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| 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- |
|----------------------|-------------|--------------------|

FCC Registration Number:

Emp. Unit ID # 11942

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
 YUBA, 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 | | [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]

| | |
|--------------------|--|
| EMP UNIT ID: 11942 | MSO NAME: COMCAST CABLE COMMUNICATIONS |
| | OPR NAME: COMCAST CORPORATION |

Approved by OMB

FCC
2011 Supplemental Investigation Survey
FCC Unit# 11942
Yuba County, CA
West Division

Part I. Employee Job Descriptions

This unit does not hire employees for positions in the Professionals category.

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 Yuba-Sutter 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 Companion 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.

| Branch | Req IDs | Requisition Title | Source | Interviewed | Hired |
|---------------|----------|--|--------------------------------|-------------|-------|
| CAC15 - Chico | 60380697 | Communication Technician (Chico, CA) 60380697 | AIR FORCE | 0 | 0 |
| | | | BABALU.COM | 0 | 0 |
| | | | CAREERBUILDER | 0 | 0 |
| | | | COMCAST.COM | 1 | 1 |
| | | | COMMUNITY OUTREACH | 0 | 0 |
| | | | COUNTY OF SACRAMENTO | 0 | 0 |
| | | | CRAIGSLIST.ORG (FREE US SITES) | 0 | 0 |
| | | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | | DISABLEDPERSON.COM | 0 | 0 |
| | | | DIVERSITYINC | 0 | 0 |
| | | | EDD PLACER COUNTY | 0 | 0 |
| | | | HBCUCONNECT.COM | 0 | 0 |
| | | | HOTJOBS.COM | 0 | 0 |
| | | | INDEED | 0 | 0 |
| | | | INTERNAL JOB POSTING | 0 | 0 |
| | | | ITT TECH | 0 | 0 |
| | | | MONSTER.COM | 0 | 0 |
| | | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | | NEWSPAPER ADVERTISEMENT | 0 | 0 |
| | | | ONE STOP CITRUS HEIGHTS | 0 | 0 |
| | | | RECRUITMILITARY | 0 | 0 |
| | | | SETA | 0 | 0 |
| | | | WOMENFORHIRE | 0 | 0 |
| | | | Total | 1 | 1 |
| CAC15 - Chico | 60380698 | Communication Technician (Chico, CA) 60380698 | AIR FORCE | 0 | 0 |
| | | | BABALU.COM | 0 | 0 |
| | | | COMCAST.COM | 1 | 1 |
| | | | COMMUNITY OUTREACH | 0 | 0 |
| | | | COUNTY OF SACRAMENTO | 0 | 0 |
| | | | DIRECTEMPLOYERS.COM | 0 | 0 |
| | | | DISABLEDPERSON.COM | 0 | 0 |
| | | | DIVERSITYINC | 0 | 0 |
| | | | EDD PLACER COUNTY | 0 | 0 |
| | | | HBCUCONNECT.COM | 0 | 0 |
| | | | INTERNAL JOB POSTING | 0 | 0 |
| | | | ITT TECH | 0 | 0 |
| | | | NATIONAL BLACK MBA ASSOCIATION | 0 | 0 |
| | | | NEWSPAPER ADVERTISEMENT | 0 | 0 |
| | | | ONE STOP CITRUS HEIGHTS | 0 | 0 |
| | | | RECRUITMILITARY | 0 | 0 |
| | | | SETA | 0 | 0 |
| | | | WOMENFORHIRE | 0 | 0 |
| | | | Total | 1 | 1 |
| CAC15 - Chico | 60524836 | Direct Sales Representative (Chico, CA) 60524836 | BABALU.COM | 0 | 0 |
| | | | BACKPAGE | 0 | 0 |
| | | | CHICO STATE UNIVERSITY | 0 | 0 |
| | | | CITY OF CHICO | 0 | 0 |

Comcast Cable Communications, Inc.
 2010 - 2011 Sourcing Summary
 Reporting Period: September 1, 2010 - August 31, 2011
 Unit # 11942
 Yuba, CA

