

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 - 20081030ADB

**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 # 990493

**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  
 PALM BEACH, FL

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) 08/24/2008 - 09/06/2008

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    |   | [Exhibit 4]  |
| 2. Professionals             |   | [Exhibit 5]  |
| 3. Technicians               |   | [Exhibit 6]  |
| 4. Sales Workers             |   | [Exhibit 7]  |
| 5. Office and Clerical       |   | [Exhibit 8]  |
| 6. Craft Workers (skilled)   |   | [Exhibit 9]  |
| 7. Operatives (semi-skilled) | 3 | [Exhibit 10] |
| 8. Laborers (unskilled)      |   | [Exhibit 11] |
| 9. Service Workers           |   | [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]

<b>EMP UNIT ID:</b> 990493	<b>MSO NAME:</b> COMCAST CABLE COMMUNICATIONS
	<b>OPR NAME:</b> COMCAST CORPORATION

Approved by OMB  
3060-1033

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## Exhibits

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### Exhibit 10

#### Description: JOB DESCRIPTIONS

THIS UNIT ONLY HAS ONE (1) POSITION IN THE OPERATIVES (SEMISKILLED) JOB CATEGORY SR. WAREHOUSE/MATERIALS MGMT REP. IN SUBSTITUTION OF THE OTHER TWO (2) OPERATIVE (SEMISKILLED) POSITIONS, THE UNIT IS PROVIDING JOB DESCRIPTIONS OF CUSTOMER ACCOUNT EXECUTIVE - GENERALIST AND ADMINISTRATIVE ASSISTANT 2, WHICH FALL UNDER THE OFFICE AND CLERICAL EEO CATEGORY.

#### JOB DESCRIPTION - SR. WAREHOUSE/MATERIALS MGMT REPRESENTATIVE

##### DUTIES AND RESPONSIBILITIES:

ORDER MATERIAL AS NEEDED TO MAINTAIN LEVELS REQUIRED BY PRODUCT. PLACE ORDERS FOR STOCK DIRECTLY FROM THE VENDOR  
RECEIVE MATERIAL PREVIOUSLY ORDERED, AND DO AN INVENTORY CHECK EACH TIME A SHIPMENT HAS BEEN RECEIVED. LOG ALL GOODS RECEIVED, DISPENSED AND ORDERED  
COMPLETE WEEKLY CYCLE COUNTS  
RECONCILIATIONS OF CABLE/DATA CIFA  
SIGN OFF ON DELIVERY FORMS AND ISSUE MATERIAL UPON PROPER RECEIPT OF REQUISITION  
SCREEN AND MAINTAIN SATELLITE RECEIVERS AND ALL RECORDS ASSOCIATED  
PREPARE ITEMS FOR SHIPMENT VIA UPS AND OTHER CARRIERS. MAINTAIN SECURITY WHILE KEEPING WORK AREA NEAT AND IN AN ORDERLY MANNER  
DAILY/WEEKLY MATERIAL INVENTORY REPORTS  
MAINTAIN ALL SAFETY REPORTS AND PRACTICES WITH COMPANY AND OSHA / MOSHA GUIDELINES  
MAINTAIN RECONCILIATION PROCESS OF CONVERTERS AND MODEMS WITH PROCEDURAL GUIDELINES.  
PROVIDE REPAIR REPORTS FROM VENDORS IN AN EFFORT TO IDENTIFY MANUFACTURE DEFECTS / MALFUNCTIONS  
MANAGE MATERIAL MIN / MAX ORDER POINTS TO ENSURE PROPER STOCK INVENTORY CONSIDERING SEASONAL AND MARKETING CHANGES  
PERFORM OTHER RELATED DUTIES AS ASSIGNED. PUNCTUAL, REGULAR, AND CONSISTENT ATTENDANCE.

##### MINIMUM QUALIFICATIONS:

ONE TO TWO YEARS OF RELATED EXPERIENCE

##### EDUCATION:

HIGH SCHOOL DIPLOMA OR GED

COMCAST IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION/DRUG-FREE WORKPLACE EMPLOYER

#### JOB DESCRIPTION - CUSTOMER ACCOUNT EXECUTIVE GENERALIST

SUMMARY: INTERACT WITH CUSTOMERS TO HANDLE BILLING, SERVICE, AND SALES ASPECTS OF THE BUSINESS IN SUCH A WAY THAT THE CAE RELATES WELL TO THE CUSTOMER, THINKS AND EXERCISES SOUND JUDGMENT, AND ACTS RESPONSIBLY IN THE CUSTOMERS AND THE COMPANY'S INTEREST.

##### DUTIES AND RESPONSIBILITIES:

DEMONSTRATES ACTIVE LISTENING SKILLS TO ASSURE MUTUAL UNDERSTANDING OF CUSTOMERS CONCERNS/COMMENTS.  
BUILDS PROFESSIONAL RAPPORT WITH THE CUSTOMER BY LISTENING TO UNDERSTAND AND BEING CLEAR AND ARTICULATE IN YOUR VERBAL AND WRITTEN COMMUNICATIONS.  
EFFECTIVELY COMMUNICATES INFORMATION, MINIMIZING THE NEED FOR FUTURE CONTACTS.

INTERPRET, TRANSLATE, EXPLAIN, AND PROVIDE APPLICABLE, ACCURATE, AND APPROPRIATE INFORMATION WITH RESPECT TO PRODUCTS AND SERVICES, EQUIPMENT, POLICY AND PROCEDURE, ACCOUNT STATUS, MARKETING PROMOTIONS AND CAMPAIGNS, SERVICEABILITY, AND SERVICE PROBLEMS.

REPRESENT COMCAST IN A POSITIVE, PROFESSIONAL, AND ETHICAL MANNER WHILE WORKING TO EXCEED CUSTOMERS EXPECTATIONS WHILE MINIMIZING NEED FOR FURTHER ESCALATION.

TAKE OWNERSHIP AND ACCOUNTABILITY THAT SERVES TO HELP AND FACILITATE SUCCESSFUL OUTCOMES PER CUSTOMER REQUESTS, UP TO AND INCLUDING RESPONSIBLE ESCALATION.

