

NRJ TV LA License Co, LLC, KSCI-TV, Channel 18, Long Beach, California
ANNUAL EEO PUBLIC FILE REPORT

Statement of EEO Policy

This EEO Public File Report has been prepared in accordance with Section 47 CFR 73.2080(c)(6).

This report covers full-time vacancy recruitment data for the period August 1, 2014 to July 31, 2015.

The KSCI Station Employment Unit includes commonly-controlled TV stations KSCI, KNLA-CD, KNET-CD and KSKJ-CD.

This report is being included in the public files of all four TV stations in the group.

This report has been prepared for NRJ TV LA License Co, LLC, KSCI-TV, Channel 18 licensed to Long Beach, California.

Anyone wanting Information of job vacancies at KSCI-TV should contact the Human Resources Department.

EEO Contact information for NRJ TV LA License Co, LLC is:

<p style="text-align: center;">KSCI-TV 1990 S. Bundy Suite 850 Los Angeles, CA 90025</p>	<p style="text-align: center;">Telephone No. 310-478-1818 Contact person: Carolyn Kwak Email Address: ckwak@la18.tv</p>
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Full-time vacancies filled during the period August 1, 2014 through July 31, 2015

	Full-Time Positions Job Title	Recruitment Sources Used (See attached listing)	Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Mandarin News Reporter	1,2,3,4,5,9,14,62,63,66,74,76,77,79,82,83	Mengyi Sun (Jenny)	10
2	Studio Technician	3,8,9,13,15,18,20,23,24,25,28,29,34,35,38,40,45,51,54,62,66,69,72,77,79,82,83	Daniel P. Tripoli	5
3	Mandarin News Video Journalist	3,5,9,14,72,74,76,83	Yuchen Wang	3
4	Studio Technician	1,3,6,12,14,15,16,17,27,29,33,35,36,39,40,45,50,51,53,54,58,65,66,70,72,79,80,82,83	Maila Damian	5
5	Controller	9,10,83,89	Anne-Lise M. Whited	3
6	Mandarin News Reporter	3,5,61,62,63,75,79,83	Peiwen Jing	7
7	Korean News Reporter	1,3,5,29,30,31,32,33,56,57,58,59,60,61,62,63,64,65,66,67,68,69,70,71,72,73,74,75,76,77,78,79,80,83,85	Esther Lee	3

Total number of persons interviewed during applicable period:

36

Recruitment Source & Contact Info	Total Number of Interviewees Referred	Full-time Positions for which Source was utilized
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INTERNAL RECRUITMENT

1 Internal Candidate / Existing Employee	2	1. Mandarin News Reporter 4. Studio Technician 7. Korean News Reporter
2 Employee Referral	7	1. Mandarin News Reporter
3 Company Website All job openings are posted on the company website. at www.LA18.tv	10	1. Mandarin News Reporter 2. Studio Technician 3. Mandarin News Video Journalist 4. Studio Technician 6. Mandarin News Reporter 7. Korean News Reporter
4 Word of Mouth (or unspecified)	4	1. Mandarin News Reporter
5 Job Notice Advertised on air at KSCI-TV 18 Some job vacancy notices are aired in-language in various programs on KSCI-TV	3	1. Mandarin News Reporter 3. Mandarin News Video Journalist 6. Mandarin News Reporter 7. Korean News Reporter

