

KLCS (Los Angeles, CA)
EEO PUBLIC FILE REPORT
Reporting Period: 8/1/25 – 7/31/26

Full-Time Vacancies Filled (0)

Per Code of Federal Regulations Part 47 §73.2080(c)(1), KLCS had no vacancies filled during the reporting period.

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 to be hired through the Classified Employment Section of the LAUSD Personnel Commission.

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>)

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. Due to the technical nature of broadcasting positions a specialized list of additional media specific employment sources is maintained for additional recruitment efforts.

Outreach Initiatives

During this 12-month reporting period, the following outreach initiatives were undertaken:

5/21/26	Participation in at least four job fairs (<i>Initiative i.</i>)	Spring Into Employment Hiring Spree L.A. County Office of Employment (LACOE) And GAIN (Montebello, CA) (Human Resources Specialist)
5/22/26	Participation in at least four job fairs (<i>Initiative i.</i>)	LB CAP Job Fair CalWorks (Long Beach, CA) (Human Resources Specialist)
5/27/26	Participation in at least four job fairs (<i>Initiative i.</i>)	6 th Annual "Connect to Your Future" Hiring Event South Bay Workforce Investment Board (Bell Gardens, CA) (Human Resources Specialist)
5/28/26	Participation in at least four job fairs (<i>Initiative i.</i>)	JVS Spring Career Expo Veteran's Job Center of California (Los Angeles, CA) (Human Resources Specialist)

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6/12/26	Hosting at least one job fair (Initiative <i>ii.</i>)	LAUSD Career Fair where the general public, colleges and LAUSD graduating seniors are invited to attend to learn about open job positions and careers within the School District including positions at KLCS. Westchester-Emerson Community Adult School (West Los Angeles) (LAUSD Human Resources Specialist)
6/18/26	Hosting at least one job fair (Initiative <i>ii.</i>)	LAUSD Career Fair where the general public, colleges and LAUSD graduating seniors are invited to attend to learn about open job positions and careers within the School District including positions at KLCS. East LA Occupational Center (East Los Angeles) (LAUSD Human Resources Specialist)
6/15/26	Hosting at least one job fair (Initiative <i>ii.</i>)	LAUSD Career Fair where the general public, colleges and LAUSD graduating seniors are invited to attend to learn about open job positions and careers within the School District including positions at KLCS. Harbor Occupational Center (South/Harbor Area) (LAUSD Human Resources Specialist)
6/17/26	Hosting at least one job fair (Initiative <i>ii.</i>)	LAUSD Career Fair where the general public, colleges and LAUSD graduating seniors are invited to attend to learn about open job positions and careers within the School District including positions at KLCS. West Valley Occupational Center (San Fernando/West Valley) (LAUSD Human Resources Specialist)

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4/13/26	Participation in job fair with substantial participation of woman and minorities (Initiative <i>iii</i>)	U.S. Vets Information Session U.S. VETS.org (Long Beach, CA) (Human Resources Specialist)
4/21/26	Participation in job fair with substantial participation of woman and minorities (Initiative <i>iii</i>)	The Translatin@Coalition Job Fair Translatin@Coalition & California State Civil Rights Dept. (West Hollywood, CA) (Human Resources Specialist)
8/1/25 - 7/31/26	Participation in general recruitment outreach (continuing) (Initiative <i>iv.</i>)	Membership in Southern California Broadcasters Association (General Manager)
8/1/25 - 7/31/26	Participation in general recruitment outreach (continuing) (Initiative <i>iv.</i>)	Membership in California Broadcasters Association (General Manager)
8/1/25 - 7/31/26	Participation in general recruitment outreach (continuing) (Initiative <i>iv.</i>)	Membership in Academy of Television Arts and Sciences (ATAS) (6 Staff) (Director of Instructional TV)
8/1/25 - 7/31/26	Participation in general recruitment outreach (continuing) (Initiative <i>iv.</i>)	Membership in American Public Television (APT) (TV Programming Associate)
8/1/25 - 7/31/26	Participation in general recruitment outreach (continuing) (Initiative <i>iv.</i>)	Membership in National Educational Television Association (NETA) (General Manager)
8/1/25 - 7/31/26	Participation in general recruitment outreach (continuing) (Initiative <i>iv.</i>)	Membership in Public Media Business Association (PMBA) (Sr. Financial Analyst)
8/1/25 - 7/31/26	Participation in general recruitment outreach (continuing) (Initiative <i>iv.</i>)	Membership in Society of Broadcast Engineers (SBE) (Director of Engineering/Operations)

