

**KLCS (Los Angeles, CA)
EEO PUBLIC FILE REPORT
Reporting Period: 8/1/12 – 7/31/13**

Full-Time Vacancies Filled

Position	Title	Date Filled	Total # People Interviewed	Referral Source
1.	General Manager	7-12-12	5	KLCS Employee*†
2.	Broadcast Compliance Specialist	9-24-12	1	Los Angeles Unified School District Personnel Commission www.lausdjobs.com*†
		Total	6	

*Recruitment source requesting notification pursuant to 47 CFR § 73.2080(c)(1)(ii)

†Recruitment source of hire

Positions were filled in accordance with Los Angeles Unified School District (LAUSD) policies and with California School Employees Association (CSEA) bargaining unit agreements. The two temporary/interim positions were upgraded to permanent positions. Upon finalizing of the upgrade, notification of the job vacancy was distributed to over 400 organizations by mail and to over 350 organizations by e-mail or internet. The present LAUSD employees holding the temporary positions were entitled to apply for the permanent positions.

For the complete General Manager – KLCS Management Recruitment Plan (Position #1 above please see Attachment A)

For a sample partial listing of organizations notified of vacancies by mail for Positions #1 and #2 please see Attachment B

ATTACHMENT: A

**General Manager- KLCS
Management
Recruitment Plan
October 2011 -FINAL**

Position Opens: 11/02/11
Position Closes: 12/02/11 (min. 15 working days)

Number of Positions: One (1)

Replaces: Jandlyn Glymph, promoted to Director of Personnel Commission, LAUSD
Are there viable internal candidates? Yes, provisional
Location of position: 1061 West Temple St., LA 90012

Contacts:

Tom Waldman, Director of Communications and Media Relations at 241- 6067

For recruitment costs: Pending resources from department/USED ALL TASB FUNDING/P-CARD

ONLINE POSTINGS

Current.org

Cost: \$1.15/per word for 6 week online posting OR DECEMBER 2, 2011
POSTED 11/7/11 - 113 WORDS, \$129.

NETA.org

National Educational Telecommunications Association
Cost: No Cost for online posting
Email to webmaster/ Maryanne Schuessler
OK'd & Posted 11/8/11

CFB.org

Corporation for Public Broadcasting
Cost: No Cost (Posted online thru and new account)
Posted 11/8/11

Linked In.com

Cost: \$195/ 30 day online posting
OK'd and Posted 11/7/11

Radio Television Digital News Association

www.rtda.org

Cost: \$50/30 days for Nonmembers, Free for members
Posted 11/7/11

Unity Journalists of Color

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Cost: No cost, limited posting, Send posting to webmaster to post.

National Association of Black Journalists

Cost: \$150/XX days

CASBO- California Association of School Business Officials (CASBO)

"Job Finder" Online posting

Cost: Free (for members)

POSTED 11/7/11

Center for Collaborative Education

Cost: Free posting on website

DID NOT POST ON

Council of Great City Schools

Cost: Free for member schools to post on online job board

OK'd and posted 11/7/11

Tanya Harris, Communication Director

202-393-2427

Internet/On-line Advertising

LAUSD Website: Listing as Featured Job on website, plus link to environment statement .pdf.
POSTED 11/2/11

Direct Sourcing/Networking/Email communications

Tom Waldman's professional network

Social Networking

LAUSD- Twitter, Face Book, LAUSD-Linked in groups
TWITTER AND FACEBOOK POSTING BY ANNA 11/7/11

LAUSD Community Stakeholders

11/8/11- All sent blast email with announcement and link to www.lausdjobs.org

LAUSD Board of Education Members

Board District 1 – Marguerite Poindexter LaMotte

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Vicki Phillips, Staff Liaison, vicki.phillips@lausd.net

Board District 2 – Monica Garcia, Board President
Luis Sanchez, Chief of Staff, lsanchez@lausd.net

Board District 3 – Tamar Galatzan
Hilary McGregor, Chief of Staff, hilary.mcgregor@lausd.net

