

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 - 20080930AEX

<b>SECTION I IDENTIFYING INFORMATION</b>			
A. Name of Operator: COMCAST CORPORATION			
MSO Name: COMCAST CABLE COMMUNICATIONS			
B. Employment Unit's Mailing Address 1701 JFK BLVD WEST DIVISION			
City PHILADELPHIA	State PA	Zip Code 19103-	
Emp. Unit ID # 11662			
<b>Application Purpose</b>			
<input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report			
<input type="checkbox"/> Supplemental Investigation Sheet (SIS) Attached			
C. County and State in which unit's employment office is located SANTA CLARA COUNTY, CA			
D. Category of Respondent (check applicable box)			
<input type="radio"/> Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V <input checked="" type="radio"/> Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached			
E. Pay Period Covered by this Report (inclusive dates) 08/24/2008-09/6/2008			
F. Attachments: (See "Exhibit" buttons, below.)			
<b>SECTION II COMMUNITY INFORMATION</b>			
System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
Review the list of communities served on the previous year's submission and attach as Exhibit A [Exhibit 1] any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

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

**SECTION IV ADDITIONAL INFORMATION**

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

**SECTION V CERTIFICATION**

This report must be certified as follows:

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

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

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

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

**Exhibits**



FCC Sourcing Report		Santa Clara CA 11662 - final.xls			
Date :9/1/2007-7/18/2008					
Work Location: CAS27 - San Jose CA; CAS35 - Santa Clara CA; CAS39 - Scotts Valley CA; CAS60 - Salinas CA; CAM23 - Monterey CA					
Position Type: ALL					
Requisition#	Job Title	Working Location	Source	# of Interviews	# of Hires
46361BR	Network Communications Technician 6 (San Jose)	CAS27 - San Jose CA	I - COMCAST.COM	3	1
46361BR	Network Communications Technician 6 (San Jose)	CAS27 - San Jose CA	Internal	1	0
46361BR	Network Communications Technician 6 (San Jose)	CAS27 - San Jose CA	R - EMPLOYEE REFERRAL	1	1
			<b>TOTAL</b>	<b>5</b>	<b>2</b>
47923BR	Comm Technician 1 (San Jose)	CAS27 - San Jose CA	I - COMCAST.COM	22	6
47923BR	Comm Technician 1 (San Jose)	CAS27 - San Jose CA	J - COMCAST OPEN HOUSE	1	1
47923BR	Comm Technician 1 (San Jose)	CAS27 - San Jose CA	M - COMCAST NOW HIRING SIGN	2	2
47923BR	Comm Technician 1 (San Jose)	CAS27 - San Jose CA	R - EMPLOYEE REFERRAL	12	6
47923BR	Comm Technician 1 (San Jose)	CAS27 - San Jose CA	V - CAREERS ON DEMAND	1	1
47923BR	Comm Technician 1 (San Jose)	CAS27 - San Jose CA	V - TV COMMERCIAL	1	1
			<b>TOTAL</b>	<b>39</b>	<b>17</b>
47924BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	A - AFRICAN AMERICAN ASSOCIATION	0	0
47924BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	I - COMCAST.COM	28	2
47924BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	Internal	1	1
47924BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	J - COMCAST OPEN HOUSE	1	0
47924BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	M - COMCAST NOW HIRING SIGN	2	2
47924BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	R - EMPLOYEE REFERRAL	4	4
47924BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	V - TV COMMERCIAL	1	1
			<b>TOTAL</b>	<b>37</b>	<b>10</b>
47926BR	Comm Technician 1 (Scotts Valley)	CAS39 - Scotts Valley CA	I - COMCAST.COM	6	3
47926BR	Comm Technician 1 (Scotts Valley)	CAS39 - Scotts Valley CA	R - EMPLOYEE REFERRAL	6	4
47926BR	Comm Technician 1 (Scotts Valley)	CAS39 - Scotts Valley CA	V - TV COMMERCIAL	1	0
			<b>TOTAL</b>	<b>13</b>	<b>7</b>
48131BR	Neighborhood Sales Representative	CAS27 - San Jose CA	A - CABLE TELECOMMUNICATIONS AS	1	0
48131BR	Neighborhood Sales Representative	CAS27 - San Jose CA	A - CABLE/TEL MARKETING ASSOC	1	0
48131BR	Neighborhood Sales Representative	CAS27 - San Jose CA	I - COMCAST.COM	22	4
48131BR	Neighborhood Sales Representative	CAS27 - San Jose CA	J - ONLINE/CIPS	1	0
48131BR	Neighborhood Sales Representative	CAS27 - San Jose CA	M - JOB HOTLINE	1	0
48131BR	Neighborhood Sales Representative	CAS27 - San Jose CA	N - SAN FRANCISCO CHRONICLE	0	0
48131BR	Neighborhood Sales Representative	CAS27 - San Jose CA	N - SAN JOSE MERCURY NEWS	1	1
48131BR	Neighborhood Sales Representative	CAS27 - San Jose CA	O - CAREER CENTER	1	0
48131BR	Neighborhood Sales Representative	CAS27 - San Jose CA	R - EMPLOYEE REFERRAL	1	1
48131BR	Neighborhood Sales Representative	CAS27 - San Jose CA	R - WORD OF MOUTH	1	0
			<b>TOTAL</b>	<b>30</b>	<b>6</b>
48826BR	B2B - Commercial Outside Sales Rep - South Bay	CAS27 - San Jose CA	I - CAREERBUILDER.COM	2	2
48826BR	B2B - Commercial Outside Sales Rep - South Bay	CAS27 - San Jose CA	I - COMCAST.COM	2	1
48826BR	B2B - Commercial Outside Sales Rep - South Bay	CAS27 - San Jose CA	Internal	0	0
48826BR	B2B - Commercial Outside Sales Rep - South Bay	CAS27 - San Jose CA	J - CITY CAREER FAIR	1	1
48826BR	B2B - Commercial Outside Sales Rep - South Bay	CAS27 - San Jose CA	J - EMPLOYMENT GUIDE JOB FAIR	0	0
48826BR	B2B - Commercial Outside Sales Rep - South Bay	CAS27 - San Jose CA	M - JOB HOTLINE	0	0
48826BR	B2B - Commercial Outside Sales Rep - South Bay	CAS27 - San Jose CA	I - CRAIGSLIST.COM	1	0
48826BR	B2B - Commercial Outside Sales Rep - South Bay	CAS27 - San Jose CA	R - EMPLOYEE REFERRAL	1	1
48826BR	B2B - Commercial Outside Sales Rep - South Bay	CAS27 - San Jose CA	R - WORD OF MOUTH	1	0
48826BR	B2B - Commercial Outside Sales Rep - South Bay	CAS27 - San Jose CA	V - TV COMMERCIAL	1	0
			<b>TOTAL</b>	<b>9</b>	<b>5</b>