| | | | | | |
|---------------|---|--------------------------------|--|----------|----------|
| | | COMCAST.COM | | 3 | 1 |
| | | COMMUNITY OUTREACH | | 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 |
| | | HEALD COLLEGE- RANCHO CORDOVA | | 0 | 0 |
| | | INDEED | | 0 | 0 |
| | | INTERNAL JOB POSTING | | 0 | 0 |
| | | JOBVERTISE | | 0 | 0 |
| | | LINKUP | | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | | 0 | 0 |
| | | ONE STOP/CROSSROADS | | 0 | 0 |
| | | RECRUITMILITARY | | 0 | 0 |
| | | SACRAMENTO CITY COLLEGE | | 0 | 0 |
| | | SEARCHCHEASE | | 0 | 0 |
| | | SIMPLYHIRED | | 0 | 0 |
| | | WOMENFORHIRE | | 0 | 0 |
| | | WORKFORCE INVESTMENT BOARD | | 0 | 0 |
| | | Total | | 3 | 1 |
| CAC15 - Chico | 60524837 Direct Sales Representative (Chico, CA) 60524837 | BARBALU.COM | | 0 | 0 |
| | | BACKPAGE | | 0 | 0 |
| | | CHICO STATE UNIVERSITY | | 0 | 0 |
| | | CITY OF CHICO | | 0 | 0 |
| | | COMCAST.COM | | 2 | 1 |
| | | COMMUNITY OUTREACH | | 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 |
| | | HEALD COLLEGE- RANCHO CORDOVA | | 0 | 0 |
| | | INDEED | | 0 | 0 |
| | | INTERNAL JOB POSTING | | 0 | 0 |
| | | JOBVERTISE | | 0 | 0 |
| | | LINKUP | | 0 | 0 |
| | | NATIONAL BLACK MBA ASSOCIATION | | 0 | 0 |
| | | ONE STOP/CROSSROADS | | 0 | 0 |
| | | RECRUITMILITARY | | 0 | 0 |
| | | SACRAMENTO CITY COLLEGE | | 0 | 0 |
| | | SEARCHCHEASE | | 0 | 0 |
| | | SIMPLYHIRED | | 0 | 0 |
| | | WOMENFORHIRE | | 0 | 0 |
| | | WORKFORCE INVESTMENT BOARD | | 0 | 0 |
| | | Total | | 2 | 1 |

Comcast Cable Communications, Inc.
 2010 - 2011 Sourcing Summary
 Reporting Period: September 1, 2010 - August 31, 2011
 Unit # 11942
 Yuba, CA

| CAC15 - Chico | 62499156 | Communication Technician 4, Network Maintenance (Chico, CA) 62499156 | INTERNAL JOB POSTING | 4 | 1 |
|---------------|----------|--|--------------------------------------|---|---|
| | | | Total | 4 | 1 |
| CAC15 - Chico | 62708864 | Retail Sales Consultant - PT (Chico, CA) Primary 62708864 | BABALU.COM | 0 | 0 |
| | | | BACKPAGE | 0 | 0 |
| | | | COMCAST.COM | 2 | 1 |
| | | | COMMUNITY OUTREACH | 0 | 0 |
| | | | CRAIGSLIST.ORG (SACRAMENTO) | 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 |
| | | | HEALD COLLEGE- RANCHO CORDOVA | 0 | 0 |
| | | | INDEED | 0 | 0 |
| | | | INTERNAL JOB POSTING | 1 | 0 |
| | | | JOBERTISE | 0 | 0 |
| | | | LINKUP | 0 | 0 |
| | | | LOCAL JOB NETWORK | 0 | 0 |
| | | | MEXICAN AMERICAN CHAMBER OF COMMERCE | 0 | 0 |
| | | | MONSTER.COM | 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 |
| | | | SAN JOAQUIN DELTA COLLEGE | 0 | 0 |
| | | | SAN JOAQUIN WORKNET | 0 | 0 |
| | | | SEARCHLEASE | 0 | 0 |
| | | | SIMPLY HIRED | 0 | 0 |
| | | | TWEETMYJOBS.COM | 0 | 0 |
| | | | WALTERKAITZ.ORG | 0 | 0 |
| | | | WOMENFORHIRE | 0 | 0 |
| | | | Total | 4 | 1 |
| CAC15 - Chico | 62436283 | Supervisor, Direct Sales Representative (Chico, CA) 62436283 | AMERICAN RIVER COLLEGE | 0 | 0 |
| | | | BABALU.COM | 0 | 0 |
| | | | CAREERBUILDER | 0 | 0 |
| | | | COMCAST.COM | 0 | 0 |
| | | | COMMUNITY OUTREACH | 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 |
| | | | INTERNAL JOB POSTING | 1 | 1 |
| | | | LOCAL JOB NETWORK | 0 | 0 |
| | | | MONSTER.COM | 0 | 0 |

Comcast Cable Communications, Inc.

