

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

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 COMCAST CORPORATION

MSO Name:
 COMCAST CABLE COMMUNICATIONS

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

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

Emp. Unit ID # 11884

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
 SACRAMENTO, CA

D. Category of Respondent (check applicable box)

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

E. Pay Period Covered by this Report (inclusive dates) 8/21/11 9/03/11

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 9/8/2011	Name of Respondent WAYNE DAVIS
Telephone No. (include area code) 7202673001	

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

FORM FCC 396-C - SUPPLEMENTAL INVESTIGATION SHEET

Part I Employee Job Descriptions

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

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

Part II Inquiries Concerning EEO Program and Practices

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

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

Part III EEO Public File Report

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

EMP UNIT ID: 11884	MSO NAME: COMCAST CABLE COMMUNICATIONS
	OPR NAME: COMCAST CORPORATION

Approved by OMB

FCC
2011 Supplemental Investigation Survey
FCC Unit# 11884
Sacramento County, CA
West Division

Part I. Employee Job Descriptions

Please see attached job descriptions for the following positions:

- Analyst 3, Data and Telecommunications
- Specialist 3, Promotions and Events
- Specialist 3, Product Sales Support and Analysis

Question 1: Describe the employment unit's efforts to comply with the outreach provisions of 47 C.F.R. Section 76.75(b).

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 Comcast’s 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 Comcast’s 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 Comcast's 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. Comcast also posts on the Employment Development Department, One Stop/Crossroads and the City of Chico. These job banks make Comcast's 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 school's 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: Sacramento City College, American River College, Heald College and Chico State University.

When appropriate, this unit advertises its job vacancies in print media via the Sacramento Bee. Comcast also advertises many of its job vacancies via television advertisements on its cable systems.

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, employees at this unit are members of the following Chamber of Commerce Associations: Orangevale Chamber of Commerce, Sacramento Black Chamber of Commerce, Sacramento Metro Chamber of Commerce, Sacramento Hispanic Chamber of Commerce, the local chapter of Women in Cable Telecommunications, and local neighborhood councils.

In addition, this employment unit has participated in the following job fairs within its community:

- 3rd Annual Multicultural Business and Career Expo-McClellan (4/2/11)
- EDD, Veterans and Public-Sacramento (5/18/11)
- Comcast-Sacramento (8/24/11)
- Scottish Rites Center Diversity Job Fair-Sacramento (8/31/11)

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.

Question 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.

All of Comcast's employment vacancy advertisements and postings state that Comcast is an equal opportunity employer. This statement is reiterated on Comcast's employment application forms and on Comcast's 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. Comcast's 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.

Comcast's 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 Comcast's 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.

Question 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.

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 unit's recruitment

practices in achieving broad outreach into its community, as well as the unit's 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 Comcast's Human Resources Department. The Compliance Champion reviews the unit's recruitment, hiring, job structure, and promotion data to determine the effectiveness of the unit's processes, whether any alterations or improvements need to be made to the unit's practices, and whether any actual or apparent discriminatory effect may result from the practices. The Compliance Champion also ensures that the unit's recruitment, hiring, and promotion practices comply with the FCC's 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 VP's of Human Resources as well as the Divisional VP/Director of Recruiting to conduct an overall EEO compliance review of the unit's practices, and to address concerns identified during the local employment unit's meeting or the Compliance Champion's review of the employment unit's data, if any. The Compliance Champion also tracks the status of any adjustments made to the employment unit's practices in response to identified concerns, if any.

Comcast's 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 FCC's EEO rules applicable to cable operators. In consultation with Comcast's Vice President of Human Resources, Comcast's in-house Counsel, and as necessary, outside counsel, the Director/Vice President of Human Resources Compliance conducts a top level analysis of each unit's 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 or claims with regard to EEO or discriminatory conduct at this unit.

Comcast Cable Communications, Inc.