Board District 4 – Steve Zimmer
Sharon Delugach, Chief of Staff, sharon.delugach@lausd.net

Board District 5 – Bennett Kaiser
Sarah Bradshaw, Chief of Staff, sarah.bradshaw@lausd.net

Board District 6 – Nury Martinez
Arlene Iriando, Chief of Staff, arlene.iriando@lausd.net

Board District 7 – Dr. Richard Viadovic
David Kooper, Chief of Staff, jacob.haik@lausd.net

LAUSD Local District Offices
Local Districts #1-8 Superintendent's Offices

Unions

Los Angeles Sheriff's Professional Association Corporate Office – LASPA
12555 Corporate Center Drive, Suite 306, Monterey Park, CA 91754
888-958-9998, 323-981-2854 (fax)

Los Angeles School Police Association (LASPA)
Main Office: 824 Wilshire Boulevard, Suite #010, Los Angeles, CA 90017
213-627-1175, 213-627-1434 (fax)
James Ream, President, jream@laspd.com

Los Angeles School Police Sergeants & Lieutenants
Main Office: 2202 S. Figueroa Street #724, Los Angeles, CA 90007
626-261-3018;
Paul Quezada, Jr. President, pquezada@laspd.com

United Teachers Los Angeles (UTLA)
Warren Fletcher, President, utlapresident@utla.net

**General Manager- KICS
Management
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Associated Administrators of Los Angeles (AALA)
President, 1910 Sunset Blvd., Suite 510, Los Angeles, CA 90026
213-484-2226, 213-484-0201 (fax)
cvaacca@aala.us
aalaoffice@aala.us

California School Employees Association (CSEA) – Chapter 500
Connie Moreno, Labor Relations Representative
818-502-3864, cmoreno@csea.com
Leticia Munguia, Field Director, lmunguia@csea.com

SEIU Local 99
Main Office: 2724 West 8th Street, LA, CA 90005
213-387-8397, 213-388-4707 (fax)
Carloita Nunnally, LAUSD & Member Resource Director is knunnally@seiu99.org
Bill Lloyd, Executive Director is bal@seiu99.org

Teamsters Local 572
Adriana Salazar, Field Representative, 310-515-0601 ext 235
asalazar@teamsters572.org
Tom Beatty, Field Representative, 310-515-0601 ext 234
tbeatty@teamsters572.org

Los Angeles County Federation of Labor
Bertha Mardueno, Executive Secretary, bmardueno@launionoficio.org
Cost: No cost, will email out our recruitment information

Attachment B

Partial listing of organizations to which notifications of vacancies were mailed:

Asian American Journalists Association
1182 Market Street, #320
San Francisco, CA 92123

CA Chicano News Media Association
3800 S. Figueroa Street
Los Angeles, CA 90037

NAACP
3910 Martin Luther King Boulevard, Suite #202
Los Angeles, CA 90008

Black Journalists Association of Southern California
P.O. Box 75129
Los Angeles, CA 90075

National Association of Hispanic Journalists
Job Bank
529 14th Street NE
Washington, D.C. 20045

Southern California Broadcasters Association
5670 Wilshire Boulevard, Suite 1370
Los Angeles, CA 90036

National Association of Broadcasters
Human Resources Dept.
1771 N Street NW
Washington, D.C. 20036

Hispanic Americans for Fairness in Media
5400 E. Olympic Boulevard, Suite #250
Los Angeles, CA 92168

CBA California Broadcasters Association
915 "L" Street, Suite 1150
Sacramento, CA 95814

Associated Administrators of Los Angeles
1910 Sunset Boulevard, Suite #510

Los Angeles, CA 90026

California School Employees Association
1505 Gardena Avenue
Glendale, CA 91204

SEIU Local 99
2724 West 8th Street
Los Angeles, CA 90005

Teamsters Local 572
450 E. Carson Plaza, Suite A
Carson, CA 90746

Los Angeles County Federation of Labor
2130 W. James Woods Boulevard
Los Angeles, CA 90006