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Work Location: CAS27 - San Jose CA; CAS35 - Santa Clara CA; CAS39 - Scotts Valley CA; CAS60 - Salinas CA; CAM23 - Monterey CA						
Position Type: ALL						
50991BR	Business Services Group (BSG) Account Executive	CAS27 - San Jose CA	I - COMCAST.COM		2	0
50991BR	Business Services Group (BSG) Account Executive	CAS27 - San Jose CA	Internal		1	0
50991BR	Business Services Group (BSG) Account Executive	CAS27 - San Jose CA	I - CRAIGSLIST.COM		1	0
50991BR	Business Services Group (BSG) Account Executive	CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		1	1
			<b>TOTAL</b>		<b>5</b>	<b>1</b>
51285BR	Supv Technicians (Business Services)	CAS27 - San Jose CA	Internal		6	1
			<b>TOTAL</b>		<b>6</b>	<b>1</b>
51579BR	Training & Development Prof	CAS27 - San Jose CA	Internal		4	1
			<b>TOTAL</b>		<b>4</b>	<b>1</b>
51875BR	Retail Account Executive (South Bay)	CAS27 - San Jose CA	I - COMCAST.COM		1	1
51875BR	Retail Account Executive (South Bay)	CAS27 - San Jose CA	Internal		2	0
			<b>TOTAL</b>		<b>2</b>	<b>1</b>
51888BR	Cable Store Rep (San Jose)	CAS27 - San Jose CA	I - COMCAST.COM		4	1
51888BR	Cable Store Rep (San Jose)	CAS27 - San Jose CA	Internal		2	0
51888BR	Cable Store Rep (San Jose)	CAS27 - San Jose CA	M - COMCAST NOW HIRING SIGN		1	0
51888BR	Cable Store Rep (San Jose)	CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		1	0
51888BR	Cable Store Rep (San Jose)	CAS27 - San Jose CA	V - TV COMMERCIAL		1	0
			<b>TOTAL</b>		<b>9</b>	<b>7</b>
52388BR	B2B Commercial Sales Acct Exec - South Bay	CAS39 - Scotts Valley CA	Internal		1	0
52388BR	B2B Commercial Sales Acct Exec - South Bay	CAS39 - Scotts Valley CA	R - EMPLOYEE REFERRAL		2	1
			<b>TOTAL</b>		<b>3</b>	<b>1</b>
52767BR	MDU Account Executive	CAS27 - San Jose CA	Internal		1	1
52767BR	MDU Account Executive	CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		1	1
			<b>TOTAL</b>		<b>2</b>	<b>2</b>
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	A - CABLE/TEL MARKETING ASSOC		1	1
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	C - HEALD COLLEGE		1	1
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	C - UNIVERSITY OF CALIFORNIA		1	1
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	CABOT		1	1
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	I - BAJOBS.COM		2	0
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	I - BILINGUAL-JOBS.COM		0	0
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	I - COMCAST.COM		19	5
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	I - CRAIGSLIST.COM		3	1
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	I - HOTJOBS.COM		2	1
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	ICOMCAST - COMCAST.COM		5	2
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	J - WORKSOURCE JOB FAIR		1	1
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	M - FLYER ADVERTISEMENT		1	0
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	N - SAN JOSE MERCURY NEWS		1	0
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	I - CAREERBUILDER.COM		0	0
53684BR	Neighborhood Sales Representative	CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		12	4
			<b>TOTAL</b>		<b>50</b>	<b>18</b>
53708BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	I - CAJOBS.COM (CALIFORNIA ONLINE		1	0
53708BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	I - CAREERBUILDER.COM		2	0
53708BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	I - COMCAST.COM		10	2
53708BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	I - CRAIGSLIST.COM		6	0
53708BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	I - MONSTER.COM		1	0
53708BR	Comm Technician 1 (Santa Clara)	CAS35 - Santa Clara CA	I - YAHOO.COM		1	0