2010 - 2011 Sourcing Summary

Reporting Period: September 1, 2010 - August 31, 2011

Unit # 11884

Sacramento, CA

Branch	Req IDs	Requisition Title	Source	Interviewed	Hired
CAS05 - Sacramento	57999878	Call Center Advanced Repair Representative (Sacramento, CA) Primary 57999878	Airforce	0	0
			babalu.com	0	0
			Backpage	0	0
			CareerBuilder	0	0
			Catholic Charities of Santa Clara County	0	0
			Community Outreach	0	0
			County of Sacramento- DHA	0	0
			Craigslst.org (Free US sites)	0	0
			Craigslst.org (Sacramento)	0	0
			Directemployers.com	0	0
			disabledperson.com	0	0
			Diversityinc	0	0
			Goodwill of Silicon Valley	0	0
			Google Base	0	0
			hbcuconnect.com	0	0
			Heald College	0	0
			Indeed	0	0
			ITT Tech	0	0
			JobVertise	0	0
			linkup	0	0
			One Stop Career Center	0	0
			Recruitmilitary	0	0
			Sacramento City College	0	0
			San Jose One-Stop	0	0
			Searchease	0	0
			Simplyhired	0	0
			West Valley College	0	0
			womenforhire	0	0
			Work2Future	0	0
			Total	0	0
CAS05 - Sacramento	57999878	Call Center Advanced Repair Representative (Sacramento, CA) Secondary 57999878	COMCAST.COM	43	1
			INTERNAL JOB POSTING	9	1
			Total	52	2
CAS05 - Sacramento	58728803	Call Center Supervisor, Advanced Services Repair (Sacramento, CA) 58728803	AIRFORCE	0	0
			BABALU.COM	0	0
			COMCAST.COM	1	1
			COMMUNITY OUTREACH	0	0
			COUNTY OF SACRAMENTO- DHA	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			HBCUCONNECT.COM	0	0
			HEALD COLLEGE	0	0
			INTERNAL JOB POSTING	1	0
			ITT TECH	0	0

Comcast Cable Communications, Inc.

2010 - 2011 Sourcing Summary

Reporting Period: September 1, 2010 - August 31, 2011

Unit # 11884

Sacramento, CA

CAS05 - Sacramento	58728810	Call Center Supervisor, Advanced Services Repair (Sacramento, CA) 5872881C	ONE STOP CAREER CENTER	0	0
			RECRUITMILITARY	0	0
			SACRAMENTO CITY COLLEGE	0	0
			WOMENFORHIRE	0	0
			Total	2	1
			AIRFORCE	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER	0	0
			COMCAST.COM	0	0
			COMMUNITY OUTREACH	0	0
			COUNTY OF SACRAMENTO- DHA	0	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			CRAIGSLIST.ORG (SACRAMENTO)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EASYSWEEP	0	0
			GOOGLE BASE	0	0
			HBCUCONNECT.COM	0	0
			HEALD COLLEGE	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			ITT TECH	0	0
			JOBVERTISE	0	0
			LINKUP	0	0
			ONE STOP CAREER CENTER	0	0
			RECRUITMILITARY	0	0
			SACRAMENTO CITY COLLEGE	0	0
			SEARCHSEASE	0	0
			SIMPLYHIRED	0	0
			TWEETMYJOBS.COM	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	1
			Total	1	1
CAS05 - Sacramento	58728811	Call Center - Supervisor, Advanced Services Repair (Sacramento, CA) 58728811	AIRFORCE	0	0
			BABBALU.COM	0	0
			COMCAST.COM	1	1
			COMMUNITY OUTREACH	0	0
			COUNTY OF SACRAMENTO- DHA	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			HBCUCONNECT.COM	0	0
			HEALD COLLEGE	0	0
			INTERNAL JOB POSTING	0	0

Comcast Cable Communications, Inc.
 2010 - 2011 Sourcing Summary
 Reporting Period: September 1, 2010 - August 31, 2011
 Unit # 11884
 Sacramento, CA

			ITT TECH	0	0
			ONE STOP CAREER CENTER	0	0
			RECRUITMILITARY	0	0
			SACRAMENTO CITY COLLEGE	0	0
			WOMENFORHIRE	0	0
			Total	1	1
CAS05 - Sacramento	58728812	Call Center - Supervisor, Advanced Services Repair (Sacramento, CA) 58728812	AIRFORCE	0	0
			BABBALU.COM	0	0
			COMCAST.COM	1	0
			COMMUNITY OUTREACH	0	0
			COUNTY OF SACRAMENTO- DHA	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			HBCUCONNECT.COM	0	0
			HEALD COLLEGE	0	0
			INTERNAL JOB POSTING	2	1
			ITT TECH	0	0
			ONE STOP CAREER CENTER	0	0
			RECRUITMILITARY	0	0
			SACRAMENTO CITY COLLEGE	0	0
			WOMENFORHIRE	0	0
			Total	3	1
CAS05 - Sacramento	59276367	Call Center-Inbound Sales Representative (Morgan Hill, CA) Secondary#21 59276367	COMCAST.COM	1	1
			Total	1	1
CAS05 - Sacramento	59512717	Call Center Advanced Repair Representative (Sacramento, CA) Primary 59512717	AIR FORCE	0	0
			AMERICAN RIVER COLLEGE	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			CAJOBS.COM (CALIFORNIA ONLINE JOB NETWORK)	1	0
			CALLCENTERJOBS	0	0
			CAREERBUILDER.COM	6	0
			COMCAST.COM	23	1
			COMMUNITY OUTREACH	0	0
			COUNTY OF SAC- DHA	0	0
			CRAIGSLIST.COM	6	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			CRAIGSLIST.ORG (SACRAMENTO)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	3	0
			GOOGLE BASE	0	0
			HBCUCONNECT.COM	0	0
			HEALD COLLEGE	0	0
			INDEED	0	0

Comcast Cable Communications, Inc.