PROMOTES AND RECOMMENDS COMCAST PRODUCTS AND SERVICES BASED ON A LOGICAL RELATIONSHIP TO THE CUSTOMERS NEEDS AND INTERESTS AND IN ACCORDANCE WITH BUSINESS GOALS.

BE ACCURATE WITH ORDER PROCESSING TO ASSURE MINIMUM ERRORS OR CONSEQUENTIAL ISSUES IN FULFILLING ORDERS.

DEMONSTRATES A STRONG ABILITY TO ANALYZE AND SOLVE PROBLEMS REGARDING BILLING, SERVICE, OR SALES ISSUES.

THINK, ACT, AND INFORM CUSTOMER AND MANAGER AS APPROPRIATE.

#### MINIMUM QUALIFICATIONS:

ONE TO TWO YEARS OF CUSTOMER SERVICE EXPERIENCE IN A HIGH-CONTACT, SERVICE-RELATED ENVIRONMENT, PREFERRED.

WORKING KNOWLEDGE OF HOW TO NAVIGATE IN A WINDOWS ENVIRONMENT. [PROFICIENT PC SKILLS IN A WINDOWS ENVIRONMENT.]

PROVEN MATHEMATICAL ABILITY TO CALCULATE BASIC TRANSACTIONS.

FLEXIBLE TO WORK SHIFTS, EVENINGS, WEEKENDS, HOLIDAYS, AND OVERTIME AS REQUIRED. [ABILITY TO WORK SHIFTS, EVENINGS, WEEKENDS, AND HOLIDAYS.]

EXCELLENT ORAL AND WRITTEN COMMUNICATION SKILLS WITH DEMONSTRATED ABILITY TO ARTICULATE RELEVANT INFORMATION AND DIRECTIONS IN AN ORGANIZED AND CONCISE MANNER.

STRONG INTERPERSONAL SKILLS

DEMONSTRATED ABILITY TO ESTABLISH AND MAINTAIN EFFECTIVE RELATIONSHIPS WITH CUSTOMERS.

PROVEN ABILITY TO MAINTAIN COMPOSURE IN STRESSFUL SITUATIONS.

BASIC LISTENING SKILLS WITH DEMONSTRATED ABILITY TO OBTAIN KEY INFORMATION TO ASSESS CUSTOMER NEEDS AND RESOLVE SERVICE PROBLEMS.

WILLINGNESS TO SELL COMCAST PRODUCTS AND SERVICES THAT MATCH THE NEEDS OF THE CUSTOMER AND THE COMPANY'S BUSINESS GOALS

EDUCATION:

HIGH SCHOOL DIPLOMA OR GED

COMCAST IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION/DRUG-FREE WORKPLACE EMPLOYER

#### JOB DESCRIPTION - ADMINISTRATIVE ASST 2

##### JOB RESPONSIBILITIES:

COORDINATE THE PREPARATION OF MANAGEMENT REPORTS INCLUDING RESEARCHING AND COLLATING INFORMATION, INPUTTING DATA, FORMATTING REPORTS, AND PRINTING AND DISTRIBUTING THE FINAL PRODUCT.

COORDINATE COMMUNICATIONS THROUGHOUT THE CALL CENTER VIA MEMOS, MESSAGES, AND DISTRIBUTION OF MATERIALS.

MAINTAIN APPROPRIATE DOCUMENTS AS REQUIRED BY REGULATORY AGENCIES.

ANSWER CALL CENTER VPS PHONE AND TAKE MESSAGES AS NEEDED.

TAKE MINUTES AT MEETINGS AND TYPE AND DISTRIBUTE THEM.

MAINTAIN CALL CENTER VPS CALENDAR; COORDINATE SCHEDULES ETC.

READ AND RESPOND TO CORRESPONDENCE FROM CUSTOMERS, GOVERNMENT AGENCIES, OR OTHERS AS ASSIGNED.

SET UP AND MAINTAIN FILE AND RECORD SYSTEMS.

MAINTAIN THE STRICT CONFIDENTIALITY OF ALL ISSUES AND INFORMATION DEALT WITH.  
MAKE COPIES OF MATERIALS AS NEEDED.  
ARRANGE MEETINGS AND CONFERENCES FOR MANAGERS AND SCHEDULE THE USE OF NEEDED FACILITIES AND EQUIPMENT.  
MAKE ARRANGEMENTS FOR TRANSPORTATION, RESERVATIONS AND LIVING ACCOMMODATIONS FOR THE CALL CENTER VPS OUT-OF-TOWN TRAVEL.  
WORK WITH VENDORS TO HELP MAINTAIN BUILDING NEEDS.  
PROCESS INVOICES IN A TIMELY MANNER.  
ORDER SUPPLIES AND MAINTAIN INVENTORY.  
ASSIST CALL CENTER MANAGERS AS NEEDED.  
DEMONSTRATE SUPPORT FOR EXCELLENT CUSTOMER SERVICE.  
MAINTAIN A PROFESSIONAL ATTITUDE AND APPEARANCE AT ALL TIMES.  
MAY ASSIST IN VARIOUS PROJECTS AS NECESSARY.  
PERFORM OTHER RELATED DUTIES AND TASKS AS ASSIGNED OR AS BECOME EVIDENT.  
PUNCTUAL, REGULAR, AND CONSISTENT ATTENDANCE.

**MINIMUM REQUIREMENTS:**

A HIGH SCHOOL DIPLOMA OR ITS EQUIVALENT IS REQUIRED.  
TWO OR MORE YEARS EXPERIENCE AS AN ADMINISTRATIVE ASSISTANT SUPPORTING MANAGEMENT.  
EXPERIENCE USING MS OFFICE SOFTWARE, INCLUDING WORD AND EXCEL, POWERPOINT REQUIRED.  
WORKING KNOWLEDGE OF MS OUTLOOK OR OTHER EMAIL APPLICATION DESIRED.  
FAMILIARITY WITH THE INTERNET AND WWW BROWSER SOFTWARE  
EXCELLENT ORAL, WRITTEN COMMUNICATION SKILLS; PREVIOUS CUSTOMER CONTACT EXPERIENCE, A PLUS.  
MUST BE WILLING TO ACCEPT ADDITIONAL ASSIGNMENTS AND ASSIST OTHER TEAM MEMBERS AS NECESSARY.  
ABILITY TO WORK OVERTIME, AS NEEDED.