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Position Type: ALL						
53708BR	Comm Technician 1 (Santa Clara)		CAS35 - Santa Clara CA	J - ONLINE/CIPS		1 0
53708BR	Comm Technician 1 (Santa Clara)		CAS35 - Santa Clara CA	R - EMPLOYEE REFERRAL		10 6
53708BR	Comm Technician 1 (Santa Clara)		CAS35 - Santa Clara CA	R - WORD OF MOUTH		4 0
53708BR	Comm Technician 1 (Santa Clara)		CAS35 - Santa Clara CA	V - TV COMMERCIAL		1 0
				<b>TOTAL</b>		<b>37 8</b>
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	A - CABLE TELECOMMUNICATIONS AS		1 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	A - CABLE/TEL HUMAN RESOURCES A		1 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	A - EMPLOYMENT MANAGEMENT ASSC		1 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	C - HEALD COLLEGE		2 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	I - CAREERBUILDER.COM		2 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	I - COMCAST.COM		20 4
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	I - CRAIGSLIST.COM		6 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	I - HOTJOBS.COM		1 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	I - MONSTER.COM		1 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	I - YAHOO!HOTJOBS DIRECT		1 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	Internal		1 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	M - COMCAST NOW HIRING SIGN		1 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	M - DIGITAL CABLE ADVERTISEMENT		1 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	N - SAN JOSE MERCURY NEWS		1 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	O - CAREER DEVELOPMENT CENTER		1 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	O - JOBS & EMPLOYMENT SERVICES		1 1
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	R - WORD OF MOUTH		3 0
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		16 5
53709BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	V - TV COMMERCIAL		3 0
				<b>TOTAL</b>		<b>64 10</b>
53904BR	Supervisor Technician (Monterey)		CAM23 - Monterey CA	I - CAREERBUILDER.COM		1 0
53904BR	Supervisor Technician (Monterey)		CAM23 - Monterey CA	Internal		3 0
53904BR	Supervisor Technician (Monterey)		CAM23 - Monterey CA	R - EMPLOYEE REFERRAL		1 1
				<b>TOTAL</b>		<b>5 1</b>
53905BR	Tech Ops Coordinator (Santa Clara)		CAS35 - Santa Clara CA	I - COMCAST.COM		6 0
53905BR	Tech Ops Coordinator (Santa Clara)		CAS35 - Santa Clara CA	Internal		3 1
				<b>TOTAL</b>		<b>9 1</b>
53914BR	TV Production Technician 1 (San Jose)		CAS27 - San Jose CA	I - COMCAST.COM		6 1
53914BR	TV Production Technician 1 (San Jose)		CAS27 - San Jose CA	I - CRAIGSLIST.COM		1 0
				<b>TOTAL</b>		<b>7 1</b>
53921BR	Converter Repair & Cntrl Rep (San Jose)		CAS27 - San Jose CA	I - COMCAST.COM		0 0
53921BR	Converter Repair & Cntrl Rep (San Jose)		CAS27 - San Jose CA	Internal		1 1
				<b>TOTAL</b>		<b>1 1</b>
53923BR	Warehouse Person (San Jose)		CAS27 - San Jose CA	Internal		2 0
53923BR	Warehouse Person (San Jose)		CAS27 - San Jose CA	J - AOL JOB FAIR		1 1
				<b>TOTAL</b>		<b>3 1</b>
54249BR	Supervisor Technician (San Jose)		CAS27 - San Jose CA	I - COMCAST.COM		1 1
54249BR	Supervisor Technician (San Jose)		CAS27 - San Jose CA	M - COMCAST NOW HIRING SIGN		1 0
54249BR	Supervisor Technician (San Jose)		CAS27 - San Jose CA	I - CRAIGSLIST.COM		1 0
				<b>TOTAL</b>		<b>3 1</b>
54365BR	Network Comm Technician 4/5		CAS27 - San Jose CA	I - COMCAST.COM		0 0

