

**KLCS (Los Angeles, CA)  
EEO PUBLIC FILE REPORT  
Reporting Period: 8/1/17 – 7/31/18**

Full-Time Vacancies Filled

Position: Broadcast Engineer (2)

Date filled: 9/25/2017 & 10/2/2017

Candidates were referred by:

Recruitment Source (as stated by candidate on application)	Interviewed Applicants	Recruitment Source of Hire
Indeed	1	1
Broadcast Associations	2	
LAUSD Career Website	3	1
Linked Group		
Word of Mouth	1	
Linked Job Slot		
Total	7	

All KLCS job vacancies are filled according to the rules and regulations of the Los Angeles Unified School District Personnel Commission. (<https://achieve.lausd.net>)

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Position: General Manager

Date filled: 1/3/2018

Candidates were referred by:

Recruitment Source (as stated by candidate on application)	All Applicants	Interviewed Applicants	Recruitment Source of Hire
Current		3	
CPB.org		1	
LAUSD Career Website		1	1
Linked Group		1	
Word of Mouth		2	
Council of Great Schools		0	
Social Media		0	
Total	42	8	

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Position: Digital Library Assistant

Date filled: 2/6/2018

Candidates were referred by:

Recruitment Source (as stated by candidate on application)	All Applicants	Interviewed Applicants	Recruitment Source of Hire
Indeed	20	4	1
Broadcast Associations			
LAUSD Career Website	42	6	
Job Fair	4	1	
Word of Mouth	4	1	
Linked Job Slot	1	1	
Total	71	13	1

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Outreach Initiatives

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

8/1/16 – 7/31/18	Establishment (continuation) of internship program (v)	Year-round internship program offers opportunities to individuals from local high schools, universities and community programs
6/23/17	Participation in general recruitment outreach (continuing) (iv)	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.
8/1/16 - 7/31/18	Participation in general recruitment outreach (continuing) (iv)	Membership in Southern California Broadcasters Association
8/1/16 - 7/31/18	Participation in general recruitment outreach (continuing) (iv)	Membership in California Broadcasters Association

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8/1/16 – 7/31/18	Participation in general recruitment outreach (iv)	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
6/23/17	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	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.
5/18/17 5/10/18	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	112 <sup>th</sup> Street Elementary School Career Day
4/22-23/17	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	Los Angeles Times Festival of Books at the University of Southern California

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10/22/16	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	Hosted LAUSD EXCeL Program Community Leadership Training Program with presentation on future leaders using broadcasting as a public relations tool and concepts of leading with a moral purpose.
5/16/17	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	Santa Monica College Communications Department – Lecture by KLCS Emmy winning Producer/Director, on Broadcasting Field and Social Media field. (250 students & staff)
3/31/2017	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	Valley College – students invited in-studio to watch a taping of Between the Lines and followed by a discussion of Production techniques (40-50 students)
6/1/2018	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	Santa Fe Springs/Whittier Unified School District high school students invited in-studio to watch a taping of Between the Lines and followed by a discussion of Production techniques (30 students)

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6/17 -7/17 6/18- 7/18	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	Partnership with the LAUSD Student Health & Human Services Division, Student Recovery Program a bi weekly mentoring program for students who had previously dropped out of school or failed to graduate showing them skills needed for careers in Video production and Social Media.
5/24/2018	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	4 <sup>th</sup> Annual LAUSD Student Film Festival
8/1/16 – 7/31/18	Participation in Job Fair (i)	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 8 job fairs during this reporting period.
9/1/2018	Listing of each upper level Position (xii)	An extensive nationwide search was conducted to fill the General Manager position. Numerous national organizations listed the position including; Current.org, NETA.org, Corporation for Public Broadcasting, PBS, Council of Great City Schools, LA Business Leaders, Broadcast Journalism Assoc. et.al.

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7/1/17 & 7/1/18	Management Training (xiv)	Building Safety Presentation <a href="http://lausd.bssnet.com">http://lausd.bssnet.com</a> (Annual All-staff)
7/1/17 & 7/1/18	Management Training (xiv)	Annual LAUSD Sexual Harassment/Non-Discrimination Training (All Supervisors)
5/29/2017 & 5/29/2018	Management Training (xiv)	Public Media Business Association conference. (CPB EEO Compliance) In 2017, 21 CPE Credits were earned including EEO and CPB Compliance. In 2018, 19 CPE Credits were earned.
4/18/17 4/8/2018	Management Training (xiv)	PBS Technology Conference 2017 – Las Vegas (1 Attendee) 2018 – Las Vegas (1 Attendee)
4/ 24-26/17 4/4-11/2018	Management Training (xiv)	National Association of Broadcasters - Las Vegas (2 Management Staff) 2017 (1 Management Staff) 2018
5/14/17 5/6-10/2018	Management Training (xiv)	PBS Annual Meeting San Diego 2017 (4 Staff Members) New Orleans 2018 (1 Staff Member)
1/6/17	Management Training (xiv)	PBS Future Action Summit -Seattle
7/5/17	Management Training (xiv)	Public Media Development Marketing Conference 2017 – San Francisco (3)