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8/1/25 – 7/31/26	Participation in general recruitment outreach (Initiative <i>iv.</i>)	Instructional Media Partner – La Plaza de Cultura Y Artes (Los Angeles, CA) (Director of Instructional TV)
8/1/25 – 7/31/26	Establishment of Internship program (Initiative <i>v.</i>) (continuing)	Hosted three college interns from University of Florida, University of California, (Berkeley) and University of Southern California. Total of seven high school interns from Jefferson High School, Grant High School, Cortines School of Visual and Performing Arts, Roybal Learning Center Film & Television Magnet (3) and Grand Arts High School Film Academy. (Director of Instructional TV)
8/1/25– 7/31/26	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Licensee's tuition reimbursement (https://oe.lausd.org) This year a KLCS staff member used this program to complete their bachelors degree at California State University, Northridge. (General Manager)
8/1/25– 7/31/26	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	The LAUSD Personnel Commission, through its Organizational Excellence website, offers numerous training opportunities to all Classified Staff in career enhancement, skill building, expanding knowledge and career-ladder training opportunities. www.oetraining.net (General Manager)

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8/25 – 7/26 (Qrtly.)	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	PBS Station Town Hall (Multiple Staff & Management) (Broadcast Compliance Specialist)
8/1/25 – 7/31/26 (Multiple)	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Interconnection User Forum (PBS) (Digital Library Assistant)
8/1/25 – 7/31/26 (Multiple)	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Interconnection User Forum (Myers) MythBusters, and other user trainings. Specific user training for ProTrack System. (Multiple Staff) (Digital Library Assistant)
8/1/25 – 9/30/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Suicide Prevention and Awareness Training (LAUSD) (All KLCS Staff) (General Manager)
8/12/25 – 9/30/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	LAUSD Workplace Violence Prevention Plan Training (All-Staff) (Broadcast Compliance Specialist)
9/11/25 – 10/31/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	American Disability Act (ADA) Title II Compliance Training (Annual All- staff) (General Manager)

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10/7/25 – 12/19/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Annual IT Cyber Security Training (All-Staff) (General Manager)
8/1/25- 9/30/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Annual Bloodborne Pathogens Training Newly required training reg. preventing the spread and emergency response. (All-Staff) (General Manager)
8/1/25 – 9/12/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Annual Child Abuse Awareness Training (All-Staff) (General Manager)
9/3/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Parental Ratings & Content Advisories 101 (PBS General Audience) (Multicast Traffic Operator)
9/15-17/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	2025 NETA Conference (All Staff Members) (General Manager)

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10/14/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	FY26 Integrated Fundraising Series: End of Year Prep (PBS Station Services) Provides station staff with the tools and strategies to drive philanthropic success. Designed to help prepare station staff for a high-impact Calander Year-End Campaign. (Multiple staff & Management) (Broadcast Compliance Specialist)
9/30/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Creating and Implementing Effective Compliance Programs Within Business Operations (PMBA) Explores internal practices to help ensure compliance with legal and internal policy obligations. learn about tools to adopt a compliance plan to assist with good governance and prepare for potential audits and investigations. (Broadcast Compliance Specialist)
10/27/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	PBS Standards Webinar: Updated Editorial Standards and Practices (PBS) (Multicast Traffic Operator)

