

**KLCS (Los Angeles, CA)
EEO PUBLIC FILE REPORT
Reporting Period: 8/1/22 – 7/31/23**

Full-Time Vacancies Filled (3)

Position: Accounting Technician II

Date filled: 9/14/2022

Recruitment Source: (RS) of hire: LAUSD Publication/Website (lausd.org)

| Recruitment Source Information (Including contact information if available) | RS Entitled To Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|--|---|
| Online Jobsite (Indeed.com) | No | 3 |
| Social Media (LinkedIn.com) | No | 2 |
| LAUSD Publication/website | No | 48 |
| LAUSD Employee Referral | No | 14 |
| Job Fair | No | 1 |
| College/University | No | 0 |
| Southern California Broadcasters Assoc. Corporation for Public Broadcasting (CPB) (cpb.org.) | No | 0 |
| Greater Public (GreaterPublic.org) | No | 0 |
| Entertainment Careers (EntertainmentCareers.net) | No | 0 |
| College/University Cal State – San Diego | No | 0 |
| College/University Cal State San Luis Obispo | No | 0 |
| College/University Cal State Los Angeles | No | 0 |
| College/University Cal State Los Angeles | No | 0 |
| College/University Cal State Long Beach | No | 0 |
| College/University Cal State Dominguez Hills | No | 0 |
| College/University Cal State Pomona | No | 0 |
| College/University Loyola Marymount | No | 0 |
| College/University Pepperdine | No | 0 |
| College/University Stanford | No | 0 |
| College/University UCLA | No | 0 |

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EEO PUBLIC FILE REPORT
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| | | |
|---|----|----|
| College/University University of California - Berkeley | No | 0 |
| College/University – University of California - Davis | No | 0 |
| College/University University of California -Irvine | No | 0 |
| College/University University of California – Santa Cruz | No | 0 |
| College/University University of California - Riverside | No | 0 |
| College/University University of San Diego | No | 0 |
| College/University University of Southern California | No | 0 |
| Social Media – LAUSD Facebook (www.facebook.com) | No | 0 |
| Social Media – LAUSD Instagram (www.instagram.com@lausdjobs) | No | 0 |
| Social Media – Work for Warriors (workforwarriors.com) | No | 0 |
| Social Media – Employer Support of the Guardia and Reserve (www.esgr.mil) | No | 0 |
| Declined to State/Other | No | 4 |
| Total Applicants During Reporting Period | | 72 |

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EEO PUBLIC FILE REPORT
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Position: Senior Office Technician

Date filled: 10/31/2022

Recruitment Source: (RS) of hire: LAUSD Publication/Website (lausd.org)

| Recruitment Source Information (Including contact information if available) | RS Entitled To Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|--|---|
| Online Jobsite (indeed.com) | No | 2 |
| Social Media | No | 0 |
| LAUSD Publication/website (lausd.net) | No | 14 |
| LAUSD Publication/website talent acquisition/selection (lausdjobs.org) | No | 3 |
| LAUSD Publication/website LAUSD Journal | No | 1 |
| LAUSD Publication/website (Other) | No | 1 |
| LAUSD Employee Referral | No | 5 |
| College/University | No | 0 |
| Southern California Broadcasters Assoc. Corporation for Public Broadcasting (CPB) (cpb.org.) | No | 0 |
| Greater Public (GreaterPublic.org) | No | 0 |
| Entertainment Careers (EntertainmentCareers.net) | No | 0 |
| College/University Cal State – San Diego | No | 0 |
| College/University Cal State San Luis Obispo | No | 0 |
| College/University Cal State Los Angeles | No | 0 |
| College/University Cal State Los Angeles | No | 0 |
| College/University Cal State Long Beach | No | 0 |
| College/University Cal State Dominguez Hills | No | 0 |
| College/University Cal State Pomona | No | 0 |
| College/University Loyola Marymount | No | 0 |
| College/University Pepperdine | No | 0 |
| College/University Stanford | No | 0 |
| College/University UCLA | No | 0 |
| College/University University of California - Berkeley | No | 0 |
| College/University – University of California - Davis | No | 0 |
| College/University University of California -Irvine | No | 0 |

