

Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 396-C</b></p>	OMB 3060-1033 September 2003  FOR FCC USE ONLY
<p><b>Multi-Channel Video Program Distributor EEO Program Annual Report</b></p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. B396 - 20111014ACB

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
COMCAST CORPORATION

MSO Name:  
COMCAST CABLE COMMUNICATIONS LLC

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

City PHILADELPHIA	State PA	Zip Code 19103-
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FCC Registration Number:  
0011612017

Emp. Unit ID # 1129

**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  
TUSCALOOSA, AL

D. Category of Respondent (check applicable box)

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

E. Pay Period Covered by this Report (inclusive dates) 08/21/11 - 9/3/11

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 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 10/14/2011	Name of Respondent TERESA FASICK
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             | 3 | [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) |   | [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> 1129	<b>MSO NAME:</b> COMCAST CABLE COMMUNICATIONS LLC
	<b>OPR NAME:</b> COMCAST CORPORATION

Approved by OMB

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## Exhibits

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### Exhibit 5

**Description:** PROFESSIONAL JOB DESCRIPTIONS

THIS UNIT DOES NOT HIRE EMPLOYEES FOR POSITIONS IN THE PROFESSIONALS CATEGORY.

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### Attachment 5

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### Exhibit 13

**Description:** QUESTION 1 RESPONSE

COMCAST ACHIEVES BROAD OUTREACH WHEN FILLING ITS FULL-TIME VACANCIES BY USING BOTH DIRECT RECRUITMENT IMPLEMENTED BY ITS RECRUITERS AND THROUGH ITS ENGAGEMENT OF JWT INSIDE (JWT), AN EMPLOYEE RELATIONSHIP MARKETING AGENCY THAT INTEGRATES RECRUITMENT ADVERTISING, BRANDING, STRATEGY AND INTERNAL COMMUNICATIONS TO HELP ORGANIZATIONS ADVANCE EMPLOYEE ENGAGEMENT.

JWT ADMINISTERS A SYSTEM CALLED EASY POST, WHICH INTERFACES WITH COMCASTS E-RECRUITING TOOL, SYSTEM APPLICATIONS AND PRODUCTS (SAP). WHEN A COMCAST RECRUITER ENTERS A NEW JOB REQUISITION INTO SAP, THE RECRUITMENT SOURCES HE OR SHE SELECTS TO USE VIA THE EASY POST SYSTEM ARE TRANSMITTED TO JWT, WHICH THEN POSTS THE POSITION WITH THE SELECTED SOURCES. JWT TRACKS THE POSTING START AND END DATES FOR EACH RECRUITMENT SOURCE, WHICH IS RETAINED BY COMCASTS SAP SYSTEM FOR REPORTING PURPOSES.

THE RECRUITMENT SOURCES ADMINISTERED BY JWT INCLUDE BOTH INTERNET JOB BANKS (E.G., MONSTER.COM, CAREERBUILDER.COM) AND NON-INTERNET SOURCES. FOR EXAMPLE, ONE RECRUITMENT SOURCE THAT COMCAST REACHES THROUGH JWT IS THE NATIONAL BLACK MBA ASSOCIATION, A PREMIER BUSINESS ORGANIZATION SERVING BLACK PROFESSIONALS THAT PROMOTES ENTREPRENEURSHIP AND CAREER ADVANCEMENT AMONG ITS MEMBERSHIP THROUGH A VARIETY OF PROGRAMS, EVENTS, AND RESOURCES. COMCAST ALSO REACHES WOMEN FOR HIRE VIA JWT. WOMEN FOR HIRE IS A COMPANY DEVOTED TO A COMPREHENSIVE ARRAY OF RECRUITMENT SERVICES FOR WOMEN, INCLUDING ITS CAREER EXPOS, CAREER FOCUSED MAGAZINE, AND MULTI-MEDIA TRAINING AND RECRUITING RESOURCES. ANOTHER RECRUITMENT SOURCE THAT COMCAST REACHES THROUGH JWT IS DIVERSITYINC, A LEADING PUBLICATION ON DIVERSITY AND BUSINESS THAT MAINTAINS A CAREER CENTER THROUGH WHICH ITS READERSHIP MAY ACCESS INFORMATION ABOUT COMCASTS JOB VACANCIES.

COMCAST RECOGNIZES THAT SOME JOB SEEKERS RELY ON LOCAL AND REGIONAL JOB BANKS WHEN SEARCHING FOR EMPLOYMENT. AS NOTED ABOVE, THE JWT APPLICATION ALLOWS FOR WIDER OUTREACH. THUS, COMCAST UNITS ALSO REQUEST THAT JWT EXTERNALLY POSTS THROUGH DIRECT EMPLOYERS AS WELL AS SEVERAL OTHER DIVERSITY WEBSITES. DIRECTEMPLOYERS IN TURN POSTS THE OPEN POSITION TO THE LOCAL AND STATE EMPLOYMENT AGENCIES. THIS UNIT ALSO POSTS ITS JOB VACANCIES WITH THE GADSDEN, ALABAMA, ETOWAH COUNTY, TUSCALOOSA, ALABAMA, AND TUSCALOOSA COUNTY CAREER CENTERS. THESE JOB BANKS MAKE COMCASTS EMPLOYMENT VACANCIES AVAILABLE TO POTENTIAL CANDIDATES BOTH ON THE INTERNET AND ALSO TO THOSE WHO INQUIRE IN PERSON.

