



FCC DTV Source Report
8/1/21 - 7/31/22 (based on Hired Date)
Nationwide - DIRECTV Internal and External Interviews and Hires

Row Labels	Sum of Interviewed	Sum of Hired
AD-Retention Strategy	1	1
(blank)	1	1
No data available	1	1
Analyst-Sales Operations	8	2
indeed.com	1	
Job Aggregator	1	
linkedin.com	2	
Job Board	2	
(blank)	5	2
No data available	4	1
Unsolicited	1	1
Analyst-Sales Support/Planning	17	7
indeed.com	1	
Job Aggregator	1	
linkedin.com	2	2
Job Board	2	2
(blank)	14	5
No data available	11	3
Referral	3	2
Area Manager Network Services	16	2
(blank)	16	2
No data available	14	2
Referral	2	
Area Manager Technical Project/Program Management	15	3
(blank)	15	3
No data available	15	3
Assistant (General Management)	1	1
(blank)	1	1
No data available	1	1
Assistant Vice President Technology	11	3
(blank)	11	3
Agency	1	1
No data available	10	2
Assoc Dir Communications	6	1
google.com	1	1
Referral	1	1
(blank)	5	
No data available	5	

Assoc Dir Communications & PR	1	1
(blank)	1	1
No data available	1	1
Assoc Director Product Management & Dev	2	1
(blank)	2	1
No data available	2	1
Assoc Director Technical Sourcing	1	1
(blank)	1	1
No data available	1	1
Assoc Director UX Research	1	1
(blank)	1	1
Referral	1	1
Assoc Director-IT Audit	34	1
linkedin.com	1	1
Job Board	1	1
(blank)	33	
No data available	33	
Assoc Dir-Product Program Management	15	1
linkedin.com	3	
Job Board	3	
US_RD360	1	
Programmatic	1	
(blank)	11	1
No data available	10	1
Referral	1	
Associate Director Financial Analysis	8	2
linkedin.com	1	1
Job Board	1	1
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	6	
No data available	5	
Referral	1	
Associate Director Fraud	6	1
(blank)	6	1
No data available	6	1
Associate Director Strategic Pricing	6	1
(blank)	6	1
No data available	6	1
Associate Director-Finance Operations	18	1
(blank)	18	1
No data available	18	1
Associate Director-Product Management	1	1
(blank)	1	1
Referral	1	1
Associate Director-Product Marketing Management	10	4
(blank)	10	4

No data available	7	2
Referral	3	2
Associate Director-Quality/M&P/Process	16	4
(blank)	16	4
No data available	16	4
Associate Director-Technology	256	17
indeed.com	1	1
Job Aggregator	1	1
linkedin.com	1	
Job Board	1	
US_RD360	1	
Programmatic	1	
(blank)	253	16
No data available	234	16
Referral	19	
Associate Inventory Administrator	1	1
(blank)	1	1
No data available	1	1
Associate, Tech Svcs	1	1
(blank)	1	1
Job Board	1	1
Associate-App/Prod Support	3	1
(blank)	3	1
No data available	1	
Referral	2	1
Associate-Corp Development	34	3
linkedin.com	1	1
Job Board	1	1
(blank)	33	2
No data available	30	2
Referral	3	
Associate-Video Ops	6	1
(blank)	6	1
No data available	5	1
Referral	1	
AVP - Digital Performance Marketing	1	1
google.com	1	1
Search Engine	1	1
AVP Advanced Analytics	1	1
(blank)	1	1
No data available	1	1
AVP Call Center	4	1
(blank)	4	1
No data available	3	1
Referral	1	
AVP-Digital Services	1	1
(blank)	1	1

No data available	1	1
AVP-Ext Affs/Reg	1	1
google.com	1	1
Search Engine	1	1
AVP-External Affairs	2	1
(blank)	2	1
No data available	2	1
AVP-Senior Legal Counsel	11	2
(blank)	11	2
No data available	10	2
Referral	1	
Business Operation Analyst	79	3
linkedin.com	1	1
Job Board	1	1
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	77	1
No data available	72	1
Referral	5	
Chief of Staff - Sr Director	11	1
(blank)	11	1
No data available	9	1
Referral	2	
Consultant Workforce Analytics	3	1
(blank)	3	1
No data available	3	1
CS Vendor Mgmt - Director	33	3
(blank)	33	3
No data available	26	3
Referral	7	
Customer Care Associate	393	153
facebook.com	2	2
Referral	2	2
google.com	11	11
Referral	4	4
Search Engine	7	7
Programmatic Jobs	4	4
Programmatic	4	4
rd360	1	1
Programmatic	1	1
(blank)	375	135
Job Board	3	
No data available	303	101
Referral	69	34
Customer Experience Analyst	8	1
(blank)	8	1
No data available	8	1