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| | | |
|--|----|-----------|
| College/University University of California – Santa Cruz | No | 0 |
| College/University University of California - Riverside | No | 0 |
| College/University University of San Diego | No | 0 |
| College/University University of Southern California | No | 0 |
| Social Media – LAUSD Facebook (www.facebook.com) | No | 0 |
| Social Media – LAUSD Instagram (www.instagram.com@lausdjobs) | No | 0 |
| Social Media – Work for Warriors (workforwarriors.com) | No | 0 |
| Social Media – Employer Support of the Guard and Reserve (www.esgr.mil) | No | 0 |
| Declined to State (2) | No | 2 |
| Total Applicants During Reporting Period | | 28 |

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EEO PUBLIC FILE REPORT
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Position: Broadcast System Operator

Date filed: 3/20/2023

Recruitment Source: (RS) of hire: Online Jobsite (Prof. Org. – edjoin.org)

| Recruitment Source Information (Including contact information if available) | RS Entitled To Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|---|--|---|
| Online Jobsite (Indeed.com) | No | 17 |
| Online Jobsite (entertainmentcareers.net) | No | 1 |
| Online Jobsite (edjoin.org) | No | 1 |
| Social Media (facebook.com) | No | 1 |
| Social Media (linkedin.com) | No | 7 |
| Social Media (instagram.com) | No | 1 |
| Social Media (twitter.com) | No | 1 |
| LAUSD Publication/website (lausd.net) | No | 11 |
| LAUSD Publication/website talent acquisition/selection (lausdjobs.org) | No | 3 |
| LAUSD Employee Referral | No | 6 |
| College/University (Outside-of-State) SUNY, College at Oneonta | No | 1 |
| College/University (Within California) | No | 1 |
| College/University (Within California) California State University, Long Beach | No | 1 |
| Southern California Broadcasters Assoc. | No | 0 |
| Corporation for Public Broadcasting (CPB) (cpb.org.) | No | 0 |
| Greater Public (GreaterPublic.org) | No | 0 |
| Social Media – Work for Warriors (workforwarriors.com) | No | 0 |
| Social Media – Employer Support of the Guard and Reserve (www.esgr.mil) | No | 0 |
| Other – Job Posting e-mail | No | 1 |
| Declined to State | No | 7 |
| Total Applicants During Reporting Period | | 60 |

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*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.

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.

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Outreach Initiatives

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

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| 6/13/23 | 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 (San Pedro, CA) (LAUSD Human Resources Specialist) |
| 6/15/23 | 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 (Woodland Hills, CA) (LAUSD Human Resources Specialist) |
| 6/16/23 | 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 (Los Angeles, CA) (LAUSD Human Resources Specialist) |

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EEO PUBLIC FILE REPORT
Reporting Period: 8/1/22 – 7/31/23**

| | | |
|------------------|--|---|
| 6/14/23 | 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. Venice Skills Center (Venice, CA) (LAUSD Human Resources Specialist) |
| 8/1/22 - 7/31/23 | Participation in general recruitment outreach (continuing) (Initiative <i>iv.</i>) | Membership in Southern California Broadcasters Association (General Manager) |
| 8/1/22 – 7/31/23 | Participation in general recruitment outreach (continuing) (Initiative <i>iv.</i>) | Membership in California Broadcasters Association (General Manager) |
| 8/1/22 – 7/31/23 | Participation in general recruitment outreach (continuing) (Initiative <i>iv.</i>) | Membership in Academy of Television Arts and Sciences (ATAS) (Director of Instructional TV) |
| 8/1/22 – 7/31/23 | Participation in general recruitment outreach (continuing) (Initiative <i>iv.</i>) | Membership in Public Television Programming Association (PTPA) (TV Programming Associate) |
| 8/1/22 – 7/31/23 | Participation in general recruitment outreach (continuing) (Initiative <i>xvi.</i>) | Membership in American Public Television (APT) (TV Programming Associate) |
| 8/1/22 – 7/31/23 | Participation in general recruitment outreach (continuing) (Initiative <i>xvi.</i>) | Membership in California Public Television (General Manager) |
| 8/1/22 – 7/31/23 | Participation in general recruitment outreach (continuing) (Initiative <i>xvi.</i>) | Membership in National Educational Television Association (NETA) (General Manager) |
| 8/1/22 – 7/31/23 | Participation in general recruitment outreach (continuing) (Initiative <i>xvi.</i>) | Membership in Public Media Business Association (PMBA) (Sr. Financial Analyst) |

