

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. - 20071001AZD

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
DIRECTV PUERTO RICO, LTD.

MSO Name:

B. Employment Unit's Mailing Address
P.O. BOX 71413

City
SAN JUAN

State
PR

Zip Code
00936-

Emp. Unit ID # 11979

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
CAROLINA, PR

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) 9/10/2006 THROUGH 9/9/2007

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	<input checked="" type="radio"/> Yes <input type="radio"/> No
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	form?	
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 SENIOR VICE PRESIDENT AND GENERAL COUNSEL OF GENERAL PARTNER
Date 10/1/2007	Name of Respondent MICHAEL HARTMAN
Telephone No. (include area code) 7877765200	

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	<input type="text"/>	[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)	3	[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: 11979	MSO NAME:
	OPR NAME: DIRECTV PUERTO RICO, LTD.

Exhibits

Exhibit 9**Description:** EXHIBIT 9

Attachment 9

Description
Exhibit 9

Exhibit 18**Description:** EXHIBIT 18

Attachment 18

Description
Exhibit 18

Exhibit 19**Description:** EXHIBIT 19

Attachment 19

Description
Exhibit 19

Exhibit 20**Description:** EXHIBIT 20

Attachment 20

Description
Exhibit 20

Exhibit 22**Description:** 2007 EEO PUBLIC FILE REPORT

Attachment 22

Description
2007 EEO Public File Report

Exhibit 9
Response to SIS, Part I, Item 6
Employee Job Descriptions for
Craft Workers (Skilled)

Provided below are two job descriptions for Craft Workers (Skilled). Only two positions at the employment unit were found to qualify under the definition of Craft Workers (Skilled).

1. **Position Title: Satellite Systems Installer**

Installs, tests, and provides technical service to antennas and related equipment that receive communication satellite signals and performs the following duties:

- Reviews installation specifications, and manufacturer's instructions to determine installation site for antenna.
- Measures distance from landmarks to identify exact site location.
- Visually inspects installation site to identify obstructions, such as trees or buildings, that could distort or block microwave signals from satellite.
- Discusses site location and construction requirements with customer.
- Drills hole for footing to support antenna base.
- Drills holes to connect antenna base to the signal converter control box (IRD) in customer's home or building.
- Assembles and attaches electronic and structural components of antenna.
- Attaches antenna to base.
- Climbs ladder to install antenna when area is inaccessible from ground.
- Orients antenna to direction and altitude of communication satellite.
- Connects antenna and television set to signal converter control box (IRD).
- Activates programming by calling a Customer Service Representative.
- Tests installed system for conformance to specifications.
- Observes picture on television screen to evaluate reception.
- Instructs customer in use of equipment.
- Provides technical diagnoses of defective equipment and replace it if necessary.
- Connects signal converter control box (IRD) to the house telephone if applicable.
- Perform all installations with customer's approval.

2. **Position Title: Quality Control Auditor—Satellite System Installations**

Performs installations inspections for purposes of guaranteeing effective installations and ensures effective performance of service quality strategies according to policies and procedures. This employee has the following duties and responsibilities:

- Develops and initiates standards and methods for inspection, testing and evaluation.

- Coordinates an appointment with the client to inspect the installations assigned in the installations report.
- Visually inspects installation site to identify obstructions that could distort or block signals from satellite.
- Verifies installations and takes pictures to maintain record of the installations.
- Tests installed system for conformance with specifications, observes pictures on television screen to evaluate reception and provide technical diagnoses of defective equipment.
- Completes inspection form and evaluates data to complete reports that validate or indicate deviations from existing standards.

Exhibit 18
Response to SIS, Part II, Item 6
Analysis of Efforts to Recruit, Hire, and
Promote in a Nondiscriminatory Manner

Employment unit analysis showed that the company followed all company policies related to EEO compliance. The Human Resources Department led and monitored all recruitment, hiring, and promoting activities in order to ensure full compliance. All management personnel also received annual training regarding DIRECTV's EEO program requirements. The company also communicated to all employees and employment candidates its commitment to maintain a nondiscriminatory work environment. Various supplemental outreach activities were carried out as scheduled as demonstrated in the employment unit's EEO public file report. No difficulties were encountered in implementing the program.

Exhibit 19
Response to SIS, Part II, Item 7
Responsibility of Management to
Apply and Enforce EEO Policy

Equal Opportunity Employment Policy

The employment unit is committed to a policy of equal employment opportunity for applicants and employees at all levels. The employment unit does not discriminate against qualified applicants or employees on the basis of race, sex, pregnancy, citizenship, national origin, religion, age, physical or mental disability, color, marital status, medical condition, veteran status or any other characteristic protected by state or federal law. Equal employment opportunity will be extended to all persons in all aspects of the employer-employee relationship, including recruiting, hiring, training, promotion, transfer, discipline, layoff and termination.