2010 - 2011 Sourcing Summary

Reporting Period: September 1, 2010 - August 31, 2011

Unit # 11884

Sacramento, CA

			INTERNAL JOB POSTING	4	0
			ITT TECHNICAL SCHOOL	0	0
			JOBVERTISE	0	0
			LINKUP	0	0
			MONSTER.COM	1	0
			RECRUITMILITARY	0	0
			SEARCHLEASE	0	0
			SETA ONE STOP CAREER CENTERS	0	0
			SIMPLYHIRED	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	0
			YAHOO.COM	2	0
			INTERNAL JOB POSTING	2	1
			Total	49	2
CAS05 - Sacramento	59769110	Call Center- Supervisor, Advanced Services Repair (Sacramento, CA) 5976911C	AIR FORCE	0	0
			AMERICAN RIVER COLLEGE	0	0
			BABALU.COM	0	0
			COMCAST.COM	1	1
			COMMUNITY OUTREACH	0	0
			COUNTY OF SAC- DHA	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			HBCUCONNECT.COM	0	0
			HEALD COLLEGE	0	0
			INTERNAL JOB POSTING	0	0
			ITT TECHNICAL SCHOOL	0	0
			RECRUITMILITARY	0	0
			SETA ONE STOP CAREER CENTERS	0	0
			WOMENFORHIRE	0	0
			Total	1	1
CAS05 - Sacramento	59769111	Call Center- Supervisor, Advanced Services Repair (Sacramento, CA) 59769111	AIR FORCE	0	0
			AMERICAN RIVER COLLEGE	0	0
			BABALU.COM	0	0
			COMCAST.COM	1	1
			COMMUNITY OUTREACH	0	0
			COUNTY OF SAC- DHA	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			HBCUCONNECT.COM	0	0
			HEALD COLLEGE	0	0
			INTERNAL JOB POSTING	0	0
			ITT TECHNICAL SCHOOL	0	0
			RECRUITMILITARY	0	0
			SETA ONE STOP CAREER CENTERS	0	0
			Total	0	0

Comcast Cable Communications, Inc.
 2010 - 2011 Sourcing Summary
 Reporting Period: September 1, 2010 - August 31, 2011
 Unit # 11884
 Sacramento, CA

			WOMENFORHIRE		
CAS05 - Sacramento	60468497	Call Center- Supervisor, Advanced Services Repair (Sacramento, CA) 60468497	Total	0	0
			AIRFORCE	1	1
			BABALU.COM	0	0
			COMCAST.COM	0	0
			COMMUNITY OUTREACH	0	0
			COUNTY OF SACRAMENTO- DHA	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEPERSON.COM	0	0
			DIVERSITYINC	0	0
			HBCUCONNECT.COM	0	0
			HEALD COLLEGE	0	0
			INTERNAL JOB POSTING	1	1
			ITT TECH	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			ONE STOP CAREER CENTER	0	0
			RECRUITMILITARY	0	0
			SACRAMENTO CITY COLLEGE	0	0
			WOMENFORHIRE	0	0
			Total	1	1
CAS05 - Sacramento	61744369	Call Center-Advanced Repair Representative (Sacramento, CA) Primary 61744369	BABALU.COM	0	0
			BACKPAGE	0	0
			CAREERBUILDER	0	0
			CAREERBUILDER.COM	4	0
			COMCAST.COM	36	1
			COMMUNITY OUTREACH	0	0
			CRAIGSLIST.COM	7	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			CRAIGSLIST.ORG (SACRAMENTO)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	19	1
			GOOGLE BASE	0	0
			HBCUCONNECT.COM	0	0
			HEALD COLLEGE- RANCHO CORDOVA	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	0	0
			JOBVERTISE	0	0
			LINKUP	0	0
			LOCAL JOB NETWORK	0	0
			MONSTER.COM	1	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			NORTH BAY VETERANS RESOURCE CENTER	0	0
			ONE STOP	0	0
			ONE STOP/CROSSROADS	0	0

Comcast Cable Communications, Inc.
 2010 - 2011 Sourcing Summary
 Reporting Period: September 1, 2010 - August 31, 2011
 Unit # 11884
 Sacramento, CA