Customer Service Representative I	2304	714
bing.com	5	4
Search Engine	5	4
email center	1	1
Client TA	1	1
facebook.com	2	2
No data available	1	1
Referral	1	1
google.com	40	40
Referral	10	10
Search Engine	30	30
indeed.com	23	2
Job Aggregator	23	2
linkedin.com	2	1
Job Board	2	1
Programmatic Jobs	24	24
Programmatic	24	24
rd360	3	3
Programmatic	3	3
talent attraction	1	
Client TA	1	
tmp_programmatic	1	
Job Aggregator	1	
US_RD360	3	
Programmatic	3	
yahoo.com	2	2
Referral	1	1
Search Engine	1	1
ziprecruiter.com	1	
Job Aggregator	1	
(blank)	2196	635
Broadcast	2	1
Direct Sourcing	4	1
Job Board	12	3
News Group	1	1
No data available	1859	493
Our Web Site	15	6
Referral	303	130
Customer Solutions Associate	22	14
(blank)	22	14
No data available	20	12
Referral	2	2
Data Analyst	1	1
(blank)	1	1
No data available	1	1
Development Coach	6	1
(blank)	6	1

No data available	6	1
Dir Brand Strategy	7	1
(blank)	7	1
No data available	7	1
Dir- Project Program Mgmt	11	5
(blank)	11	5
No data available	11	5
Dir-Bus Development	25	2
(blank)	25	2
No data available	24	2
Referral	1	
Director - Call Center	7	1
(blank)	7	1
No data available	6	1
Referral	1	
Director Audit	3	1
(blank)	3	1
No data available	3	1
Director Bus Planning Mgmt	3	1
(blank)	3	1
No data available	3	1
Director Communications & PR	3	1
(blank)	3	1
No data available	2	1
Referral	1	
Director Content & Programming	3	2
(blank)	3	2
No data available	3	2
Director Corporate Strategy	2	1
(blank)	2	1
No data available	2	1
Director Data Insights	22	1
(blank)	22	1
No data available	21	1
Referral	1	
Director Envir Health & Safety	5	1
(blank)	5	1
No data available	5	1
Director Market Research & Analysis	1	1
(blank)	1	1
No data available	1	1
Director Network Services	16	2
(blank)	16	2
No data available	16	2
Director Privacy	1	1
(blank)	1	1
No data available	1	1

Director Product Management & Dev	3	1
(blank)	3	1
No data available	2	1
Referral	1	
Director- Product Management & Dev	5	1
(blank)	5	1
No data available	5	1
Director Product Marketing Management	13	1
google.com	1	1
Search Engine	1	1
(blank)	12	
No data available	11	
Referral	1	
Director -Sales	17	2
indeed.com	1	
Job Aggregator	1	
linkedin.com	4	
Job Board	4	
US_RD360	1	
Programmatic	1	
(blank)	11	2
No data available	10	2
Referral	1	
Director Sourcing Operations	1	1
(blank)	1	1
Referral	1	1
Director Talent Acquisition	1	1
(blank)	1	1
No data available	1	1
Director-Advanced Analytics	10	3
(blank)	10	3
Agency	1	1
No data available	9	2
Director-Business Analytics	7	3
google.com	1	1
Search Engine	1	1
(blank)	6	2
No data available	6	2
Director-Marketing Technology	1	1
(blank)	1	1
Referral	1	1
Director-Online Marketing	1	1
(blank)	1	1
Agency	1	1
Director-Product Marketing Management	18	2
(blank)	18	2
No data available	15	1

Referral	2	1
Talent Exchange	1	
Director-Product Mktg Mgmt	22	7
google.com	2	2
Referral	1	1
Search Engine	1	1
rd360	1	1
Programmatic	1	1
(blank)	19	4
No data available	15	3
Referral	4	1
Director-Project Program Mgmt	7	4
(blank)	7	4
No data available	7	4
Director-Quality/M&P/Process	19	1
(blank)	19	1
No data available	19	1
Director-Strategic Pricing	1	1
(blank)	1	1
No data available	1	1
Director-Technology	188	8
(blank)	188	8
No data available	179	7
Referral	9	1
Dispatcher - Natl Internet Svcs	40	7
google.com	1	1
Search Engine	1	1
indeed.com	1	1
Job Aggregator	1	1
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	37	4
No data available	17	
Referral	20	4
Executive Assistant - Direct Report to CEO	1	1
(blank)	1	1
No data available	1	1
Financial Analyst I	13	1
(blank)	13	1
No data available	12	1
Referral	1	
Fraud Associate	12	2
(blank)	12	2
No data available	12	2
General (GEN) Intern	33	23
rd360	1	1
Programmatic	1	1

(blank)	32	22
Broadcast	1	
No data available	28	19
Referral	1	1
Unsolicited	2	2
Ld Remit Ops Sys Supt	5	1
(blank)	5	1
No data available	5	1
Lead - Business Development	41	4
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	40	3
Career Fair	1	
No data available	38	3
Referral	1	
Lead - HR Business Partner	13	1
(blank)	13	1
No data available	12	1
Referral	1	
Lead - Talent Acquisition	2	1
(blank)	2	1
No data available	2	1
Lead Accountant	9	3
(blank)	9	3
No data available	9	3
Lead Analyst Revenue Assur	8	2
linkedin.com	1	1
Job Board	1	1
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	6	
No data available	5	
Referral	1	
Lead Analyst-Cash/Treasury	6	1
(blank)	6	1
No data available	6	1
Lead Billing Operations	4	2
(blank)	4	2
No data available	4	2
Lead Chief Of Staff	2	1
(blank)	2	1
No data available	2	1
Lead Consultant Communications	13	1
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	12	
Broadcast	1	