Employee

Employees are responsible for understanding the EEO policy and adopting its commitments—for themselves and the way they can expect to be valued and treated, and for their interactions with and conduct toward fellow employees. Employees are strongly urged to report discriminatory or harassing conduct to their supervisor, or, if they prefer, directly to Human Resources. Employees also have the option to report such issues anonymously via telephone, by mail, or by Internet.

Managers and Supervisors

Managers are responsible for ensuring that the EEO policy is adhered to within their organizations and that they, their employees, and supervisors accomplish required training regarding anti-harassment/discrimination policies. Managers and supervisors are obligated to report any complaint of harassment to Human Resources, even if requested to keep the matter confidential and regardless of the perceived severity of the complaint. When appropriate, managers assist with investigations of complaints or violations, apply any resulting corrective and preventive measures, and ensure that no retaliation occurs against employees who report a violation or participate in an investigation.

Human Resources

Human Resources provides anti-discrimination/harassment information and training to all employees. Human Resources establishes and monitors the hiring and employment policies that support equal opportunity, anti-discrimination, and anti-harassment in the employment unit's workforce. When supervisor training is required, Human Resources also provides and monitors this training. Human Resources investigates and takes prompt and appropriate action when an incident of intolerance, insensitivity, discrimination or harassment is reported by an employee, supervisor, or manager. Human Resources monitors the process and outcome of complaints or

reports to ensure that acts of retaliation against any employee who has in good faith reported harassment or participated in a harassment investigation do not occur. Finally, Human Resources manages the transfer, reassignment, or termination of employees when interpersonal relationships within the same reporting structure cause actual or potential problems or bias in the workplace.

Zero Tolerance Policy

The employment unit has a zero tolerance policy regarding violations of its EEO and anti harassment policies. Failure to adhere to these policies may result in termination of employment.

Exhibit 20
Response to SIS, Part II, Item 8
Continuing Review of Job Structure
and Employment Practices

The employment unit's Human Resources department works with the management team in the creation and review of job descriptions and job requirements in order to ensure compliance with EEO requirements. The Human Resources department ensures that the contents and the criteria used in the creation of these job descriptions and requirements are completely unbiased and strictly based on business needs. This process is performed on an on-going basis throughout the year.

All employment practices conducted by management, including hiring, promotions, and terminations, are performed in consultation with the Human Resources department. A multiple approval process, which includes various levels of management and final review by Human Resources, ensures that promotions and terminations are based on non-discriminatory factors and are conducted in accordance with non-discrimination policies and procedures.



**EEO Public File Report
DIRECTV Puerto Rico, Ltd.
Employment Unit ID: 11979, Carolina, Puerto Rico**

Vacancy List
Reporting Period: September 10, 2006 – September 9, 2007

Requisition #	Job Title	# of Interviews	RS Referring Hiree	Recruitment Sources Used to Fill
056	Programmer Analyst	3	29	31,29
064	*Sales Consultant	83	27	1,9,27,28,29,31
064	*Sales Consultant	83	1	1,9,27,28,29,31
064	*Sales Consultant	83	27	1,9,27,28,29,31
064	*Sales Consultant	83	28	1,9,27,28,29,31
064	*Sales Consultant	83	27	1,9,27,28,29,31
064	*Sales Consultant	83	27	1,9,27,28,29,31
064	*Sales Consultant	83	27	1,9,27,28,29,31
064	*Sales Consultant	83	9	1,9,27,28,29,31
064	*Sales Consultant	83	31	1,9,27,28,29,31
064	*Sales Consultant	83	1	1,9,27,28,29,31
064	*Sales Consultant	83	31	1,9,27,28,29,31
064	*Sales Consultant	83	31	1,9,27,28,29,31
064	*Sales Consultant	83	31	1,9,27,28,29,31
064	*Sales Consultant	83	27	1,9,27,28,29,31
064	*Sales Consultant	83	29	1,9,27,28,29,31
064	*Sales Consultant	83	28	1,9,27,28,29,31
064	*Sales Consultant	83	28	1,9,27,28,29,31
064	*Sales Consultant	83	29	1,9,27,28,29,31
064	*Sales Consultant	83	1	1,9,27,28,29,31
064	*Sales Consultant	83	9	1,9,27,28,29,31
064	*Sales Consultant	83	31	1,9,27,28,29,31
064	*Sales Consultant	83	27	1,9,27,28,29,31
064	*Sales Consultant	83	29	1,9,27,28,29,31
064	*Sales Consultant	83	28	1,9,27,28,29,31
064	*Sales Consultant	83	28	1,9,27,28,29,31
064	*Sales Consultant	83	29	1,9,27,28,29,31
064	*Sales Consultant	83	31	1,9,27,28,29,31
064	*Sales Consultant	83	31	1,9,27,28,29,31
064	*Sales Consultant	83	1	1,9,27,28,29,31
064	*Sales Consultant	83	9	1,9,27,28,29,31