KLCS (Los Angeles, CA)
EEO PUBLIC FILE REPORT
Reporting Period: 8/1/22 – 7/31/23

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|---------------------|---|---|
| 8/1/22 – 7/31/23 | Participation in general recruitment outreach (Initiative <i>xvi.</i>) | Instructional Media Partner – LAUSD Consolidated Charitable Campaign 2022-2023 (Benefiting: Asian Pacific Community Fund, Brotherhood Crusade, LAUSD Employee Sponsored Scholarship Fund, United Latino Fund, United Negro College Fund, United Teachers Educational- Fund et.al) (Broadcast Compliance Specialist) |
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**KLCS (Los Angeles, CA)
EEO PUBLIC FILE REPORT
Reporting Period: 8/1/22 – 7/31/23**

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| 8/1/22– 7/31/23 | 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 and training programs www.oetraining.net (General Manager) |
| 4/19–6/30/23 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Preventing Harassment and Discrimination: Gateway (CPB) (All KLCS Staff) (Director of Instructional Television) |
| 11/15/22 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | LAUSD EOC First Responder Training (2) EOC Basics & Veoci Emergency Incident Response Software (3 Staff) (Broadcast Compliance Specialist) |
| 2/23/23 3/23/23 4/27/23 5/25/23 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Cyber Protection- Public Media Cyber Security, Threats, Incident Response & Risk Management (NETA) (Broadcast Compliance Specialist) |
| 11/14-16/22 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Professional Television Programmers Association (PTPA) Fall 2022 Mtg. (Programming Staff) (TV Programming Associate) |
| 7/11/23 (monthly) | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | PBS KIDS & PBS LEARNING Media Training (PBS) (TV Programming Associate) |
| 12/8/22 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | SABS Training- TV Section of SABS (PTPA) (TV Programming Associate) |

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EEO PUBLIC FILE REPORT
Reporting Period: 8/1/22 – 7/31/23**

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| 12/7/22 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | National Program Service (NPS) Training Changes to NPS Scheduling Strategy (TV Programming Associate) |
| 2/17/23 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Satellite 101 – Satellite Migration Project (Ericsson Receivers) (ETAC) (TV Programming Associate) |
| 11/30/22 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Understanding Consumer Shift in Viewer Behavior (Nielsen) (TV Programming Associate) |
| 12/12/22 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Work It Out Wombats – Series Overview & Launch (PBS) (TV Programming Associate) |
| 6/6/23 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Scarborough Streaming Insights: Heavy Streamers Media Demographics Training (Nielsen) (TV Programming Associate) |
| 6/22/23 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Future of Hyper-Local Streaming Application Platform Training (KCTS9 – Seattle) (TV Programming Associate) |
| 6/22/23 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Mid-Year Update: Local Media Landscape (Nielsen) (TV Programming Associate) |

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|--------------------|---|---|
| 6/28/23 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | SED101 How to get your Station On Search Engine Optimization (PBS) (TV Programming Associate) |
| 5/15/23 6/14/23 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Professional Television Programmers Association (PTPA) 2023 Annual Mtg.Pt. 1 (San Diego) Part 2 (Virtual) (Programming Staff) (TV Programming Associate) |
| 9/15/22 | 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) |
| 8/22 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Building Safety Presentation http://lausd.bssnet.com (Annual All- staff) (General Manager) |
| 12/22 | 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 (Annual All-Staff) (General Manager) |
| 8/22 | 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 New required training reg. preventing the spread and emergency response. (All-Staff) (General Manager) |
| 9/30/22 | 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) |

