

**KLCS (Los Angeles, CA)  
EEO PUBLIC FILE REPORT  
Reporting Period: 8/1/15 – 7/31/17**

Full-Time Vacancies Filled

Position: Broadcast System Operator

Date filled: 1/9/2017 & 4/10/2017

Candidates were referred by:

Recruitment Source (as stated by candidate on application)	All Applicants	Interviewed Applicants	Recruitment Source of Hire
Indeed	24	2	
Broadcast Associations	2	0	
LAUSD Career Website	26	1	
Linked Group	5	1	
Word of Mouth	12	4	2
Linked Job Slot	12	0	
Total	81	8	2

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.

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Outreach Initiatives

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

8/1/15 – 7/31/17	Establishment (continuation) of internship program	Year-round internship program offers opportunities to individuals from local high schools, universities and community programs
6/23/16 & 6/23/17	Participation in general recruitment outreach (continuing)	KLCS-TV annually sponsors the Video In the Classroom Awards in collaboration with the Los Angeles Unified School District. K-12 grade students compete in thirty one categories by creating their own videos. This competition exposes students to all facets of video production including directing, editing, writing, camera operation, sound and special effects. Award winners are invited in studio for a tour and to a live taping. Each year several showcases of each year's award winning videos are created at KLCS and broadcast.
8/1/15 - 7/31/17	Participation in general recruitment outreach (continuing)	Membership in Southern California Broadcasters Association

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8/1/15 - 7/31/17	Participation in general recruitment outreach (continuing)	Membership in California Broadcasters Association
8/1/15 – 7/31/17	Participation in general recruitment outreach	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
4/16/2016	Participation in general recruitment outreach	Grand Park Arts Festival Outreach event sponsored by Arts Education Branch of LAUSD

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6/23/16 & 6/23/17	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Video In the Classroom Awards winners are invited in studio for a tour and to a live taping. Each year several showcases of each year's award winning videos are created at KLCS and broadcast.
5/19/16 5/18/17	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	112 <sup>th</sup> Street Elementary School Career Day
4/9-10/16	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Los Angeles Times Festival of Books at the University of Southern California
7/14/16	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	LAUSD New Teacher Summer Institute KLCS Sr. Management bringing broadcast technology and mobile media into classroom instruction

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10/22/16	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Hosted LAUSD EXCeL Program Community Leadership Training Program with presentation on future leaders using broadcasting as a public relations tool and concepts of leading with a moral purpose.
5/16/17	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Santa Monica College Communications Department – Lecture by KLCS Emmy winning Producer/Director, on Broadcasting Field and Social Media field. (250 students & staff)
3/31/2017	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Valley College – students invited in-studio to watch a taping of Between the Lines and followed by a discussion of Production techniques (40-50 students)
6/16 -7/16 6/17- 7/17	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	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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8/1/15 – 7/31/17	Participation in Job Fair	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.
7/1/16 & 7/1/17	Management Training	Building Safety Presentation <a href="http://lausd.bssnet.com">http://lausd.bssnet.com</a> (Annual All-staff)
7/1/16 & 7/1/17	Management Training	Annual LAUSD Sexual Harassment/Non-Discrimination Training (All Supervisors)
5/31/2016 & 5/29/2017	Management Training	Public Media Business Association conference. (CPB EEO Compliance) 39 CPE credits earned in 2016.(including Back to Basics: The FCC's EEO Requirements). In 2017, 21 CPE Credits were earned including EEO and CPB Compliance.
10/3/15 7/17/16	Management Training	NETA Conference 2015 – Tampa (2 Attendees) ( <i>FCC Compliance Changes, CPB/FCC Is It Legal?, CPB Compliance Matters – Be Prepared Be Forewarned</i> ) 2016 Baltimore (2 Attendees) (CPB Compliance & FCC Compliance)
4/12/16 4/18/17	Management Training	PBS Technology Conference 2016 – Las Vegas (2 Attendees) 2017 – Las Vegas (1 Attendee)

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2/21/16	Management Training	Association of Public Television Washington D.C.
4/ 24-26/17	Management Training	National Association of Broadcasters - Las Vegas (2 Management Staff)
5/14/16 5/14/17	Management Training	PBS Annual Meeting San Diego 2017 (4 Staff Members)
1/6/17	Management Training	PBS Future Action Summit -Seattle
8/9/16 7/5/17	Management Training	Public Media Development Marketing Conference 2016 – Boston (2) 2017 – San Francisco (3)
11/1/16	Management Training	APT Fall Marketplace 2016
6/26/16	Management Training	ISTE Annual Conference
3/6/2016	Management Training	SXSW Education Conference - Austin

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10/30/15 10/9-11/16	Management Training	STEM Conference – Anaheim California STEM Symposium
8/1/15 – 7/31/17	Training program for station personnel (continuing)	Licensee's tuition reimbursement and training programs <a href="http://www.oetraining.net">www.oetraining.net</a>
9/18/15	Training program for station personnel	Learn How To Effectively Monitor for Audio Loudness and Closed Captioning Compliance - Tektronix
10/7/15	Training program for station personnel	Triveni Trained GuideBuilder PSIP & DVB-SI Applications for Broadband, Certification Course
3/28/16	Training program for station personnel	Engineering Essentials Communication theory and RF design
3/22/16	Training program for station personnel	Tektronix Video Insight Seminar
12/17/15	Training program for station personnel	Social Media Training – Anaheim
11/8/15	Training program for station personnel	APT Conference - Atlanta
10/19/15	Training program for station personnel	PTPA Training New Orleans Programming Training

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8/1/15 – 7/31/17	Training program for station personnel	In-house training for production and engineering staff
9/24/16 5/13/17	Training Program for station personnel	PTPA Spring and Annual Meetings (Denver & San Diego)
4/ 24-26/17	Training Program for station personnel	National Association of Broadcasters - Las Vegas (3 Station Staff)
5/1/2017	Training Program for station personnel	SSL Audio Workshop (All Broadcast System Operators)
6/7/2017	Training Program for station personnel	Calrec Audio Workshop (All Broadcast System Operators)
7/12/2017	Training Program for station personnel	Crispin Automation Workshop (All Broadcast System Operators)
6/15/17	Training Program for station personnel	Nverizon Automation Workshop (All Broadcast System Operators)
5/5/2017	Training Program for station personnel	JVC Camera Workshop (All Broadcast System Operators)
5/2/2017	Training Program for station personnel	SONY Camera Workshop (All Broadcast System Operators)

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5/18/2017	Training Program for station personnel	Broadstream Demo Workshop (All Broadcast System Operators)
5/31/2017	Training Program for station personnel	Panasonic Varicam Workshop (All Broadcast System Operators)
7/11/2017	Training Program for station personnel	Polaris Automation Workshop (All Broadcast System Operators)