COMCAST ACTIVELY SEEKS OUT NEW TALENT BY WORKING WITH THE CAREER OFFICES OF COLLEGES, TECHNICAL AND TRADE SCHOOLS WITHIN AND NEAR THE COMMUNITIES SERVED BY ITS EMPLOYMENT UNITS. THROUGH THESE COOPERATIVE RELATIONSHIPS, STUDENTS ARE ABLE TO LEARN ABOUT POTENTIAL JOB OPPORTUNITIES WITH COMCAST THROUGH THEIR SCHOOLS JOB BANKS AND IN CONSULTATION WITH CAREER COUNSELORS. FOR INSTANCE, WITHIN THE LAST YEAR, COMCAST HAS WORKED WITH THE CAREER OFFICES OF THE FOLLOWING SCHOOLS TO CIRCULATE THE EMPLOYMENT VACANCIES AT THIS UNIT: SHELTON STATE COMMUNITY COLLEGE, LAWSON STATE COMMUNITY

## COLLEGE AND THE UNIVERSITY OF ALABAMA

COMCAST ALSO ADVERTISES MANY OF ITS JOB VACANCIES VIA TELEVISION ADVERTISEMENTS ON ITS CABLE SYSTEMS. THIS UNIT ADVERTISED POSITIONS ALONG WITH THE WEB SITE FOR APPLYING FOR A POSITION THROUGH THE USE OF MAGNETIC SIGNS ON COMPANY VEHICLES.

COMCAST SEEKS TO ESTABLISH LINES OF COMMUNICATION WITH LOCAL LEADERS, COMMUNITY ORGANIZATIONS, AND RELEVANT TRADE ASSOCIATIONS FOR THE PURPOSE OF COMMUNICATING THE EMPLOYMENT OPPORTUNITIES AT ITS EMPLOYMENT UNITS, AND HAS FOUND THAT MEMBERSHIP WITH SUCH ORGANIZATIONS IS A VERY EFFECTIVE MEANS OF ACCOMPLISHING THIS GOAL. FOR EXAMPLE, THIS UNIT IS A MEMBER OF THE WEST ALABAMA CHAMBER OF COMMERCE (TUSCALOOSA COUNTY) AND THE GADSDEN CHAMBER OF COMMERCE IN ETOWAH COUNTY. IN ADDITION, THE HUMAN RESOURCES MANAGER THAT SUPPORTS THE AREA IS A LIFETIME MEMBER OF THE NATIONAL ASSOCIATION FOR AFRICAN AMERICANS IN HUMAN RESOURCES (NAAAHR), THE NATIONAL SOCIETY OF HUMAN RESOURCES MANAGEMENT (SHRM) AND SERVES ON THE BOARD OF DIRECTORS OF THE LOCAL SHRM AFFILIATE, TUSCALOOSA HUMAN RESOURCES PROFESSIONALS.

IN ADDITION, THIS EMPLOYMENT UNIT HAS PARTICIPATED IN THE FOLLOWING JOB FAIRS WITHIN ITS COMMUNITY: THE SHELTON STATE CAREER DAY, LOCAL VETERANS ADMINISTRATION JOB FAIR AND THE UNIVERSITY OF ALABAMA JOB FAIR.

IN ADDITION TO THE PARTICIPATION IN LOCAL JOB FAIRS, COMCAST HAS A TRAINING PROGRAM DESIGNED TO ENABLE THE UNIT PERSONNEL TO ACQUIRE SKILLS THAT COULD QUALIFY THEM FOR HIGHER LEVEL POSITIONS. COMCAST HAS AN ELECTRONIC LEARNING SYSTEM WHICH INTEGRATES WITH A PERFORMANCE MANAGEMENT TOOL FOR ALL EMPLOYEES. AS PART OF THE 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 ONLINE LEARNING SYSTEM, EMPLOYEES CAN UPDATE AND MAINTAIN A SKILLS PROFILE, FIND TRAINING OPPORTUNITIES AND ENROLL IN BOTH ONLINE AND CLASSROOM BASED COURSES OFFERED BY COMCAST UNIVERSITY. COMCAST ALSO HAS AN EDUCATIONAL ASSISTANCE POLICY THAT PAYS FOR EMPLOYEES CONTINUING EDUCATION, AND AT MANY OF ITS EMPLOYMENT UNITS, SPONSORS AN INTERNSHIP PROGRAM TO ALLOW STUDENTS TO LEARN ABOUT POTENTIAL CAREER OPPORTUNITIES IN THE CABLE INDUSTRY.

COMCAST BELIEVES THAT THESE PRACTICES AND POLICIES ACHIEVE BROAD OUTREACH WHEN RECRUITING TO FILL SPECIFIC EMPLOYMENT VACANCIES AND COMMUNICATE THE TYPE OF JOB OPPORTUNITIES THAT MAY BECOME AVAILABLE AT THIS UNIT AMONG ITS COMMUNITY.

