

**DIRECTV Puerto Rico, Ltd.**  
**Employment Unit ID 11979**  
**Carolina, PR**  
**EEO Public File Report**  
**Recruitment Initiatives**  
**Reporting Period: From September 10, 2013 – September 09, 2014.**

## **JOB FAIRS**

DIRECTV Puerto Rico recruiters and Human Resources personnel hosted and organized a variety of job fairs to a diverse group of participants. In the following job fairs the participants were informed of the different positions available. Also it was an excellent opportunity to interview candidates and collect resumes.

- (1) DIRECTV Job Fair – September 11, 2013. The job fair took place in Consorcio-Municipio , Juncos, PR.
- (2) DIRECTV Job Fair – September 13, 2013. The job fair took place in the Buen Café Rest. Hatillo, PR.
- (3) DIRECTV Job Fair – November 21, 2013. The job fair took place in DIRECTV Regional Office, Edif. Caribbean Cinema, Arecibo, PR.
- (4) DIRECTV Job Fair – November 22, 2013. The job fair took place in DIRECTV Regional Office, Plaza del Caribe, Ponce, PR.
- (5) DIRECTV Job Fair – July 21, 2014. The job fair took place in the Aguadilla Mall, Aguadilla, PR.

DIRECTV Puerto Rico recruiters and Human Resources personnel participate in a several job fair hosted by various entities.

- (1) Empleo Feria 2014 (Job Fair) – May 20-21, 2013. The job fair took place in Convention Center, San Juan, PR.

## **OTHER ACTIVITIES/ GENERAL OUTREACH**

- The Organizational Development & Training Senior Manager of DIRECTV Puerto Rico has been an active member of the Workforce Investment Act (WIA) Municipal Board of Carolina Area representing the private sector since December 2008. The federal Workforce Investment Act (WIA) of 1998, which superseded the Job Training Partnership Act, offers a comprehensive range of workforce development activities provided in local communities that can benefit job seekers, laid off workers, incumbent workers, veterans and persons with disabilities. Also, WIA increases the quality of the work force by furnishing the new entrants to the workforce with multiple seminars that includes job retention, earnings, and occupational skills improvement.

- Integrated Service of Municipality Alliance (AMSI) was created as part of the Federal Workforce Investment Act (WIA). AMSI offers a variety of services related to the job search. Since 2007, we have been affiliated with the municipalities of Caguas and Trujillo Alto in this program. As part of our joint venture we share resources such as resumes and job postings.
- DIRECTV “Escuela Plus” 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.

## **MANAGEMENT TRAINING**

- Ethics Training - DIRECTV conducts business with the highest standard of integrity and maintains a level of ethical business conduct consistent with our core values. To further this commitment DIRECTV employee are required annually to complete a mandatory training. This course reinforced the company ethics, proper business conduct and how it affect our work roles. Training was concluded March 2014.
- FCC/EEO Compliance Webinar – Webinar related to EEO compliance and methods of preventing discrimination was sent to supervisors, manager and directors on the month of July 2014. The training included a full review of our anti-discrimination policies in the recruitment process.
- Since 2013, DIRECTV Coaching and Leadership Essentials have been provided to supervisors and above. This is an ongoing program for all leaders. This program was designed to teach the basics of coaching employees. It also provides tools for leaders to enhance their leadership ability.
- On August 2014 an Interviewing Skills training was offered to Sales Supervisors and Managers. This workshop was designed to teach sales hiring managers how to interview potential employees in alignment with company policy and EEO guidelines.