RECRUITMENT THROUGH COMMUNITY ORGANIZATIONS

6 Abram Friedman Occupational Center 1646 S. Olive Street Los Angeles, CA 90015 Contact: Career Center 213 765-2400 / Fax 213 748-7406		4. Studio Technician
7 Asian American Advertising Federation PO Box 69851 West Hollywood, CA 90069 Contact: Genny Hom-Franzen ghomfranz@3AF.org		
8 Asian American Economic Development Enterprise 216 W. Garvey Avenue, Unit E Monterey Park, CA 91754 Contact: Bill Chang 626 572-7021 or fax 626 572-6533		2. Studio Technician
9 Asian American Journalists Association 5 Third Street, Suite 1108 San Francisco, CA 94103 Contact: Albert Lee at albertl@aaja.org 415 346-2051 / Fax 415 346-6343 *Local Branch Contact John Sakata 310 533-7261		1. Mandarin News Reporter 2. Studio Technician 3. Mandarin News Video Journalist 5. Controller
10 Asian Business Association 1111 Corporate Center Drive, Suite 305B Monterey Park, CA 91754 Contact: Dennis Huang 213 628-1222 / Fax 213 628-3222 dennis@aba-la.org		5. Controller
11 Asian Business League 320 E. Second Street, Suite 316 Los Angeles, CA 90012 Contact: Yuko Ebina Phone: 213-624-9975 / Fax 213 624-9977 abisocal@aol.com		
12 Asian Pacific American Legal Center 1145 Wilshire Blvd., 2nd Floor Los Angeles, CA 90017 Contact: Janet Park 213 977-7500 / Fax 213 977-7595		4. Studio Technician

	<u>Recruitment Source & Contact Info</u>	<u>Total Number of Interviewees Referred</u>	<u>Full-time Positions for which Source was utilized</u>
13	Asian Youth Center 100 West Clary Ave. San Gabriel, CA 91776 Contact: Florence 626 309-0622 x 103 / Fax 626 309-0362 admin@asianyouthcenter.org		2. Studio Technician
14	APEX Asian Professional Exchange 207 E. Franklin Avenue, Suite B El Segundo, CA 90245 Contact: Hogan Lee 213 388-3333 x 104 hogan@apex.org		1. Mandarin News Reporter 3. Mandarin News Video Journalist 4. Studio Technician
15	CAPE-Coalition of Asian Pacifics in Entertainment 10 Universal City Plaza, 20th Fl. Universal City, CA 91608 Contact: Jennifer Sanderson 818 753-2336 info@capeusa.org		2. Studio Technician 4. Studio Technician
16	Career Transition Center 3447 Atlantic Avenue Long Beach, CA 90807 Contact: Sandra Guerrero 562 570-3658 / Fax 562-570-3653 sguerrero@edd.ca.gov		4. Studio Technician
17	Chatsworth Work Source Center 20500 Nordhoff Street Chatsworth, CA 91311 Contact: Georgia Lyon or Ray 818 701-9800 / Fax 818 701-9801 frontdesk@buildonestop.com		4. Studio Technician
18	Chinatown Service Center 767 N. Hill Street, Suite 400 Los Angeles, CA 90012-2381 Contact: Aiman Hwang 213 808-1735 / Fax 213 253-0877 ahwang@cscla.org		2. Studio Technician
19	Chinese Chamber of Commerce 977 N. Broadway, Grnd Floor #E Los Angeles, CA 90012 Contact: Nicki Ung 213 617-0396 / Fax 213 617-2128		
20	Crenshaw/West LA Workforce Service Office 5401 Crenshaw Blvd Los Angeles CA 90043 Contact: Pamela Gutierrez 323-290-5290 / Fax 323 290-5110 pgutierrez@edd.ca.gov		2. Studio Technician
21	Dayle McIntosh Center 13272 Garden Grove Blvd. Garden Grove, CA 92843 Contact: Dolores Kollmer 714 621-3300 / Fax 714 663-2094		
22	Department of Veteran Affairs 11000 Wilshire Boulevard Los Angeles, CA 90024 Contact: Joseph Bebe 310 235-7199 / Fax 310 235-6247		