COMCAST IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION/DRUG-FREE WORKPLACE EMPLOYER

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**Attachment 10**

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**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 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.

THE UNIT PROVIDES ON-GOING PARTNERSHIP WITH OUTREACH AGENCIES THROUGHOUT THE COMMUNITY TO FILL FULL-TIME POSITIONS. AGENCIES ARE NOTIFIED OF OPEN POSITIONS VIA OUTREACH LETTERS AND WORKING RELATIONSHIPS ARE MAINTAINED BETWEEN RECRUITER AND OUTREACH PARTNERS TO ENSURE AGENCIES ARE AWARE OF THE TALENT COMCAST IS SEARCHING. COMCAST PARTICIPATES IN JOB FAIRS WITH ORGANIZATIONS AND AGENCIES THAT ATTRACT WOMEN AND MINORITIES. THE UNIT ALSO PARTNERED WITH THE EMMA BOWEN FOUNDATION, WHOSE MAIN MISSION IS TO PREPARE MINORITY YOUTH FOR CAREERS IN THE MEDIA INDUSTRY, AND HIRED A WORK/STUDY INTERN FOR THE TRAINING DEPARTMENT.

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**Attachment 13****Exhibit 14****Description:** REPSONSE TO QUESTION 2

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

THE COMPANYS 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 COMPANYS EEO HIRING POLICY AND OF THE COMPANYS POLICY THAT ALL JOB APPLICANTS WILL BE TREATED WITHOUT REGARD TO RACE, COLOR, RELIGION, NATIONAL ORIGIN, AGE OR SEX.

COMCAST CABLE 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 EEO POLICY IS POSTED IN THE EMPLOYEE BREAKROOM/LUNCHROOM AT EACH LOCATION WHICH IS ACCESSIBLE TO ALL EMPLOYEES.

COMCASTS EEO POLICY IS REVIEWED IN DEPTH DURING OUR SYSTEMS NEW HIRE ORIENTATION INCLUDING INFORMATION ON INTERNAL/PROMOTIONAL/LATERAL EMPLOYMENT OPPORTUNITIES.

INTERVIEWING AND SELECTION TRAINING IS PROVIDED TO ALL CALL CENTER MANAGERS AND SUPERVISORS. THE TRAINING COVERS COMCASTS EEO POLICY AND RELATED EMPLOYMENT LAWS.

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**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 COMPANYS 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 THE COMPANY 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.

THE CALL CENTER ADMINISTERS A TEMPORARY SUPERVISOR PROGRAM DESIGNED TO PROVIDE QUALIFIED REPS WITH TRAINING IN ALL AREAS OF PERFORMANCE NECESSARY TO SUCCESSFULLY PERFORM THE ROLE OF A CALL CENTER SUPERVISOR. THE TARGET PERIOD IS 2 CALENDAR MONTHS, AND THE PROGRAM ENHANCES THE EMPLOYEES ELIGIBILITY TO INTERVIEW WHEN A CALL CENTER SUPERVISOR POSITION BECOMES AVAILABLE.

**Attachment 16**

**Exhibit 22**

**Description:** EEO PUBLIC FILE

**Attachment 22**

Description
<a href="#">EEO PUBLIC FILE</a>

# FCC Sourcing Report

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
38619BR	Comm Technician 6 (Headend Tech)	FLW71 - West Palm Beach FL	Internal	3	1
			<b>Total</b>	<b>3</b>	<b>1</b>
45083BR	Training & Development Prof (Technical)	FLW71 - West Palm Beach FL	A - CABLE TELECOMMUNICATIONS ASSOC.	2	0
			Internal	4	1
			I - COMCAST.COM	1	0
			<b>Total</b>	<b>7</b>	<b>1</b>
48452BR	RVP Engineering Technology	FLW71 - West Palm Beach FL	I - COMCAST.COM	5	1
			<b>Total</b>	<b>5</b>	<b>1</b>
48455BR	Whse & Materials Mgmt Rep 2	FLW71 - West Palm Beach FL	F - SEARCH FIRM	2	1
			I - CAREERBUILDER.COM	1	0
			I - MONSTER.COM	1	0
			M - COMCAST NOW HIRING SIGN	1	1
			R - EMPLOYEE REFERRAL	2	1
			<b>Total</b>	<b>7</b>	<b>3</b>
51372BR	Staff Accountant	FLW71 - West Palm Beach FL	F - SEARCH FIRM	1	1
			Internal	1	0
			I - COMCAST.COM	2	0
			<b>Total</b>	<b>4</b>	<b>1</b>
51450BR	Financial Analyst	FLW71 - West Palm Beach FL	Internal	2	0
			I - COMCAST.COM	4	0
			S- SEARCH FIRM	1	1
			<b>Total</b>	<b>7</b>	<b>1</b>
52911BR	Construction Coordinator	FLW71 - West Palm Beach FL	Internal	2	1
			<b>Total</b>	<b>2</b>	<b>1</b>
52948BR	Inside Sales Rep 1 (Business Services Rep)	FLW71 - West Palm Beach FL	Internal	30	8
			<b>Total</b>	<b>30</b>	<b>8</b>
53244BR	Commercial Sales Supp Rep1	FLW71 - West Palm Beach FL	I - COMCAST.COM	3	1
			<b>Total</b>	<b>3</b>	<b>1</b>
54110BR	Business Account Executive	FLW71 - West Palm Beach FL	I - COMCAST.COM	14	1
			S- SEARCH FIRM	1	0
			I - MONSTER.COM	2	2
			I - CAREERBUILDER.COM	2	1
			<b>Total</b>	<b>19</b>	<b>4</b>
58259BR	Media Buyer	FLW71 - West Palm Beach FL	I - COMCAST.COM	2	1
			I - MONSTER.COM	1	0
			<b>Total</b>	<b>3</b>	<b>1</b>
59803BR	Sales Coordinator	FLW71 - West Palm Beach FL	Internal	6	1
			<b>Total</b>	<b>6</b>	<b>1</b>
61471BR	Billing Systems Analyst	FLW71 - West Palm Beach FL	Internal	7	1