No data available	11	
Lead Consultant Development Programs	3	1
(blank)	3	1
No data available	3	1
Lead Consultant HR Technology	2	1
(blank)	2	1
No data available	2	1
Lead Consultant-EEO	6	1
(blank)	6	1
No data available	6	1
Lead Content Strategist	91	3
google.com	1	
Referral	1	
indeed.com	12	
Job Aggregator	12	
linkedin.com	8	
Job Board	8	
(blank)	70	3
No data available	66	3
Referral	4	
Lead Copywriter	1	1
(blank)	1	1
No data available	1	1
Lead- Corp Strategy	10	2
(blank)	10	2
No data available	8	2
Referral	2	
Lead Credit & Collections Analyst	5	1
(blank)	5	1
No data available	5	1
Lead Digital Content Writer	25	1
(blank)	25	1
No data available	24	1
Referral	1	
Lead Digital Producer	2	1
(blank)	2	1
No data available	1	
Referral	1	1
Lead Financial Analyst	76	18
glassdoor.com	1	1
Job Aggregator	1	1
google.com	1	1
Search Engine	1	1
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	73	15
Job Board	1	

No data available	69	14
Referral	3	1
Lead Financial Systems Analyst	21	4
(blank)	21	4
No data available	19	4
Referral	2	
Lead Logistics Analyst	37	5
glassdoor.com	1	1
Job Aggregator	1	1
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	35	3
No data available	34	3
Referral	1	
Lead Manager Communications & PR	34	3
indeed.com	1	1
Job Aggregator	1	1
(blank)	33	2
No data available	32	2
Referral	1	
Lead Manager eCommerce	29	3
(blank)	29	3
No data available	25	2
Referral	4	1
Lead Market Development Mgr	1	1
google.com	1	1
Search Engine	1	1
Lead Marketing & Research Analysis Manager	20	4
US_RD360	1	1
Programmatic	1	1
(blank)	19	3
No data available	18	3
Referral	1	
Lead Marketing Manager	35	9
(blank)	35	9
No data available	31	8
Referral	4	1
Lead Marketing Technology Mgr	7	3
(blank)	7	3
Agency	1	1
No data available	4	1
Referral	2	1
Lead Media Production Manager	15	1
(blank)	15	1
No data available	13	
Referral	2	1
Lead Mgr Mktg Commun	17	4

(blank)	17	4
Agency	2	2
No data available	12	
Referral	3	2
Lead Product Management & Development	86	16
google.com	1	1
Search Engine	1	1
(blank)	85	15
No data available	73	12
Referral	12	3
Lead Product Marketing Manager	209	50
bing.com	1	1
Search Engine	1	1
linkedin.com	1	1
Job Board	1	1
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	206	47
No data available	177	38
Our Web Site	1	
Referral	27	9
Talent Exchange	1	
Lead Product Marketing Mgr	50	8
linkedin.com	1	
Job Board	1	
Programmatic Jobs	1	
Programmatic	1	
rd360	1	1
Programmatic	1	1
(blank)	47	7
No data available	33	6
Referral	14	1
Lead UI Designer	1	1
(blank)	1	1
Referral	1	1
Lead UX Designer	1	1
(blank)	1	1
No data available	1	1
Lead UX Researcher	1	1
(blank)	1	1
No data available	1	1
Lead-Big Data Engineer	1	1
(blank)	1	1
No data available	1	1
Lead-Solution Architect	8	1
(blank)	8	1
No data available	7	1

Referral	1	
Manager - Business Development	1	1
(blank)	1	1
Referral	1	1
Manager - Product Marketing	12	1
linkedin.com	1	1
Job Board	1	1
(blank)	11	
No data available	9	
Referral	2	
Manager - WFM	16	4
(blank)	16	4
No data available	15	4
Referral	1	
Manager Mktg Comm	21	4
(blank)	21	4
No data available	15	2
Referral	6	2
Manager Network Services	144	23
google.com	1	1
Referral	1	1
(blank)	143	22
No data available	135	21
Referral	8	1
Manager Vendor Mgmt Svcs	21	3
(blank)	21	3
No data available	17	3
Referral	4	
Manager, Sales Compensation	14	6
(blank)	14	6
No data available	14	6
Manager, Sales Operations	20	4
(blank)	20	4
No data available	19	3
Referral	1	1
Manager, Sales Program Execution	15	5
(blank)	15	5
No data available	10	4
Referral	5	1
Manager-Data Analytics	3	1
(blank)	3	1
No data available	3	1
Manager-External Affairs	1	1
(blank)	1	1
Referral	1	1
Manager-Financial Analysis	42	1
directemployers.org	1	