Requisition #	Job Title	# of Interviews	RS Referring Hiree	Recruitment Sources Used to Fill
064	*Sales Consultant	83	27	1,9,27,28,29,31
064	*Sales Consultant	83	27	1,9,27,28,29,31
064	*Sales Consultant	83	1	1,9,27,28,29,31
064	*Sales Consultant	83	28	1,9,27,28,29,31
064	*Sales Consultant	83	29	1,9,27,28,29,31
065	Outside Sales Consultant	7	29	1,9,27,28,29,31
065	Outside Sales Consultant	7	31	1,9,27,28,29,31
066	**Sales Consultant	121	37	1,9,27,28,29,31, 37
068	**Sales Consultant	121	37	1,9,27,28,29,31,37
069	**Sales Consultant	121	37	1,9,27,28,29,31,37
069	**Sales Consultant	121	37	1,9,27,28,29,31,37
071	Data Entry	2	27	14, 27
075	CSR	31	20	20
075	CSR	31	20	20
077	Retention Supervisor	3	29	29
079	Collection Supervisor	2	29	29
082	Data Entry	2	27,29	27,29
090	**Outside Sales Consultant	121	37	1,9,27,28,29,31, 37
091	**Outside Sales Consultant	121	37	1,9,27,28,29,31,37
093	Telesales Representative	3	27	27,29,30
094	**Sales Consultant	121	1	1,9,27,28,29,31, 37
094	**Sales Consultant	121	37	1,9,27,28,29,31,37
094	**Sales Consultant	121	37	1,9,27,28,29,31,37
095	**Outside Sales Consultant	121	31	1,9,27,28,29,31,37
095	**Outside Sales Consultant	121	3	1,9,27,28,29,31,37
099	Ad Sales Account Executive	15	29	29
097	Sales Consultant	8	1	1,9,27,28,29,31,37
101	Special Services Representative	13	1,27,29	1,27,28,29,31
115	Collections Clerk	3	27	27, 29
104	**Sales Consultant	121	37	1,9,27,28,29,31,32,37
124	**Sales Consultant	121	29	1,9,27,28,29,31,32,37
109	**Sales Consultant	121	37	1,9,27,28,29,31,32,37
105	Satellite System Installers	10	29	29
117	**Sales Consultant	121	28	1,9,27,28,29,31,32,37
118	**Sales Consultant	121	27	1,9,27,28,29,31,32,37
119	**Sales Consultant	121	29	1,9,27,28,29,31,32,37
120	**Sales Consultant	121	27	1,9,27,28,29,31,32,37
123	**Sales Consultant	121	37	1,9,27,28,29,31,32,37
122	**Sales Consultant	121	37	1,9,27,28,29,31,32,37
100	CSR Outbound	2	32	29, 27, 32
103	Outside Sales Consultant	1	37	1,9,27,28,29,31,37
106	Supply Chain Planning Manager	5	22	22,33,34
107	Security Manager	3	31	31

Requisition #	Job Title	# of Interviews	RS Referring Hiree	Recruitment Sources Used to Fill
108	Senior System Operator	8	27	7,27
116	Sr. Financial Planning Supervisor	7	33	18,22,33,34
110	Sales Consultant	5	31	1,9,27,28,29,31,32,37
113¹	Business Report Senior Analyst	6	29	18,31,33,29,34
114	**Sales Consultant	121	37	1,9,27,28,29,31,32,37
115	IT Clerk	14	27	27, 32
125	Outbound CSR	3	29	29, 27, 32
126	Outbound CSR	2	27	29, 27, 32
127	Collections	2	27	27, 29
127	Collections	2	27	27, 29
128	Sales Director	7	35	31,35,36

* A total of 83 candidates were interviewed to fill 35 sales consultants vacancies.