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			<b>Total</b>	<b>7</b>	<b>1</b>
61476BR	Billing Systems Rep 1	FLW71 - West Palm Beach FL	Internal	3	1
			<b>Total</b>	<b>3</b>	<b>1</b>
61563BR	Supv Commercial Sales	FLW71 - West Palm Beach FL	Internal	5	1
			<b>Total</b>	<b>5</b>	<b>1</b>
62402BR	Training & Development Prof (Technical)	FLW71 - West Palm Beach FL	Internal	3	1
			<b>Total</b>	<b>3</b>	<b>1</b>
64882BR	Training Coordinator	FLW71 - West Palm Beach FL	Internal	7	1
			<b>Total</b>	<b>7</b>	<b>1</b>
64996BR	Commercial Sales Supp Rep 1	FLW71 - West Palm Beach FL	Internal	3	2
			<b>Total</b>	<b>3</b>	<b>2</b>
65845BR	Administrative Asst 3	FLW71 - West Palm Beach FL	Internal	2	0
			S- SEARCH FIRM	1	1
			<b>Total</b>	<b>3</b>	<b>1</b>
69529BR	Inside Sales Rep 1 (Business Services Rep)	FLW71 - West Palm Beach FL	Internal	1	1
			<b>Total</b>	<b>1</b>	<b>1</b>

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
52272BR	VP Customer Care	FLW73 - West Palm Beach FL	A - NATIONAL BLACK MBA ASSOCIATION	0	0
			I - AJB.COM	0	0
			I - CALLCENTERJOBS.COM	1	1
			I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	2	0
			I - MONSTER.COM	0	0
			I - TEAMCOMCAST.COM	3	0
			N - JOB RECRUITER	0	0
			N - PALM BEACH POST	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPARTMENT OF LABOR	0	0
			O - DEPARTMENT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
52442BR	Workforce Mgmt Rep I	FLW73 - West Palm Beach FL	I - TEAMCOMCAST.COM	12	1
			<b>Total</b>	<b>12</b>	<b>1</b>
52567BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	5	4
			I - COMCAST.COM	8	6
			I - MONSTER.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - TEAMCOMCAST.COM	1	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - FLORIDA JOBS & BENEFITS SERVICE CENTER	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	7	5

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			V - TV COMMERCIAL	2	2
			<b>Total</b>	<b>23</b>	<b>17</b>
53177BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUZZ.COM	0	0
			I - CAREERBUILDER.COM	1	1
			I - CRAIGLIST.COM	0	0
			I - COMCAST.COM	6	4
			I - MONSTER.COM	2	1
			I - MYJOBHUNTER.COM	0	0
			I - TEAMCOMCAST.COM	2	2
			O - FLORIDA DEPT OF LABOR	0	0
			O - FLORIDA JOBS & BENEFITS SERVICE CENTER	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	9	4
			R - WORD OF MOUTH	0	0
			V - TV COMMERCIAL	5	1
			<b>Total</b>	<b>25</b>	<b>13</b>

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
54378BR	CAE - General Customer Support Rep (Bi-lingual -English/Spanish)	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	4	2
			I - CAREERBUZZ.COM	0	0
			I - CRAIGSLIST.COM	0	0
			I - COMCAST.COM	5	2
			I - INDEED.COM	0	0
			I - JOBING.COM	0	0
			I - MONSTER.COM	2	0
			I - MYJOBHUNTER.COM	0	0
			I - TEAMCOMCAST.COM	0	0
			J - COMCAST MEET 'N' GREET EVENT	0	0
			N - PALM BEACH POST	1	1
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - FLORIDA JOBS & BENEFITS SERVICE CENTER	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	3	0
			R - WORD OF MOUTH	0	0
			V - TV COMMERCIAL	1	0
					<b>Total</b>
56142BR	Research Rep	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	0	0
			I - CRAIGSLIST.COM	0	0
			I - COMCAST.COM	0	0
			I - MONSTER.COM	0	0
			I - TEAMCOMCAST.COM	19	1
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - FLORIDA JOBS & BENEFITS SERVICE CENTER	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			R - WORD OF MOUTH	0	0
			<b>Total</b>	<b>19</b>	<b>1</b>
56658BR	Sales Customer Account Executive	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	1	0
			I - CRAIGSLIST.COM	0	0
			I - INDEED.COM	0	0
			I - MONSTER.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - TEAMCOMCAST.COM	21	9
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - FLORIDA JOBS & BENEFITS SERVICE CENTER	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>22</b>	<b>9</b>

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
57109BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	5	3
			I - COMCAST.COM	8	5
			I - CRAIGSLIST.COM	1	0
			I - INDEED.COM	0	0
			I - MONSTER.COM	4	2
			I - MYJOBHUNTER.COM	0	0
			I - TEAMCOMCAST.COM	0	0
			N - JOB RECRUITER	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - FLORIDA JOBS & BENEFITS SERVICE CENTER	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	9	7
			<b>Total</b>	<b>27</b>	<b>17</b>
58283BR	Call Center Operations Analyst	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	2	0
			I - COMCAST.COM	0	0
			I - CRAIGSLIST.COM	0	0
			I - INDEED.COM	0	0
			I - MONSTER.COM	1	1
			I - MYJOBHUNTER.COM	0	0
			I - TEAMCOMCAST.COM	2	0
			N - PALM BEACH POST	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - FLORIDA JOBS & BENEFITS SERVICE CENTER	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	1	0

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>6</b>	<b>1</b>
58405BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	6	2
			I - COMCAST.COM	5	3
			I - CRAIGSLIST.COM	0	0
			I - INDEED.COM	0	0
			I - MONSTER.COM	2	1
			I - MYJOBHUNTER.COM	0	0
			I - TEAMCOMCAST.COM	0	0
			N - PALM BEACH POST	1	1
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - FLORIDA JOBS & BENEFITS SERVICE CENTER	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	1	1
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	6	5
			R - WORD OF MOUTH	2	2
			<b>Total</b>	<b>23</b>	<b>15</b>

