



**EEO Public File Report**  
**DIRECTV Puerto Rico, Ltd.**  
**Employment Unit ID: 11979, Carolina, Puerto Rico**  
**Vacancy List**  
**Reporting Period: September 10, 2005 – September 9, 2006**

Refer to Master Recruitment Source List (MRSL) for Recruitment Source (RS) data

<b>Requisition #</b>	<b>Job Title</b>	<b>Number of Interviews</b>	<b>RS Referring Hiree</b>	<b>Recruitment Sources Used to Fill</b>
001	Sales Office Assistant	5	29	26,27,29
002	Sales Training Specialist	8	24	26,22,24
003	Sales Consultant, West	3	28	27,28
004	Sales Consultant, Metro	8	27	27,28,26
004	Sales Consultant, Metro	8	26	27,28,26
005	Sales Consultant, East	4	26	27,28,26
008	Claims Clerk	2	21	1,21
009	Executive Administrative Ass.	5	26	26
010	Warehouse Clerk	2	29	29
013	Customer Service Representative	37	1	1,28,27,26
013	Customer Service Representative	37	26	1,28,27,26
013	Customer Service Representative	37	27	1,28,27,26
013	Customer Service Representative	37	27	1,28,27,26
013	Customer Service Representative	37	28	1,28,27,26
013	Customer Service Representative	37	1	1,28,27,26
013	Customer Service Representative	37	1	1,28,27,26
013	Customer Service Representative	37	26	1,28,27,26
013	Customer Service Representative	37	27	1,28,27,26
013	Customer Service Representative	37	28	1,28,27,26
013	Customer Service Representative	37	28	1,28,27,26
013	Customer Service Representative	37	26	1,28,27,26
013	Customer Service Representative	37	26	1,28,27,26
013	Customer Service Representative	37	26	1,28,27,26
013	Customer Service Representative	37	26	1,28,27,26
013	Customer Service Representative	37	1	1,28,27,26
015	Ad Sales Office Assistant	5	29	21,26,29
018	Senior Accountant	4	29	26,22,29
019	Collection Clerk	13	21	1,29,27,26,21
019	Collection Clerk	13	29	1,29,27,26,21
019	Collection Clerk	13	26	1,29,27,26,21

019	Collection Clerk	13	21	1,29,27,26,21
019	Collection Clerk	13	21	1,29,27,26,21
019	Collection Clerk	13	27	1,29,27,26,21
021	Outside Sales Consultant	7	29	29,26,27,21
021	Outside Sales Consultant	7	29	29,26,27,21
021	Outside Sales Consultant	7	21	29,26,27,21
021	Outside Sales Consultant	7	26	29,26,27,21
022	Outside Sales Consultant	7	27	29,26,27,21
023	Ad Sales Account Executive	8	29	29
024	Maintenance Technician	5	29	29,27
025	Outside Sales Consultant	6	27	29,26,21
025	Outside Sales Consultant	6	27	29,26,21
027	Customer Service Representative	25	26	26,1,27,29,28
027	Customer Service Representative	25	26	26,1,27,29,28
027	Customer Service Representative	25	1	26,1,27,29,28
027	Customer Service Representative	25	28	26,1,27,29,28
027	Customer Service Representative	25	29	26,1,27,29,28
027	Customer Service Representative	25	28	26,1,27,29,28
027	Customer Service Representative	25	29	26,1,27,29,28
027	Customer Service Representative	25	29	26,1,27,29,28
027	Customer Service Representative	25	1	26,1,27,29,28
029	Customer Service Representative	25	1	26,1,27,29,28
029	Customer Service Representative	25	27	26,1,27,29,28
029	Customer Service Representative	25	27	26,1,27,29,28
029	Customer Service Representative	25	29	26,1,27,29,28
029	Customer Service Representative	25	28	26,1,27,29,28
029	Customer Service Representative	25	28	26,1,27,29,28
029	Customer Service Representative	25	29	26,1,27,29,28
030	Customer Service Representative	25	28	26,1,27,29,28
031	Customer Service Representative	25	1	26,1,27,29,28
032	Customer Service Representative	25	1	26,1,27,29,28
033	Telesales Manager	31	26	24,26,22,31
037	Special Service Representative	2	29	29,27,28,26
038	Sales Consultant, Metro	5	27	27,30,26,28
038	Sales Consultant, Metro	5	30	27,30,26,28
039	Collection Clerk	12	29	29,27,26
039	Collection Clerk	12	26	29,27,26
039	Collection Clerk	12	27	29,27,26
048	Sales Consultant, East	13	29	26,29,27
049	Data Entry	2	28	28,26,27
050	Collection Group Supervisor	4	29	29,26
037	Special Service Representative	3	29	29,26,27
051	Database Report Analyst	5	22	24,22,26
052	Administrative Warehouse Clerk	1	29	29
053	Human Resources Assistant	6	27	27,28,29,1