Job Board	1	
indeed.com	8	
Job Aggregator	8	
linkedin.com	1	1
Job Board	1	1
US_RD360	1	
Programmatic	1	
(blank)	31	
No data available	28	
Referral	3	
Manager-Product Insights/Analytics	3	1
linkedin.com	1	1
Job Board	1	1
(blank)	2	
No data available	2	
Manager-Sales Support/Planning	4	2
linkedin.com	1	1
Job Board	1	1
(blank)	3	1
No data available	2	
Referral	1	1
Manager-Solutions Consulting	21	2
linkedin.com	1	
Job Board	1	
(blank)	20	2
No data available	20	2
Manager-Tech Service Mgmt	9	4
(blank)	9	4
No data available	9	4
OFFICE COORDINATOR (IBEW-FLD)	13	2
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	12	1
No data available	10	1
Referral	2	
Office Manager	4	1
jobs.directv.com	1	1
No data available	1	1
(blank)	3	
No data available	3	
Payroll & Attendance Specialist	5	3
(blank)	5	3
No data available	5	3
PREMIER SERVICE CONSULTANT	838	304
bing.com	3	3
Referral	3	3
facebook.com	1	1

No data available	1	1
glassdoor.com	1	1
Job Aggregator	1	1
google.com	21	21
Referral	5	5
Search Engine	16	16
indeed.com	3	3
Job Aggregator	3	3
linkedin.com	1	1
Job Board	1	1
Programmatic Jobs	9	9
Programmatic	8	8
Referral	1	1
yahoo.com	1	1
Search Engine	1	1
(blank)	798	264
Job Board	13	5
News Group	1	
No data available	672	214
Our Web Site	5	
Referral	107	45
Premises Technician	18	11
Programmatic Jobs	3	3
Programmatic	3	3
(blank)	15	8
No data available	15	8
Premises Technician (Counties)	7	7
(blank)	7	7
No data available	6	6
Referral	1	1
PREMISES TECHNICIAN (D) [CWA06]	28	15
Programmatic Jobs	2	1
Programmatic	2	1
(blank)	26	14
No data available	19	9
Referral	7	5
Premises Technician (D)- CWA04	4	4
(blank)	4	4
No data available	4	4
Principal HR Technology	1	1
google.com	1	1
Search Engine	1	1
Principal Project Program Manager	120	8
linkedin.com	1	1
Job Board	1	1
Programmatic Jobs	1	1
Programmatic	1	1

(blank)	118	6
Direct Sourcing	1	
No data available	106	3
Referral	11	3
Principal, Field Engineer	1	1
(blank)	1	1
No data available	1	1
Principal-Advanced Analytics	115	34
google.com	2	2
Search Engine	2	2
linkedin.com	1	1
Job Board	1	1
Programmatic Jobs	1	1
Programmatic	1	1
US_RD360	1	
Programmatic	1	
(blank)	110	30
Job Board	1	
No data available	106	29
Referral	3	1
Principal-Application/Product Support	23	4
(blank)	23	4
No data available	21	4
Referral	2	
Principal-Applications Developer	1	1
(blank)	1	1
No data available	1	1
Principal-Big Data Engineer	49	9
bing.com	1	1
Search Engine	1	1
google.com	1	1
Referral	1	1
(blank)	47	7
No data available	34	4
Referral	13	3
Principal-Business Management	58	16
(blank)	58	16
No data available	55	16
Referral	3	
Principal-Business Mgmt	24	1
(blank)	24	1
No data available	22	
Referral	2	1
Principal-Data Analysis	1	1
(blank)	1	1
Referral	1	1
Principal-Data Scientist	3	3

(blank)	3	3
Job Board	1	1
No data available	2	2
Principal-Product Development Engineer	1	1
(blank)	1	1
No data available	1	1
Principal-Release Mgmt	12	1
(blank)	12	1
No data available	11	1
Referral	1	
Principal-Release Train Engineer	1	1
(blank)	1	1
Referral	1	1
Principal-Software Delivery Project/Program Management	31	3
(blank)	31	3
No data available	27	3
Referral	4	
Principal-Software Engineer	31	9
(blank)	31	9
No data available	28	6
Referral	3	3
Principal-Solution Architect	33	8
bing.com	1	1
Referral	1	1
Programmatic Jobs	1	1
Programmatic	1	1
rd360	1	1
Programmatic	1	1
(blank)	30	5
No data available	26	3
Referral	4	2
Principal-System Engineer	161	27
google.com	1	1
Search Engine	1	1
US_RD360	2	2
Programmatic	2	2
(blank)	158	24
Direct Sourcing	1	
No data available	144	19
Referral	13	5
Principal-Tech Proj/Prog Mgmt	35	6
Programmatic Jobs	2	2
Programmatic	1	1
University Recruiting	1	1
(blank)	33	4
Direct Sourcing	2	
No data available	20	3