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Position Type: ALL							
54365BR	Network Comm Technician 4/5		CAS27 - San Jose CA	Internal		3	2
				<b>TOTAL</b>		<b>3</b>	<b>2</b>
54745BR	Cable Store Rep (San Jose)		CAS27 - San Jose CA	I - COMCAST.COM		8	3
54745BR	Cable Store Rep (San Jose)		CAS27 - San Jose CA	I - YAHOO!HOTJOBS DIRECT		1	0
54745BR	Cable Store Rep (San Jose)		CAS27 - San Jose CA	Internal		4	3
54745BR	Cable Store Rep (San Jose)		CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		3	0
				<b>TOTAL</b>		<b>16</b>	<b>6</b>
55053BR	Warehouse Person (Salinas)		CAM23 - Monterey CA	I - COMCAST.COM		1	1
55053BR	Warehouse Person (Salinas)		CAM23 - Monterey CA	Internal		3	0
				<b>TOTAL</b>		<b>4</b>	<b>1</b>
55055BR	Converter Repair & Cntrl Rep 1 (Salinas)		CAM23 - Monterey CA	I - COMCAST.COM		1	0
55055BR	Converter Repair & Cntrl Rep 1 (Salinas)		CAM23 - Monterey CA	Internal		3	1
				<b>TOTAL</b>		<b>4</b>	<b>1</b>
55090BR	Customer Service Center Supervisor (San Jose)		CAS27 - San Jose CA	Internal		8	1
				<b>TOTAL</b>		<b>8</b>	<b>1</b>
55126BR	Customer Service Center Supervisor (Monterey area)		CAM23 - Monterey CA	Internal		1	1
55126BR	Customer Service Center Supervisor (Monterey area)		CAM23 - Monterey CA	R - EMPLOYEE REFERRAL		0	0
				<b>TOTAL</b>		<b>1</b>	<b>1</b>
55127BR	Neighborhood Sales Representative (Scotts Valley/Monterey Areas)		CAM23 - Monterey CA	I - CAREERBUILDER.COM		1	1
				<b>TOTAL</b>		<b>1</b>	<b>1</b>
55340BR	Sales Supervisor - Direct Sales		CAS27 - San Jose CA	Internal		2	1
				<b>TOTAL</b>		<b>2</b>	<b>1</b>
55420BR	Sales Manager - MDU & FIND		CAS27 - San Jose CA	I - COMCAST.COM		1	1
55420BR	Sales Manager - MDU & FIND		CAS27 - San Jose CA	Internal		1	0
						<b>16</b>	<b>6</b>
55573BR	Check-In Rep 1		CAS27 - San Jose CA	A - CABLE TELECOMMUNICATIONS AS		1	0
55573BR	Check-In Rep 1		CAS27 - San Jose CA	I - COMCAST.COM		5	0
55573BR	Check-In Rep 1		CAS27 - San Jose CA	I - SNAGAJOB.COM		1	0
55573BR	Check-In Rep 1		CAS27 - San Jose CA	Internal		2	1
55573BR	Check-In Rep 1		CAS27 - San Jose CA	I - CRAIGSLIST.COM		1	1
55573BR	Check-In Rep 1		CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		3	2
				<b>TOTAL</b>		<b>13</b>	<b>4</b>
55713BR	Comm Tech 3 (Workplace/Commercial)		CAS27 - San Jose CA	Internal		2	2
				<b>TOTAL</b>		<b>2</b>	<b>2</b>
55715BR	Comm Tech 4 (Workplace/Commercial)		CAS27 - San Jose CA	Internal		7	4
				<b>TOTAL</b>		<b>7</b>	<b>4</b>
56099BR	Scheduler/Router		CAS27 - San Jose CA	Internal		1	1
				<b>TOTAL</b>		<b>1</b>	<b>1</b>
56887BR	Customer Service Center Lead (San Jose)		CAS27 - San Jose CA	I - COMCAST.COM		0	0
56887BR	Customer Service Center Lead (San Jose)		CAS27 - San Jose CA	Internal		5	1
				<b>TOTAL</b>		<b>5</b>	<b>1</b>
56888BR	Customer Service Center Lead (Monterey)		CAM23 - Monterey CA	Internal		1	1
				<b>TOTAL</b>		<b>1</b>	<b>1</b>
57117BR	Dispatcher (San Jose)		CAS27 - San Jose CA	Internal		2	2
				<b>TOTAL</b>		<b>2</b>	<b>2</b>
57128BR	B2B Commercial Outside Sales Rep - South Bay		CAM23 - Monterey CA	I - COMCAST.COM		1	0