	<u>Recruitment Source & Contact Info</u>	<u>Total Number of Interviewees Referred</u>	<u>Full-time Positions for which Source was utilized</u>
23	East LA Employment Business Center 5301 Whittier Blvd. Los Angeles, CA 90022 Contact: Michael Cisneros 323 887-7122 x 1211 / Fax 323 887-8236		2. Studio Technician
24	Employment Development Dept (EDD) 5401 S. Crenshaw Blvd. Los Angeles, CA 90043 Contact: Lela Bluit 323 290-5157 / Fax 323 290-5110 lbluitt@edd.ca.gov		2. Studio Technician
25	Goodwill Industries/ Metro North WorkSource 342 San Fernando Road Los Angeles, CA 90031 Contact: Ramon Lupia 323 539-2194 / Fax 323 539-2022 rlupian@goodwillsocial.org		2. Studio Technician
26	Housing Authority for City of LA 2500 Wilshire Blvd., 6th Floor Los Angeles, CA 90057 Contact: Jane Watts 213 252-6161 / Fax 213 252-1881		
27	Inglewood Community Adult Education 106 E. Manchester Blvd., #350 Inglewood, CA 90301 Contact: Corey Bruner 310 330-5225 / Fax 310 330-9153		4. Studio Technician
28	Jewish Vocational Services 6505 Wilshire Blvd. Suite 200 Los Angeles, CA 90048 Contact: Lydia Buchman 323 761-8888 Ext: 8881 / Fax 323 761-8575		2. Studio Technician
29	Job Korea USA 3700 Wilshire Boulevard, #600B Los Angeles, CA 90010 Contact: Young Lee 213-384-1004 / Fax 213 367-9937 jobkoreausa@gmail.com		2. Studio Technician 4. Studio Technician 7. Korean News Reporter
30	Korean American Coalition National Headquarters 3727 West Sixth Street Suite 501 Los Angeles, CA 90020 Contact: Charles Kim 213 385-5226 / Fax 213 385-5282 kacnational@gmail.com		7. Korean News Reporter
31	Korean American United Foundation 981 S. Western Avenue, Suite 400 Los Angeles, CA 90006 Contact: Mr. Shin 323 732-2371 / Fax 323 732-0757		7. Korean News Reporter
32	Korean Churches for Community Develop. 3550 Wilshire Blvd. Suite 500 Los Angeles, CA 90010 Contact: Ms. Hypin Im, President & CEO 213 985-1500 hypin@gmail.com		7. Korean News Reporter
33	Korean Youth Community Center 680 South Wilton Place Los Angeles, CA 90005 Contact: Ashley Kim 213 365-7400 / Fax 213 927-0017 akim@kycc.la.org		4. Studio Technician 7. Korean News Reporter

	<u>Recruitment Source & Contact Info</u>	<u>Total Number of Interviewees Referred</u>	<u>Full-time Positions for which Source was utilized</u>
34	Latin Business Association 5400 E. Olympic Blvd, #130 Los Angeles, CA 90022 Contact: Peter Beltran 213 628-8510 / Fax 213 628-8519 membership@lbausa.com		2. Studio Technician
35	Little Tokyo Service Center 231 E. Third Street, #G104 Los Angeles, CA 90013 Contact: Tom Sogi 213 473-3030 / Fax 213 473-3031		2. Studio Technician 4. Studio Technician
36	Los Angeles Job Corps Center 217 W. 11th St. Los Angeles, CA 90015 Contact: David Santamaria 213 741-5385 / Fax 213 741-5379 santamaria.david@jobcorps.org		4. Studio Technician
37	Los Angeles Urban League - Career Center 12700 S. Avalon Blvd. Los Angeles, CA 90061 Contact: Elainea Robbins 323 600-1137 / Fax 323 600-0186 erobbins@laul.org		
38	Mexican American Opportunity Foundation 972 S. Goodrich Blvd. Commerce, CA 90022 Contact: Terri Gallego 323 890-1555 / Fax 323 890-1556 tgallego@maof.org		2. Studio Technician
39	NAACP PO Box 2349 Hollywood, CA 90078-2349 Contact: Joyce Norfleet 323 464-7616 / Fax 323 464-1927 joyfleet@aol.com		4. Studio Technician
40	Pacific Asian Consortium in Employment 1055 Wilshire Blvd., Suite 900A Los Angeles, CA 90017 Contact: Mary Ishiara 213 353-1677 / Fax 213 353-1666 mishiara@westlake-workforce.org		2. Studio Technician 4. Studio Technician
41	Pacifico Employment 1111 W. Sixth St. Suite 101 Los Angeles, CA 90017 Contact: Georgina Flores 213 481-0103 Ext. 18 genomas@aol.com		
42	Santa Monica/Venice NAACP Branch 1705 Pico Boulevard, Suite 143 Santa Monica, CA 90404 Contact: Darrell Goode 213 261-5944		
43	Second Careers 8134 Van Nuys Blvd., #200 Panorama City, CA 91402 Contact: Job Desk 818 908-5066 / Fax 818 908-5147 assistant@vccla.net		
44	SFV Japanese/American Center 12953 Branford Street Pacoima, CA 91331 Contact: Kay Yamada 818 899-1989		

