile, Houma, LaPlace	9/1/2007 - 8/31/2008	Local Trainers - MOBILE	The CommTech program includes a step progression process (CT1, CT2, CT3, etc.); this program was designed to enable technicians to acquire the skills that could qualify them for higher level positions within the technical organization.
CommCare Program	Comcast of Mobile, Houma, LaPlace	9/1/2007 - 8/31/2008	Local Trainers - MOBILE	CommCare is a career progression program for customer account executives (CAE's) based on performance criteria delineated to support the movement of representatives from one skill level to another.
Job Fair	South Alabama Regional Planning Commission	May 2, 2008	HR - MOBILE	This fair is hosted by City of Mobile. Offered to all companies to look for qualified candidates.
USA Spring Career Expo	University of South Alabama	February 21, 2008	HR - MOBILE	This fair is hosted by the University of South Alabama. Offered to all companies in the area to look for qualified candidates.

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APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
Mobile Tech Expo	Mobile Area Chamber of Commerce	August 21, 2008	HR - MOBILE	The Business and Technology Expo gives members an opportunity to promote and market their companies at Mobile's only business-to-business trade show. The Technology component allows members to showcase their contributions to the Mobile area and abroad in
Outreach (Diversity) Effort	N/A	Jul-08	HR - MOBILE	Met with Elizabeth Ratliff with Manpower to discuss proper procedures for pre employment testing with an emphasis on taking disabilities into consideration.
Outreach Effort	N/A	Aug-08	HR - MOBILE	Met with members of the "Employer Support of the Guard and Reserve", to discuss their programs and committ to them that we will consider members of the Guard and Reserve for future positions.
Principles of Leadership Training	Comcast of Mobile, Houma, LaPlace	November 13-15, 2007	HR - Region	Supervisor/Management training providing a consistent foundation of leadership focusing on legal issues, hiring, performance management, coaching and counseling.