



**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
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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

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064	*Sales Consultant	83	27	1,9,27,28,29,31
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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.



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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.)



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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.