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
58962BR	Inbound Sales Supervisor	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CALLCENTERJOBS.COM	0	0
			I - CAREERBUILDER.COM	1	0
			I - COMCAST.COM	0	0
			I - MONSTER.COM	1	0
			I - TEAMCOMCAST.COM	4	1
			N - PALM BEACH POST	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - FLORIDA JOBS & BENEFITS SERVICE CENTER	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>6</b>	<b>1</b>
59572BR	CAE - Retention Rep 1	FLW73 - West Palm Beach FL	I - TEAMCOMCAST.COM	23	15
			<b>Total</b>	<b>23</b>	<b>15</b>
59598BR	Supv Customer Care	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CALLCENTERJOBS.COM	0	0
			I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	1	0
			I - MONSTER.COM	0	0
			I - TEAMCOMCAST.COM	4	2
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - FLORIDA JOBS & BENEFITS SERVICE CENTER	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0

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Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
60146BR	Forecast Analyst	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	1	0
			I - CRAIGSLIST.COM	0	0
			I - DICE.COM	0	0
			I - INDEED.COM	0	0
			I - JOBING.COM	0	0
			I - MONSTER.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - TEAMCOMCAST.COM	3	1
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - FLORIDA JOBS & BENEFITS SERVICE CENTER	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>4</b>	<b>1</b>

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FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
61532BR	Administrative Asst 2	FLW73 - West Palm Beach FL	APPLE ONE	1	0
			I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	1	0
			I - COMCAST.COM	3	0
			I - CRAIGSLIST.COM	0	0
			I - IHISPANO.COM	0	0
			I - INDEED.COM	0	0
			I - JOBING.COM	1	0
			I - MONSTER.COM	0	0
			I - MYJOBHUNTER.COM	0	0
			I - TEAMCOMCAST.COM	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
R - EMPLOYEE REFERRAL	1	1			
			<b>Total</b>	<b>7</b>	<b>1</b>
61785BR	Sales Customer Account Executive	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CALLCENTERJOBS.COM	0	0
			I - CAREERBUILDER.COM	8	4
			I - COMCAST.COM	3	3
			I - CRAIGSLIST.COM	0	0
			I - DIVERSITYINC.COM	0	0
			I - IHISPANO.COM	0	0
			I - INDEED.COM	0	0
			I - JOBING.COM	0	0
			I - MONSTER.COM	1	1
			I - MYJOBHUNTER.COM	0	0
			I - TEAMCOMCAST.COM	2	1
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
O - GOODWILL INDUSTRIES	0	0			
O - HISPANIC UNITY OF FLORIDA	0	0			

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County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	6	4
			<b>Total</b>	<b>20</b>	<b>13</b>
61899BR	Inbound Sales Supervisor	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CALLCENTERJOBS.COM	0	0
			I - CAREERBUILDER.COM	2	1
			I - COMCAST.COM	1	0
			I - DIVERSITYINC.COM	0	0
			I - IHISPANO.COM	0	0
			I - JOBING.COM	0	0
			I - MONSTER.COM	1	0
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>4</b>	<b>1</b>

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County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
62850BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	3	1
			I - COMCAST.COM	12	5
			I - CRAIGSLIST.COM	0	0
			I - DIVERSITYINC.COM	0	0
			I - IHISPANO.COM	0	0
			I - INDEED.COM	0	0
			I - MONSTER.COM	2	1
			I - MYJOBHUNTER.COM	0	0
			I - TEAMCOMCAST.COM	4	1
			N - JOB RECRUITER	1	1
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	7	4
			R - WORD OF MOUTH	1	0
		<b>Total</b>	<b>30</b>	<b>13</b>	
64365BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	6	4
			I - COMCAST.COM	5	3
			I - DICE.COM	0	0
			I - DIVERSITYINC.COM	0	0
			I - IHISPANO.COM	0	0
			I - MONSTER.COM	1	1
			I - TEAMCOMCAST.COM	0	0
			N - JOB RECRUITER	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
O - OPERATION HOPE INC	0	0			

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County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	6	5
			R - WORD OF MOUTH	1	1
			<b>Total</b>	<b>19</b>	<b>14</b>
64382BR	CAE-Retention Rep 1	FLW73 - West Palm Beach FL	I - TEAMCOMCAST.COM	8	1
			<b>Total</b>	<b>9</b>	<b>1</b>
64578BR	Supv Retention	FLW73 - West Palm Beach FL	I - AMERICAS JOB EXCHANGE	0	0
			I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	0	0
			I - IHISPANO.COM	0	0
			I - DIVERSITYINC.COM	0	0
			I - MONSTER.COM	0	0
			I - TEAMCOMCAST.COM	3	1
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>3</b>	<b>1</b>

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County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
65056BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - CAREERBUILDER.COM	1	1
			I - COMCAST.COM	0	0
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
	<b>Total</b>	<b>1</b>	<b>1</b>		
65987BR	CAE-Retention Rep 1	FLW73 - West Palm Beach FL	I - TEAMCOMCAST.COM	1	1
			<b>Total</b>	<b>1</b>	<b>1</b>
66016BR	CAE - General Customer Support Rep (Bi-lingual -English/Spanish)	FLW73 - West Palm Beach FL	I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	0	0
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	1	1
	<b>Total</b>	<b>1</b>	<b>1</b>		
66017BR	CAE - General Customer Support Rep (Bi-lingual -English/Spanish)	FLW73 - West Palm Beach FL	I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	1	1
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>1</b>	<b>1</b>

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
66024BR	CAE - General Customer Support Rep (Bi-lingual -English/Spanish)	FLW73 - West Palm Beach FL	I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	0	0
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	1	1
66025BR	CAE - General Customer Support Rep (Bi-lingual -English/Spanish)	FLW73 - West Palm Beach FL	I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	0	0
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	1	1
66042BR	CAE - General Customer Support Rep (Bi-lingual -English/Spanish)	FLW73 - West Palm Beach FL	I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	1	1
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - OPERATION HOPE INC	0	0

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>1</b>	<b>1</b>

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
66045BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	0	0
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	1	1
66050BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	0	0
			I - TEAMCOMCAST.COM	1	1
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
66051BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - CAREERBUILDER.COM	0	0
			I - COMCAST.COM	0	0
			I - MONSTER.COM	1	1
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>1</b>	<b>1</b>

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
66056BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - COMCAST.COM	0	0
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	1	1
			<b>Total</b>	<b>1</b>	<b>1</b>
66057BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - COMCAST.COM	1	1
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>1</b>	<b>1</b>
66059BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - COMCAST.COM	1	1
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
				0	0
				0	0
				0	0