<u>Recruitment Source & Contact Info</u>	<u>Total Number of Interviewees Referred</u>	<u>Full-time Positions for which Source was utilized</u>
45 SIPA 3200 W. Temple Street Los Angeles, CA 90026 Contact: Dorothy Gamoning 213 382-1819 / Fax 213 382-7445 dgamoning@esipa.org		2. Studio Technician 4. Studio Technician
46 Southern California Indian Center 10175 Slater Avenue, #150 Fountain Valley, CA 92708 Contact: Michele Guillen 714 962-6673 / Fax 714 962-6343 mguillen@indiancenter.org		
47 State Department of Rehabilitation 6125 Washington Blvd., 2nd Floor Culver City, CA 90232 Contact: Greg Hernandez 310 558-5582 / Fax 310 558-5584		
48 Step Up on Second 1328 Second Street Santa Monica, CA 90401 Contact: Lance Moore 310 394-6889 / Fax 310 394-6883 lance@stepuponsecond.org		
49 Turning Point Transitional Housing Ocean Park Community Center 1447 16th Street Santa Monica, CA 90404 Contact: Viveca Cole 310 828-6717 / Fax 310 828-1337		
50 Venice Skills Center 611 Fifth Avenue Venice, CA 90291 Contact: Counseling Office 310 664-5820/ Fax 310 392-3461		4. Studio Technician
51 Verdugo Job Center 1255 S. Central Avenue Glendale, CA 91204 Contact: Gerald Washington 818 409-0476 / Fax 818 409-0496 gswashington@ci.glendale.ca.us		2. Studio Technician 4. Studio Technician
52 Inglewood One-Stop 8929 S. Sepulveda Blvd., #400 Los Angeles, CA 90045 Contact: LaToya Thomas 310 680-3700 / Fax 310 680-4098		
53 Women at Work 3871 E. Colorado Blvd. Pasadena, CA 91107 626 796-6870 / Fax 626 793-7396 Contact: Artie Morris jobs@womenatwork.org		4. Studio Technician
54 Workplace Hollywood 1201 W. 5th Street, Suite, T-550 Los Angeles, CA 90017 Contact: Marcia Cole www.workplacehollywood.org 213-250-9921 / Fax 213 250-9092		2. Studio Technician 4. Studio Technician
55 Worksource 1055 Wilshire Blvd., Suite 900-A Los Angeles, CA 90017 Contact: Marcella Wong 213 207-1333 / Fax 213 353-1686 mwong@westlake-worksource.org		