				RECRUITMILITARY		0	0
				SACRAMENTO CITY COLLEGE		0	0
				SEARCHLEASE		0	0
				SIMPLY HIRED		0	0
				TWEETMYJOBS.COM		0	0
				US ARMY		0	0
				WOMENFORHIRE		0	0
				WORD OF MOUTH		1	0
				Total		68	2
CAS05 - Sacramento	61956968	Call Center- Supervisor, Advanced Services Repair (Sacramento, CA) 61956968		INTERNAL JOB POSTING		5	1
				Total		5	1
CAS05 - Sacramento	62193143	Call Center- Customer Support Specialist (Sacramento, CA) 62193143		COMCAST.COM		1	1
				INTERNAL JOB POSTING		7	0
				Total		8	1
CAS05 - Sacramento	62356390	Call Center-Supervisor,Advanced Services Repair (Sacramento, CA)Primary 62356390		INTERNAL JOB POSTING		4	1
				Total		4	1
CAS05 - Sacramento	62607918	Call Center Advanced Repair Representative (Sacramento,CA) Secondary 12 64037864		INTERNAL JOB POSTING		1	1
				Total		1	1
CAS05 - Sacramento	62648534	Call Center-Advanced Repair Representative (Sacramento,CA) Secondary #2 62648534		COMCAST.COM		25	1
				BABBALLU.COM		0	0
				BACKPAGE		0	0
				CALIFORNIA STATE UNIVERSITY, EAST BAY		0	0
				COMMUNITY OUTREACH		0	0
				CRAIGSLIST.COM		3	0
				CRAIGSLIST.ORG (SACRAMENTO)		0	0
				DIRECTEMPLOYERS.COM		0	0
				DISABLEDPERSON.COM		0	0
				DIVERSITYINC		0	0
				EDD - EMPLOYMENT DEVELOPMENT DEPARTMENT -VETERAN SERVICES		0	0
				EMPLOYEE REFERRAL		11	0
				GOOGLE BASE		0	0
				HBCUCONNECT.COM		0	0
				HEALD COLLEGE - RANCHO CORDOVA		0	0
				INDEED		0	0
				INTERNAL JOB POSTING		6	1
				JOBVERTISE		0	0
				LINKUP		0	0
				LOCAL JOB NETWORK		0	0
				NATIONAL BLACK MBA ASSOCIATION		0	0
				ONE STOP		0	0
				ONE STOP/CROSSROADS		0	0
				RECRUITMILITARY		0	0
				SACRAMENTO CITY COLLEGE		0	0
				SEARCHLEASE		0	0
				SIMPLY HIRED		0	0
				TWEETMYJOBS.COM		0	0

Comcast Cable Communications, Inc.

2010 - 2011 Sourcing Summary

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Unit # 11884

Sacramento, CA

			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			WORD OF MOUTH	1	0
			Total	46	2
CAS05 - Sacramento	63522318	Call Center Advanced Services Repair Rep (Sacramento, CA) Secondary #12 63522318	COMCAST.COM	15	1
			INTERNAL JOB POSTING	0	0
			Total	15	1
CAS05 - Sacramento	63605850	Retail Sales Consultant (South Sacramento, CA) Primary 63605850	AMERICAN RIVER COLLEGE	0	0
			BABBALU.COM	0	0
			BACKPAGE	0	0
			COMCAST.COM	0	0
			COMMUNITY OUTREACH	0	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			CRAIGSLIST.ORG (SAN FRANCISCO)	0	0
			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			GOOGLE BASE	0	0
			HBCUCONNECT.COM	0	0
			HEALD COLLEGE- RANCHO CORDOVA	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	1	1
			JOBVERTISE	0	0
			LINKUP	0	0
			LOCAL JOB NETWORK	0	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			ONE STOP	0	0
			ONE STOP/CROSSROADS	0	0
			RECRUITMILITARY	0	0
			SACRAMENTO CITY COLLEGE	0	0
			SEARCHHEASE	0	0
			SIMPLY HIRED	0	0
			TWEETMYJOBS.COM	0	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			Total	1	1
CAS05 - Sacramento	64037864	Call Center Advanced Repair Representative (Sacramento, CA) Primary 64037864	INTERNAL JOB POSTING	1	1
			COMCAST.COM	13	1
			INTERNAL JOB POSTING	1	1
			BABBALU.COM	0	0
			BACKPAGE	0	0
			CAJOBS.COM (CALIFORNIA ONLINE JOB NETWORK)	1	0
			CAREERBUILDER.COM	2	0
			COMMUNITY OUTREACH	0	0
			CRAIGSLIST.ORG (FREE US SITES)	0	0
			DICE.COM	1	0

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 Unit # 11884
 Sacramento, CA

