

DIRECTV Puerto Rico, Ltd.
Employment Unit ID 11979
Carolina, PR
EEO Public File Report
Recruitment Initiatives
Reporting Period: From September 10, 2014 – September 09, 2015.

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 – October 5, 2014. The job fair took place in DIRECTV Regional Office, Edif. Caribbean Cinema, Arecibo, PR.
- (2) DIRECTV Job Fair – April, 19, 2015. The job fair took place in DIRECTV Central Office Hato Rey, PR
- (3) DIRECTV Job Fair – Mayo 3, 2015. The job fair took place in the Regional Office, Edif. Caribbean Cinema, Arecibo, PR.

DIRECTV Puerto Rico recruiters and Human Resources personnel participate in a job fair hosted by the following entity.

- (1) Feria de Empleo Colegio de Mayagüez 2014 (Job Fair) – Septiembre 28, 2014. The job fair took place in Universidad de Puerto Rico, Mayaguez
- (2) Feria de Empleo Huertas Jr. Collage 2015 (Job Fair)- August 12, 2015. The job fair took place in Huertas Jr. Collage, Caguas

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 The federal Workforce Investment Act (WIA) of 1998, which superseded the Job Training Partnership Act, offers a comprehensive range of workforce development activities provided in local communities that can benefit job seekers,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. At this moment Escuela + it is installed and operating in several correctional institutions.
- Internship Program: This program is for local college and university candidates, we provide the college student with an opportunity to learn, practice and develop skills in the paid television industry. There were 4 internship opportunities offered this year, in the departments of Human Resources, Legal, Project Management and Information Technology.

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 2015.
- 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 May 2015. 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 March 2015, a Supervisory Skills training was offered to Supervisors and Managers. This workshop was designed to educate managers and supervisors on different aspects related to managing employees, such as proper Performance Management, Retaliation, among others. This in alignment with company antidiscrimination policies and EEO guidelines.
- June - August 2015 Leadership Skills Workshop was offered to Supervisors and people Managers. This workshop was designed to educate managers and supervisors on different aspects related to managing employees, such as proper Change Management, Motivation, Teamwork, among others.
- On April 2015 a Leading Change with resilience Workshop was offered to Managers and Supervisors. This was intended to reinforce the skills needed to successfully manage change.