Recruitment Source & Contact Info	Total Number of Interviewees Referred	Full-time Positions for which Source was utilized
RECRUITMENT THROUGH SCHOOLS		
56 Art Center College of Design 950 S. Raymond Avenue Pasadena, CA 91105 Contact: Jean Mitsunaga Career Service Director 626 396-2320 jobs@artcenter.edu		7. Korean News Reporter
57 Art Institute of California 3601 West Sunflower Avenue Santa Ana, CA 92704 Contact: Genevieve Caton Career Service Advisor 714 830-0244 / Fax 714 546-2184		7. Korean News Reporter
58 Art Institute of Los Angeles 2900 31st Street Santa Monica, CA 90405 Contact: Jennette Reece 310 314-6120 / Fax 310 314-6055		4. Studio Technician 7. Korean News Reporter
59 California Institute of Arts 25700 McBean Parkway Santa Clarita, CA 91355 Contact: Amy Young 661 253-7892 ayoung@calarts.edu		7. Korean News Reporter
60 California Lutheran University 60 W. Olsen Road Thousand Oaks, CA 91360 Contact: Cindy Lewis 805 493-3199 / Fax 805 493-3201		7. Korean News Reporter
61 California State University Fullerton - Career Planning & Placement Box 6830 Fullerton, CA 92634 Contact: Laura Neal 714 278-3791 lneal@fullerton.edu		6. Mandarin News Reporter 7. Korean News Reporter
62 California State University Long Beach - Career Development Center 1250 Bellflower Blvd. Long Beach, CA 90840 Contact: Cindy Hale 562 985-9251 / Fax 562 985-1641		1. Mandarin News Reporter 2. Studio Technician 6. Mandarin News Reporter 7. Korean News Reporter
63 California State University Los Angeles 5151 State University Drive Los Angeles, CA 90032 Contact: Career Development Center 323 343-3277 / Fax 323 343-3649		1. Mandarin News Reporter 6. Mandarin News Reporter 7. Korean News Reporter
64 California State University Media Internship Program CSU Campuses Contact: Robert Vianello 323 343-4213 rvianel@calstatela.edu		7. Korean News Reporter
65 California State University Northridge - Cinema & TV Arts Department 18111 Nordhoff Street Northridge, CA 91330 Contact: Olivia Gonzalez 818 677-3192 / Fax 818 677-4919		4. Studio Technician 7. Korean News Reporter
66 California State University Northridge - Career Center 18111 Nordhoff Street Northridge, CA 91330 Contact: Career Center 818 677-1200 / Fax 818 677-4593		1. Mandarin News Reporter 2. Studio Technician 4. Studio Technician 7. Korean News Reporter

	<u>Recruitment Source & Contact Info</u>	<u>Total Number of Interviewees Referred</u>	<u>Full-time Positions for which Source was utilized</u>
67	LACC - Cinema/TV Department 855 N. Vermont Avenue Los Angeles, CA 90029 Contact: Vaughn Obern 323 953-4000 ext. 2620 / Fax 323 953-4013		7. Korean News Reporter
68	LA Ort Technical Institute 6435 Wilshire Boulevard Los Angeles, CA 90048 Contact: Narineh Derafshkavan 323 966-5444 ext. 232 / Fax 323 966-5455		7. Korean News Reporter
69	LA Trade Technical College 400 W. Washington Blvd. Los Angeles, CA 90015 Contact: Helen Baird 213 763-7124 / Fax 213 763-5353		2. Studio Technician 7. Korean News Reporter
70	Los Angeles Valley College 5800 Fulton Avenue Valley Glen, CA 91401 Contact: Doug Marriott 818 947-2333 / Fax 818 947-2978 coop@lavc.edu		4. Studio Technician 7. Korean News Reporter
71	Loyola Marymount University - Career Development One LMU Drive Los Angeles, CA 90045-8460 Contact: Jeff Hardt 310 338-2700 or 338-7606 / Fax 310 338-1946 jeffrey.hardt@lmu.edu		7. Korean News Reporter
72	Santa Monica College 1900 Pico Blvd. Santa Monica, CA 90404 Contact: Brad Lemonds, Dept. of Communications 310 434-4763 lemonds_bradley@smc.edu		2. Studio Technician 3. Mandarin News Video Journalist 4. Studio Technician 7. Korean News Reporter
73	Santa Monica College 1900 Pico Blvd. Santa Monica, CA 90404 Contact: Judy White 310 434-4337 / Fax 310 434-4312		7. Korean News Reporter
74	UCLA Asian American Studies Center 3230 Campbell Hall Los Angeles, CA 90024 Contact: Meg Thornton 310 825-1006 / Fax 310 206-9844		1. Mandarin News Reporter 3. Mandarin News Video Journalist 7. Korean News Reporter
75	UCLA Career Center UCLA Los Angeles, CA 90024 Contact: Kathy Sims 310 206-1902 www.career.ucla.edu		6. Mandarin News Reporter 7. Korean News Reporter
76	UCLA - Dept of E. Asian Languages 8316 Murphy Hall PO Box 951540 Los Angeles, CA 90095-1540 Contact: Anna Ramos 310 206-8235 / Fax 310 825-8808		1. Mandarin News Reporter 3. Mandarin News Video Journalist 7. Korean News Reporter
77	UCLA Extension 10995 Le Conte Avenue Los Angeles, CA 90013 Contact: Drew Conrad 310 206-5064 / Fax 310 206-7435		1. Mandarin News Reporter 2. Studio Technician 7. Korean News Reporter
78	USC - Asian Pacific American Studies Center Student Union 410, University Park Los Angeles, CA 90089-4851 Contact: Jade Agua 213 740-4999 / 213 740-5284		7. Korean News Reporter

