

**DIRECTV Puerto Rico, Ltd.**  
**Employment Unit ID 11979**  
**San Juan, PR**  
**EEO Public File Report**  
**Recruitment Initiatives**  
**Reporting Period: From September 10, 2015 – September 09, 2016.**

**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 – December 4, 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 UPR Bayamón 2015 (Job Fair) – Septiembre 29, 2015. The job fair took place in Universidad de Puerto Rico, Bayamón
- (2) Feria de Empleo y Servicios 2016 Instituto de Banca & Comercio (Job Fair) – June 30, 2016. The job fair took place in Centro Comunal Las Lomas, Carolina
- (3) Feria de Empleo Huertas Jr. Collage 2016 (Job Fair)- August 10, 2016. The job fair took place in Huertas Jr. Collage, Caguas

**DIRECTV INTERSHIP PROGRAM**

During this year it was promoted with local college and university student's internships in a variety of departments. The goal is to provide college students with an opportunity to learn and develop practical skills throughout their college education.

**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 The federal Workforce Investment Act (WIA) of 1998, which superseded the Job Training Partnership Act, offers a comprehensive range of workforce development activities provided in local communities that can benefit job seekers,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.

## **TRAINING PROGRAMS**

- (1) DIRECT conducts business with the highest standard of integrity and maintain a level of ethical business conduct consistent with our core values. To further this commitment, DIRECTV employees are required annually to complete a mandatory training course that reminds us how ethics and proper business conduct affect our work roles.
- (2) 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 2016. The training included a full review of our anti-discrimination policies in the recruitment process.