2010 - 2011 Sourcing Summary

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

Unit # 11942

Yuba, CA

| | | | | | | |
|---------------|----------|---|--|--|----|---|
| | | | NATIONAL BLACK MBA ASSOCIATION | | 0 | 0 |
| | | | ONE STOP | | 0 | 0 |
| | | | ONE STOP/CROSSROADS | | 0 | 0 |
| | | | RECRUITMILITARY | | 0 | 0 |
| | | | SACRAMENTO CITY COLLEGE | | 0 | 0 |
| | | | SALESCAREERSONLINE.COM | | 0 | 0 |
| | | | SAN JOAQUIN DELTA COLLEGE | | 0 | 0 |
| | | | TWEETMYJOBS.COM | | 0 | 0 |
| | | | WALTERKAITZ.ORG | | 0 | 0 |
| | | | WOMENFORHIRE | | 0 | 0 |
| | | | Total | | 1 | 1 |
| CAC15 - Chico | 64094852 | Communication Technician (Chico, CA) Primary 64094852 | BABBALU.COM | | 0 | 0 |
| | | | BACKPAGE | | 0 | 0 |
| | | | CHICO STATE UNIVERSITY | | 0 | 0 |
| | | | CITY OF CHICO | | 0 | 0 |
| | | | COMCAST.COM | | 7 | 1 |
| | | | COMMUNITY OUTREACH | | 0 | 0 |
| | | | CRAIGSLIST.COM | | 2 | 0 |
| | | | CRAIGSLIST.ORG (FREE US SITES) | | 0 | 0 |
| | | | DIRECTEMPLOYERS.COM | | 0 | 0 |
| | | | DISABLEDPERSON.COM | | 0 | 0 |
| | | | DIVERSITYINC | | 0 | 0 |
| | | | EMPLOYEE REFERRAL | | 2 | 0 |
| | | | HBCUCONNECT.COM | | 0 | 0 |
| | | | HEALD COLLEGE- RANCHO CORDOVA | | 0 | 0 |
| | | | INDEED | | 0 | 0 |
| | | | INTERNAL JOB POSTING | | 1 | 0 |
| | | | JOBVERTISE | | 0 | 0 |
| | | | LINKUP | | 0 | 0 |
| | | | LOCAL JOB NETWORK | | 0 | 0 |
| | | | MID-PACIFIC ICT (IMPACT) CENTER | | 0 | 0 |
| | | | NATIONAL BLACK MBA ASSOCIATION | | 0 | 0 |
| | | | RECRUITMILITARY | | 0 | 0 |
| | | | SACRAMENTO CITY COLLEGE | | 0 | 0 |
| | | | SEARCHLEASE | | 0 | 0 |
| | | | SIMPLY HIRED | | 0 | 0 |
| | | | TWEETMYJOBS.COM | | 0 | 0 |
| | | | WALTERKAITZ.ORG | | 0 | 0 |
| | | | WOMENFORHIRE | | 0 | 0 |
| | | | WORKFORCE INVESTMENT BOARD | | 0 | 0 |
| | | | Total | | 12 | 1 |
| CAC15 - Chico | 65334616 | Direct Sales Representative (Chico, CA) 65334616 | INTERNAL JOB POSTING | | 1 | 1 |
| | | | Total | | 1 | 1 |
| CAC35 - Chico | 60686390 | Warehouse Representative (Chico, CA) 60686390 | AMERICAS JOB EXCHANGE | | 1 | 0 |
| | | | BABBALU.COM | | 0 | 0 |
| | | | CAJOBS.COM (CALIFORNIA ONLINE JOB NETWORK) | | 4 | 1 |
| | | | CAL WORKS | | 0 | 0 |
| | | | CAREERBUILDER.COM | | 0 | 3 |

| | | | | | | |
|----------------------|----------|---|--|--|----|---|
| | | | CAREERS ON DEMAND | | 1 | 0 |
| | | | COMCAST.COM | | 6 | 0 |
| | | | COMMUNITY OUTREACH | | 0 | 0 |
| | | | CRAIGSLIST.COM | | 4 | 0 |
| | | | DIRECTEMPLOYERS.COM | | 0 | 0 |
| | | | DISABLEDPERSON.COM | | 0 | 0 |
| | | | DIVERSITYINC | | 0 | 0 |
| | | | EDD - EMPLOYMENT DEVELOPMENT DEPARTMENT - VETERAN SERVICES | | 0 | 0 |
| | | | EMPLOYEE REFERRAL | | 2 | 0 |
| | | | HBCUCONNECT.COM | | 0 | 0 |
| | | | HEALD COLLEGE - STOCKTON | | 0 | 0 |
| | | | INTERNAL JOB POSTING | | 0 | 0 |
| | | | JOBFIND.COM | | 1 | 0 |
| | | | MEXICAN AMERICAN CHAMBER OF COMMERCE | | 0 | 0 |
| | | | NATIONAL BLACK MIBA ASSOCIATION | | 0 | 0 |
| | | | ONE STOP CAREER CENTER-TRI VALLEY | | 0 | 0 |
| | | | RECRUITMILITARY | | 0 | 0 |
| | | | SAN JOAQUIN DELTA COLLEGE | | 0 | 0 |
| | | | SAN JOAQUIN WORKNET | | 0 | 0 |
| | | | STANISLAUS ECON DEVELOPMENT | | 0 | 0 |
| | | | WOMENFORHIRE | | 0 | 0 |
| | | | YAHOO.COM | | 1 | 0 |
| | | | Total | | 23 | 1 |
| CAG11 - Grass Valley | 63452145 | Communication Technician 4, Network Maintenance (Grass Valley, CA) 63452145 | INTERNAL JOB POSTING | | 2 | 1 |
| | | | Total | | 2 | 1 |
| CAY11 - Yuba City | 59054627 | Business Account Executive - Commercial Sales - Yuba City, CA | AMERICAN RIVER COLLEGE | | 0 | 0 |
| | | | BABALU.COM | | 0 | 0 |
| | | | BACKPAGE | | 0 | 0 |
| | | | COMCAST.COM | | 0 | 0 |
| | | | COMMUNITY OUTREACH | | 0 | 0 |
| | | | 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 |
| | | | HEALD COLLEGE-RANCHO CORDOVA | | 0 | 0 |
| | | | INDEED | | 0 | 0 |
| | | | INTERNAL JOB POSTING | | 1 | 1 |
| | | | JOBVERTISE | | 0 | 0 |
| | | | LINKUP | | 0 | 0 |
| | | | ONE STOP | | 0 | 0 |
| | | | ONE STOP/CROSSROADS | | 0 | 0 |
| | | | RECRUITMILITARY | | 0 | 0 |
| | | | SACRAMENTO CITY COLLEGE | | 0 | 0 |
| | | | SEARCHCHEASE | | 0 | 0 |
| | | | SIMPLYHIRE | | 0 | 0 |