	<u>Recruitment Source & Contact Info</u>	<u>Total Number of Interviewees Referred</u>	<u>Full-time Positions for which Source was utilized</u>
79	USC Annenberg School for Communication University of Southern California Los Angeles, CA 90089 Contact: Suzanne Alcantera 213 740-6045 / Fax 213 740-8036		1. Mandarin News Reporter 2. Studio Technician 4. Studio Technician 6. Mandarin News Reporter 7. Korean News Reporter
80	West LA College - Placement Center 4800 Freshman Drive Culver City, CA 90230 Contact: Placement Office 310 287-4356 / 310 287-4355		4. Studio Technician 7. Korean News Reporter

RECRUITMENT THROUGH WEBSITES & TRADE ORGANIZATIONS

81	Bond & Associates 1219 Morningside Drive, Suite 216 Manhattan Beach, CA 90266 Contact: Cindy Bond, President 310 302-1201		
82	California Broadcasters Association 915 "L" Street, Suite 1150 Sacramento, CA 95814 Contact: Joe Berry 916 444-2237		1. Mandarin News Reporter 2. Studio Technician 4. Studio Technician
83	Craigslist craigslist.org 1381 9th Avenue San Francisco, CA 94122 415 566-6394 www.craigslist.org	9	1. Mandarin News Reporter 2. Studio Technician 3. Mandarin News Video Journalist 4. Studio Technician 5. Controller 6. Mandarin News Reporter 7. Korean News Reporter
84	The Lucas Group 1925 Century Park East, Suite 750 Los Angeles, CA 90067 Contact: Marie Bernardino 310 595-2629		
85	Radio Korea Media Group 3700 Wilshire Blvd., #670 Los Angeles, CA 90010 213 487-1300 / Fax 213 487-7455		7. Korean News Reporter
86	Society of Broadcast Engineers Indianapolis, Indiana Contact: Scott Jones 317 846-9000		
87	Facebook.com 1601 S. California Avenue Palo Alto CA 94304 (650) 543-4800		
88	TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 800 374-0119 Contact: Mark Holloway, President		
89	Monster.com 1560 W. Fountainhead Parkway, Ste 175 Tempe, AZ 85282 (480) 567-3789 www.monster.com	1	5. Controller

Total

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KSCI Station Employment Unit¹ EEO Initiatives (August 1, 2014 through July 31, 2015)

Initiative: Section 73.2080(c)(2)(iii) – Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.

Job Fair on 8/28/14: KSCI Co-sponsored the 3rd Annual Asian American Economic Development Enterprises Free Job and Career Fair. The job fair was attended by our Director of Community Relations. KSCI staffed a booth to meet with job candidates and collect prospective job candidate's information for current and future job openings. The career fair was attended d by the Director of Community Relations.

Initiative: Section 73.2080(c)(2)(iv) – Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities;

Workshop 2/14/15: A 45 minute workshop (12:45 pm to 1:25 pm) sponsored by the University of Southern California Filipino student organization on how to represent the Filipino minority organizations in the broadcasting environment.

Workshop 2/14/15: A 45 minute workshop (2:45 pm to 3:25 pm) sponsored by the University of Southern California Filipino student organization on how to represent the Filipino minority organizations in the broadcasting environment

Initiative: Section 73.2080(c)(2)(iv) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Job Fair on 3/12/15: KSCI participated in the Spring Hiring Spree hosted by the City of Baldwin Park and the Los Angeles Employment Development Department. KSCI staffed

¹ The KSCI Station Employment Unit includes commonly-controlled TV stations KSCI, KNLA-CD, KNET-CD and KSKJ-CD. KSCI, KNLA-CD, KSKJ-CD and KNET-CD have been part of this group for the entire reporting period. This report is being included in the public files of all four TV stations in the group, however its applicability for each station is limited to the time period during which each respective station was a member of the group, as outlined above.

a booth and made a presentation on the opportunities of working in the broadcasting environment. The job fair was attended by our Director of Community Relations.