** A total of 121 candidates were interviewed to fill 21 sales consultants and outside sales consultants vacancies.



EEO Public File Report
DIRECTV Puerto Rico, Ltd.
Employment Unit ID: 11979, Carolina, Puerto Rico

Master Recruitment Source List
Reporting Period: September 10, 2006 – September 9, 2007

Key	Recruitment Source *	No. Interviewees provided by RS
1	University of PR Rio Piedras Campus Ave. Ponce de León Rio Piedras, PR (787)764-0000 Ext. 5703 Attn. Ana Torres	12
2	University of PR Bayamon Campus Carr. 174 Sector Minilla Bayamón, PR (787)786-2885 Ext. 2241 Attn. Sonia Feliciano	5
3	University of PR Cayey Campus Ave. Antonio R. Barceló Cayey, PR (787)738-2161 Ext. 2008 Attn. Gloria Collazo	
4	University of PR Ponce Campus Ave. Santiago de los Caballeros Ponce, PR 00731 (787)844-8181 Ext. 2508 Attn. Gloria Collazo	
5	University of PR Arecibo Campus Carr. 653 Ruta 129 Arecibo, PR (787)817-4936 Ext. 3659 Attn. Elenita Gonzalez	
6	University of PR Carolina Campus Carr. 887 Km 3.6 Carolina, PR 00983 (787)276-8570 Ext. 3368 Attn. Carmen Corchado	

Key	Recruitment Source *	No. Interviewees provided by RS
7	University of PR Mayaguez Campus Calle Post Norte Mayaguez, PR 00680 (787)265-3600 Ext. 3800 Attn. Luis Ponce	9
8	University of PR Aguadilla Campus Base Ramey Aguadilla, PR (787)890-2681 Ext. 256 Attn. Zulma Reguero	
9	University of PR Humacao Campus Carr. 908 Km 1.4 Humacao, PR (787)850-9311 Attn. Myrna Tirado	6
10	Sacred Heart University Rosales Pda. 26 ½ Santurce, PR (787)728-1515 Ext. 2261 empleo@sagrado.edu	
11	Interamerican University Metropolitan Campus Carr. 1 Francisco Sein Rio Piedras, PR (787)250-1912 Ext. 2268 Attn. Lorna Soto	
12	Interamerican University Bayamon Campus Carr. 830 Km 0.5 Cerro Gordo, Bayamon, PR (787)279-1912 Ext. 2150 Attn. Lourdes López	
13	Universidad Central de Bayamon Ave. Zayas Verde Urb. Valencia Bayamon, PR (787)786-3080 Ext. 2297 Attn. Annie Alicea	
14	Metropiltan University Carr. 176 Km 0.3 Rio Piedras, PR (787)766-1717 Ext. 6521 Attn. Lourdes Medina	
15	Caribbean University Carr. 167 Km 21.2 Bayamón, PR (787)780-0070 Ext. 1743 Attn. Nilsa S. Rios dir.carolina@caribbean.edu	

Key	Recruitment Source *	No. Interviewees provided by RS
16	Universidad Católica de Ponce Ave. Las Americas Ponce, PR 00731 (787)841-2000 Ext. 2509 Attn. Jaime Santiago	
17	Universidad del Turabo Carr 189 Km 3.3 Bo. Mano Manca Caguas, PR (787)743-7979 Ext. 4824 Attn. Lyza Montalvo	
18	Creative Financial Staffing 416 Ponce de León Union Plaza Building, Suite 1110 Hato Rey, PR 00918 (787)756-7597 Attn. Tamara Vigoreux cfs@icepr.com	
19	Caribbean Temporary Services Santurce Branch 1431 Ponce de León Ave. Suite 201 San Juan, PR 00909 (787)724-5643 Ext. 240 Attn. Emma Acevedo	
20	Temporary Professional Integrated Services P.O. Box 192212 San Juan, PR 00919-2212 (787)775-6116 Attn. Idaliz Perez	31
21	Agencia Municipal de Oportunidades de Empleo (Local WIA office) P.O. Box 899 Pueblo Station, Carolina, PR 00986 (787)752-4090 Ext. 278 Attn. Iris Rosado amoe@prtc.net	
22	Monster, Inc. Clock Tower Place Maynard, MA 02139-4307 (617)253-1000 www.monster.com	6
23	Society of HR Management Capital Center Suite 504 Hato Rey, PR (787) 767-2141 Attn. Ana Iglesias aiglesias@shrmpr.org	