Referral	11	1
Principal-Tech Vendor Mgmt	7	2
(blank)	7	2
No data available	7	2
Principal-Technology Project/Program Management	11	3
(blank)	11	3
No data available	10	3
Referral	1	
Principal-Technology Security	2	1
(blank)	2	1
No data available	2	1
Product Management & Development Mgr	8	1
(blank)	8	1
No data available	5	
Referral	3	1
Product Manager II	4	3
(blank)	4	3
No data available	2	1
Referral	1	1
Unsolicited	1	1
Product Marketing Manager	2	2
(blank)	2	2
Referral	2	2
Professional, Field Engineer	8	2
indeed.com	1	
Job Aggregator	1	
US_RD360	1	
Programmatic	1	
(blank)	6	2
No data available	5	1
Referral	1	1
Professional-Advanced Analytics	20	12
(blank)	20	12
No data available	18	11
Referral	2	1
Professional-Application/Product Support**	16	2
(blank)	16	2
No data available	16	2
Professional-Business Analytics	18	2
linkedin.com	1	1
Job Board	1	1
(blank)	17	1
No data available	15	1
Referral	2	
Professional-Data Analysis	1	1
US_RD360	1	1
Programmatic	1	1

Professional-Hardware Development Eng.	5	1
google.com	1	1
Referral	1	1
(blank)	4	
No data available	4	
Professional-Network Administrator *	6	1
(blank)	6	1
No data available	6	1
Professional-Network Administrator **	10	1
(blank)	10	1
No data available	10	1
Professional-Quality Assurance	23	4
google.com	1	1
Referral	1	1
(blank)	22	3
No data available	21	3
Referral	1	
Professional-Release Train Engineer	1	1
(blank)	1	1
No data available	1	1
Professional-Software Engineer	19	9
google.com	1	1
Search Engine	1	1
(blank)	18	8
No data available	17	7
Referral	1	1
Professional-System Engineer	13	6
US_RD360	1	1
Programmatic	1	1
(blank)	12	5
No data available	10	4
Referral	2	1
Professional-Systems Administrator *	2	1
(blank)	2	1
No data available	2	1
Professional-Tech Service Mgmt**	6	3
(blank)	6	3
No data available	6	3
Professional-Tech Vendor Mgmt	3	1
(blank)	3	1
No data available	3	1
Professional-Technology Business Analysis	4	2
(blank)	4	2
No data available	3	1
Referral	1	1
Professional-Technology Project Management	7	2
(blank)	7	2

No data available	5	2
Referral	2	
Professional-Technology Service Management*	9	2
rd360	1	1
Programmatic	1	1
(blank)	8	1
No data available	6	1
Referral	2	
Professional-Technology Vendor Management	1	1
(blank)	1	1
No data available	1	1
Professional-Video Ops	11	1
(blank)	11	1
No data available	9	1
Referral	2	
Senior Account Manager D2D Sales	3	1
(blank)	3	1
No data available	3	1
Senior Account Manager LSP Area Sales	57	8
google.com	1	1
Search Engine	1	1
(blank)	56	7
No data available	44	5
Referral	12	2
Senior Associate Corp Development	7	1
(blank)	7	1
No data available	7	1
Senior Associate Corporate Strategy	9	3
(blank)	9	3
No data available	9	3
Senior Billing Operations Analyst	15	1
(blank)	15	1
No data available	14	1
Referral	1	
Senior Compliance Analyst	8	2
US_RD360	1	
Programmatic	1	
(blank)	7	2
No data available	7	2
Senior Credit & Collections Analyst	41	8
google.com	1	1
Search Engine	1	1
(blank)	40	7
No data available	35	5
Referral	5	2
Senior Financial Analyst	4	2
(blank)	4	2

No data available	4	2
Senior Financial Systems Analyst	4	1
bing.com	1	1
Search Engine	1	1
(blank)	3	
No data available	3	
Senior Manager eCommerce	1	1
(blank)	1	1
No data available	1	1
Senior Paralegal	1	1
(blank)	1	1
No data available	1	1
Senior Procurement Consultant	2	1
(blank)	2	1
No data available	1	1
Referral	1	
Senior Product Manager	2	2
(blank)	2	2
Referral	2	2
Senior Product Marketing Manager	6	6
(blank)	6	6
No data available	5	5
Referral	1	1
Senior Project Program Manager	86	18
google.com	1	1
Search Engine	1	1
indeed.com	1	
Job Aggregator	1	
US_RD360	1	
Programmatic	1	
(blank)	83	17
Job Board	1	1
No data available	75	15
Our Web Site	1	
Referral	6	1
Senior Quality/M&P/Process Manager	14	2
indeed.com	2	
Job Aggregator	2	
linkedin.com	1	
Job Board	1	
(blank)	11	2
No data available	10	2
Referral	1	
Senior Sourcing Manager	25	6
US_RD360	2	2
Programmatic	2	2
(blank)	23	4