			DIRECTEMPLOYERS.COM	0	0
			DISABLEDPERSON.COM	0	0
			DIVERSITYINC	0	0
			EMPLOYEE REFERRAL	15	0
			HBCUCONNECT.COM	0	0
			HEALD BUSINESS COLLEGE	0	0
			INDEED	0	0
			INTERNAL JOB POSTING	7	0
			JOB HOTLINE	1	0
			JOBFIND.COM	1	0
			JOBVERTISE	0	0
			LINKUP	0	0
			LOCAL JOB NETWORK	0	0
			MEXICAN AMERICAN COMMUNITY SERVICES AGENCY	0	0
			MONSTER.COM	1	0
			NATIONAL BLACK MBA ASSOCIATION	0	0
			OFFICE OF ECONOMIC DEVELOPMENT	0	0
			RECRUITMILITARY	0	0
			SAN JOSE STATE UNIVERSITY	0	0
			SANTA CLARA UNIVERSITY	0	0
			SEARCHLEASE	0	0
			SIMPLY HIRED	0	0
			SIMPLYHIRED.COM	1	0
			TWEETMYJOBS.COM	0	0
			WALTERKAITZ.ORG	0	0
			WOMENFORHIRE	0	0
			WORKFORCE INVESTMENT NETWORK	0	0
			YAHOD.COM	1	0
			Total	46	3
CAS05 - Sacramento	64069707	Communication Technician 4, Network Maintenance (Sacramento, CA) 64069707	INTERNAL JOB POSTING	2	1
			Total	11	1
CAS05 - Sacramento	64092566	Communication Technician (Sacramento, CA) Primary 64092566	COMCAST.COM	11	1
			Babalu.com	0	0
			Backpage	0	0
			Community Outreach	0	0
			Craigslist.org (Free Canada sites)	0	0
			Craigslist.org (Free US sites)	0	0
			Craigslist.org (Sacramento)	0	0
			Directemployers.com	0	0
			Disabledperson.com	0	0
			Diversityinc	0	0
			HBCUconnect.com	0	0
			Heald College- Rancho Cordova	0	0
			Indeed	0	0
			JobVertise	0	0
			LinkUp	0	0

Comcast Cable Communications, Inc.

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Unit # 11884

Sacramento, CA

	Local Job Network	0	0
	Mid-Pacific ICT (MPICT) Center	0	0
	National Black MBA Association	0	0
	One Stop	0	0
	One Stop/Crossroads	0	0
	Recruitmilitary	0	0
	Sacramento City College	0	0
	Searchease	0	0
	Simply Hired	0	0
	TwetMyJobs.com	0	0
	WalterKaitz.org	0	0
	WomenForHire	0	0
	Workforce Investment Board	0	0
	INTERNAL JOB POSTING	3	1
	Total	14	2

2010-2011 GRR
11884 - NCC (Sacramento)

	FCC Recruitment Menu Activity	Recruiting Event	Sponsor	Date	System Personnel Involved	Narrative
1	Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	Career Fair	Employment Development Department (EDD) - Veterans and Public, Stockton	05/18/11	Mary Tehaney	Targeted to Direct Sales Reps and Business Account Execs for Stockton/Modesto
1	Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	Career Fair	Diversity Fair hosted at Scottish Rites Ctr., Sacramento	8/31/2011	Mary Tehaney/Jeremy Grimes	All positions/focus on Direct Sales Reps and Tech positions
1	Participation in at least two job fairs by unit personnel who have substantial responsibility in making hiring decisions.	Career Fair	3rd Annual Multicultural Business & Career Expo-McClellan/SAC, CA	4/2/2011	Shannon Foster/ Deseri Valdez /Joe Kane/ Mike Powell	All positions/focus on Direct Sales Reps and Tech positions
2	Hosting at least one job fair.	DSR Job Fair	Comcast, Sacramento	8/24/2011	Mary Tehaney/Jeremy Grimes/Mike Powell	Focused recruiting for Direct Sales Reps