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### Attachment 13

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#### Exhibit 14

**Description:** QUESTION 2 RESPONSE

ALL OF COMCASTS EMPLOYMENT VACANCY ADVERTISEMENTS AND POSTINGS STATE THAT COMCAST IS AN EQUAL OPPORTUNITY EMPLOYER. THIS STATEMENT IS REITERATED ON COMCASTS EMPLOYMENT APPLICATION FORMS AND ON COMCASTS WEBSITE, WHERE JOB VACANCIES ARE LISTED.

COMCAST HAS A WRITTEN EQUAL EMPLOYMENT OPPORTUNITIES POLICY THAT IS PROVIDED TO EVERY COMCAST EMPLOYEE THROUGH ITS EMPLOYEE HANDBOOK. EVERY EMPLOYEE AT COMCAST IS MADE AWARE OF THIS POLICY THROUGH DISTRIBUTION OF THE HANDBOOK AND ELECTRONIC SIGNATURE ON THE ACKNOWLEDGMENT FORM, AND MAY REPORT EEO OR DISCRIMINATORY CONDUCT TO HUMAN RESOURCES, TO HIS OR HER IMMEDIATE SUPERVISOR OR TO A MEMBER OF MANAGEMENT. ON A PERIODIC BASIS, COMCAST'S EEO POLICY IS REVIEWED AND UPDATED AS NEEDED. THE HANDBOOK ALSO CONTAINS POLICIES ON DIVERSITY, EMPLOYEE DEVELOPMENT, COMPENSATION AND BENEFITS. COMCASTS CODE OF CONDUCT ALSO SPEAKS TO COMPLIANCE WITH EEO LAWS.

IN ADDITION, COMCAST POSTS INFORMATION REGARDING EQUAL EMPLOYMENT OPPORTUNITY LAWS IN THE WORKPLACE. COMCAST HAS POSTED SIGNAGE IN THE COMMON AREAS OF ITS OFFICES THAT INFORMS EMPLOYEES OF THEIR EEO RIGHTS AND THE FEDERAL AND STATE AGENCIES THAT THEY MAY

CONTACT IF THEY FEEL THAT THEY HAVE BEEN DISCRIMINATED AGAINST.

COMCASTS PURCHASE ORDERS INCLUDE A STATEMENT THAT COMCAST IS AN EEO CONTRACTOR. COMCAST ALSO RUNS A MESSAGE ON COMMUNITY ACCESS CHANNELS TO MAKE VENDORS AWARE OF COMCASTS COMMITMENT TO PROMOTE EQUAL EMPLOYMENT AND CONTRACTING OPPORTUNITY.

THROUGH THESE EFFORTS, COMCAST HAS WIDELY DISSEMINATED ITS EEO PROGRAM TO JOB APPLICANTS, ITS EMPLOYEES AND TO THOSE WHO REGULARLY DO BUSINESS WITH THIS EMPLOYMENT UNIT.

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#### Attachment 14

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##### Exhibit 18

**Description:** QUESTION 6 RESPONSE

COMCAST REVIEWS ITS RECRUITMENT, HIRING, AND PROMOTION PRACTICES THROUGH A MULTI-LEVEL PROCESS. ON THE LOCAL LEVEL, THE HUMAN RESOURCES MANAGER OF THIS UNIT, AND ALL OTHER MANAGERS WITH HIRING AND PROMOTION AUTHORITY, MEET TO REVIEW THE EFFECTIVENESS OF THE UNITS RECRUITMENT PRACTICES IN ACHIEVING BROAD OUTREACH INTO ITS COMMUNITY, AS WELL AS THE UNITS INTERVIEW, HIRING, AND PROMOTION PRACTICES TO ENSURE THAT THEY DO NOT HAVE ANY APPARENT OR ACTUAL DISCRIMINATORY EFFECT.

EACH UNIT, IN TURN, REPORTS TO A COMCAST COMPLIANCE CHAMPION WITHIN COMCASTS HUMAN RESOURCES DEPARTMENT. THE COMPLIANCE CHAMPION REVIEWS THE UNITS RECRUITMENT, HIRING, JOB STRUCTURE, AND PROMOTION DATA TO DETERMINE THE EFFECTIVENESS OF THE UNITS PROCESSES, WHETHER ANY ALTERATIONS OR IMPROVEMENTS NEED TO BE MADE TO THE UNITS PRACTICES, AND WHETHER ANY ACTUAL OR APPARENT DISCRIMINATORY EFFECT MAY RESULT FROM THE PRACTICES. THE COMPLIANCE CHAMPION ALSO ENSURES THAT THE UNITS RECRUITMENT, HIRING, AND PROMOTION PRACTICES COMPLY WITH THE FCCS EEO RULES, AS WELL AS OTHER FEDERAL AND STATE LABOR AND EMPLOYMENT LAWS. THE COMPLIANCE CHAMPION IMMEDIATELY ADDRESSES ANY IDENTIFIED CONCERNS WITH THE EMPLOYMENT UNIT IF THEY ARISE. IN ADDITION, THE COMPLIANCE CHAMPION FOR THIS UNIT HOLDS MEETINGS WITH THE REGIONAL VPS OF HUMAN RESOURCES AS WELL AS THE DIVISIONAL VP/DIRECTOR OF RECRUITING TO CONDUCT AN OVERALL EEO COMPLIANCE REVIEW OF THE UNITS PRACTICES, AND TO ADDRESS CONCERNS IDENTIFIED DURING THE LOCAL EMPLOYMENT UNITS MEETING OR THE COMPLIANCE CHAMPIONS REVIEW OF THE EMPLOYMENT UNITS DATA, IF ANY. THE COMPLIANCE CHAMPION ALSO TRACKS THE STATUS OF ANY ADJUSTMENTS MADE TO THE EMPLOYMENT UNITS PRACTICES IN RESPONSE TO IDENTIFIED CONCERNS, IF ANY.