Key	Recruitment Source *	No. Interviewees provided by RS
24	Ryan Executive Search Firm Mercantil Plaza Hato Rey, PR (787)766-1665 Attn. Terry Ryan	11
25	Caribbean Temporary Services Barceloneta Branch Carr. 2 Km. 57.2 Cruce Davila Edf. Maranatha Barceloneta, PR 00617 (787)970-1335 Attn. Yelitza Morales	
26	DIRECTV Website: www.directvpr.com empleos@directvpr.com P.O. Box 71413 San Juan, PR 00936-8513 (787)776-5200 Ext. 2541 Attn. Tere Santisteban	
27	Clasificados Online Job search website www.clasificadosonline.com	47
28	Ad Posted at DIRECTV Regional Offices and Sales Kiosk	28
29	DIRECTV Employee Referral Program P.O. Box 71413 San Juan, PR 00936-8513 (787)776-5200 Ext. 2541 Attn. Tere Santisteban	19
30	DIRECTV Re-Hire Program P.O. Box 71413 San Juan, PR 00936-8513 (787)776-5200 Ext. 2541 Attn. Tere Santisteban	3
31	Ad - El Nuevo Dia Newspaper P.O. Box 71445 San Juan, PR 00906-7512 Tel.(787) 641-7023	22
32	Job Fair Expo Empleo El Nuevo Dia P.O. Box 71445 San Juan, PR 00906-7512 Tel.(787) 641-7023	24
33	Smart Option Search P.O. Box 194088 San Juan, PR 00919-4088 Tel. (787) 767-2373 Attn. Melissa Concepción mconcepcion@smartoptionsearch.com	16

Key	Recruitment Source *	No. Interviewees provided by RS
34	Accountabilities & IT, Inc. P.O. Box 270233 San Juan, PR 00927-0233 Attn. Gia Schallen	8
35	Improve Searches 268 Ponce de Leon Ave. Suite 701 Hato Rey, PR 00918 Tel. (787) 754-5627 Attn. Ivelisse Garcia igarcia@improvesearches.com	4
36	Brenda Marrero & Associates Centro Intl. De Mercadeo Suite 707 Guaynabo, PR Tel. (787)620-3998 Attn. www.brendamarreropr.com	1
37	DIRECTV Job Fair P.O. Box 71413 San Juan, PR 00936-8513 (787)776-5200 Ext. 2541 Attn. Tere Santisteban	93

*Indicates that recruitment source is entitled to notification of full-time vacancies pursuant to Section 76.75(b)(1)(ii). (No sources requested such notification during the current reporting period.)



**EEO Public File Report
DIRECTV Puerto Rico, Ltd.
Employment Unit ID: 11979, Carolina, Puerto Rico**

Recruitment Initiatives
Reporting Period: September 10, 2006 – September 10, 2007

Supplemental Outreach Initiatives

Job Fairs

During the period of September 10, 2006 to September 9, 2007, DIRECTV recruiters and Human Resources personnel attended the job fairs listed below.

- (1) The University of Puerto Rico, Rio Piedras Campus, annual Job Fair in March 13-14, 2007, which was attended by students seeking job opportunities in a variety of professions.
- (2) The University of Puerto Rico, Humacao Campus, annual Job Fair in March 14, 2007, which was attended by students seeking job opportunities in a variety of professions.
- (3) Expo Empleo (El Nuevo Dia Job Fair) in May 9-10, 2007, which was attended by professionals and students seeking job opportunities in a variety of professions.
- (4) DIRECTV Job fair, in November 21, 22 & 28, 2006, which was attended by professionals seeking job opportunities for the sales department.
- (5) DIRECTV Job fair, in January 16-17, 2007, which was attended by professionals seeking job opportunities for the sales department.

Management and Employees Training

- During the 4th quarter of 2006, DIRECTV provided ethics training to employees at all levels of the organization, including Management. The training included a full review of our anti-discrimination and anti-harassment policies.
- All new hires also received a full orientation and training on all our anti-discrimination and anti-harassment policies.
- An additional workshop was also offered to management personnel regarding EEOC and legal regulations to maintain a work environment free of discriminatory practices.

Other Activities/ General Outreach

- DIRECTV Puerto Rico Human Resources Director has been an active member of the Workforce Investment Act (WIA) Municipal Board of Carolina Area representing the

private sector for the past four years. The federal Workforce Investment Act (WIA) of 1998, which superseded the Job Training Partnership Act, offers a comprehensive range of workforce development activities through statewide and local organizations. Available workforce development activities provided in local communities can benefit job seekers, laid off workers, youth, incumbent workers, new entrants to the workforce, veterans, persons with disabilities, and employers. The purpose of these activities is to promote an increase in the employment, job retention, earnings, and occupational skills improvement by participants.

- During April and May of 2007 DIRECTV offered the opportunity for an internship to a student from the University of Puerto Rico.
- *DIRECTV Educa* is a program that provides a complimentary suite of high- quality educational television programming in classrooms as a teaching tool for various public schools in Puerto Rico.

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