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>1</b>	<b>1</b>

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
66060BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - COMCAST.COM	1	1
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>1</b>	<b>1</b>
66061BR	CAE-General Cust Support Rep 1	FLW73 - West Palm Beach FL	I - COMCAST.COM	1	1
			I - TEAMCOMCAST.COM	0	0
			O - AARP FOUNDATION WORK SEARCH	0	0
			O - FLORIDA DEPT OF LABOR	0	0
			O - DEPT OF VETERANS AFFAIRS	0	0
			O - GOODWILL INDUSTRIES	0	0
			O - HISPANIC UNITY OF FLORIDA	0	0
			O - OPERATION HOPE INC	0	0
			O - PALM BEACH COUNTY ADULT EDUCATION CENTER	0	0
			O - PBC COALITION TO STOP THE VIOLENCE	0	0
			O - WORKFORCE ALLIANCE	0	0
			O - YOUTH COOP INC	0	0
			R - EMPLOYEE REFERRAL	0	0
			<b>Total</b>	<b>1</b>	<b>1</b>
67863BR	Workforce Mgmt Rep I	FLW73 - West Palm Beach FL	I - TEAMCOMCAST.COM	5	1
			<b>Total</b>	<b>5</b>	<b>1</b>
71025BR	CAE-Retention Rep 1	FLW73 - West Palm Beach FL	I - TEAMCOMCAST.COM	1	1
			<b>Total</b>	<b>1</b>	<b>1</b>
71027BR	CAE-Retention Rep 1	FLW73 - West Palm Beach FL	I - TEAMCOMCAST.COM	1	1
			<b>Total</b>	<b>1</b>	<b>1</b>
71031BR	CAE-Retention Rep 1	FLW73 - West Palm Beach FL	I - TEAMCOMCAST.COM	1	1
			<b>Total</b>	<b>1</b>	<b>1</b>
71032BR	CAE-Retention Rep 1	FLW73 - West Palm Beach FL	I - TEAMCOMCAST.COM	1	1
			<b>Total</b>	<b>1</b>	<b>1</b>

**FCC Sourcing Report**

Reporting Period: 09/01/ 2007 - 08/31/2008

FCC Unit #: 990493

County and State: Palm Beach, FL

Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
			<b>GRAND TOTAL</b>	<b>461</b>	<b>196</b>

**FCC Sourcing Report - Contact List**

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

FCC Unit # 99043

County & State: Palm Beach County, FL

Source Name	Contact Name	Contact Title	Address	Phone #
AARP Foundation Work Search	Herbert Porter	Employment Specialist	3951 Haverhill Rd N, Suite 213, West Palm Beach FL 33417	(561) 471-9828
America's Job Exchange	N/A	Recruitment website	<a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	N/A
Careerbuilder.com	N/A	Recruitment website	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N/A
Careerbuzz.com	N/A	Recruitment website	<a href="http://www.careerbuzz.com">www.careerbuzz.com</a>	N/A
Comcast Meet 'N' Greet Event	Christine Cunningham	Recruiter	1401 Northpoint Parkway, West Palm Beach, FL 33407	(561) 882-4331
Comcast.com	Christine Cunningham	Recruiter	1401 Northpoint Parkway, West Palm Beach, FL 33407	(561) 882-4331
Craigslist.com	N/A	Recruitment website	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A
Dice.com	N/A	Recruitment website	<a href="http://www.dice.com">www.dice.com</a>	N/A
DiversityInc.com	N/A	Recruitment website	<a href="http://www.diversityinc.com">www.diversityinc.com</a>	N/A
Employee Referral	Christine Cunningham/Stacy Napolitano	Recruiter	1401 Northpoint Parkway, West Palm Beach, FL 33407	(561) 882-4331
Florida Dept of Labor & Emp Security (Div of Vocational Rehabilitation)	Patricia Swinimer	Placement Specialist	1905 S 25th St, Ft Pierce, FL 34947	(772) 467-3133
Florida Jobs & Benefits Service Center - One Stop Career	Sherry Defreist	Customer Service Rep	900 SE Central Pkwy, Stuart, FL 34994	(772) 462-6196
Florida Atlantic University	J. Watson	Coord, Career Develop. Svcs	MacArthur Campus, MLC 122 5353 Parkside Dr. Jupiter, FL 33458	561-799-8676
Gulfstream Goodwill Industries Inc	Dawn Murdie	Job Coach	1715 East Tiffany Drive, West Palm Beach, FL 33407	(561) 848-7200
Hispanic Unity Of Florida	Sihyli Alvarez	Job Coordinator	5840 Johnson St, Hollywood, FL 33021	(954) 342-0415
IHispano.com	N/A	Recruitment website	<a href="http://www.ihispano.com">www.ihispano.com</a>	N/A
IMDiversity.com	N/A	Recruitment website	<a href="http://www.imdiversity.com">www.imdiversity.com</a>	N/A
Indeed.com	N/A	Recruitment website	<a href="http://www.indeed.com">www.indeed.com</a>	N/A
Internal Candidate (Teamcomcast.com)	Christine Cunningham/Stacy Napolitano	Recruiter	1401 Northpoint Parkway, West Palm Beach, FL 33407	(561) 882-4331
Job Recruiter	Christine Cunningham	Recruiter	1401 Northpoint Parkway, West Palm Beach, FL 33407	(561) 882-4331
Job Fair - Palm Beach Post/WRMF	Jennifer Cartwright	Events Director	Rosemary St, West Palm Beach FL	561-868-1085
Jobing.com	Chris Pate	Career Expo Events Specialist	4747 N 22nd St , Suite 100, Phoenix, AZ 85016	(561) 282-6764
Keiser College	Elizabeth Houlihan	Director of Student Services	<a href="http://www.collegecentral.com/keiser">www.collegecentral.com/keiser</a>	954-776-4456