Comcast Cable Communications, Inc.

2010 - 2011 Sourcing Summary

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

Unit # 11942

Yuba, CA

| | | | | | | |
|-------------------|----------|---|--|---------|--|----------|
| | | | RECRUITMILITARY | | 0 | 0 |
| | | | SACRAMENTO CITY COLLEGE | | 0 | 0 |
| | | | SEARCH FIRM | | 1 | 1 |
| | | | SEARCHLEASE | | 0 | 0 |
| | | | SIMPLYHIRED | | 0 | 0 |
| | | | SONOMA COUNTY ONE STOP | | 0 | 0 |
| | | | TWEETMYJOBS.COM | | 0 | 0 |
| | | | WOMENFORHIRE | | 0 | 0 |
| | | | Total | | 2 | 1 |
| | | | INTERNAL JOB POSTING | | 4 | 1 |
| | | | Total | | 4 | 1 |
| | | | 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 |
| | | | 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 | | 6 | 1 |
| | | | JOBVERTISE | | 0 | 0 |
| | | | LINKUP | | 0 | 0 |
| | | | ONE STOP | | 0 | 0 |
| | | | ONE STOP/CROSSROADS | | 0 | 0 |
| | | | RECRUITMILITARY | | 0 | 0 |
| | | | SACRAMENTO CITY COLLEGE | | 0 | 0 |
| | | | SAN JOAQUIN DELTA COLLEGE | | 0 | 0 |
| | | | SEARCHLEASE | | 0 | 0 |
| | | | SIMPLYHIRED | | 0 | 0 |
| | | | WOMENFORHIRE | | 0 | 0 |
| | | | Total | | 6 | 1 |
| | | | AMERICAN RIVER COLLEGE | | 0 | 0 |
| | | | BABBALU.COM | | 0 | 0 |
| | | | BACKPAGE | | 0 | 0 |
| | | | CALIFORNIA JOB JOURNAL - DSR AD JANUARY-FEBRUARY | | 0 | 0 |
| | | | CAREERBUILDER | | 0 | 0 |
| | | | COMCAST.COM | | 9 | 1 |
| | | | COMMUNITY OUTREACH | | 0 | 0 |
| | | | CRAIGSLIST.ORG (FREE US SITES) | | 0 | 0 |
| | | | DIRECTEMPLOYERS.COM | | 0 | 0 |
| | | | DISABLEDPERSON.COM | | 0 | 0 |
| | | | DIVERSITYINC | | 0 | 0 |
| | | | DSR EVENT - DEC 1, 2010 | | 0 | 0 |
| CAY11 - Yuba City | 59700642 | Supervisor, Communication Technician (Yuba City, CA) 59700642 | | 6011137 | Direct Sales Representative (Yuba City, CA) Primary # 6011137 1 of 5 | |
| CAY11 - Yuba City | 59874129 | Supervisor, Direct Sales (Yuba City, CA) 59874129 | | | | |

Comcast Cable Communications, Inc.
 2010 - 2011 Sourcing Summary
 Reporting Period: September 1, 2010 - August 31, 2011
 Unit # 11942
 Yuba, CA