<b>054</b>	<b>Installations Audit Control</b>	<b>5</b>	<b>32</b>	<b>27,29,28,32</b>
<b>055</b>	<b>Jr. Programmer</b>	<b>3</b>	<b>7</b>	<b>7,12,26,27,28</b>
<b>055</b>	<b>Jr. Programmer</b>	<b>3</b>	<b>12</b>	<b>7,12,26,27,28</b>
<b>062</b>	<b>Business System Manager</b>	<b>4</b>	<b>29</b>	<b>26,29,27</b>
<b>Total Interviewees In 12 Month Period</b>		<b>246</b>		



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**Master Recruitment Source List**  
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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	9
2	University of PR Bayamon Campus Carr. 174 Sector Minilla Bayamón, PR (787)786-2885 Ext. 2241 Attn. Sonia Feliciano	
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	

7	University of PR Mayaguez Campus Calle Post Norte Mayaguez, PR 00680 (787)265-3600 Ext. 3800 Attn. Luis Ponce	4
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	
10	Sacred Heart University Rosales Pda. 26 ½ Santurce, PR (787)728-1515 Ext. 2261 empleo@sagrado.edu	2
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	6
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 <a href="mailto:dir.carolina@caribbean.edu">dir.carolina@caribbean.edu</a>	
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	3
18	Creative Financial Staffing 416 Ponce de León Union Plaza Building, Suite 1110 Hato Rey, PR 00918 (787)756-7597 Attn. Tamara Vigoreux <a href="mailto:cfs@icepr.com">cfs@icepr.com</a>	
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	
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 <a href="mailto:amoe@prtc.net">amoe@prtc.net</a>	145
22	Monster, Inc. Clock Tower Place Maynard, MA 02139-4307 (617)253-1000 <a href="http://www.monster.com">www.monster.com</a>	7
23	Society of HR Management Capital Center Suite 504 Hato Rey, PR (787) 767-2141 Attn. Ana Iglesias <a href="mailto:aiglesias@shrmpr.org">aiglesias@shrmpr.org</a>	

24	Ryan Executive Search Firm Mercantil Plaza Hato Rey, PR (787)766-1665 Attn. Terry Ryan	6
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	16
27	Clasificados Online Job search website www.clasificadosonline.com	16
28	Ad Posted at DIRECTV Regional Offices and Sales Kiosk	14
29	DIRECTV Employee Referral Program P.O. Box 71413 San Juan, PR 00936-8513 (787)776-5200 Ext. 2541 Attn. Tere Santisteban	30
30	DIRECTV Re-Hire Program P.O. Box 71413 San Juan, PR 00936-8513 (787)776-5200 Ext. 2541 Attn. Tere Santisteban	30
31	Ad- El Nuevo Dia Newspaper P.O. Box 71445 San Juan, PR 00906-7512 Tel.(787) 641-7023	18
32	Job Fair Expo Empleo El Nuevo Dia P.O. Box 71445 San Juan, PR 00906-7512 Tel.(787) 641-7023	11

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\* 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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Employment Unit ID: 11979, Carolina, Puerto Rico  
Recruitment Initiatives  
Reporting Period: September 10, 2005 – September 9, 2006**

### **Supplemental Outreach Initiatives**

#### **Job Fairs**

During the reporting period DIRECTV recruiters and Human Resources managers attended the job fairs listed below:

- (1) AMOE (Agencia Municipal de Oportunidades de Empleo)- Local Municipal Workforce Investment Act office job fair in February 10, 2006, which targeted unemployed candidates seeking job opportunities in customer service, sales and collections.
- (2) The University of Puerto Rico annual Job Fair in March 14-15, 2006, which was attended by students seeking job opportunities in a variety of professions.
- (3) Expo Empleo (El Nuevo Dia Job Fair) in May 3-4, 2006, which was attended by professionals and students seeking job opportunities in a variety of professions.

#### **Management Training**

During the 4<sup>th</sup> quarter of 2005, DIRECTV provided ethics training to employees at all levels including management. The training included anti-discrimination and anti-harassment components.

#### **Other Activities/ General Outreach**

The 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 three 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.