No data available	23	4
Senior Specialist - Comp Consultant	2	1
(blank)	2	1
No data available	2	1
Senior Specialist Customer Service	77	15
facebook.com	1	1
Referral	1	1
(blank)	76	14
Job Board	1	1
No data available	71	13
Referral	4	
Senior Specialist-Application/Product Support	32	3
linkedin.com	1	1
Job Board	1	1
(blank)	31	2
No data available	29	1
Referral	2	1
Senior Specialist-Data Analysis	3	1
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	2	
Job Board	1	
No data available	1	
Senior Specialist-Quality Assurance	1	1
(blank)	1	1
No data available	1	1
Senior Specialist-Software Engineer	16	11
google.com	1	1
Search Engine	1	1
linkedin.com	1	1
Job Board	1	1
US_RD360	1	
Programmatic	1	
(blank)	13	9
No data available	10	8
Referral	3	1
Senior Specialist-Technical Process/Quality	26	10
US_RD360	1	
Programmatic	1	
(blank)	25	10
No data available	25	10
Senior Specialist-Technology Service Management	4	1
(blank)	4	1
No data available	3	1
Referral	1	
Senior-Advanced Analytics	52	19
linkedin.com	1	1

Job Board	1	1
(blank)	51	18
No data available	47	15
Referral	4	3
Senior-Application/Product Support*	1	1
(blank)	1	1
No data available	1	1
Senior-Application/Product Support**	35	9
google.com	1	1
Search Engine	1	1
(blank)	34	8
No data available	30	8
Referral	4	
Senior-Applications Developer	19	3
(blank)	19	3
No data available	17	2
Referral	2	1
Senior-Big Data Engineer	30	6
(blank)	30	6
No data available	27	4
Referral	3	2
Senior-Business Analytics	125	2
google.com	1	1
Search Engine	1	1
(blank)	124	1
No data available	118	1
Referral	6	
Senior-Business Management	151	31
indeed.com	1	1
Job Aggregator	1	1
linkedin.com	1	1
Job Board	1	1
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	148	28
Job Board	1	1
No data available	129	24
Referral	18	3
Senior-Business Mgmt	7	2
(blank)	7	2
No data available	7	2
Senior-Data Analysis	29	8
google.com	1	1
Search Engine	1	1
(blank)	28	7
No data available	25	6
Referral	3	1

Senior-Network Design Engineer+	1	1
(blank)	1	1
Referral	1	1
Senior-Network Planning Engineer	1	1
(blank)	1	1
No data available	1	1
Senior-Scrum Master	10	4
(blank)	10	4
No data available	7	2
Referral	3	2
Senior-Software Delivery Proj/Prog Mgmt*	2	2
(blank)	2	2
No data available	2	2
Senior-Software Delivery Project/Program Management*	2	2
(blank)	2	2
No data available	1	1
Referral	1	1
Senior-Software Delivery Project/Program Management**	44	4
google.com	1	1
Search Engine	1	1
(blank)	43	3
No data available	38	3
Referral	5	
Senior-Software Engineer	40	14
google.com	1	1
Referral	1	1
(blank)	39	13
No data available	35	10
Referral	4	3
Senior-Solution Architect	2	2
(blank)	2	2
No data available	2	2
Senior-System Engineer	37	12
(blank)	37	12
Job Board	1	
No data available	34	11
Referral	2	1
Senior-Systems Administrator *	3	3
(blank)	3	3
No data available	2	2
Referral	1	1
Senior-Tech Business Analysis	1	1
google.com	1	1
Search Engine	1	1
Senior-Tech Proj/Prog Mgmt	1	1
(blank)	1	1
No data available	1	1

Senior-Technical Process/Quality	8	1
(blank)	8	1
No data available	6	
Referral	2	1
Senior-Technology Business Analysis	31	7
US_RD360	1	
Programmatic	1	
(blank)	30	7
No data available	26	6
Referral	4	1
Senior-Technology Security	22	5
(blank)	22	5
No data available	21	5
Referral	1	
Senior-Technology Solutions Manager	1	1
(blank)	1	1
Referral	1	1
Senior-Technology Vendor Management	2	1
google.com	1	1
Referral	1	1
(blank)	1	
No data available	1	
Senior-Video Ops	1	1
(blank)	1	1
No data available	1	1
Software Engineer II	1	1
(blank)	1	1
No data available	1	1
Specialist Fleet Operations	6	2
(blank)	6	2
No data available	6	2
Specialist MDU Dealer Management	8	2
(blank)	8	2
No data available	3	
Referral	5	2
Specialist MDU Field Sales	6	1
(blank)	6	1
No data available	5	
Referral	1	1
Specialist, Tech Svcs	17	4
google.com	1	1
Search Engine	1	1
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	15	2
No data available	15	2
Specialist-Business Analytics	14	1

Programmatic Jobs	1	1
Programmatic	1	1
(blank)	13	
No data available	13	
Specialist-Database Administration	25	1
(blank)	25	1
No data available	25	1
Specialist-Quality Assurance	2	2
(blank)	2	2
Referral	2	2
Specialist-Software Engineer	81	34
glassdoor.com	1	1
Job Aggregator	1	1
google.com	4	4
Broadcast	2	2
Referral	1	1
Search Engine	1	1
linkedin.com	4	4
Job Board	4	4
Programmatic Jobs	1	1
Programmatic	1	1
rd360	1	1
Programmatic	1	1
(blank)	70	23
Broadcast	18	3
Job Board	1	1
Mailing List	1	1
No data available	47	16
Referral	3	2
Specialist-Tech Service Mgmt	110	21
google.com	2	2
Search Engine	2	2
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	107	18
Job Board	1	
No data available	92	14
Referral	14	4
Specialist-Video Ops	3	3
google.com	1	1
Referral	1	1
(blank)	2	2
No data available	2	2
Sr Account Executive	17	9
linkedin.com	2	2
Job Board	2	2
(blank)	15	7