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AREA	SOURCE NAME	EMAIL	CONTACT NAME	CONTACT TITLE	PHONE	FAX
WB	The San Francisco LGBT Community Center CAA Chinese for Affirmative Action San Francisco	davidb@sfcenter.org achen@caasf.org	David M. Bach Anna Cheng	Workforce Development Specialist Employment Advocate	415.865.5534 415.274.6760	
WB	City & County of San Francisco Human Service Agency	cedric.jackson@sfgov.org	Cedric Jackson	Business Services Manager Office Manager, Career Development and Placement Center	415.401.4803	
WB	City College of San Francisco	eseymore@ccsf.edu	Elsanne Seymore	Corporate Relations Coordinator	415.259.3119	
WB	Job Train - Menlo Park, CA	jbaluyot@jobtrainworks.org	Jasmine Baluyot		650.330.6430	
WB	San Francisco	sfjobs@edd.ca.gov	Vince	Veterans Employment Services Specialist Business Engagement Manager	415-749-7500 415.575.2144	
WB	Goodwill - San Francisco, CA	hires@ivs.org	Heidi Johnson		415-782-6213	
WB	Jewish Vocational Services - San Francisco	hhanan@sensoryaccess.com	Josephine Hanan	Employment Specialist	408.245.3762	
WB	Sensory Access Foundation - Sunnyvale	KYoung@co.sammateo.ca.us	Keith Young	Business Services Account Representative	650.802.5108	650-802-5173
WB	Human Services Agency of San Mateo County	kmanley@cel2000.org	Kate Manley	Industrial Relations Department (Job Development)	408-534-5755	408-294-7849
SB	Center for Employment Training	claudia.lopez@sanjoseca.gov	Claudia Lopez		General 408-534-5300 408-277-2727	
SB	Workforce Investment Network	bj.sims@sanjoseca.gov	BJ Sims		408-794-1129	408-292-6719
SB	Office of Economic Development	nmyrback@scu.edu	Nancy Myrback	Advertising Assistant	408-534-4422	
SB	Santa Clara University	careerhelp@sisu.edu OR Maritza.Silvas@sisu.edu	Career Center		408-924-6031	408-924-6099
SB	San Jose State University	hr@macsa.org	Human Resource Dept San Jose location			408-928-1725
SB	American GI Forum	alerma@agif.org				
NSB	Santa Maria Times / Lompoc Record	jobhoyos@santamariatimes.com	Joni De Hoyos		805-737-1045	
NSB	The Tribune - San Luis Obispo	jobs@thetribunenews.com	Micah Stumbo	Advertising Assistant	805-781-7820	
NSB	EDD - Employment Development Department	Jennifer.merchant@edd.ca.gov	Jennifer Merchant		805-614-1215	
NSB	Santa Maria	esnowden@hancockcollege.edu OR lmayer@hancockcollege.edu	Eleanor Snowden		805-922-6966 x.3374 805-922-8256 x.1430	
NSB	Allan Hancock College	steveny@sbcollge.edu	Steven Yi		805-614-1246	
NSB	Santa Barbara Business College	P.Reyes@sbsocialserv.org	Phillip Reyes	Career Services Consultant	805-606-0039	
NSB	ACS - State and Local Solutions	Jimmy.camacho@vandenbergfamil.com	Jimmy Camacho		805-928-5000 x.156 707-578-2789	
NSB	Airman & Family Readiness Center	scuriel@vfc-sm.org	Erika Cortel	Employment and Training Supervisor		
NB	VTC Entreprises	baskerville@vtrivets.org	Johnny Baskerville			
NB	North Bay Veterans Resource Center	cgunselman@co.marin.ca.us				
NB	CalWorks Employment Services	JamieG@canalialliance.org	Jamie Goekler	Economic Development Specialist	415-306-0437	415-454-3967
NB	Canal Community Alliance	Leadership of Marin: College of Marin				
NB	EDD - Employment Development Department	Center for Volunteer and NonProfit Marin				
NB	Heald College	claudio.calvo@edd.ca.gov clarian_flores@heald.edu	Claudio Calvo	Veterans Workforce Specialist	707-576-2014	
NB	Sonoma County One Stop	mzolkowe@schsd.org	Marsha Zolkower	Business Representative	707-565-5620	
NB	Sonoma State Career Services	jpvillafuerte@sonoma.edu	J.P. Villaguerre		707-684-2880	
NB	CA EDD Veterans Workforce Specialist	Steven.johnston@edd.ca.gov	Steve Johnston		707-576-2014	
NB	Hispanic Chamber of Commerce	hccadmin@hcc-sc.org	Donna Zapata		707-575-3648	
MHCC	Monterey County One Stop	ogletrees@co.monterey.ca.us	Allen Ogletree	JobLink Coordinator	831-796-3357	831-796-3321
MHCC	Catholic Charities of Santa Clara County	clflamer@catholiccharitiesccc.org OR dtovar@catholiccharitiesccc.org	Charles Flamer OR Diana Tovar	Charles: Job Developer, Diana: Vocational Rehabilitation Specialist	408-325-5291 OR 408-325-5283	
MHCC	Goodwill of Silicon Valley	Eve.J@goodwillsv.org	Eve L. Joseph	Business Developer	408-869-9716	408-283-9093
MHCC/SB	WorkFuture - San Jose	virginia.shepard@ibpwwa.org	Virginia Shepard	Employment Specialist	408-794-1209	408-293-9058
MHCC	Heald College - Salinas	belyn_wilson@heald.edu OR jennilee_sabado@heald.edu	Belyn D Wilson OR Jennilee Sabado	Berlyn: Director of Career Services, Jennilee: Career Services Advisor for Business Majors	831-444-4654 OR 831-444-4668	831-444-4603
Sac	One Stop/Crossroads	kspeersp@delpaso.seta.net	Kim Speers		916-676-2540 OR 916-242-4106	916-676-0144
Sac	One Stop	jwoodso@delpaso.seta.net	Josh Woodson		916-262-3200 OR 916-263-3864	916-262-3202
Sac	Sacramento City College	duvallm@scc-losrios.edu OR kumars@scc-losrios.edu	Melvin Duvall OR Shishir Kumar		916-558-2516 OR 916-558-2659	916-558-2188
Sac	American River College	careercenter@arc-losrios.edu	Career Center/Student Services		916-484-8492	