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Position Type: ALL						
57128BR	B2B Commercial Outside Sales Rep - South Bay		CAM23 - Monterey CA	Internal		0 0
57128BR	B2B Commercial Outside Sales Rep - South Bay		CAM23 - Monterey CA	R - EMPLOYEE REFERRAL		1 1
				<b>TOTAL</b>		<b>2 1</b>
57167BR	B2B Commercial Outside Sales Rep - Scotts Valley		CAS39 - Scotts Valley CA	I - LINKEDIN.COM		1 1
57167BR	B2B Commercial Outside Sales Rep - Scotts Valley		CAS39 - Scotts Valley CA	I - COMCAST.COM		1 0
57167BR	B2B Commercial Outside Sales Rep - Scotts Valley		CAS39 - Scotts Valley CA	I - CRAIGSLIST.COM		1 0
				<b>TOTAL</b>		<b>3 1</b>
57618BR	Business Services Dispatcher (San Jose)		CAS27 - San Jose CA	I - COMCAST.COM		1 0
57618BR	Business Services Dispatcher (San Jose)		CAS27 - San Jose CA	Internal		2 1
				<b>TOTAL</b>		<b>3 1</b>
57747BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	A - SOCIETY FOR CABLE/TEL ENGINEE		1 0
57747BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	I - CAREERBUILDER.COM		1 0
57747BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	I - COMCAST.COM		4 1
57747BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	Internal		3 0
57747BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	M - COMCAST NOW HIRING SIGN		1 0
57747BR	Comm Technician 1 (San Jose)		CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		1 1
				<b>TOTAL</b>		<b>11 2</b>
57841BR	Check-In Rep 1(San Jose)		CAS27 - San Jose CA	Internal		2 1
				<b>TOTAL</b>		<b>2 1</b>
57930BR	Customer Service Center Rep (San Jose)		CAS27 - San Jose CA	I - COMCAST.COM		3 1
57930BR	Customer Service Center Rep (San Jose)		CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		2 0
57930BR	Customer Service Center Rep (San Jose)		CAS27 - San Jose CA	R - WORD OF MOUTH		1 0
				<b>TOTAL</b>		<b>6 1</b>
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	C - CITY COLLEGE		1 0
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	F - SEARCH FIRM		1 0
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	I - BAJOBS.COM		0 0
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	I - CAREERBUILDER.COM		1 0
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	I - COMCAST.COM		8 2
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	I - CRAIGSLIST.COM		1 1
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	Internal		1 0
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	J - EMPLOYMENT GUIDE JOB FAIR		2 0
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	J - WORKSOURCE JOB FAIR		1 0
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	M - COMCAST BILL INSERT		1 0
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	N - METRO TIMES		1 0
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	I - BAJOBS.COM		2 1
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		14 6
58124BR	Neighborhood Sales Representative		CAS27 - San Jose CA	T - AD WEEK		1 1
				<b>TOTAL</b>		<b>35 11</b>
58138BR	B2B Commercial Outside Sales Rep - San Jose		CAS27 - San Jose CA	I - COMCAST.COM		1 1
58138BR	B2B Commercial Outside Sales Rep - San Jose		CAS27 - San Jose CA	F - SEARCH FIRM		1 1
58138BR	B2B Commercial Outside Sales Rep - San Jose		CAS27 - San Jose CA	N - METRO TIMES		1 1
58138BR	B2B Commercial Outside Sales Rep - San Jose		CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		1 1
				<b>TOTAL</b>		<b>4 4</b>
58389BR	Comm Technician 1 (Scotts Valley)		CAS39 - Scotts Valley CA	R - EMPLOYEE REFERRAL		1 1
				<b>TOTAL</b>		<b>1 1</b>
58855BR	Check-In Rep 1(San Jose)		CAS27 - San Jose CA	Internal		1 1