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11/18/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Rights & Clearances 101 (NETA) Understand the standard terminology used in R&C, learn how even short clips can involve complex rights issues, Explore the three core categories of rights clearances, discover practical distinctions that simplify the clearance process, Get tips to enhance your organization's R&C capabilities (Multiple staff) (Broadcast Compliance Specialist)
4/29-30/26	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Emergency Operations Center (EOC) Training/Exercise (LAUSD Office of Emergency Management (OEM) The goal of this exercise was to provide an opportunity for the primary and secondary responders from each Department/Division to participate. Trained responders are needed to provide their expertise in support of regions and schools when incidents/emergencies exceed the existing capacity. (3 Staff) (Broadcast Compliance Specialist)
9/2/25	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	Phase 5 of our Antiracist Journey in LA Unified – The Role of Implicit Bias (Broadcast Compliance Specialist)

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7/13-16/26	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>)	2026 Summer School (PBS) 3 courses on social media, Audience Cultivation and AI Standards) (Digital Library Assistant)
8/25 – 7/26 (Monthly)	Establish a mentoring program for station personnel (Initiative <i>ix.</i>)	Connects peers to network, sharing work best practices and sharing work and ideas that can be replicated in multiple markets. “Shoptalk” (NETA Peer Learning Community) (TV Programming Associate)
8/25 – 7/26 (Monthly)	Establish a mentoring program for station personnel (Initiative <i>ix.</i>)	Interconnection sIX System User Webinars & Peer Group (Programming & Traffic) (Multicast Traffic Coordinator)
8/25 – 7/26 (Quarterly)	Establish a mentoring program for station personnel (Initiative <i>ix.</i>)	Traffic Jam presented by Traffic Advisory Committee (TAC) (PBS) – Industry updates, traffic systems best practices, and coordination tips for broadcast teams. (Multicast Traffic Coordinator)
8/25 – 7/26 (Continuing)	Establish a mentoring program for station personnel (Initiative <i>ix.</i>)	Participation in the LA Peer Group Committee of the Academy of Television Arts and Sciences (ATAS) (Director of Instructional TV)
2/17/26	Participation in events or programs sponsored by educational institutions relating to career Opportunities in broadcasting (Initiative <i>x.</i>)	Woodbury Spring 2026 Job Fair Woodbury University (Burbank, CA) (Human Resources Specialist)

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2/18/26	Participation in events or programs sponsored by educational institutions relating to career Opportunities in broadcasting (Initiative x.)	Industry Night California State University, Northridge (Northridge, CA) (Human Resources Specialist)
2/19/26	Participation in events or programs sponsored by educational institutions relating to career Opportunities in broadcasting (Initiative x.)	Career and Internship Fair Occidental College (Eagle Rock, CA) (Human Resources Specialist)
5/20/26	Participation in events or programs sponsored by educational institutions relating to career Opportunities in broadcasting (Initiative x.)	WLA Youthsource Career & Job Fair West LA College (West Los Angeles, CA) (Human Resources Specialist)
3/1/26 -5/31/26	Participation in events or programs sponsored by educational institutions relating to career Opportunities in broadcasting (Initiative x.)	Partnered with students studying animation, from the RFK Learning Complex to work on an animated show opening for a KLCS production giving them a hands-on learning opportunity. (Producer/Director)
4/16/26	Participation in events or programs sponsored by educational institutions relating to career Opportunities in broadcasting (Initiative x.)	Presented and volunteered at the Cortines Visual and Performing Arts High School 2026 Film Festival. (Producer/Director)

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6/22/26- 7/24/26	Participation in events or programs sponsored by educational institutions relating to career Opportunities in broadcasting (Initiative x.)	Hosted eight station tours for high school students from: Roosevelt High School Hamilton H.S., Garfield High School, Iovine & Young Center, Grant High School, Cortines School of Visual and Performing Arts, Roybal Learning Center Film & Television Magnet in addition to the station tour students also participated in an in-studio production. (Producer/Director)
7/10/26	Participation in events or programs sponsored by educational institutions relating to career Opportunities in broadcasting (Initiative x.)	Presented to over 200 students at RE/Creation Café student led music festival. Presentation covered branding and tips on making more polished music videos. (Producer/Director)
5/24/26 7/15/26 7/31/26	Participation in events or programs sponsored by educational institutions relating to career Opportunities in broadcasting (Initiative x.)	KLCS hosted three broadcast industry professionals, guest speakers for students and interns in three different specialties, a costume designer, a puppeteer and an animator. (Producer/Director)
8/1/25 – 7/31/26	Management Training (Continuing) (Initiative xiv)	NETA Executive Committee (virtual) Served as Past Board Chair (General Manager)

