

**KLCS (Los Angeles, CA)
EEO PUBLIC FILE REPORT
Reporting Period: 8/1/17 – 7/31/19**

Full-Time Vacancies Filled

Position: General Manager

Date filled: 11/1/2018

Candidates were referred by:

Recruitment Source (as stated by candidate on application)	All Applicants	Interviewed Applicants	Recruitment Source of Hire
Current		0	
CPB.org		2	
Indeed.com		6	
LAUSD Career Website		5	1
Linked Group		0	
Word of Mouth		2	
Council of Great Schools		0	
Social Media		0	
Total	42	15	

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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Outreach Initiatives

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

8/1/17 – 7/31/19	Establishment (continuation) of internship program (v)	Year-round internship program offers opportunities to individuals from local high schools, universities and community programs
8/1/17 - 7/31/19	Participation in general recruitment outreach (continuing) (iv)	Membership in Southern California Broadcasters Association
8/1/17 - 7/31/19	Participation in general recruitment outreach (continuing) (iv)	Membership in California Broadcasters Association
8/1/17 – 7/31/19	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 “Move It” 5K Run and Health and Wellness Festival LAUSD Consolidated Charitable Campaign

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8/1/2018	Participation in general recruitment outreach (iv)	Partnered with Los Angeles Community Impact (laci) an organization that is based on a service learning concept and works to improve the LA Community through fostering personal and professional growth for a new generation of leaders.
6-14-2019	Participation in general recruitment outreach (iv)	Creating Opportunities and Real Experiences (C.O.R.E.) Intern Event C.O.R.E. is an initiative of the Los Angeles County Youth@Work program and is administered by the LA County Workforce Development, Aging and Community Services Department. https://workforce.lacounty.gov/core-program/
8/25/2018	Participation in general recruitment outreach (iv)	Leimert Village Book Festival

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8/29/2018 – 11/30/2018	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	KLCS Academy - 13 week lecture/seminar program for media students at Roy Romer Middle School
1/11/2019	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	Lecture/Seminar for media students at the University of Redlands
3/1/2019	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	Lecture/Seminar/Tour for Broadcast Journalism students from Junipero Serra H.S. Gardena, CA
5/10/18	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (x)	112 th Street Elementary School Career Day

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4/13-14-/19	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
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)
6/18- 7/18 6/19 -7/19	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 th Annual LAUSD Student Film Festival

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8/1/17 – 7/31/19	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 10/1/2019	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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7/1/18 & 7/1/19	Management Training (xiv)	Building Safety Presentation http://lausd.bssnet.com (Annual All-staff)
7/1/18 & 7/1/19	Management Training (xiv)	Annual LAUSD Sexual Harassment/Non-Discrimination Training (All Supervisors)
5/29/2018 & 5/13-17/2019	Management Training (xiv)	Public Media Business Association conference. In 2018, 19 CPE Credits were earned including EEO and CPB Compliance. (Long Beach, CA) In 2019, 17.5 CPE Credits were earned. (Orlando, FL)
4/8/2018 & 4/2-6/2019	Management Training (xiv)	PBS Technology Conference 2018 – Las Vegas (1 Attendee) 2019 – Las Vegas (1 Attendee)
4/4-11/2018 4/7-10/2019	Management Training (xiv)	National Association of Broadcasters - Las Vegas (1 Management Staff) 2018 Nashville (1 Management Staff) 2019
5/6-10/2018 5/ 29-31/2019	Management Training (xiv)	PBS Annual Meeting New Orleans 2018 (1 Staff Member) Nashville 2019 (1 Staff Member)
10/16-18/2017	Management Training (xiv)	CPB General Manager Strategic Planning Meeting Arlington, VA

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7-9-2019	Management Training (xiv)	California Public Television Meeting Sacramento, CA
3-26-2018 3-23-2019	Management Training (xiv)	PBS General Manager Cross Training Las Vegas, NV
10/28-29/2019	Management Training (xiv)	CA STEAM Symposium Long Beach, CA
7/31/2019	Management Training (xiv)	Ross Dashboard Training North Hollywood, CA (Director of Engineering & Operations, Broadcast Engineers (2))
8/1/17– 7/31/19	Training program for station personnel (continuing) (viii)	Licensee's tuition reimbursement and training programs www.oetraining.net
12/4-6/ 2018	Training program for station personnel (viii)	Myers Protrack Training (All Traffic & Programming Staff) (Master Control Operators & Compliance Specialist)
8/10-11/2018 8/13/2018 8/29/2018	Training program for station personnel (viii)	Board of Education Studio Training (All Broadcast System Operators)
11/14-16/2018	Training program for station personnel (viii)	Xpression Training (Character Generator) (All Broadcast System Operators)

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12/3-7/2018	Training program for station personnel (viii)	Switcher Training (All Broadcast System Operators)
12/14/2018	Training program for station personnel (viii)	Server Training (All Broadcast System Operators)
2/6/2019	Training program for station personnel (viii)	SSL Training (All Broadcast System Operators)

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8/1/17 – 7/31/19	Training program for station Personnel (viii)	In-house training for production and engineering staff
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)
1/20-24/2018	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)
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)

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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)
6/20/2018 6/20/2019	Training Program for station personnel (viii)	Harassment Training provided by LAUSD Office of General Counsel (All KLCS Staff)
7/1/2019 7/1/2018	Training Program for station personnel (viii)	CPB Sexual Harrassment Training (All KLCS Staff)

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6/26-29/2018	Training Program for station personnel (viii)	Edit System Training (All Broadcast System Operators)
2/11/2019	Training Program for station personnel (viii)	Studio Camera Training (All Broadcast System Operators)
2/12-13/2019	Training Program for station personnel (viii)	Fly Pack Training (2 Broadcast System Operators)
2/25/2019	Training Program for station personnel (viii)	Fly Pack, Live Feed, Granicus Training (1 Broadcast System Operator)
3/27/2019	Training Program for station personnel (viii)	Cyc Light Training (All Broadcast System Operators)
5/22/2019	Training Program for station personnel (viii)	Lighting Training (All Broadcast System Operators)