

Compliance Notice Regarding Use of Automated Decision-Making Tools in Hiring Process

As part of our commitment to transparency and fairness in the hiring process, DIRECTV herein provides notice that it may use automated decision-making tools to assist in evaluating candidates for positions. These tools are designed to enhance the hiring process by providing data-driven insights and recommendations.

By applying for this position, you acknowledge you have reviewed this notice, and understand that you may opt-out of the phase of the DIRECTV hiring process where automated decision-making tools are utilized. If you choose to opt-out of the phase of the process where the automated decision-making tools are utilized, you will not be favored nor disfavored in the overall hiring and selection process.

Purpose of Automated Tools

- The automated tools we use are intended to analyze candidate information to assess qualifications, skills, and experience relevant to the job.
- These tools may assist our recruiters in screening resumes, evaluating any assessment results, or ranking candidates based on predefined criteria.

Data Used

- These tools may compile and analyze data from your application, resume, and any assessments or questionnaires completed during the hiring process.
- Analyzed data points typically may include work experience, educational background, skills and responses to specific job-related questions.

Impact on Hiring Decisions

- The results generated by these tools are part of a broader evaluation process and are not the sole determinants in hiring decisions.
- Human decision-makers will review the insights provided by the automated tools along with other information from the job application and pre-screening interviews.

Your Rights as an Applicant

- You have the right to request an explanation of how the automated tool evaluated your application.
- You have the right to request a manual review of any decisions made using these tools.
- You have the right to opt-out of the phase of the hiring process where automated decision-making tools are used
- If you desire to exercise any of the aforementioned Applicant rights, please contact us at [DIRECTV Applicant Support](#)

Data Privacy

- We are committed to protecting your privacy and ensuring that any data used by automated decision-making tools is handled securely and in compliance with all applicable data protection laws.