| | | | | | | |
|-------------------|----------|---|--------------------------------|--|-----------|----------|
| | | | EMPLOYEE REFERRAL | | 1 | 0 |
| | | | GOOGLE BASE | | 0 | 0 |
| | | | HBCUCONNECT.COM | | 0 | 0 |
| | | | HEALD COLLEGE- RANCHO CORDOVA | | 0 | 0 |
| | | | INDEED | | 0 | 0 |
| | | | INTERNAL JOB POSTING | | 1 | 1 |
| | | | JOBERTISE | | 0 | 0 |
| | | | LINKUP | | 0 | 0 |
| | | | MONSTER.COM | | 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 |
| | | | SAN JOAQUIN DELTA COLLEGE | | 0 | 0 |
| | | | SEARCHSEASE | | 0 | 0 |
| | | | SIMPLYHIRED | | 0 | 0 |
| | | | WOMENFORHIRE | | 0 | 0 |
| | | | Total | | 11 | 2 |
| CAY11 - Yuba City | 60263832 | Business Account Executive (BAE II) (Yuba City, CA) 60263832 | AMERICAN RIVER COLLEGE | | 0 | 0 |
| | | | BABALU.COM | | 0 | 0 |
| | | | BACKPAGE | | 0 | 0 |
| | | | COMCAST.COM | | 1 | 1 |
| | | | COMMUNITY OUTREACH | | 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 |
| | | | HEALD COLLEGE- RANCHO CORDOVA | | 0 | 0 |
| | | | INDEED | | 0 | 0 |
| | | | INTERNAL JOB POSTING | | 0 | 0 |
| | | | JOBERTISE | | 0 | 0 |
| | | | LINKUP | | 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 |
| | | | SEARCHSEASE | | 0 | 0 |
| | | | SIMPLYHIRED | | 0 | 0 |
| | | | STANISLAUS ECON DEVELOPMENT | | 0 | 0 |
| | | | WOMENFORHIRE | | 0 | 0 |
| | | | Total | | 1 | 1 |
| CAY11 - Yuba City | 60366659 | Business Account Executive - Sr BAE3 (Yuba City, CA) 60366659 | BABALU.COM | | 0 | 0 |
| | | | BACKPAGE | | 0 | 0 |
| | | | CHICO STATE UNIVERSITY | | 0 | 0 |

Comcast Cable Communications, Inc.
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 Yuba, CA

| | | | | | | |
|-------------------|----------|--|--------------------------------|--|---|---|
| | | | CITY OF CHICO | | 0 | 0 |
| | | | COMCAST.COM | | 0 | 0 |
| | | | COMMUNITY OUTREACH | | 0 | 0 |
| | | | CRAIGSLIST.ORG (SACRAMENTO) | | 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 |
| | | | MONSTER.COM | | 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 |
| | | | SEARCHSEAS | | 0 | 0 |
| | | | SIMPLYHIRED | | 0 | 0 |
| | | | WOMENFORHIRE | | 0 | 0 |
| | | | Total | | 1 | 1 |
| CAY11 - Yuba City | 61834810 | Headend Technician (Yuba City, CA) 61834810 | INTERNAL JOB POSTING | | 2 | 1 |
| | | | Total | | 2 | 1 |
| CAY11 - Yuba City | 62470322 | Direct Sales Representative (Yuba City, CA) 62470322 | BABALU.COM | | 0 | 0 |
| | | | BACKPAGE | | 0 | 0 |
| | | | CAL WORKS | | 0 | 0 |
| | | | CAREERBUILDER.COM | | 1 | 1 |
| | | | COMCAST DSR SITE | | 0 | 0 |
| | | | COMCAST.COM | | 2 | 0 |
| | | | COMMUNITY OUTREACH | | 0 | 0 |
| | | | 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 |
| | | | HEALD COLLEGE - STOCKTON | | 0 | 0 |
| | | | HEALD COLLEGE- RANCHO CORDOVA | | 0 | 0 |
| | | | INDEED | | 0 | 0 |
| | | | INTERNAL JOB POSTING | | 0 | 0 |
| | | | JOBVERTISE | | 0 | 0 |
| | | | LINKUP | | 0 | 0 |
| | | | MONSTER.COM | | 0 | 0 |
| | | | NATIONAL BLACK MBA ASSOCIATION | | 0 | 0 |

Comcast Cable Communications, Inc.
 2010 - 2011 Sourcing Summary
 Reporting Period: September 1, 2010 - August 31, 2011
 Unit # 11942
 Yuba, CA

| | | | | | | |
|-------------------|----------|---|--------------------------------|--|---|---|
| | | | ONE STOP | | 0 | 0 |
| | | | ONE STOP/CROSSROADS | | 0 | 0 |
| | | | RECRUITMILITARY | | 0 | 0 |
| | | | SACRAMENTO CITY COLLEGE | | 0 | 0 |
| | | | SAN JOAQUIN DELTA COLLEGE | | 0 | 0 |
| | | | SAN JOAQUIN WORKNET | | 0 | 0 |
| | | | SEARCHLEASE | | 0 | 0 |
| | | | SIMPLY HIRED | | 0 | 0 |
| | | | TWEETMYJOBS.COM | | 0 | 0 |
| | | | WALTERKAITZ.ORG | | 0 | 0 |
| | | | WOMENFORHIRE | | 0 | 0 |
| | | | Total | | 4 | 1 |
| CAY11 - Yuba City | 63265063 | Warehouse Representative (Yuba City, CA) 63265063 | BABALU.COM | | 0 | 0 |
| | | | BACKPAGE | | 0 | 0 |
| | | | CHICO STATE UNIVERSITY | | 0 | 0 |
| | | | CITY OF CHICO | | 0 | 0 |
| | | | COMCAST.COM | | 0 | 0 |
| | | | COMMUNITY OUTREACH | | 0 | 0 |
| | | | CRAIGSLIST.COM | | 1 | 1 |
| | | | CRAIGSLIST.ORG (SACRAMENTO) | | 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 | | 0 | 0 |
| | | | JOBVERTISE | | 0 | 0 |
| | | | LINKUP | | 0 | 0 |
| | | | LOCAL JOB NETWORK | | 0 | 0 |
| | | | NATIONAL BLACK MBA ASSOCIATION | | 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 |
| | | | WALTERKAITZ.ORG | | 0 | 0 |
| | | | WOMENFORHIRE | | 0 | 0 |
| | | | WORKFORCE INVESTMENT BOARD | | 0 | 0 |
| | | | Total | | 1 | 1 |
| CAY11 - Yuba City | 64257173 | Retail Sales Consultant (Yuba City, CA) Secondary #1.64257173 | COMCAST.COM | | 1 | 1 |
| | | | Total | | 1 | 1 |