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| 2/2/23 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Public Media Music Copyrights and You Training/Explanation of copyright laws, requirements and public domain use for public media stations. (NETA) (Production Staff (3), Compliance (1) and Management (1)) (Director of Instructional TV) |
| 7/11/23 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Phase 1 of our Antiracist Journey in LA Unified – Mirror Work Implicit/Unconscious Bias Training (Broadcast Compliance Specialist) |
| 7/11/23 | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions (Initiative <i>viii.</i>) | Phase 2 of our Antiracist Journey in LA Unified - Creating a Trauma Aware Learning Environment (Broadcast Compliance Specialist) |
| 8/22 -7/23 (Monthly) | Establish of a mentoring program for station personnel (Initiative <i>ix.</i>) | Programming Strategy – Monthly calls among peers, mentoring and discussing the challenges & opportunities in the NPS schedule. (PTPA) (Programming) (TV Programming Associate) |
| 8/22 – 7/23 (Monthly) | Establish of 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) (Programming) (TV Programming Associate) |
| 8/22 – 7/23 (Monthly) | Establish of a mentoring program for station personnel (Initiative <i>ix.</i>) | Interconnection sIX System User Webinars & Peer Group (Programming & Traffic) (TV Programming Associate) |

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| 8/22 – 7/23 (Continuing) | Establish of a mentoring program for station personnel (Initiative <i>ix.</i>) | Participation on the LA Peer Group Committee of the Academy of Television Arts and Sciences (ATAS) (Director of Instructional TV) |
| 2/1/23 -5/24/23 | Management Training (Initiative <i>xiv</i>) | Riley Institute at Furman University Public Media Diversity Fellow Program Public Media Diversity Institute (30 training hours) (Management Staff (1) (Director of Engineering) |
| 4/13/23 | Management Training (Initiative <i>xiv</i>) | Phase 4 of our Antiracist Journey in LA Unified – Designing Culturally Responsive Learning Experiences (Management) (Sr. Financial Analyst) |
| 10/17/22 | Management Training (Initiative <i>xiv</i>) | Mandatory Time & Effort Training for Categorically-Funded Personnel (Sr. Financial Analyst) |
| 9/18-21/23 | Management Training (Initiative <i>xiv</i>) | NETA Annual Conference & CPB Public Media Thought Leader Forum (Management (3) (General Manager) |
| 9/26/22 | Management Training (Initiative <i>xiv</i>) | P-Card Holder and Approver Training (Sr. Financial Analyst) |
| 10/2-5/22 | Management Training (Initiative <i>xiv</i>) | NETA Executive Board Annual Mtg. (General Manager) |
| 10/18/22 | Management Training (Initiative <i>xiv</i>) | Local TV Household Universal Estimates Webinar (Nielsen) (Director of Instructional TV) |

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| 11/1/22 | Management Training (Initiative <i>xiv</i>) | 2022 Birth to 12 th Grade Water Cooler Conference: Building A System of Belonging and Community Power Explores how we center equity and community voice in policy and budget investments that result in transformative and racially just system for children and families. (Catalyst California) (Director of Instructional TV) |
| 11/3/22 | Management Training (Initiative <i>xiv</i>) | Underwriting and Public Media: Keeping It Legal (NETA) Attorneys present an overview of current FCC rules regarding sponsorship and underwriting. (Director of Instructional TV) |
| 10/5/22 – 11/2/22 | Management Training (Initiative <i>xiv</i>) | James Moore 2022 Non-Profit Fall CPE Series (5 courses) (Financial Training) (Sr. Financial Analyst) |
| 5/15-17/23 | Management Training (Initiative <i>xiv</i>) | PBS Annual Mtg. (PBS) (General Manager) |
| 5/17/23 – 6/14/23 | Management Training (Initiative <i>xiv</i>) | James Moore 2023 Government CPE Series (4 Sessions) (Financial Training) (Sr. Financial Analyst) |
| 5/30–6/2/23 | Management Training (Initiative <i>xiv</i>) | Public Media Business Association Conference EEO and CPB Compliance (San Diego) (Sr. Financial Analyst) |
| 12/22 | 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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EEO PUBLIC FILE REPORT
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| 4/4/23 | Management Training (Initiative <i>xiv</i>) | No Limits Course (NETA) Three session course for public media leaders, focusing on expanding leadership capacity using John Maxwell's book "No Limits" as the course text. (Director of Instructional TV) |
| 4/19/2023 | Management Training (Initiative <i>xiv</i>) | Preventive Harassment and Discrimination For Supervisors (CPB/EveryFi) Annual mandated training for Supervisors that provides guidance on creating a positive work environment that recognizes, resists, prevents and responds to Harassment in the workplace. (All Management Staff) (Director of Instructional TV) |