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Sac	Heald College- Rancho Cordova	rebecca_hayes@heald.edu	Rebecca Hayes		916-789-8600 OR 916-780-4428	916-780-4498
East Bay Delta/ Livermore	East Bay Works, Oakland	edmcum@eastbayworks.com	Ed McMillan	EASTBAY Works Coordinator	510 768-4450	
East Bay Delta/ Livermore	East Bay Works, Concord	BBENSON@ehsd.cccounty.us	Blake Benson	Employer Liaison	925-671-4538	
East Bay Delta/ Livermore	East Bay Works Career Center-Brenwood	rtucker@ehsd.cccounty.us	Rene Tucker	Employer Liaison	925-427-8516	
East Bay Delta/ Livermore	EOC - Employment Development Department Veteran Services	howard_goldsmith@edd.ca.gov OR Ron.Huddleston@edd.ca.gov	Howard Goldsmith	Veterans Workforce Specialist	925-602-5034	925-602-3981
East Bay Delta/ Livermore	Berkeley Adult School	kenneth_booker@berkeley.k12.ca.us	Kenneth Booker			
East Bay Delta/ Livermore	Alameda County	mmithaiwala@ehsd.cccounty.us	Mark Mithaiwala			
East Bay Delta/ Livermore	Los Medanos College-Pittsburg	turner@losmedanos.edu	Reginald Turner	Employment Development Services	925.439.2181 x3331	925-427-1599
East Bay Delta/ Livermore	Oakland Private Industry Council	rsilva@oaklandpic.org	Rommel Silva	Business Services Representative	510-768-4436	
East Bay Delta/ Livermore	Solano County	ssanderson@solanowib.org	Scotty Sanderson			
East Bay Delta/ Livermore	Las Positas College-Livermore	tsteffan@laspositascollege.edu OR lcamp@laspositascollege.edu	Todd Steffan and Letti Camp		925 424 1236	
Central Valley	Heald College - Stockton	irene_camy@heald.edu	Christina C. Tupas	CalWorks Case Manager	209-953-7002	
Central Valley	San Joaquin Worknet	lcozart@sjworknet.org	Marcia Johnson-Lawson	Outreach Support Specialist	209-954-5511 x6145	
Central Valley	Stanslaus Econ Development	onealca@stanalliance.com	James B. Jones	Executive Director	Main#: (415) 239-3600 Cell #: (415) 867-6616	
Central Valley	Mexican American Chamber of Commerce	mgawson@deltacollege.edu	George Hanna	Career Services Coordinator	510-885-7473	
Region (Call Center	Mid-Pacific ICT (MPIC) Center California State University, East Bay	jjones@mpict.org George.Hanna@csueastbay.edu	Michael Zacks	Assistant Coordinator	925-288-5874	
Region	Heald College - Concord	michael_zacks@heald.edu	Timothy Hamp	Job Specialist	925-957-2403	
Region	Independent Living Skills Program	thamp@ehsd.cccounty.us	Palischer Ratliff	Resource Center	510-986-6922	510-981-7555 (fax) 510-981-7555 (fax)
Region	Laney College	gratliff@peralta.edu	Ben Martinez	Business Services Rep	510-265-8366	
Region	One Stop Career Center-Berkeley	rep1@cc.berkeley.ca.us	Deborah Livville	Job Developer	925-477-8322	
Region	One Stop Career Center-Hayward	Bmartinez@agov.org	Emily Martinez	Business Services Rep	925 313-1681	
Region	One Stop Career Center-Pittsburg/Antioch	dlivville@ehsd.cccounty.us	Pat Donovan	Job Developer	925-485-5264	
Region	Welfare to Work, Public Assistance	emartin@ehsd.cccounty.us	Audrey Xavier	dept of rehabilitation	510-265-8385	