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8/1/25 – 7/31/26	Management Training (Continuing) (Initiative <i>xiv</i>)	The Public Television Affinity Group Coalition (AGC) was founded to serve as a forum for addressing system-wide issues of interest to public television stations. It is a station-led coalition of two representatives each from public television's major affinity groups – member organizations that represent public television stations based on licensee type, community size and service profile. (Member) (General Manager)
8/1/25 – 7/31/26	Management Training (Continuing) (Initiative <i>xiv</i>)	Small Station Association (SSA) The Small Station Association supports public television stations, typically with operating budgets under \$5M, although membership is available to others as well. The group meets electronically on a regular basis and works to share best practices and advocate on behalf of its member stations. – (Member) (General Manager)
8/1/25 – 7/31/26	Management Training (Continuing) (Initiative <i>xiv</i>)	University Licensee Association (ULA) Supports public television licensees who are part of a higher education institution. The group meets electronically on a regular basis and works to share best practices and advocates on behalf of its member stations. (General Manager)

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9/1/25	Management Training (Initiative <i>xiv</i>)	Managing Conflicts of Interest – Training to equip Sr. Management staff with the knowledge and tools needed to manage conflict of interest within the scope of their duties to comply with CA law and LAUSD Ethics Codes. (Director of Instructional Television)
9/9/25	Management Training (Initiative <i>xiv</i>)	QuickPlay Platform Training (PBS) Explores the multiple options that stations can consider as additions to Passport. Explores options to determine which ones fit your respective organization. (Director of Instructional Television)
9/15/25- 9/17/25	Management Training (Initiative <i>xiv</i>)	NETA Annual Conference (Six training sessions) (Director of Instructional Television)
9/17/25	Management Training (Initiative <i>xiv</i>)	To Flight or not to Flight (Myers) – ProTrack on the value and how-to of using “Flights” to set-up broadcast schedule for content that will repeat over a given number of breaks. (Director of Instructional Television)

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9/18/25	Management Training (Initiative <i>xiv</i>)	Business Intelligence Group (BIG) (PBS) – Using AI Responsibly with Nielsen Data -Practical Prompts and Guidelines -Introduction on best practices for using the Local Nielsen TV Dashboard in AI- generated content – and how to do it responsibly. (Director of Instructional Television)
10/21/25	Management Training (Initiative <i>xiv</i>)	Business Intelligence Group (BIG) (PBS) Advanced training on how to use the Local Nielsen TV Dashboard and DOMO to build a compelling reach story. Provides clear practical guidance to help better leverage these tools and create, stronger, data- driven stories about audience reach. (Director of Instructional Television)
8/1/25 – 7/31/26	Management Training (Continuing) (Initiative <i>xiv</i>)	NETA Executive Committee (virtual) Served as Past Board Chair (General Manager)
8/1/25 – 7/31/26	Management Training (Initiative <i>xiv</i>)	Workplace Harassment/ Non- Discrimination Prevention Training for Supervisors (LAUSD) (All management are required to recertify every other year) (All Supervisors) (General Manager)

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8/25 – 7/26	Participation to further the goal of disseminating information on careers in broadcasting (general) (Initiative <i>xvi</i>)	Allows the public to review job descriptions for every position at KLCS, which include daily duties, necessary experience and allows them to apply in advance for notification of future job openings as positions come available. This information is helpful for the general public to see the variety of jobs and requirements for broadcast positions at any television station. (Broadcast Compliance Specialist)
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