COMCASTS COMPLIANCE CHAMPIONS REPORT TO A DIRECTOR/VICE PRESIDENT OF HUMAN RESOURCES COMPLIANCE A POSITION ESTABLISHED BY COMCAST TO ENSURE THAT ALL OF ITS DIVISIONS AND LOCAL UNITS IMPLEMENT AND MAINTAIN EFFECTIVE PROGRAMS IN COMPLIANCE WITH FEDERAL AND STATE EMPLOYMENT LAWS, INCLUDING THE FCCS EEO RULES APPLICABLE TO CABLE OPERATORS. IN CONSULTATION WITH COMCASTS VICE PRESIDENT OF HUMAN RESOURCES, COMCASTS IN-HOUSE COUNSEL, AND AS NECESSARY, OUTSIDE COUNSEL, THE DIRECTOR/VICE PRESIDENT OF HUMAN RESOURCES COMPLIANCE CONDUCTS A TOP LEVEL ANALYSIS OF EACH UNITS RECRUITMENT, HIRING, AND PROMOTION PRACTICES TO ENSURE THAT THEY DO NOT HAVE APPARENT OR ACTUAL DISCRIMINATORY EFFECT.

COMCAST BELIEVES THAT THIS MULTI-LEVEL INTERNAL REVIEW PROCESS HAS BEEN EFFECTIVE IN ENSURING THAT ITS EEO PROGRAM IS PROPERLY IMPLEMENTED BY EACH EMPLOYMENT UNIT, ACHIEVES BROAD OUTREACH INTO EACH OF ITS COMMUNITIES, AND ENSURES NONDISCRIMINATORY RECRUITMENT, HIRING, AND PROMOTION PRACTICES. COMCAST HAS NOT ENCOUNTERED ANY PROBLEMS WITH REGARD TO EEO OR DISCRIMINATORY CONDUCT AT THIS UNIT.

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#### Attachment 18

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##### Exhibit 22

**Description:** EEO PUBLIC FILE

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**Attachment 22**

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

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Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
ALG01	63938928	Communications Technician 1, Installation & Service (Gadsden, AL)	COMCAST.COM	7	1
			EMPLOYEE REFERRAL	1	0
			ALABAMA CAREER CENTER SYSTEM	0	0
		<b>Communications Technician 1, Installation &amp; Service (Gadsden, AL) Total</b>		<b>8</b>	<b>1</b>
	59068240	Communications Technician 1, Installation & Service (Gadsden, AL)	COMCAST.COM	3	1
			EMPLOYEE REFERRAL	1	0
			INTERNAL JOB POSTING	0	0
			ALABAMA CAREER CENTER SYSTEM	0	0
		<b>Communications Technician 1, Installation &amp; Service (Gadsden, AL) Total</b>		<b>4</b>	<b>1</b>
	63938927	Communications Technician 1 - ALG01 - Primary Requisition #63938927	BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER.COM	1	1
			COMCAST.COM	4	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	1	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			JOBVERTISE	0	0
			LINKUP	0	0
			MONSTER.COM	1	1
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHLEASE	0	0
			SIMPLYHIRED.COM	0	0
			TWEETMYJOBS.COM	0	0
			WOMENFORHIRE	0	0
			WALTERKAITZ.ORG	0	0
			COMCAST HIRING NOW SIGN	2	0
			ALABAMA CAREER CENTER SYSTEM	0	0
		<b>Communications Technician 1 - ALG01 - Primary Requisition #63938927 Total</b>		<b>9</b>	<b>2</b>
ALT01 - Tuscaloosa	63924173	Communications Technician 1 - ALT01 - Primary Requisition #63924173	BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER.COM	3	0
			COMCAST.COM	8	5
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	1	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			JOBVERTISE	0	0
			LINKUP	0	0
			MONSTER.COM	1	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHLEASE	0	0
			SIMPLYHIRED.COM	0	0
			TWEETMYJOBS.COM	0	0



Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			WOMENFORHIRE	0	0
			WALTERKAITZ.ORG	0	0
			COMCAST HIRING NOW SIGN	0	0
		<b>Communications Technician 1 - ALT01 - Primary Requisition #63924173 Total</b>		<b>13</b>	<b>5</b>
	62650849	Residential Field Outside Sales Account Executive (Tuscaloosa, AL) - NB62650849	ALABAMA STATE: EMPLOYMENT SERVICES	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			BENJAMIN BARNES, YMCA	0	0
			COMCAST.COM	0	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			GOOGLE BASE	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JOBVERTISE	0	0
			LAWSON STATE COMMUNITY COLLEGE	0	0
			LINKUP	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHLEASE	0	0
			SHELTON STATE COMMUNITY COLLEGE	0	0
			SIMPLYHIRED.COM	0	0
			THE UNIVERSITY OF ALABAMA	0	0
			TWEETMYJOBS.COM	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	1
			WALTERKAITZ.ORG	0	0
			DEPARTMENT OF VETERANS AFFAIRS CAREER FAIR - 03/31/2011	0	0
			POSTING & FLYER IN CUSTOMER PAYMENT CENTER - TUSCALOOSA, AL	0	0
			UNIVERSITY OF ALABAMA HIRENOW! JOB FAIR - 04/21/2011	0	0
			SHELTON STATE COMMUNITY COLLEGE CAREER FAIR - 03 09 2011	0	0
			PILGRIM REST BAPTIST CHURCH	0	0
			TUSCALOOSA EMERGENCY SERVICES	0	0
			UNIVERSITY OF ALABAMA BIRMINGHAM - CAREER SERVICES	0	0
			COMMUNITY SERVICES PROGRAMS OF WEST AL, INC.	0	0
			VOCATIONAL REHABILITATION SERVICE	0	0
		<b>Residential Field Outside Sales Account Executive (Tuscaloosa, AL) - NB62650849 Total</b>		<b>1</b>	<b>1</b>
	62650875	Residential Field Outside Sales Account Executive (Tuscaloosa, AL) - NB62650875	ALABAMA STATE: EMPLOYMENT SERVICES	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			BENJAMIN BARNES, YMCA	0	0
			CAREERBUILDER.COM	0	0
			COMCAST.COM	1	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	1	1
			GOOGLE BASE	0	0

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JOBVERTISE	0	0
			LAWSON STATE COMMUNITY COLLEGE	0	0
			LINKUP	0	0
			MONSTER.COM	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SHELTON STATE COMMUNITY COLLEGE	0	0
			SIMPLYHIRED.COM	0	0
			THE UNIVERSITY OF ALABAMA	0	0
			TWEETMYJOBS.COM	0	0
			WOMENFORHIRE	0	0
			WALTERKAITZ.ORG	0	0
			DEPARTMENT OF VETERANS AFFAIRS CAREER FAIR - 03/31/2011	0	0
			POSTING & FLYER IN CUSTOMER PAYMENT CENTER - TUSCALOOSA, AL	0	0
			UNIVERSITY OF ALABAMA HIRENOW! JOB FAIR - 04/21/2011	0	0
			SHELTON STATE COMMUNITY COLLEGE CAREER FAIR - 03 09 2011	0	0
			PILGRIM REST BAPTIST CHURCH	0	0
			TUSCALOOSA EMERGENCY SERVICES	0	0
			UNIVERSITY OF ALABAMA BIRMINGHAM - CAREER SERVICES	0	0
			COMMUNITY SERVICES PROGRAMS OF WEST AL, INC.	0	0
			VOCATIONAL REHABILITATION SERVICE	0	0
		<b>Residential Field Outside Sales Account Executive (Tuscaloosa, AL) - NB62650875 Total</b>		<b>2</b>	<b>1</b>
	62267760	Supervisor, Network Maintenance	ALABAMA STATE: EMPLOYMENT SERVICES	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			BENJAMIN BARNES, YMCA	0	0
			CAREERBUILDER.COM	0	0
			COMCAST.COM	3	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			GOOGLE BASE	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	0
			JOBVERTISE	0	0
			LAWSON STATE COMMUNITY COLLEGE	0	0
			LINKUP	0	0
			MONSTER.COM	1	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHEASE	0	0
			SHELTON STATE COMMUNITY COLLEGE	0	0
			SIMPLYHIRED.COM	1	0
			THE UNIVERSITY OF ALABAMA	0	0
			TWEETMYJOBS.COM	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	1