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Work Location: CAS27 - San Jose CA; CAS35 - Santa Clara CA; CAS39 - Scotts Valley CA; CAS60 - Salinas CA; CAM23 - Monterey CA						
Position Type: ALL						
63851BR	Accountant - San Jose, California		CAS27 - San Jose CA	R - WORD OF MOUTH		1 0
				<b>TOTAL</b>		<b>6 1</b>
64612BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	I - COMCAST.COM		17 1
64612BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		3 0
				<b>TOTAL</b>		<b>20 1</b>
68094BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	M - COMCAST BILL INSERT		4 1
68094BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	A - CABLE TELECOMMUNICATIONS AS		1 0
68094BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		10 0
68094BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	V - TV COMMERCIAL		2 0
68094BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	I - COMCAST.COM		8 0
68094BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	I - CAREERBUILDER.COM		2 0
68094BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	R - WORD OF MOUTH		4 0
68094BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	I - BAJOB.COM		1 0
68094BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	I - MONSTER.COM		1 0
68094BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	I - CRAIGSLIST.COM		5 0
				<b>TOTAL</b>		<b>38 1</b>
68095BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	R - EMPLOYEE REFERRAL		6 1
68095BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	R - WORD OF MOUTH		1 0
68095BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	V - TV COMMERCIAL		3 0
68095BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	A - CABLE TELECOMMUNICATIONS AS		1 0
68095BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	I - CRAIGSLIST.COM		3 0
68095BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	I - CAREERBUILDER.COM		1 0
68095BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	I - COMCAST.COM		8 0
68095BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	I - MONSTER.COM		1 0
68095BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	I - BAJOB.COM		1 0
68095BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	M - COMCAST BILL INSERT		1 0
				<b>TOTAL</b>		<b>26 1</b>
68088BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	Internal		1 1
				<b>TOTAL</b>		<b>1 1</b>
68085BR	Residential Account Executive - San Jose, California		CAS27 - San Jose CA	Internal		1 1
				<b>TOTAL</b>		<b>1 1</b>
69898BR	Sales Account Coordinator - San Jose, California		CAS27 - San Jose CA	Internal		1 1
				<b>TOTAL</b>		<b>1 1</b>
66029BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	I - COMCAST.COM		45 0
66029BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	E - EMPLOYEE REFERRAL		10 0
66029BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	Internal		4 0
				<b>TOTAL</b>		<b>59 1</b>
68835BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	I - COMCAST.COM		45 1
68835BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	E - EMPLOYEE REFERRAL		10 0
68835BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	Internal		4 0
				<b>TOTAL</b>		<b>59 1</b>
68836BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	Internal		1 1
				<b>TOTAL</b>		<b>1 1</b>
68837BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	I - COMCAST.COM		45 1
68837BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	E - EMPLOYEE REFERRAL		10 0
68837BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	Internal		4 0

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Work Location: CAS27 - San Jose CA; CAS35 - Santa Clara CA; CAS39 - Scotts Valley CA; CAS60 - Salinas CA; CAM23 - Monterey CA							
Position Type: ALL							
						<b>TOTAL</b>	<b>59 1</b>
68838BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	I - COMCAST.COM		45	1
68838BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	E - EMPLOYEE REFERRAL		10	0
68838BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	Internal		4	0
						<b>TOTAL</b>	<b>59 1</b>
66835BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	I - COMCAST.COM		45	1
66835BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	E - EMPLOYEE REFERRAL		10	0
66835BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	Internal		4	0
						<b>TOTAL</b>	<b>59 1</b>
68839BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	I - COMCAST.COM		45	1
68839BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	E - EMPLOYEE REFERRAL		10	0
68839BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	Internal		4	0
						<b>TOTAL</b>	<b>59 1</b>
70018BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	I - COMCAST.COM		45	1
70018BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	E - EMPLOYEE REFERRAL		10	0
70018BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	Internal		4	0
						<b>TOTAL</b>	<b>59 1</b>
68840BR	Comm Tech 1 - San Jose, California		CAS27 - San Jose CA	Internal		1	1
						<b>TOTAL</b>	<b>1 1</b>
68845BR	Comm Tech 1 - Santa Clara, California		CAS35 - Santa Clara CA	I - COMCAST.COM		45	0
68845BR	Comm Tech 1 - Santa Clara, California		CAS35 - Santa Clara CA	E - EMPLOYEE REFERRAL		10	1
68845BR	Comm Tech 1 - Santa Clara, California		CAS35 - Santa Clara CA	Internal		4	0
						<b>TOTAL</b>	<b>59 1</b>
68846BR	Comm Tech 1 - Santa Clara, California		CAS35 - Santa Clara CA	I - COMCAST.COM		45	1
68846BR	Comm Tech 1 - Santa Clara, California		CAS35 - Santa Clara CA	E - EMPLOYEE REFERRAL		10	0
68846BR	Comm Tech 1 - Santa Clara, California		CAS35 - Santa Clara CA	Internal		4	0
						<b>TOTAL</b>	<b>59 1</b>
68843BR	Comm Tech 1 - Scotts Valley, California		CAS39 - Scotts Valley CA	I - COMCAST.COM		45	0
68843BR	Comm Tech 1 - Scotts Valley, California		CAS39 - Scotts Valley CA	E - EMPLOYEE REFERRAL		10	1
68843BR	Comm Tech 1 - Scotts Valley, California		CAS39 - Scotts Valley CA	Internal		4	0
						<b>TOTAL</b>	<b>59 1</b>
68841BR	Comm Tech 1 - Scotts Valley, California		CAS39 - Scotts Valley CA	I - COMCAST.COM		45	1
68841BR	Comm Tech 1 - Scotts Valley, California		CAS39 - Scotts Valley CA	E - EMPLOYEE REFERRAL		10	0
68841BR	Comm Tech 1 - Scotts Valley, California		CAS39 - Scotts Valley CA	Internal		4	0
						<b>TOTAL</b>	<b>59 1</b>
68842BR	Comm Tech 1 - Scotts Valley, California		CAS39 - Scotts Valley CA	I - COMCAST.COM		45	0
68842BR	Comm Tech 1 - Scotts Valley, California		CAS39 - Scotts Valley CA	E - EMPLOYEE REFERRAL		10	1
68842BR	Comm Tech 1 - Scotts Valley, California		CAS39 - Scotts Valley CA	Internal		4	0
						<b>TOTAL</b>	<b>59 1</b>
68284BR	Comm Tech 1 - Monterey, California		CAM23 - Monterey CA	Internal		1	1
						<b>TOTAL</b>	<b>1 1</b>
	<b>FCC Recruitment Menu Activity</b>	<b>Recruiting Event</b>	<b>Sponsor</b>	<b>Date</b>	<b>Personnel</b>	<b>Narrative</b>	
1	irs by unit personnel who have substantial respon	San Jose Mercury News - Diversity Fair	San Jose Mercury News	1/22/2008	-11536/ De	Job Fair	