2010-2011 GRR
11942 - NV Yuba City (Sutter)

| | FCC Recruitment Menu Activity | Recruiting Event | Sponsor | Date | System Personnel Involved | Narrative |
|---|--|------------------|---|-----------|--|---|
| 1 | <u>Participation</u> 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, | 05/18/11 | Mary Tehaney | Targeted to Direct Sales Reps and Business Account Execs for Stockton/Modesto |
| 1 | <u>Participation</u> 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 | <u>Participation</u> 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 | <u>Hosting</u> 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 |

General Recruiting Report
Outreach List 2010-11

| AREA | SOURCE NAME | EMAIL | CONTACT NAME | CONTACT TITLE | PHONE | FAX |
|---------|---|---|-----------------------------------|---|------------------------------------|--------------|
| WB | The San Francisco LGBT Community Center | davidb@sfcenter.org | David M. Bach | Workforce Development Specialist | 415-865-5534 | |
| WB | CAA Chinese for Affirmative Action San Francisco | achenq@caasf.org | Anna Cheng | Employment Advocate | 415-274-6760 | |
| WB | City & County of San Francisco Human Service Agency | cednc.jackson@sfgov.org | Cedric Jackson | Business Services Manager | 415-401-4803 | |
| WB | City College of San Francisco | esevmore@ccsf.edu | Eliane Seymore | Office Manager, Career Development and Placement Center | 415-239-3119 | |
| WB | Job Train - Menlo Park, CA | jbaluyo@jobtrainworks.org | Jasmine Baluyo | Corporate Relations Coordinator | 650-330-6430 | |
| WB | EDD Employment Development Department San Francisco | sfjobs@edd.ca.gov | Vince | Veterans Employment Services Specialist | 415-709-7500 | |
| WB | Goodwill - San Francisco, CA | smascorro@sfgoodwill.org | Sheri Mascorro | Business Engagement Manager | 415-575-2144 | |
| WB | Jewish Vocational Services - San Francisco | hire@jvs.org | Heidi Johnson | | 415-782-6213 | |
| WB | Sensory Access Foundation - Sunnyvale | jhanan@sensoryaccess.com | Josephine Hanan | Employment Specialist | 408-245-3762 | |
| WB | Human Services Agency of San Mateo County | KYoung@co.sanmateo.ca.us | Keth Young | Business Services Account Representative | 650-802-5108 | 650-802-5173 |
| SB | Center for Employment Training | kmanley@cel2000.org | Kate Manley | Industrial Relations Department (Job Development) | 408-534-5255 | 408-794-7849 |
| SB | Workforce Investment Network | claudia.lopez@sanjoseca.gov | Claudia Lopez | | 408-277-2727 | |
| SB | Office of Economic Development | bj.sims@sanjoseca.gov | BJ Sims | | 408-794-1129 | 408-292-6719 |
| SB | Santa Clara University | nmyback@scu.edu | Nancy Myrback | | 408-554-4422 | |
| SB | San Jose State University | careerhelp@sjsu.edu OR Maritza.Silvas@sjsu.edu | Career Center | | 408-924-6031 | 408-924-5099 |
| SB | Mexican American Community Services Agency | hr@macsa.org | Human Resource Dept | | | 408-928-1725 |
| SB | American GI Forum | alermat@agif.org | San Jose location | | | |
| NSB | Santa Maria Times / Lompoc Record | jdelhovos@santamariatimes.com | Joni De Hoyos | | 805-737-1045 | |
| NSB | The Tribune - San Luis Obispo | jobs@thebunnews.com | Micah Stumbo | Advertising Assistant | 805-781-7820 | |
| NSB | EDD - Employment Development Department Santa Maria | Jennifer.merchant@edd.ca.gov | Jennifer Merchant | | 805-614-1215 | |
| NSB | Allan Hancock College | esnowden@hancockcollege.edu OR lmayer@hancockcollege.edu | Eleanor Snowden | | 805-922-6966 x.3374 | |
| NSB | Santa Barbara Business College | stevemy@sbcollege.edu | Steven Yi | | 805-922-8256 x.1430 | |
| NSB | ACS - State and Local Solutions | P.Reyes@sbsocialserv.org | Phillip Reyes | Career Services Consultant | 805-634-1246 | |
| NSB | Airman & Family Readiness Center | jimmy.camacho@vandenberg.af.mil | Jimmy Camacho | | 805-606-0039 | |
| NSB | VTC Enterprises | ecurtel@vtc-sm.org | Erika Curtel | | 805-928-5000 x.156 | |
| NB | North Bay Veterans Resource Center | jbaskerville@vetsvets.org | Johnny Baskerville | Employment and Training Supervisor | 707-578-2789 | |
| NB | CalWorks Employment Services | gounselman@co.marin.ca.us | | | | |
| NB | Canal Community Alliance | JamieG@canalalliance.org | Jamie Goekler | Economic Development Specialist | 415-306-0437 | 415-454-3967 |
| NB | Center for Volunteer and NonProfit Leadership of Marin. | jlanssen@cynl.org | | | | |
| NB | College of Marin | carol.perez@marin.edu | | | | |
| NB | EDD - Employment Development Department Marin | Claudio.Calvo@EDD.ca.gov | Claudio Calvo | Veterans Workforce Specialist | 707-576-2014 | |
| NB | Heald College | clarran.flores@heald.edu | | | | |
| NB | Sonoma County One Stop | mizolkowe@scheds.org | Marsia Zolkower | Business Representative | 707-565-5620 | |
| NB | Sonoma State Career Services | Jpvillafuerte@sonoma.edu | J.P. Villaguerre | | 707-664-2880 | |
| 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 | ogletree@co.monterey.ca.us | Allen Ogletree | JobLink Coordinator | 831-796-3557 | 831-796-3321 |
| MHCC | Catholic Charities of Santa Clara County | cifamer@catholiccharitiesscc.org OR dltover@catholiccharitiesscc.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 | 408-869-9216 | 408-283-9093 |
| MHCC/SB | Work2Future - San Jose | virginia.shepard@bpyvia.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 | Belyn: Director of Career Services, Jennilee: Career Services Advisor for Business Majors | 831-444-4654 OR 916-676-2540 OR | 831-444-4603 |
| Sac | One Stop/Crossroads | kspeers@delipaso.seta.net | Kim Speers | | 916-242-4106 | 916-676-0144 |
| Sac | One Stop | www.woodiso@delipaso.seta.net | Josh Woodson | | 916-262-3200 OR | 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 | 916-558-2188 |
| Sac | American River College | careercenter@arc.losrios.edu | Career Center/Student Services | | 916-484-8492 | |