Region	One Stop Career Center-Tri Valley	pdonovan@cbpcc.org	Bryan Salem	Employment Program Specialist	510-307-8059	
Region	Pittsburg Adult Education	axavier@sbglobal.net	Fred Lucero, Jr	Career & Employment Services Officer	707-864-7124	707-864-3386
Region	ProbPath-RE TEC (dislocated tech)	ilucero@richmondworks.org	Scotty Sanderson	Business Services Representative	707-863-3543	
Region	Richmond Works	richmondworks.org	Mark Mithaiwala	Career/Transfer Specialist	510-723-7458	
Region	Solano Community College	zafer.sun@solano.edu	Juanita Cruthird	Career Services Coordinator	209-667-3661	
Region	Workforce Investment Board	ssanderson@solanowib.org	Frank Franco OR Larry Fleming		559-499-3723 OR	559-485-1071
Region	CC City Workforce Services	mmithaiwala@ehsd.cccounty.us	Robert Hubbard		559-454-5908	559-454-5900
Region	Chabot College	thompson@chabotcollege.edu	Kim Moreno	Employment and Training Worker II	559-582-3247 ext 4866	559-585-8046
Region	CSU Stanislaus	career@csustan.edu	SANDRA MILLER		559-713-5107 OR	559-713-5266
SOUTH VALLEY	WORKFORCE CONNECTION	FRANCO@WORKFORCE-CONNECTION.COM	LUIS CENTENO		559-323-1090	559-323-4891
SOUTH VALLEY	DEPT OF EMPLOYMENT AND TEMP ASSISTANCE	OR L FLEMING@WORKFORCE-	DARRYL DUCHENE		559-621-2919	559-498-5535
SOUTH VALLEY	COUNTY OF KINGS	RHubbard@CO.FRESNO.CA.US	PATRICIA VALDEZ		559-662-4629	559-673-1794
SOUTH VALLEY	EMPLOYMENT AND TRAINING SERVICES	kim.moreno@co.kings.ca.us	GLENN ELIZARDE		559-263-1070	559-263-1072
SOUTH VALLEY	EMPLOYMENT CONNECTION	smiller@tularewib.org	JOSE MARQUEZGONZALES		559-621-2958	559-457-1501
SOUTH VALLEY	US ARMY	LUIS.CENTENO@USAREG.ARMY.MIL	LATSANY SOUVANNASANE	Employment Services Representative	559-230-4055	559-445-5850
SOUTH VALLEY	CITY OF FRESNO - MAYORS JOB INITIATIVE	DARRYL.DUCHENE@FRESNO.GOV	PAULA GRAHAM		559-325-5404	559-325-8771
SOUTH VALLEY	MADERA COUNTY WORKFORCE DEVELOPMENT	PVALDEZ@MADERACOE.K12.CA.US	CHRISTINA MARKS		559-224-0162	559-224-0285
SOUTH VALLEY	C	GLENN ELIZARDE@FRESNOECC.ORG	LINDA HIGHTOWER			
SOUTH VALLEY	CITY OF FRESNO - MAYORS JOB INITIATIVE	JOSE MARQUEZGONZALES@NAVY.MIL				
SOUTH VALLEY	EMPLOYMENT DEVELOPMENT DEPARTMENT	LATSANY_SOUVANNASANE@FRESNO.				
SOUTH VALLEY	TECHNICAL INSTITUTE	Paula.Graham@EDD.CA.GOV				
SOUTH VALLEY	GOODWILL INDUSTRIES	CHMARKS@ITT-TECH.EDU				

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SOUTH VALLEY	FRESNO COUNTY OF EDUCATION	MCOTTA@FCOE.ORG	MARGIE COTTA	559-265-4030	
SOUTH VALLEY	DEVRY UNIVERSITY	RWINN@DEVRY.EDU	ROSE WINN	559-437-5307	559-439-8598
SOUTH VALLEY	SAN JOAQUIN VALLEY COLLEGE	PATRICIA.GUTIERREZ@SJC.EDU	PATTI GUTIERREZ	559-448-8282	559-439-8990
SOUTH VALLEY	FRESNO CITY COLLEGE	CHARLEZSETTE.DAY@fresnocitycollege.edu	CHARLEZSETTE DAY	559-442-4600 EXT 8650	559-442-4850
SOUTH VALLEY	WEST HILLS COLLEGE - LEMOORE	ANGELABARGINEAR@WHCCD.edu	ANGELA BARGINEAR	559-925-3388	559--924-1407
North Valley	Chicago State University	careercenter@csuchico.edu			
North Valley	City of Chico	hrrm@ci.chico.ca.us			