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Work Location: CAS27 - San Jose CA; CAS35 - Santa Clara CA; CAS39 - Scotts Valley CA; CAS60 - Salinas CA; CAM23 - Monterey CA								
Position Type: ALL								
2	Hosting at least one job fair.	On-Site job fair	Comcast	10/24/2007, 11/1/2007, 11/14/2007, 3/6/2008	Val Superviso	Hosted Sales, CSSR & Tech Job Fair		
3	Business and professional community whose members	Black Expo	Black Expo and Comcast	7/17/2008; 7/18/2008; 7/19/2008;7/20/2008	Valdez - Re	One of the major sponsors for the Black Expo to encourage and attract a diverse pool of candidates Region wide		
4	Members of the community interested in cable television e	WICT	WICT	5/28/2008	Office CAS	Golf Tournament		
	Representations representing groups present in the community interested in cable television e	WICT Holiday Gala	WICT	12/2/2007	Office CAS	Comcast Bay Region representatives presented at event		
	Representations representing groups present in the community interested in cable television e	WICT Mentoring Breakfast	WICT	3/25/2008	Office CAS	Comcast CA Region representatives presented at event		
5	Programs designed to assist members of the community to acquire	Bay Area Internship Program	Comcast	Ongoing	Office CAS	Marketing, HR, Business Ops Departments		
6	(Specific) outreach efforts such as job banks and intern	Work 2 Future	Work 2 Future	2/28/2008	Office CAS	Work with the group to ensure partnership of Comcast opportunities		
7	Programs designed to assist students interested in pursu	None						
8	Programs designed to enable unit personnel to acquire skills that c	None						
9	Establishment of a mentoring program for unit person	Bowen Foundation for Minority Interests i	Emma Bowen Foundation	Ongoing	Comcast	Sponsorship and Support for minority recruitment program		
10	Programs sponsored by educational institutions relating	Evergreen Valley College; San Jose City College, De Anza College		EVC 2/27/2008 & 4/30/2008; SJCC 4/22/2008; De A	Office CAS04 - 11536			

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Work Location: CAS27 - San Jose CA; CAS35 - Santa Clara CA; CAS39 - Scotts Valley CA; CAS60 - Salinas CA; CAM23 - Monterey CA							
Position Type: ALL							
	on in at least two events or programs sponsored by educational institutions relating	Campus Recruiting		April/May 2008	Office CASO	Stanford University, Santa Clara University, San Jose State University, Cal State – East Bay, UC Berkeley, Mills College, St. Mary's, Norte Dam, Holy Names, West Valley, Evergreen Valley, San Jose City College, DeAnza, Chabot, Mission College	
	on in at least two events or programs sponsored by educational institutions relating	DeVry		5/6/2008	Office CASO	New Telecommunications Courses	
11	signed to inform and educate members of the publ	Monster Job Fair	Comcast	2/13/2008; 5/13/2008	Office CASO	Presentation of Comcast employment opportunities	
		City Year	City Year	4/28/2008	ing, Supervi	City Year's signature program, the City Year youth service corps, unites more than 1,200 young adults, ages 17-24, from diverse backgrounds for a demanding year of full-time community service, leadership development, and civic engagement.	
12	newsletter of media trade groups whose members	Channel News, SHRM, EXECUNET, N	Comcast	Ongoing	Office CASO	Posting job openings of Manager and above positions.	
13	te counseling on the process of searching for cabl	None					
14	sonnel as to methods of ensuring equal employme	Employment Related Workshops	Divisional, Regional and Legal Team	Quarterly	Office CASO	Workshops designed to inform, update and help supervisor, managers, directors and vice presidents to create oppourtunity where possible and kep the workplace discrimination free.	
15	te industry employment opportunities that would en	EDD / Cal Jobs	Comcast	Ongoing	Office CASO	Training people interviewing skills, resume writing, and how to get a job	
16	pal of disseminating employment opportunity inform	San Jose Jazz Festival	Comcast	8/8-8/10/08	Office CASO	Community Outreach to share job information	