**FCC Sourcing Report - Contact List**

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

FCC Unit # 99043

County & State: Palm Beach County, FL

Source Name	Contact Name	Contact Title	Address	Phone #
Monster.com	N/A	Recruitment website	<a href="http://www.monster.com">www.monster.com</a>	N/A
MyJobHunter.com	N/A	Recruitment website	<a href="http://www.myjobhunter.com">www.myjobhunter.com</a>	N/A
Operation Hope Inc	Rene Bowers	Co-Executive Director	2100 45th St, Unit A4, West Palm Beach, FL 33407	(561) 842-2260
Palm Beach Atlantic University	N/A	N/A	<a href="http://www.collegecentral.com/pbacareers">http://www.collegecentral.com/pbacareers</a>	(561) 803-2063
Palm Beach County Adult Education Center	Nancy McPherson	Teacher	2161 N Military Trail, West Palm Beach, FL 33409	(561) 688-5203
Palm Beach County Coalition to Stop the Violence	Bishop Masters	President	2100 45th St, Unit B5, West Palm Beach, FL 33409	(561) 662-7421
Palm Beach Post	Corinne Davis	Recruitment Advertising Account Executive	2751 S. Dixie Highway, West Palm Beach, FL 33405	(561) 820-3131
TV Commercial (Comcast Cross Channel Advertising)	Barbara Wojton	Sales Support Rep	500 Australian Ave, Suite 1000, West Palm Beach, FL 33401	(561) 653-4905
Word of Mouth	Christine Cunningham	Recruiter	1401 Northpoint Parkway, West Palm Beach, FL 33407	(561) 882-4331
Workforce Alliance	Teeka Hardley	Bus Svcs Consultant	1951 N Military Trail, West Palm Beach, FL 33409	(561) 340-1060
Youth Coop Inc	Yamilet Vargas	Employment Specialist	2112 S Congress Ave, Palm Springs, FL 33406	(561) 964-1693
Callcenterjobs.com	N/A	Recruitment website	<a href="http://www.callcenterjobs.com">www.callcenterjobs.com</a>	N/A
<b>The Outreach Sources above were utilized for the following Job Categories/Positions:</b>				
<a href="#">Customer Account Executives, VP Customer Care, Call Center Supervisors and Call Center Support Positions</a>				
Florida Atlantic University	J. Watson	Coord, Career Develop. Svcs	MacArthur Campus, MLC 122 5353 Parkside Dr. Jupiter, FL 33458	
Keiser College	Elizabeth Houlihan	Director of Student Services	<a href="http://www.collegecentral.com/keiser">www.collegecentral.com/keiser</a>	
Americas Job Exchange	N/A	Recruitment website	<a href="http://www.ajb.dni.us">www.ajb.dni.us</a>	N/A
Careerbuilder.com	N/A	Recruitment website	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	
Comcast.com	Stacy Napolitano	Recruiter	<a href="http://www.comcast.com">www.comcast.com</a>	
Craigslist.com	N/A	Recruitment website	<a href="http://www.craigslist.com">www.craigslist.com</a>	
IHispano.com	N/A	Recruitment website	<a href="http://www.ihispano.com">www.ihispano.com</a>	
Indeed.com	N/A	Recruitment website	<a href="http://www.indeed.com">www.indeed.com</a>	

**FCC Sourcing Report - Contact List**

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

FCC Unit # 99043

County & State: Palm Beach County, FL

Source Name	Contact Name	Contact Title	Address	Phone #
Jobing.com	Chris Pate	Career Expo Events Specialist	4747 N 22nd St , Suite 100, Phoenix, AZ 85016	
Monster.com	N/A	Recruitment website	<a href="http://www.monster.com">www.monster.com</a>	
Palm Beach Post	Corinne Davis	Recruitment Advertising Account Executive	2751 S. Dixie Highway, West Palm Beach, FL 33405	
Goodwill Industries	Nicole Hull	Director of Contracts	1715 Tiffany Drive East West Palm Beach, FL., 33407	
Hispanic Unity of Florida	Alejandro Arbelaez	Job Coordinator	5840 Johnson St. Hollywood, FL 33021	954-942-0413
Lincoln Tech	Kathy Piccini	Director of Career Services	2410 Metrocentre Blvd. West Palm Beach, Florida 33407	561-712-5120
Palm Beach Atlantic University	Palm Beach Atlantic University	N/A	<a href="http://www.collegecentral.com/pbacareers">http://www.collegecentral.com/pbacareers</a>	
Palm Beach County Adult Education Center	Nancy McPherson	Teacher	2161 N Military Trail, West Palm Beach, FL 33409	(561) 688-5203
South Technical Charter School	A. McInnis	Student Services	1300 SW 30th Ave. Boynton Beach, FL 33426	
Search Firm	CareersUSA	Director	6501 Congress Avenue, Suite 200 Boca Raton FL 33487	
Employee Referral	Stacy Napolitano	Recruiter	1401 Northpoint Parkway, West Palm Beach, FL 33407	
Youth Coop Inc	Yamilet Vargas	Employment Specialist	2112 S Congress Ave, Palm Springs, FL 33406	Youth Coop Inc
Workforce Alliance	Teeka Hardley	Bus Svcs Consultant	1951 N Military Trail, West Palm Beach, FL 33409	
<b>The Outreach Sources above were utilized for the following Job Categories/Positions:</b>				
<a href="#">Business Account Executives</a>				
NEW ENGLAND TECH				
AJB.COM (AMERICANS JOB BANK)	N/A	Recruitment website	<a href="http://www.ajb.com">www.ajb.com</a>	N/A
FLORIDA ATLANTIC UNIVERSITY	J. Watson	Coord, Career Develop. Svcs	MacArthur Campus, MLC 122 5353 Parkside Dr. Jupiter, FL 33458	561-799-8676
CAREERBUILDER.COM	N/A	Recruitment website	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	
MONSTER.COM	N/A	Recruitment website	<a href="http://www.monster.com">www.monster.com</a>	
CORPORATE GRAY	N/A	Recruitment website	<a href="http://www.corporategray.com">www.corporategray.com</a>	
GOODWILL INDUSTRIES	Nicole Hull	Director of Contracts	1715 Tiffany Drive East West Palm Beach, FL., 33407	561-848-7200 ext. 2244

