

**KLCS (Los Angeles, CA)
EEO PUBLIC FILE REPORT
Reporting Period: 8/1/14 – 7/31/16**

Full-Time Vacancies Filled

Due to District wide budget reductions there were no full-time vacancies filled during this reporting period. Five positions were left vacant due to retirement and Personnel actions. The Los Angeles Unified School District's Board of Education & Personnel Selection Branch have instituted a Hiring Freeze due to budget cuts.

Working in conjunction with the Los Angeles Unified School District's Personnel Selection Branch, KLCS job vacancy notices in the classified service are widely distributed to over 400 organizations by e-mail and over 350 organizations by e-mail or internet. Due to the technical nature of broadcasting positions KLCS also maintains a list of an additional 43 media specific employment sources for additional recruitment efforts.

Outreach Initiatives

During this reporting period, the following outreach initiatives were undertaken:

8/1/14 – 7/31/16	Establishment (continuation) of internship program	Year-round internship program offers opportunities to individuals from local high schools, universities and community programs
6/23/15 & 6/23/16	Participation in general recruitment outreach (continuing)	KLCS-TV annually sponsors the Video In the Classroom Awards in collaboration with the Los Angeles Unified School District. K-12 grade students compete in thirty one categories by creating their own videos. This competition exposes students to all facets of video production including directing, editing, writing, camera operation, sound and special effects. Award winners are invited in studio for a tour and to a live taping. Each year several showcases of each year's award winning videos are created at KLCS and broadcast.

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8/1/14 - 7/31/16	Participation in general recruitment outreach (continuing)	Membership in Southern California Broadcasters Association
8/1/14 - 7/31/16	Participation in general recruitment outreach (continuing)	Membership in California Broadcasters Association
8/1/14 – 7/31/16	Participation in general recruitment outreach	Instructional Media Partner – Latino Film Festival LA Independent Film Festival L.A. Asian Pacific Film Fest Hosted guest filmmakers from the Southeast European Film Festival (Los Angeles and Orange County) Indian Film Festival Outfest LA Conservancy

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4/16/2016	Grand Park Arts Festival	Outreach event sponsored by Arts Education Branch of LAUSD
7/25/15 – 7/26/15	Participation in general recruitment outreach	Central Avenue Jazz Festival - In partnership with Los Angeles City 9 th District Councilman Curren Price Jr. & Coalition for Responsible Community Development

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3/5/15	Participation in general recruitment outreach	Hosted in studio – College Is Elementary – 180 Days: Hartsville Preview Screening and Panel Discussion as part of the American Graduate program. Participants included LAUSD staff, Community Organizations and Students and Faculty of California State University, Los Angeles
6/8/15	Participation in general recruitment outreach	In partnership with the Academy of Television Arts & Sciences Diversity Committee – Volunteered at the National Association of Latino Independent Producers Conference. (NALIP)
6/23/14 & 6/23/15	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Video In the Classroom Awards winners are invited in studio for a tour and to a live taping. Each year several showcases of each year's award winning videos are created at KLCS and broadcast.
5/1/15 5/19/16	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	112 th Street Elementary School Career Day

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4/18-19/15 4/9-10/16	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Los Angeles Times Festival of Books at the University of Southern California
7/14/15	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	LAUSD New Teacher Summer Institute KLCS Sr. Management bringing broadcast technology and mobile media into classroom instruction
3/25/15	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Canoga Park High School 65 Student Tour of the Station for Media Magnet students where they were broken into groups exploring management, production and engineering careers in broadcasting including an explanation of internship opportunities.

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8/1/14 – 7/31/16	Participation in Job Fair	The Los Angeles Unified School District (LAUSD) is the FCC License holder for KLCS-TV. The Board of Education for LAUSD requires all classified employees be hired through the Classified Employment Section of the LAUSD Personnel Commission. The Classified Employment Section has participated in more than 10 job fairs during this reporting period.
7/1/15 & 7/1/16	Management Training	Building Safety Presentation http://lausd.bssnet.com (Annual All-staff)
7/1/15 & 7/1/16	Management Training	Annual LAUSD Sexual Harassment/Non-Discrimination Training (All Supervisors)
5/26/15 & 5/31/2016	Management Training	Public Media Business Association conference. (CPB EEO Compliance) 39 Continuing Professional Education (CPE) earned in 2015 Additional 39 CPE credits earned in 2016.(including Back to Basics: The FCC's EEO Requirements)
10/19/14 10/3/15	Management Training	NETA Conference 2014 – Dallas (4 Attendees including GM)(<i>FCC Compliance Changes, CPB/FCC Is It Legal?, CPB Compliance Matters – Be Prepared Be Forewarned</i>) 2015 – Tampa (2 Attendees)
4/8/15 4/12/16	Management Training	PBS Technology Conference 2015 – Las Vegas (4 Attendees) 2016 – Las Vegas (2 Attendees)

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2/21/16	Management Training	Association of Public Television Washington D.C.
4/13/15	Management Training	National Association of Broadcasters - Las Vegas
10/26/14	Management Training	ATSC – San Diego
5/19/15	Management Training	MOVD Roadshow – San Francisco
5/10/15 5/14/16	Management Training	PBS Annual Meeting
2/21/15	Management Training	2015 – Public Media Summit Washington, D.C
11/9/14	Management Training	APT Marketplace 2014 – San Diego
6/26/16	Management Training	ISTE Annual Conference

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3/6/2016	Management Training	SXSW Education Conference - Austin
3/16/15	Management Training	Cal STEM HUB Summit – Los Angeles
2/9/15	Management Training	iPAD Summit – San Diego
2/5/15	Management Training	Early Childhood STEM Summit – Costa Mesa
9/21/14 10/30/15	Management Training	STEM Conference – San Diego Anaheim
7/25/14	Management Training	REEL Video Summit – San Francisco
6/3/2015 – 6/5/2015	Training program for station personnel	Licensee paid custom outside training for all Broadcast System Operators – Adobe Premiere Production Essentials (4 Attendees)
6/17/15 – 6/19/15	Training program for station personnel	Licensee paid custom outside training for all Broadcast System Operators – Adobe Premiere Pro Advanced Class (4 Attendees)

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8/1/14 – 7/31/16	Training program for station personnel (continuing)	Licensee's tuition reimbursement and training programs www.oetraining.net
4/30/15	Training Program for station personnel	Understanding Closed Captioning Compliance: Establishing the FCC Requirement for Best Practice - Tektronix
10/30/14	Training program for station personnel	Video Test Training – Tektronix - Burbank
9/18/15	Training program for station personnel	Learn How To Effectively Monitor for Audio Loudness and Closed Captioning Compliance - Tektronix
10/7/15	Training program for station personnel	Triveni Trained GuideBuilder PSIP & DVB-SI Applications for Broadband, Certification Course
3/28/16	Training program for station personnel	Engineering Essentials Communication theory and RF design
3/22/16	Training program for station personnel	Tektronix Video Insight Seminar
12/17/15	Training program for station personnel	Social Media Traing – Anaheim
11/8/15	Training program for station personnel	APT Conference - Atlanta

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10/19/15	Training program for station personnel	PTPA Training New Orleans Programming Training
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8/1/14 – 7/31/16	Training program for station personnel	In-house training for production and engineering staff
5/10/15	Training Program for station personnel	PTPA Spring and Annual Meetings