General Recruiting Report
Outreach List 2010-11

| | | | | | | |
|------------------------------|---|--|-------------------------------|--------------------------------------|---|--------------|
| 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 | ednrcm@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-Brentwood | tucker@ehsd.cccounty.us | Rene Tucker | Employer Liaison | 925-427-8516 | |
| East Bay Delta/ Livermore | EDD - Employment Development Department Veteran Services | howard_goldsmith@edd.ca.gov 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 | mmalthawalia@ehsd.cccounty.us | Mark Malthawalia | | | |
| East Bay Delta/ Livermore | Los Medanos College- Pittsburg | rtuner@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 | tsreffan@laspositascollege.edu OK | Todd Steffan | and Letti Camp | 925 424 1236 | |
| Central Valley | Heald College - Stockton | jrene_camy@heald.edu | Christina C. Tupas | CalWorks Case Manager | 209-953-7002 | |
| Central Valley | San Joaquin Worknet | icostain@sjworknet.org | | | | |
| Central Valley | Stanislaus Econ Development | onealca@stanislaus.com | | | | |
| Central Valley | Mexican American Chamber of Commerce | maquilar@schispanochamber.com | | | | |
| Central Valley | San Joaquin Delta College | mlawson@deltacollege.edu | Marcia Johnson-Lawson | Outreach Support Specialist | 209-954-5151 x6145 Main#: (415) 239-3600 Cell #: (415) 867-6616 | |
| Region (all) | Mid-Pacific ICT (MPIC) Center | jones@mpic.org | James B. Jones | Executive Director | | |
| Region | California State University, East Bay | George.Hanna@csueastbay.edu | George Hanna | | | |
| Region | Heald College - Concord | michael_zacks@heald.edu | Michael Zacks | Career Services Coordinator | 510-885-7473 | |
| Region | Independent Living Skills Program | thamp@ehsd.cccounty.us | Timothy Hamp | Assistant Coordinator | 925-288-5874 925-957-2403 | |
| Region | Laney College | gralliff@peralta.edu | Palisocher Ratliff | Job Specialist | 510-986-6922 | |
| Region | One Stop Career Center-Berkeley | rep1@ci.berkeley.ca.us | Resource Center | | 510-981-7555 (fax) 510-981-7555 (fax) | |
| Region | One Stop Career Center-Hayward | Bmartinez@acogov.org | Ben Martinez | Business Services Rep | 510-265-8369 | |
| Region | One Stop Career Center-Pittsburg/Antioch | dimitrie@ehsd.cccounty.us | Deborah Linville | Job Developer | 925-427-8322 | |
| Region | Wellfare to Work, Public Assistance | emartinez@ehsd.cccounty.us | Emily Martinez | Job Developer | 925 313-1681 | |
| Region | One Stop Career Center-Tri Valley | pdonovan@spood.org | Pat Donovan | Business Services Rep | 925-485-5764 | |
| Region | Pittsburg Adult Education | axavier@sbglobal.net | Audrey Xavier | Job Developer | 925-473-4460 | |