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Position Type: ALL							
ulated by the unit to further the goal of disseminating employment opportunity information			Investment Board to discuss opportunities	Comcast	2/12/2008	Region (Calif	Met with Workforce Investment Board to discuss opportunities to partner for recruitment
ulated by the unit to further the goal of disseminating employment opportunity information			Juneleenth Festival	Cesear Chavez Park	6/14-6/15/08	Recruiter/N	African Americans
FCC Sourcing Report							
Date :9/1/2007-8/31/2008							
Work Location: CAM23 - Monterey CA, CAS27 - San Jose CA, CAS35 - Santa Clara CA, CAS39 - Scotts Valley CA, CAS60 - Salinas							
Position Type: ALL							
Source	Contact Name	Contact Title	Address	Phone #			
A - AMERICAN MARKETING ASSOCIATION							
A - CABLE/TEL HUMAN RESOURCES ASSOC							
A - EMPLOYMENT MANAGEMENT ASSOCIATION							
A - NATIONAL CABLE TECHNICIANS INSTITUTE							
AACCA - ACCA (AMERICAN CORPORATE COUNSEL ASSOC)							
ASCTE - SCTE (SOCIETY FOR CABLE/TEL ENGINEERS)							
C - CALIFORNIA STATE UNIVERSITY							
C - HEALD COLLEGE	April Dambrosio	Career Services Coordinator	24301 Southland Dr., Hayward, CA 94545	510-885-3621			
C - UNIVERSITY OF CALIFORNIA							
F - SEARCH FIRM							
I - CAJOBS.COM (CALIFORNIA ONLINE JOBS)	EDD website	no contact name	420 South Pastoria Ave, Sunnyvale, CA 94086	408-774-2374			
I - CAREERBUILDER.COM	website address						
I - CAREERJOURNAL.COM							
I - CITYSEARCH.COM							
I - COMCAST.COM	Comcast.com	Comcast Cable	1900 S. Tenth St., San Jose, CA 95112	408-918-3200			
I - HOTJOBS.COM	website address						
I - MONSTER.COM	website address						
I - MONSTERTRAK.COM	website address						
I - YAHOO.COM	website address						
I6FIGJOB - 6FIGUREJOBS.COM	website address						
IASIANAVE - ASIANAVENUE.COM							
ICOMCAST - COMCAST.COM	Teamcomcast.com	Comcast Cable	1900 S. Tenth St., San Jose, CA 95112	408-918-3200			
INTERNAL CANDIDATE	Teamcomcast.com	Comcast Cable	1900 S. Tenth St., San Jose, CA 95112	408-918-3200			
M - COMCAST VAN SIGN	Comcast.com	Comcast Cable	1900 S. Tenth St., San Jose, CA 95112	408-918-3200			
N - ADVOCATE NEWSPAPER							
N - SAN JOSE MERCURY NEWS							
O - EDD (EMPLOYMENT DEVELOPMENT)	EDD website	no contact name	420 South Pastoria Ave, Sunnyvale, CA 94086	408-774-2374			
R - EMPLOYEE REFERRAL	Deseri Valdez	Comcast Cable	1900 S. Tenth St., San Jose, CA 95112	408-918-3200			
R - WORD OF MOUTH	Deseri Valdez	Comcast Cable	1900 S. Tenth St., San Jose, CA 95112	408-918-3200			
REMPREF - EMPLOYEE REFERRAL	Teamcomcast.com	Comcast Cable	1900 S. Tenth St., San Jose, CA 95112	408-918-3200			
S - COMPUTER EDUCATION INSTITUTE							
T - PUEBLO CHIEFTAIN							
V - TV COMMERCIAL	Comcast.com	Comcast Cable	1900 S. Tenth St., San Jose, CA 95112	408-918-3200			
Center for Employment Training	Rose Salazar		701 Vine Street, San Jose, CA 95110				
Henkle and McCoy	Charlotte Johnson	Program Director		408-879-9692			
Workforce Investment Network	Jeff Ruster			408-277-8844			
Employment Connection	Gary Yanis			408-999-6251			
Office of Economic Development	BJ Sims			408-928-1300			
Santa Clara University	Career Center		500 El Camino Real, Santa Clara, CA 95053	408-554-4000			

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Position Type: ALL						
San Jose State University	Career Center		1 Washington Square, San Jose, CA 95192	408-924-3837		
Mexican American Community Service	Jessica Cifuentes	Program Manager	cifuentesj@macsa.org	408-928-5820		