No data available	12	4
Referral	3	3
Sr Account Mgr Commercial Sales	4	2
(blank)	4	2
No data available	4	2
Sr Account Mgr LI Sales	2	1
(blank)	2	1
No data available	2	1
Sr Account Mgr National Sales	16	2
(blank)	16	2
No data available	12	2
Referral	4	
Sr Analyst-Sales Operations	1	1
(blank)	1	1
No data available	1	1
Sr Analyst-Sales Support/Planning	12	5
linkedin.com	1	1
Job Board	1	1
(blank)	11	4
No data available	8	2
Referral	3	2
Sr Analyst-Traffic/Scheduling	1	1
(blank)	1	1
No data available	1	1
Sr Centers Tech Support Mgr	69	2
(blank)	69	2
No data available	64	2
Referral	5	
Sr Data Analyst	5	3
(blank)	5	3
No data available	5	3
Sr Digital Producer	1	1
(blank)	1	1
No data available	1	1
Sr Director - Order to Cash	3	1
(blank)	3	1
No data available	3	1
Sr Director Business Analytics	9	3
(blank)	9	3
Broadcast	1	1
No data available	6	1
Referral	2	1
Sr Director Product Mktg Mgmt	1	1
(blank)	1	1
No data available	1	1
Sr Director-Advanced Analytics	19	2
(blank)	19	2

No data available	17	2
Referral	2	
Sr Director-Product Mktng Mgmt	18	1
(blank)	18	1
No data available	17	1
Referral	1	
Sr Director-Retention Strategy	8	1
(blank)	8	1
No data available	8	1
Sr HR Specialist	6	1
(blank)	6	1
No data available	6	1
Sr Lead Creative Direction	6	2
(blank)	6	2
No data available	4	1
Referral	2	1
Sr Lead Digital Producer	1	1
(blank)	1	1
No data available	1	1
Sr Lead UX Designer/Arch	1	1
(blank)	1	1
No data available	1	1
Sr Manager eCommerce	2	1
(blank)	2	1
No data available	2	1
Sr Manager-Solutions Consulting	1	1
(blank)	1	1
No data available	1	1
Sr Marketing Technology Mgr	4	2
(blank)	4	2
No data available	3	1
Referral	1	1
Sr Media Production Manager	29	1
(blank)	29	1
No data available	27	1
Referral	2	
Sr Product Management & Development Mgr	114	13
US_RD360	1	
Programmatic	1	
(blank)	113	13
No data available	104	10
Referral	9	3
Sr Product Marketing Mgr	1	1
linkedin.com	1	1
Job Board	1	1
Sr Software Engineer	1	1
(blank)	1	1

No data available	1	1
Sr Specialist-Business Mgmt	1	1
(blank)	1	1
Referral	1	1
Sr Specialist-Tech Service Mgmt	7	2
(blank)	7	2
No data available	6	2
Referral	1	
Sr Strategist-Retention Strategy	10	3
linkedin.com	2	2
Job Board	2	2
(blank)	8	1
No data available	7	1
Referral	1	
Sr Systems Architect II	1	1
(blank)	1	1
Referral	1	1
Sr Systems Engineer	17	2
(blank)	17	2
No data available	16	2
Referral	1	
Sr Training Mgr Design*	64	5
linkedin.com	2	2
Job Board	2	2
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	61	2
No data available	59	2
Referral	2	
Sr UI Designer	3	2
(blank)	3	2
No data available	1	1
Referral	2	1
Sr UX Designer	3	2
google.com	1	1
Referral	1	1
linkedin.com	1	1
Job Board	1	1
(blank)	1	
No data available	1	
Sr UX Researcher	6	1
(blank)	6	1
No data available	6	1
Strategic Domain Lead	14	3
Programmatic Jobs	1	1
Programmatic	1	1
(blank)	13	2

No data available	11	1
Referral	2	1
Strategist Retention Strategy	9	1
(blank)	9	1
No data available	9	1
Student Intern - Technical I	290	16
google.com	1	1
Search Engine	1	1
(blank)	289	15
No data available	277	14
Referral	10	1
Unsolicited	2	
Systems Analyst II	1	1
(blank)	1	1
Referral	1	1
Technical Associate Director	11	3
(blank)	11	3
No data available	9	3
Referral	2	
Technical Support Specialist	9	2
(blank)	9	2
No data available	7	2
Referral	2	
WAREHOUSE ASSISTANT [CWA09]	3	3
(blank)	3	3
Job Board	1	1
No data available	2	2
WIRE TECHNICIAN (D) [CWA03]	8	4
(blank)	8	4
Job Board	1	
No data available	6	3
Referral	1	1
Wire Technician [CWA03]	3	1
(blank)	3	1
No data available	2	
Referral	1	1
(blank)		
(blank)		
(blank)		
Principal Product Mgmt & Development	2	1
(blank)	2	1
No data available	2	1
Sales Program Execution Analyst	3	1
(blank)	3	1
No data available	3	1
Lead Customer Experience Analyst	4	2
(blank)	4	2