| Region | PrePath-RE TEC (dislocated tech) | | Bryon Salem | Dept of rehabilitation | 510-265-8385 | |
| Region | Richmond Works | flucero@richmondworks.org | Fred Lucero, Jr. | Employment Program Specialist | 510-307-8059 | |
| Region | Solano Community College | zafer_sun@solano.edu | Zafer Sun | Career & Employment Services Officer | 707-864-7124 | |
| Region | Workforce Investment Board | ssanderson@solanowib.org | Scotty Sanderson | Business Services Representative | 707-863-3543 | 707-864-3386 |
| Region | CC Civ Workforce Services | mmalthawalia@ehsd.cccounty.us | Mark Malthawalia | | | |
| Region | Chabot College | Thompson@chabotcollege.edu | Terrence Thompson | Career/Transfer Specialist | 510-723-7458 | |
| Region | CSU Stanislaus | career@csustan.edu | Juanita Cruthird | Career Services Coordinator | 209-667-3661 | |
| SOUTH VALLEY | WORKFORCE CONNECTION | FFRANCO@WORKFORCE-CONNECTION.COM | | | | |
| SOUTH VALLEY | DEPT OF EMPLOYMENT AND TEMP ASSISTANCE | OR LFLEMING@WORKFORCE- | Frank Franco OR Larry Fleming | | 559-499-3723 OR | 559-485-1071 |
| SOUTH VALLEY | COUNTY OF KINGS | RHubbard@CO.FRESNO.CA.US | Robert Hubbard | | 559-454-5908 | 559-454-5900 |
| SOUTH VALLEY | EMPLOYMENT AND TRAINING SERVICES | kim.moreno@co.kings.ca.us | Kim Moreno | Employment and Training Worker II | 559-582-3241 ext 4866 559-713-5100 OR | 559-585-8046 |
| SOUTH VALLEY | EMPLOYMENT CONNECTION | smiller@tularewib.org | SANDRA MILLER | | 559-713-5107 | 559-713-5266 |
| SOUTH VALLEY | US ARMY | LUIS.CENTENO@USAREC.ARMY.MIL | LUIS CENTENO | | 559-323-1090 | 559-323-4893 |
| SOUTH VALLEY | CITY OF FRESNO - MAYORS JOB INITIATIVE | DARRYL-DU'CHENE@FRESNO.GOV | DARRYL DU'CHENE | | 559-621-2919 | 559-498-5535 |
| SOUTH VALLEY | MADERA COUNTY WORKFORCE DEVELOPMENT | PVALDEZ@MADE-RACOE.K12.CA.US | PATRICIA VALDEZ | | 559-662-4629 | 559-673-1794 |
| SOUTH VALLEY | C | GLENN ELIZARDE@FRESNOEOC.ORG | GLENN ELIZARDE | | 559-263-1070 | 559-263-1072 |
| SOUTH VALLEY | US NAVY | JOSE.MARQUEZGONZALES@NAVY.MIL | JOSE MARQUEZGONZALES | | 559-584-6321 | 559-584-9143 |
| SOUTH VALLEY | CITY OF FRESNO - MAYORS JOB INITIATIVE | LATSANY.SOUVANNASANE@FRESNO | LATSANY SOUVANNASANE | | 559-621-2958 | 559-457-1501 |
| SOUTH VALLEY | EMPLOYMENT DEVELOPMENT DEPARTMENT | Paula.Graham@EDD.CA.GOV | PAULA GRAHAM | Employment Services Representative | 559-230-4055 | 559-445-5850 |
| SOUTH VALLEY | IIT TECHNICAL INSTITUTE | CMMARKS@IIT-TECH.EDU | CHRISTINA MARKS | | 559-325-5404 | 559-325-9771 |
| SOUTH VALLEY | GOODWILL INDUSTRIES | LHIGHTOWER@GOODWILL-SJV.ORG | LINDA HIGHTOWER | | 559-224-0162 | 559-224-0285 |

General Recruiting Report
 Outreach List 2010-11

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