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			WALTERKAITZ.ORG	0	0
			DEPARTMENT OF VETERANS AFFAIRS CAREER FAIR - 03/31/2011	0	0
			UNIVERSITY OF ALABAMA HIRENOW! JOB FAIR - 04/21/2011	0	0
			SHELTON STATE COMMUNITY COLLEGE CAREER FAIR - 03 09 2011	0	0
			PILGRIM REST BAPTIST CHURCH	0	0
			TUSCALOOSA EMERGENCY SERVICES	0	0
			UNIVERSITY OF ALABAMA BIRMINGHAM - CAREER SERVICES	0	0
			POSITIVE MATURITY - AWARE (AGING WORKERS ARE RELIABLE EMPLOYEES)	0	0
			COMCAST HIRING NOW SIGN	1	0
		<b>Supervisor, Network Maintenance Total</b>		<b>8</b>	<b>1</b>
	61884314	Residential Field Sales Account Executive	ALABAMA STATE: EMPLOYMENT SERVICES	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			BENJAMIN BARNES, YMCA	0	0
			CAREERBUILDER.COM	1	0
			COMCAST.COM	1	1
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	1	0
			GOOGLE BASE	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JOBVERTISE	0	0
			LAWSON STATE COMMUNITY COLLEGE	0	0
			LINKUP	0	0
			MONSTER.COM	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHLEASE	0	0
			SHELTON STATE COMMUNITY COLLEGE	0	0
			SIMPLYHIRED.COM	0	0
			THE UNIVERSITY OF ALABAMA	0	0
			TWEETMYJOBS.COM	0	0
			WOMENFORHIRE	0	0
			DEPARTMENT OF VETERANS AFFAIRS CAREER FAIR - 03/31/2011	0	0
			POSTING & FLYER IN CUSTOMER PAYMENT CENTER - TUSCALOOSA, AL	0	0
			UNIVERSITY OF ALABAMA HIRENOW! JOB FAIR - 04/21/2011	0	0
			SHELTON STATE COMMUNITY COLLEGE CAREER FAIR - 03 09 2011	0	0
			PILGRIM REST BAPTIST CHURCH	0	0
			TUSCALOOSA EMERGENCY SERVICES	0	0
			UNIVERSITY OF ALABAMA BIRMINGHAM - CAREER SERVICES	0	0
			COMMUNITY SERVICES PROGRAMS OF WEST AL, INC.	0	0
			VOCATIONAL REHABILITATION SERVICE	0	0
		<b>Residential Field Sales Account Executive Total</b>		<b>3</b>	<b>1</b>
	63191683	CommTech 4, Network Maintenance - Requisition NB63191683	ALABAMA STATE: EMPLOYMENT SERVICES	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			BENJAMIN BARNES, YMCA	0	0
			CAREERBUILDER.COM	0	0

Branch	Primary Requisition	Primary Requisition Title	Source	Sum of Interviewed	Sum of Hired
			COMCAST.COM	0	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			GOOGLE BASE	0	0
			HBCUCONNECT.COM	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	3	1
			JOBVERTISE	0	0
			LAWSON STATE COMMUNITY COLLEGE	0	0
			LINKUP	0	0
			MONSTER.COM	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			RECRUITMILITARY	0	0
			SEARCHLEASE	0	0
			SHELTON STATE COMMUNITY COLLEGE	0	0
			SIMPLYHIRED.COM	0	0
			THE UNIVERSITY OF ALABAMA	0	0
			TWEETMYJOBS.COM	0	0
			WOMENFORHIRE	0	0
			WALTERKAITZ.ORG	0	0
			DEPARTMENT OF VETERANS AFFAIRS CAREER FAIR - 03/31/2011	0	0
			PILGRIM REST BAPTIST CHURCH	0	0
			TUSCALOOSA EMERGENCY SERVICES	0	0
			UNIVERSITY OF ALABAMA BIRMINGHAM - CAREER SERVICES	0	0
			POSITIVE MATURITY - AWARE (AGING WORKERS ARE RELIABLE EMPLOYEES)	0	0
		<b>CommTech 4, Network Maintenance - Requisition NB63191683 Total</b>		<b>3</b>	<b>1</b>
	60831039	Communications Technician 1 (Installation & Service) - Tuscaloosa, AL	COMCAST.COM	4	0
			INTERNAL JOB POSTING	0	0
			MONSTER.COM	2	1
		<b>Communications Technician 1 (Installation &amp; Service) - Tuscaloosa, AL Total</b>		<b>6</b>	<b>1</b>
	60929221	Communications Technician 1 (Installation & Service) - Tuscaloosa, AL	CAREERBUILDER.COM	1	0
			COMCAST.COM	1	1
			INTERNAL JOB POSTING	0	0
			MONSTER.COM	2	0
		<b>Communications Technician 1 (Installation &amp; Service) - Tuscaloosa, AL Total</b>		<b>4</b>	<b>1</b>

**FCC Sourcing Report - Contact List**  
 Date : 09/01/2010 - 08/31/2011  
 FCC Unit # 1129  
 County & State: Tuscaloosa County, AL