Job Fair on 3/27/15:

KSCI participated in the 4th Annual Hiring JobKoreausa.com and JobAsiaUSA job fair sponsored by the Korean American Chamber of Commerce Los Angeles. It provides a diversity of Asian job applicants looking for jobs that will allow them to use their Asian background. KSCI staffed a booth to meet with job candidates and collect prospective job candidate's information for current and future job openings. The career fair was attended d by the Director of Community Relations and our Korean Sales executive.

Initiative Section 73.2080(c)(2)(v) - Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

August 2014:

KSCI hosted a student from USC who was involved with Filipino programming and the production of foreign language content. Station staff involved in the instruction was the Director of Station Production, Producer Kababayan Today and Producer of the show Halo Halo.

October 2014:

KSCI hosted a student from USC who was involved with the Chinese programming in developing an understanding of programming at an Asian language TV station.

December 2014:

KSCI hosted a student from University of California at Los Angeles who was involved with the Marketing and Research in learning digital platforms maintenance and promotions.

December 2014:

KSCI hosted a student from USC who was involved with the Chinese news department in learning skills as a Mandarin News Reporter.

February 2015:

KSCI hosted a student from USC who was involved with the Chinese programming in developing an understanding of programming at an Asian language TV station.

May 2015: KSCI hosted a student from UCLA who was involved with the Tagalog programming in developing skills for closed captioning and editing of Filipino programming.

Initiative: Section 73.2080(c)(2)(vii) - Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Scholarship May 2015: KSCI produced a PSA in three different languages (Mandarin, Korean and Tagalog) announcing the opportunity to submit applications for 110 scholarships of \$3,000 each to be awarded in four categories, African American Future Achievers, Asian Pacific American Students Increasing Achievement, Hispanic American Commitment to Education Resources, and Asian Scholars. KSCI broadcasts those three PSA's for three weeks in advance of the scholarship application deadline to make the Asian community aware of the scholarship opportunity. A KSCI employee participated on the evaluation committee reading scholarship applications, essays and judging those entries to finalize the scholarship winners. KSCI participates at the awards ceremony and meets and congratulates all the Asian scholarship winners. After the awards ceremony KSCI produced a PSA in three different languages (Mandarin, Korean and Tagalog) announcing the winners and congratulating all of the participants. The three PSA's were broadcast on KSCI for a three week period after the awards ceremony to announce the winners and congratulate all of the participants

Initiative: Section 73.2080(c)(2)(viii) – Establishment of training programs designated to enable station personnel to acquire skills that could qualify them for higher level positions.

September 2014: Employee in the Production Department completed an on line training course on the subject of Animating Logos in After Effects.

December 2014: Two employees in the Production Department completed two on line training courses. The courses were Animation Typography in After Effects and the other was Project Management Simplified and Managing Project Quality.

April 2015: The Production Manager completed an on line training course on Managing Technical Teams.

April 2015: Two employees in the Editing Department completed two on line training courses. The courses were After Effects Tips and Techniques and Advanced Photoshop Techniques.

Initiative: Section 73.2080(c)(2)(xii) – Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

KSCI lists all job openings in the newsletters of the Asian American Journalists Association, the Asian American media studies at USC and the Asian American media studies at UCLA.

Initiative: Section 73.2080(c)(2)(xiv) – Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

May 2015: KSCI trained all management personnel to prevent harassment and promote equal opportunities through an on line training program that included testing, case studies and policy review. The training included training managers in recognizing harassment and discrimination, handling these types of complaints and retaliation.

Initiative: Section 73.2080(c)(2)(xvi) - Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Job Bank: KSCI posts job openings with many different organizations in the stations coverage area with over half of those posting with organizations centered on women or minority based membership. KSCI also posts job openings on internet job listings sites such as Craigslist, Monster, California Broadcasters Association and the Society of Broadcasting Engineers and the TV stations website LA18.com.