

**KLCS (Los Angeles, CA)
EEO PUBLIC FILE REPORT
Reporting Period: 8/1/18 – 7/31/20**

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.

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>)

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.

Outreach Initiatives

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

8/1/18 – 7/31/20	Establishment (continuation) of internship program (v)	Year-round internship program offers opportunities to individuals from local high schools, universities and community programs
8/1/18 - 12/31/19	Participation in general recruitment outreach (continuing) (iv)	Membership in Southern California Broadcasters Association

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8/1/18 - 7/31/20	Participation in general recruitment outreach (continuing) (iv)	Membership in California Broadcasters Association
8/1/18 – 7/31/20	Participation in general recruitment outreach (iv)	Instructional Media Partner – 2018-2019 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 2019-2020 “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
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
6/18- 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.

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8/1/18 – 7/31/20	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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7/1/19 & 7/1/20	Management Training (xiv)	Building Safety Presentation http://lausd.bssnet.com (Annual All-staff)
7/1/19 & 7/1/20	Management Training (xiv)	Annual LAUSD Sexual Harassment/Non-Discrimination Training (All Supervisors)
5/13-17/2019	Management Training (xiv)	Public Media Business Association conference EEO and CPB Compliance In 2019, 17.5 CPE Credits were earned. (Orlando, FL)
5/26-29/2020	Management Training (xiv)	Public Media Business Association conference. In 2020 the conference to be held in Baltimore MD was cancelled due to COVID-19. The conference was changed to virtual. In 2020, 12.0 CPE credits were earned.
4/2-6/2019	Management Training (xiv)	PBS Technology Conference 2019 – Las Vegas (1 Attendee) 2020 – Las Vegas cancelled due to COVID-19
4/7-10/2019	Management Training (xiv)	National Association of Broadcasters - Las Vegas (1 Management Staff) 2019

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5/ 29-31/2019	Management Training (xiv)	PBS Annual Meeting Nashville 2019 (1 Staff Member)
5/29-31/2019	Management Training (xiv)	CPB General Manager Strategic Planning Meeting Arlington, VA
7-9-2019	Management Training (xiv)	California Public Television Meeting Sacramento, CA
3-23-2019	Management Training (xiv)	PBS General Manager Cross Training Las Vegas, NV
9/2019	Management Training (xiv)	Passport/Fonteva User Training online This was a webinar geared at providing instruction and guidance for the new digital platform for PASSPORT.
10/28-29/2019	Management Training (xiv)	CA STEAM Symposium Long Beach, CA
10/2019	Management Training (xiv)	Copyright and You: A Primer So You Don't Get Sued A PBS webinar offered bt WETA going over general copyright law and guidelines for media org.
7/31/2019	Management Training (xiv)	Ross Dashboard Training North Hollywood, CA (Director of Engineering & Operations, Broadcast Engineers (2))

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3/2020	Management Training (xiv)	Brand Design Elements PBS support training in support of the recently received re-branding station grant.
4/2020	Management Training (xiv)	CPB Ready to Learn web training in support of the recently awarded Corporation of Public Broadcasting Ready to Learn grant.
8/1/18– 7/31/20	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)
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)

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2/6/2019	Training program for station personnel (viii)	SSL Training (All Broadcast System Operators)
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8/1/18 – 7/31/20	Training program for station Personnel (viii)	In-house training for production and engineering staff
6/20/2019	Training Program for station personnel (viii)	Harassment Training provided by LAUSD Office of General Counsel (All KLCS Staff)
7/1/2019	Training Program for station personnel (viii)	CPB Sexual Harassment Training (All KLCS Staff)
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)