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7/23-26/2017	Management Training (xiv)	Schooly Training, Chicago, Ill. (1 Management Staff )
11/1/16	Management Training (xiv)	APT Fall Marketplace 2016
10/9-11/16	Management Training (xiv)	STEM Conference – Anaheim California STEM Symposium
10/16-18/2017	Management Training (xiv)	CPB General Manager Strategic Planning Meeting Arlington, VA
8/1/16– 7/31/18	Training program for station personnel (continuing) (viii)	Licensee's tuition reimbursement and training programs <a href="http://www.oetraining.net">www.oetraining.net</a>

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8/1/16 – 7/31/18	Training program for station Personnel (viii)	In-house training for production and engineering staff
5/13/17	Training Program for station personnel (viii)	PTPA Spring and Annual Meetings (San Diego)
4/ 24-26/17	Training Program for station personnel (viii)	National Association of Broadcasters - Las Vegas (3 Station Staff) (2017) (2 Station Staff) (2018)
5/1/2017	Training Program for station personnel (viii)	SSL Audio Workshop (All Broadcast System Operators)
6/7/2017	Training Program for station personnel (viii)	Calrec Audio Workshop (All Broadcast System Operators)
7/12/2017	Training Program for station personnel (viii)	Crispin Automation Workshop (All Broadcast System Operators)
6/15/2017	Training Program for station personnel (viii)	Nverizon Automation Workshop (All Broadcast System Operators)
5/5/2017	Training Program for station personnel (viii)	JVC Camera Workshop (All Broadcast System Operators)
5/2/2017	Training Program for station personnel (viii)	SONY Camera Workshop (All Broadcast System Operators)

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5/18/2017	Training Program for station personnel (viii)	Broadstream Demo Workshop (All Broadcast System Operators)
5/31/2017	Training Program for station personnel (viii)	Panasonic Varicam Workshop (All Broadcast System Operators)
7/11/2017	Training Program for station personnel (viii)	Polaris Automation Workshop (All Broadcast System Operators)
8/2/2017	Training Program for station personnel (viii)	Aveco Training (All Broadcast System Operators)
9/15/2017	Training Program for station personnel (viii)	Sony Camera Training (All Broadcast System Operators)
10/31/2017	Training Program for station personnel (viii)	Sony Switcher Training (All Broadcast System Operators)
1/16-17/2017	Training Program for station personnel (viii)	Camera Training (All Broadcast System Operators)
1/20-24/2018	Training Program for station personnel (viii)	National Educational Television Assoc. (NETA) Training, Washington D.C.  (1 Staff Member)
1/29-31/2018	Training Program for station personnel (viii)	Automation Training (All Broadcast System Operators)

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2/12/2018 2/15/2018	Training Program for station personnel (viii)	Sony Z150 Camera Training (All Broadcast System Operators)
2/14/2018	Training Program for station personnel (viii)	Live-U Training (All Broadcast System Operators)
2/16/2018 3/14/2018 3/19/2018 5/30/2018	Training Program for station personnel (viii)	Osmo-Pro Training (All Broadcast System Operators)
2/21-22/2018 3/21-23/2018	Training Program for station personnel (viii)	Sony A7s Training (All Broadcast System Operators)
2/26/2018 3/9/2018 3/12/2018 3/26/2018	Training Program for station personnel (viii)	Ronan Gimbal Training(All Broadcast System Operators)
3/15/2018 5/23/2018 5/29/2018	Training Program for station personnel (viii)	Sony FS7 Training (All Broadcast System Operators)
5/18/2018	Training Program for station personnel (viii)	Lighting Training (All Broadcast System Operators)
5/25/2018	Training Program for station personnel (viii)	Studio Training (All Broadcast System Operators)
5/31/2018	Training Program for station personnel (viii)	Dekko Training (All Broadcast System Operators)

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6/20/2018	Training Program for station personnel (viii)	Harassment Training provided by LAUSD Office of General Counsel to assure compliance with new CPB rules.(All KLCS Staff)
6/26-29/2018	Training Program for station personnel (viii)	Edit System Training (All Broadcast System Operators)