Source Name	Contact Name	Contact Title	Address	Phone #	# Interviews	# Hired	Notification Organization (Yes/No)
Babalu.com	Internet Source	Babalu.com	15 Lewis Street, Hartford CT 06103	860-478-2115	0	0	No
Backpage	Internet Source	<a href="http://www.backpage.com">www.backpage.com</a>	<a href="http://www.backpage.com">www.backpage.com</a>	<a href="http://www.backpage.com">www.backpage.com</a>	0	0	No
Careerbuilder	Internet Source	Careerbuilder.com	200 N LaSalle St, Ste 1100, Chicago, IL 60601	773-527-3600	6	1	No
Comcast Hiring Now Signs - Posting & Flyer - Comcast Payment Center Lobby	Human Resources	HR Manager	1131 Whigham Place, Tuscaloosa, AL 35405	205-391-3661	0	0	No
Comcast Hiring Now - Magnetic Recruitment Signs on Comcast Vehicles	Human Resources	HR Manager	1131 Whigham Place, Tuscaloosa, AL 35405	205-391-3661	3	0	No
Comcast.com	Human Resources	HR Manager	1131 Whigham Place, Tuscaloosa, AL 35405	205-391-3661	32	9	No
DirectEmployers.com	Internet Source	DirectEmployers.com	9002 N Purdue Rd, Ste 100, Indianapolis, IN 46268	317-874-9000	0	0	No
disABLEDperson, Inc.	Internet Source	disABLEDperson.com	1633 Honeysuckle Ct, Encinitas, CA 92024	760-420-1269	0	0	No
DiversityInc Media LLC	Internet Source	<a href="http://www.diversityinc.com">www.diversityinc.com</a>	570 Broad Street, 15th Floor, Newark, NJ 07102	973-494-0500	0	0	No
Employee Referral	Human Resources	HR Manager	1131 Whigham Place, Tuscaloosa, AL 35405	205-391-3661	6	1	No
HBCUConnect.COM	Internet Source	<a href="http://www.HBCUconnect.com">www.HBCUconnect.com</a>	750 Cross Pointe Rd, Columbus, OH 43230	614-864-4446	0	0	No
Indeed	Internet Source	<a href="http://www.indeed.com">www.indeed.com</a>	177 Broad Street, Stamford, CT 06901	203-328-2691	0	0	No
Internal Job Posting	Human Resources	HR Manager	1131 Whigham Place, Tuscaloosa, AL 35405	205-391-3661	4	1	No
JobVertise	Internet Source	<a href="http://jobvertise.com">jobvertise.com</a>	32 Cumberland Dr, Lincolnshire, IL 60069	847-328-2691	0	0	No
LinkUp	Internet Source	<a href="http://linkup.com">linkup.com</a>	5051 Highway 7, Ste 240, St Louis Park, MN 55416	866-359-9360	0	0	No
Monster.com	Internet Source	Monster.com	622 Third Ave, 39th Floor, New York, NY 10017	212-351-7000	7	2	No
National Black MBA Association	Internet Source	National Black MBA Association	180 N Michigan Ave, Ste 1400, Chicago, IL 60601	312-236-2622	0	0	No
RecruitMilitary, LLC	Internet Source	<a href="http://www.recruitmilitary.com">www.recruitmilitary.com</a>	422 West Loveland Ave, Loveland, OH 45140	513-683-5021	0	0	No
SearchEase	Internet Source	Searchease.com	51 Mill St Bldg E, Ste 21, Hanover, MA 02339	781-826-1510	0	0	No
SimplyHired	Internet Source	Simplyhired.com	2513 Charleston Rd, Ste 200, Mountain View, CA 94043	650-254-9000	1	0	No
WalterKaitz.org	Internet Source	WalterKaitz.org	25 Massachusetts Ave NW, Ste 100, Washington, DC 20001	202-222-2490	0	0	No
WomenForHire	Internet Source	<a href="http://www.womenforhire.com">www.womenforhire.com</a>	155 W 72nd St, Ste 403, New York, NY 10023	212-290-2600	0	0	No
Word of Mouth	Human Resources	HR Manager	1131 Whigham Place, Tuscaloosa, AL 35405	256-858-3184	2	2	No
Craigslist	Internet Source	Craigslist.org	1381 9th Ave, San Francisco, CA 94122	415-504-6394	0	0	No
Department of Veterans Affairs	Career Services	Career Specialist	3701 Loop Road, Tuscaloosa, AL 35404	205-554-2000	0	0	No
Alabama Career Center System	John A. Reed	Career Center Veteran Specialist	216 North Fifth Street, Gadsden, AL 35901	256-546-4667, Ext. 225	0	0	No
Alabama Career Center System	Earl Heard	Career Center Specialist	216 North Fifth Street, Gadsden, AL 35901	256-546-4667	0	0	No
Benjamin Barnes, YMCA	Alan McShan	Director	2939 18th Street, Tuscaloosa, AL 35401	205-759-4284	0	0	No
Community Services Programs of West AL, Inc.	Cathy Jones	Job Coach/Outreach Director	701 17th Street, Tuscaloosa, AL 35401	205-752-5429	0	0	No
Lawson State Community College	Dr. Kristie Rankin	Career Services Center Director	1100 9th Ave SW, Bessemer, AL 35022	205-929-3514	0	0	No
Pilgrim's Rest Baptist Church	Cindy Noland	Church Clerk	2015 5th Street East, Tuscaloosa, AL 35022	205-553-2853	0	0	No
The University of Alabama	Internet Source	Student Employment Services	University of Alabama, Box 870162, Tuscaloosa, AL 35487	205-348-2971	0	0	No
Shelton State Community College	Mike Fields	Career Services Center Contact	9500 Old Greensboro Road, Tuscaloosa, AL 35405	205-391-2461	0	0	No
Shelton State Community College	Beth Patrick	Career Services Center Contact	9500 Old Greensboro Road, Tuscaloosa, AL 35405	205-391-5874	0	0	No
Shelton State Community College	Deborah Reynolds	Career Services Center Contact	9500 Old Greensboro Road, Tuscaloosa, AL 35405	205-391-2204	0	0	No
Vocational Rehabilitation Service	Cindy Yancey	Employment Development Director	1100 George Wallace, Gadsden, AL 35901	256-547-6974, ext. 227	0	0	No
Tuscaloosa Emergency Services	Karen Thompson, MSW, LGSW	Executive Director	1705 15th St, Tuscaloosa, AL 35401	205-758-5535	0	0	No
Alabama State: Employment Services	Richard Crawford	Manager	202 Skyland Boulevard, Tuscaloosa, AL 35405	205-758-7591, ext. 231	0	0	No
Alabama State: Employment Services	Internet Source	Job Coach/Outreach Director	202 Skyland Boulevard, Tuscaloosa, AL 35405	205-758-7591, ext. 231	0	0	No
University of Alabama Birmingham - School of Business	Kristin Johnston Chapleau, MAE	Ass. Director, Student Involvement	202 Business-Engineering Complex 1150 10th Avenue South, Birmingham, AL 35294	205-934-9202	0	0	No
University of Alabama Birmingham - Career Services	Laura E. Weems	Employer Relations Specialist	202 Business-Engineering Complex 1150 10th Avenue South, Birmingham, AL 35294	205-934-4470	0	0	No
Positive Maturity - AWARE (Aging Workers Are Reliable Employees)	Peggy Clarke	Director	3918 Montclair Road, Birmingham, AL 35213	205-803-1665	0	0	No
GOOGLE BASE	Internet Source	google.com	1600 Amphitheatre Parkway, Mountain View, CA 94043	650-253-0000	0	0	No
TWEETMYJOBS.COM	Internet Source	tweetmyjobs.com	3400 West Olive Avenue Suite 220, Burbank, CA 91505	888-303-2526	0	0	No