No data available	4	2
Manager Quality/M&P/Process *	39	9
(blank)	39	9
Job Board	1	
No data available	38	9
Work Force Administrator [CWA-MOB]	36	5
(blank)	36	5
No data available	34	4
Referral	2	1
Call Center Support Specialist	21	4
(blank)	21	4
No data available	21	4
Center Sales Manager - Retention	37	6
(blank)	37	6
No data available	36	6
Referral	1	
Sales Coach - Retention	158	35
(blank)	158	35
No data available	137	29
Referral	21	6
Area Manager D2D Sales	2	2
(blank)	2	2
No data available	2	2
Customer Service Representative (Work from Home)	36	17
(blank)	36	17
No data available	31	13
Referral	5	4
Manager Inventory	2	1
(blank)	2	1
No data available	2	1
Senior Admin Environmental Health & Safety	7	1
(blank)	7	1
No data available	7	1
Senior Training Manager Delivery	4	1
(blank)	4	1
Job Board	1	
No data available	3	1
Senior Acct Mgr National Retail Sales	6	2
(blank)	6	2
No data available	6	2
Service Manager Customer Relations	13	4
(blank)	13	4
No data available	13	4
Field Attendance Administrator	41	5
(blank)	41	5
Broadcast	1	
No data available	33	4

Referral	6	1
Newspapers	1	
Assoc Dir Rev Assurance	1	1
(blank)	1	1
No data available	1	1
Community Specialist	5	1
(blank)	5	1
No data available	4	1
Referral	1	
Area Manager Technical Customer Service	12	2
(blank)	12	2
No data available	12	2
Attendance Analyst II	10	2
(blank)	10	2
No data available	10	2
Specialist-Data Analysis	5	1
(blank)	5	1
No data available	5	1
Director-Tech Svcs	1	1
(blank)	1	1
No data available	1	1
Associate Director-Marketing Managment	1	1
(blank)	1	1
No data available	1	1
Lead Channel Manager	1	1
(blank)	1	1
No data available	1	1
Sr. Sales Operations Manager	4	1
(blank)	4	1
No data available	4	1
Director-Video Ops	2	1
(blank)	2	1
No data available	2	1
Client Service Specialist	11	9
(blank)	11	9
No data available	10	8
Referral	1	1
Manager Quality/M&P/Process **	3	1
(blank)	3	1
No data available	2	1
Referral	1	
Manager Technical Customer Service	33	4
(blank)	33	4
No data available	32	4
Referral	1	
Manager Customer Service	13	3
(blank)	13	3

No data available	13	3
Professional-Client Tech Administrator	4	3
(blank)	4	3
No data available	4	3
Sales Performance Reporting Analyst	12	2
(blank)	12	2
No data available	12	2
Director LSP Regional Sales	7	1
(blank)	7	1
No data available	7	1
Lead Customer Service Specialist	8	2
(blank)	8	2
No data available	8	2
Associate Director-Project Program Mgmt	1	1
(blank)	1	1
No data available	1	1
Associate Director Business Operations	1	1
(blank)	1	1
No data available	1	1
Account Executive	2	2
(blank)	2	2
No data available	2	2
Professional-Tech Service Mgmt*	3	2
(blank)	3	2
No data available	2	2
Referral	1	
Director Business Development	1	1
(blank)	1	1
No data available	1	1
Sr Director Content & Programming	1	1
(blank)	1	1
No data available	1	1
Sr Specialist-Video Ops	1	1
google.com	1	1
Search Engine	1	1
Assoc Director-Advanced Analytics	4	1
(blank)	4	1
No data available	4	1
Assoc Dir Supply Chain/Logistics	6	1
(blank)	6	1
No data available	6	1
Account Manager Telco Sales	6	3
(blank)	6	3
No data available	5	3
Referral	1	
Sr Associate Director-Product Management	1	1
(blank)	1	1

No data available	1	1
Sr Systems Engineer II	1	1
(blank)	1	1
Referral	1	1
Grand Total	9738	2418

KEY:

- Broadcasting - Audio or video ads (ex. radio, YouTube)
- Client TA - Email Center - DIRECTV's marketing email center
- Direct Sourcing - 1:1 Recruiter/Sourcer Outreach
- International Brotherhood of Electrical Workers (IBEW) - represents our bargained-for/union-represented jobs
- Communication Workers of America (CWA) - represents our bargained-for/union-represented jobs
- Mailing List - Direct Distribution/email blast
- Newsgroup - Network or discussion group/platform (ex. Reddit)
- Our Website - the DIRECTV website
- Programmatic Jobs - job advertising server, Radancy 360 (US_RD360), is DIRECTV's job advertising vendor

Note: The source report was gathered from a legacy system that was not capable, in all instances, of capturing the interview and hire source where the applicant originally found the job vacancy and/or applied for the position. As a result, the source report has the following result "No data available" for certain fields. DIRECTV is moving to a system that will better capture such information.