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Outreach Initiatives

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

8/1/12 – 7/31/13	Establishment (continuation) of internship program	Year-round internship program offers opportunities to individuals from local high schools, universities and community programs
6/23/12 & 6/23/13	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 of the award presentation. Each year several showcases of each year's award winning videos are created at KLCS and broadcast.
8/1/11 - 7/31/13	Participation in general recruitment outreach (continuing)	Membership in Southern California Broadcasters Association; participation in licensee's Classified Recruitment Advisory Committee

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8/1/11 – 7/31/13	Participation in general recruitment outreach	<p>Instructional Media Partner – Dia del Nino (Plaza Mexico-Lynwood) (4/27/13) Latino Film Festival (August 2012 & July 2013) LA Independent Film Festival (June 2012 & June 2013) L.A. Asian Pacific Film Fest (May 2012 & May 2013) Hosted guest filmmakers from the Southeast European Film Festival (5/6/13) Indian Film Festival (April 2013)</p>
6/8/13	Participation in general recruitment outreach	<p>In partnership with the Academy of Television Arts & Sciences Diversity Committee – Volunteered at the National Association of Latino Independent Producers Conference. (NALIP)</p>
9/26/2012	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	<p>Sun Valley Magnet High School for Media and Technology Job-shadowing. Students spent a half day with various departments learning all aspects of television media.</p>
4/9/2013	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	<p>Students from Belmont High School job-shadowing event (Subject of KLCS NewsBrief #NB-2013-12)</p>
5/15/13	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	<p>Belvedere Middle School Career Day</p>

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6/23/12 & 6/23/13	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 of the award presentation. Each year several showcases of each year's award winning videos are created at KLCS and broadcast.
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8/1/11 – 7/31/13	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 10 job fairs during this reporting period.
8/1/11 – 7/31/13	Participation in Job Fair	Annual Parent Summit University of Southern California Main Campus – Los Angeles California
7/1/12 & 7/1/13	Management Training	Building Safety Presentation http://lausd.bssnet.com (Annual All-staff)
7/1/12 & 7/1/13	Management Training	Annual LAUSD Sexual Harassment/Non-Discrimination Training (All Supervisors)
5/29/12 & 5/28/13	Management Training	Public Media Business Association conference. (CPB EEO Compliance) 29 Continuing Professional Education (CPE) earned in 2013
10/17/11	Management Training	NETA Conference
4/11/12	Management Training	PBS Technology Conference

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4/16/12 & 4/6/2013	Management Training	National Association of Broadcasters
10/10/11	Management Training	PTPA Fall Meeting
6/25/2012	Management Training	ISTE Conference
5/13/12	Management Training	PBS Annual Meeting
2/23/2013	Management Training	2013 Public Media Summit
8/1/11 – 7/31/13	Training program for station personnel (continuing)	Licensee's tuition reimbursement and training programs www.oetraining.net

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8/1/11 – 7/31/12	Training program for station personnel	In-house training for production and engineering staff
10/13/11 – 11/14/11	Training program for station personnel	Engineering Electrical Safety Awareness Training (SCE)
4/10/12	Training Program for station personnel	PSIP & DVBB-S1 Application Training
5/22/12	Training Program for station personnel	Broadcast Encoding Training
5/24/12	Training Program for station personnel	Getting Ready for MPEG-4 Satellite Conversion Training
6/5/12	Training Program for station personnel	RX8200 Training
6/6/12	Training Program for station personnel	Getting Ready for CAP. (IPAWS)
7/3/12	Training Program for station personnel	Signal Monitoring Technology Training
3/19/13	Training Program for station personnel	Chief Engineer Training – Triveni Digital – NT-40 MPEG Analyzer
4/19/13	Training Program for station personnel	Chief Engineer Training – AVID Transforming Your Organization into a Media Powerhouse
6/19/13	Training Program for station personnel	Chief Engineer Training – Broadcast Engineering Cloud Transcoding:
11/7/12	Training Program for station personnel	Createasphere - Entertainment Technology Expo Workshops – (Burbank Marriott) (12 Engineering staff members participated)
5/11/13	Training Program for station personnel	PBS & PTPA Spring and Annual Meetings