**COMCAST**  
**FCC GENERAL RECRUITMENT SHEET**  
**2011**  
**September 1, 2010 to August 31, 2011**  
**FCC UNIT #: 1129**  
**County and State: Tuscaloosa County, AL**

APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
<b>CommTech Program</b>	Comcast	2010 - 2011	Supervisors, Trainers	CommTech program includes a step progression process (CT1, CT2, CT3, etc.); this program was designed to enable technicians to acquire the skills that could qualify them for higher level positions within the technical organization.
<b>Job Fair</b>	Shelton State Community College	03/09/2011	HR Manager	Participated in local job fair.
<b>Job Fair</b>	Veterans Affairs/Veteran's Hospital - Tuscaloosa, AL	03/31/2011	HR Manager	Participated in local job fair.
<b>Job Fair</b>	The University of Alabama Career Center	04/21/2011	HR Manager	Participated in local job fair.
<b>University of Alabama Internship Program</b>	Comcast	9/01/2010-12/31/2010	HR Manager	Internship Program which targets women & minority students in marketing, communications, public relations & engineering. One (1) paid intern was sponsored during the year.
<b>Outreach (Diversity) Effort - Partnership with Gadsden Career Center</b>	Comcast	2010 - 2011	HR Manager	Various meetings, phone calls and email communications with Earl Heard & John Reed, Alabama's Career Center Specialists, Gadsden, 216 North Fifth Street, Gadsden, AL 35901. The purpose of all interactions was related to current vacancies at Comcast. The partnership for recruitment and assessment of candidates in the Gadsden market was maintained during the year.

**COMCAST  
 FCC GENERAL RECRUITMENT SHEET  
 2011  
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APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
<b>Outreach (Diversity) Effort - City Job Fair Partnership</b>	Comcast & Gadsden Career Center	9/10/2010	HR Manager	Comcast onsite sponsored Job Fair. This event was held in partnership with the Gadsden Career Center and potential candidates were identified. CommTech assessments were held and initial first phase job screening was conducted.
<b>Outreach (Diversity) Effort</b>	Comcast	Monthly - 2nd Thursday of each month (09/01/2010 - 12/31/2010).	Kimberly Wheeler - ALT01	Met with Richard Crawford, Manager Alabama State Employment Services (ASES) and Chair of Tuscaloosa Human Resources Professionals (THRP), Workforce Development Committee, to discuss and promote Comcast, explore the services available at ASES, and review potential partnerships with THRP & ASES that would allow us to broaden our candidate pool and reach an even more diverse potential candidate sourcing pool. Discussed potential local sourcing streams that may increase our minority, women, veterans and disabled candidate pool.

**COMCAST**  
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APPLICABLE EVENT	SPONSOR	DATE	Personnel Involved/System	Narrative
<b>Outreach (Diversity) Effort</b>	Comcast	Monthly - 2nd Thursday of each month & Quarterly Contacts (05/01/2011 - 08/31/2011).	HR Manager	Met with Lindsey Denson Holland, PHR Team Leader, Administrative & Financial for Express Employment Professionals and Chair of Tuscaloosa Human Resources Professionals (THRP), Workforce Development Committee, to discuss and promote Comcast, and review potential partnerships with THRP that would allow us to broaden our candidate pool and reach an even more diverse potential candidate sourcing pool. Discussed potential local sourcing streams that may increase our minority, women, veterans and disabled candidate pool.
<b>Outreach (Diversity) Effort - Society for Human Resource Management Conference &amp; Vendor Fair</b>	Society for Human Resource Management (SHRM) - Las Vegas, NV	06/25/2011 - 06/29/2011	HR Manager	Attended and actively participated in the SHRM International Conference/Vendor Fair with the intent of increasing knowledge related to talent management and recruitment in the global marketplace. Attended an Veteran's focused event sponsored by SHRM during the conference.