**FCC Sourcing Report - Contact List**

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

FCC Unit # 99043

County & State: Palm Beach County, FL

Source Name	Contact Name	Contact Title	Address	Phone #
HISPANIC UNITY OF FLORIDA	Alejandro Arbelaez	Job Coordinator	5840 Johnson St. Hollywood, FL 33021	954-942-0413
COMCAST.COM	Stacy Napolitano	Recruiter	<a href="http://www.comcast.com">www.comcast.com</a>	561-227-4178
Operation Hope Inc	Rene Bowers	Co-Executive Director	2100 45th St, Unit A4, West Palm Beach, FL 33407	
SEARCH FIRM	CareersUSA	Director	6501 Congress Avenue, Suite 200 Boca Raton FL 33487	(561) 981-8200
SEARCH FIRM	Mergis Group	Managing Director	1601 Forum Place - Suite 600 West Palm Beach, Florida 33401	561.686.9101
EMPLOYEE REFERRAL	Stacy Napolitano	Recruiter	1401 Northpoint Parkway, West Palm Beach, FL 33407	
CTAM - Cable & Assoc.	N/A	Recruitment website	<a href="http://www.ctam.com">www.ctam.com</a>	
Workforce Alliance	Teeka Hardley	Bus Srvc Consultant	1951 N Military Trail, West Palm Beach, FL 33409	
Youth Coop Inc	Yamilet Vargas	Employment Specialist	2112 S Congress Ave, Palm Springs, FL 33406	
<b>The Outreach Sources above were utilized for the following Job Categories/Positions:</b>				
<a href="#">Warehouse, Comm Tech, RVP Engineering Technology, Information Technology, Marketing, Finance</a>				
Apple One Employment Services	Linzey Allen	Account Executive	2000 Palm Beach Lakes Blvd, #601, West Palm Beach, FL 33409	(678) 385-9042
<b>The Outreach Source above was utilized for the following Job Categories/Positions:</b>				
<a href="#">Administrative Assistant 2</a>				
National Black MBA Association	N/A	N/A	180 N. Michigan Ave., Suite 1400, Chicago, IL 60601	(312) 236-0390
America's Job Bank	N/A	Recruitment website	<a href="http://www.ajb.dni.us">www.ajb.dni.us</a>	N/A
<b>The Outreach Sources above were utilized for the following Job Categories/Positions:</b>				
<a href="#">VP Customer Care</a>				
Comcast.com	Christine Cunningham	Recruiter	1401 Northpoint Parkway, West Palm Beach, FL 33407	(561) 882-4331
Teamcomcast.com	Christine Cunningham	Recruiter	1401 Northpoint Parkway, West Palm Beach, FL 33407	(561) 882-4331

**FCC Sourcing Report - Contact List**

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

FCC Unit # 99043

County & State: Palm Beach County, FL

Source Name	Contact Name	Contact Title	Address	Phone #
<b>The Outreach Sources above were utilized for the following Job Categories/Positions:</b>				
<a href="#">All external positions</a>				

**COMCAST**  
**FCC GENERAL RECRUITMENT SHEET**  
**2008**  
**September 1, 2007 to August 31, 2008**  
**FCC UNIT #: 990493**  
**County and State: Palm Beach County, FL**

<b>APPLICABLE EVENT</b>	<b>SPONSOR</b>	<b>DATE</b>	<b>Personnel Involved/System</b>	<b>Narrative</b>
National Black MBA Association Job Fair (Orlando, FL)	National Black MBA Association	9/13-14/2007	Christine Cunningham, Recruiter and other recruiters from different divisions within Comcast	Recruitment of minority MBA candidates for open positions within Comcast.
PB Post Job Fair 2007	Palm Beach Post	9/17/2007	Christine Cunningham, Recruiter, Elizabeth Ann Dube, HR Generalist	Job Fair - joint effort among the systems, recruiting for all open positions in the county.
Outreach (Diversity) Effort	Mergis Group	9/4/2007	Andrew Desoiza, HR Manager	Spoke with Managing Director, Diane D'Angelo regarding our Finance Department opportunities.
Cross Channel Recruitment Advertising	West Palm Beach Call Center/ Comcast Spotlight	9/30/2007-10/13/2007	Christine Cunningham, Recruiter, Barbara Wojton, Ad Sales Marketing Prof.	Recruitment of Bilingual (Spanish/English) CAEs for the Call Center.
Comcast Meet "N" Greet Event	West Palm Beach Call Center	10/9/2007	Christine Cunningham, Recruiter, Call Center HR Team, Richard Williams, Comcast University Regional Director, Monica Tausch, Regional HR Manager, Call Center Supervisors	Recruitment of Bilingual CAEs for the Call Center.
Jobing.com Job Fair	Jobing.com	10/18/2007	Stacy Napolitano, Recruiter and Sandro Rivera, Technical Supervisor.	Job Fair - joint effort among the systems, recruiting for all open positions in the county.
Recruitment Advertisement in the Palm Beach Post	West Palm Beach Region	1/20/2008	Christine Cunningham, Recruiter, Juliet Reid, HR Manager and Andrew DeSoiza, HR Manager	Advertising current Comcast openings in Palm Beach County

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<b>APPLICABLE EVENT</b>	<b>SPONSOR</b>	<b>DATE</b>	<b>Personnel Involved/System</b>	<b>Narrative</b>
Outreach (Diversity) Effort	Workforce Alliance	1/29/2008	Christine Cunningham, Recruiter and Elizabeth Ann Dube, HR Generalist	Met with Vicky Jackson from Workforce Alliance to discuss outreach strategies designed to reach a diverse pool of candidates.
Jobing.com Job Fair	Jobing.com	3/20/2008	Christine Cunningham, Recruiter and Stacy Napolitano, Recruiter	Job Fair - joint effort among the systems, recruiting for all open positions in the county.
Emma Bowen Internship	Emma Bowen Foundation	6/1/08	Stacy Napolitano, Recruiter	Partnered with Emma Bowen to hire intern for summer position in Training and Development
Stand Among Friends Employment Program 2008	Florida Atlantic University Office for Students with Disabilities and the Career Development Center	7/29/2008	Christine Cunningham, Recruiter	Meeting with Dawn Hicks and Michelle Wells to discuss employment opportunities at Comcast. Stand Among Friends is a non-profit organization that helps graduates and others with disabilities to gain employment.
Interviewing and Selection Training	West Palm Beach Call Center HR	8/18/2008	Christine Cunningham, Recruiter and supervisors from the West Palm Beach System and the Call Center	Trained supervisors on Comcast employment policy, EEO policy, employment laws etc.