

**KLCS (Los Angeles, CA)
EEO PUBLIC FILE REPORT
Reporting Period: 8/1/20 – 7/31/21**

Full-Time Vacancies Filled

Position: TV Producer/Director (2)

Date filled: 9/22/2020 & 3/10/2021

Recruitment Source: (RS) of hires: Other Referral & LAUSD Employee Referral

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
Other Referral	No	1
Indeed (Indeed.com)	No	3
Professional Organization (facebook.com)	No	1
LAUSD Employee Referral	No	1
Los Angeles Unified School District's Personnel Selection Branch*	No	0
Total Interviewees During Reporting Period		6

*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:

6/17/21	Hosting at least one job fair (ii)	Hosted annual, 2021 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. (In 2021, this was done virtually due to COVID)
8/1/20 – 7/31/21	Establishment (continuation) of internship program (v)	Year-round internship program offers opportunities to individuals from local high schools, universities and community programs. Station promoted this program as usual but unfortunately due to COVID, no students applied to participate this year.
8/1/20 - 7/31/2021	Participation in general recruitment outreach (continuing) (iv)	Membership in Southern California Broadcasters Association
8/1/20 – 7/31/21	Participation in general recruitment outreach (continuing) (iv)	Membership in California Broadcasters Association
8/1/20 – 7/31/21	Participation in general recruitment outreach (continuing) (iv)	Membership in Academy of Television Arts and Sciences (ATAS)

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8/1/20 – 7/31/21	Participation in general recruitment outreach (continuing) (iv)	Membership in Public Television Programming Association (PTPA)
8/1/20 – 7/31/21	Participation in general recruitment outreach (continuing) (iv)	Membership in American Public Television (APT)
8/1/20 – 7/31/21	Participation in general recruitment outreach (continuing) (iv)	Membership in California Public Television
8/1/20 – 7/31/21	Participation in general recruitment outreach (continuing) (iv)	Membership in National Educational Television Association (NETA)
8/1/20 – 7/31/21	Participation in general recruitment outreach (continuing) (iv)	Membership in Public Media Business Association (PMBA)

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8/1/20 – 7/31/21	Participation in general recruitment outreach (iv)	Instructional Media Partner – LAUSD Consolidated Charitable Campaign 2020-2021 (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) Grab n Go Covid Food Relief in partnership with LA Students Most In Need Charitable Effort (LAStudentsMostInNeed.org)
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8/25/20	Management Training (xiv)	The Imperative of Inclusion: Hiring & Retention (Greater Public, PRPD & PMJA) (All Management)
1/25-28/21	Management Training (xiv)	NETA Annual Conference (All Management)
1/28/2021	Management Training (xiv)	NETA Executive Board Annual Mtg. (General Manager)
2/18/21	Management Training (xiv)	Indirect Administrative Support: Standard Method (CPB) (Finance Manager)
5/12/21	Management Training (xiv)	GASB Update (James Moore & Co.) (Finance Manager)
5/26/21	Management Training (xiv)	Accounting & Auditing: Common Issues (A&A + James Moore & Co.) (Finance Manager)
6/9/21	Management Training (xiv)	GASB 84 & 87 Deep Dive (James Moore & Co.) (Finance Manager)
7/14/21	Management Training (xiv)	Single Audit & ARPA Update (James Moore & Co) (Finance Manager)
5/10-21/21	Management Training (xiv)	PBS Annual Mtg. (PBS) (General Manager)
8/1/20	Management Training (xiv)	Building Safety Presentation http://lausd.bssnet.com (Annual All- staff)
7/1/21	Management Training (xiv)	Annual LAUSD Sexual Harassment/Non-Discrimination Training (All Supervisors)

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6/1-4/2021	Management Training (xiv)	Public Media Business Association conference EEO and CPB Compliance In 2021, 11.6 CPE Credits were earned.
12/20	Management Training (xiv)	Workplace Harassment Prevention Training for Supervisors (LAUSD) (All Supervisors)
8/1/20–7/31/21	Training program for station personnel (continuing) (viii)	Licensee's tuition reimbursement and training programs www.oetraining.net
7/21	Training program for station Personnel (viii)	Preventing Harassment and Discrimination: Gateway (CPB) (All KLCS Staff)
6/17/21	Training program for station Personnel (viii)	Broadcast License Renewal Training (California Broadcasters Association) (Compliance)
2/23/21	Training program for station Personnel (viii)	CPB OIG Lessons Learned from Our Audits & Tips for Better Compliance Pt. 2 (PMBA & CPB) (Compliance)
2/10/21	Training program for station Personnel (viii)	Myers Protrack Webinar (Producer)
5/12/21 – 6/9/21 (Weekly)	Training program for station Personnel (viii)	Myers Protrack Training (Production, Programming & Traffic (4))
1/12/2021	Training program for station Personnel (viii)	Burnout, Boundaries and Achieving Balance (WETA & NETA Community Engagement) (Programming)
12/2/20	Training program for station Personnel (viii)	Let's Learn! A New Public Media Instructional TV Series (NETA) (Programming)

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11/ 9-12/20	Training program for station Personnel (viii)	APT Fall Marketplace (Programming Staff)
11/ 9-12/20	Training program for station Personnel (viii)	PTPA Fall 2020 Mtg. (Programming Staff)
10/27/20	Training program for station Personnel (viii)	Public Media Breaks New Ground Exploring Pre-School Computational Thinking (NETA) (Programming)
8/26/20	Training program for station Personnel (viii)	Marketing Ideas for Your Planned Giving Program (PMDC) (Compliance/Development)
8/17/20	Training program for station Personnel (viii)	Accelerating Vehicle Donations (PMDC) (Compliance/Development)
8/14/20	Training program for station Personnel (viii)	Transforming the Work of Major Giving in Public Media (PMDC) (Compliance/Development)
8/13/20	Training program for station Personnel (viii)	Supported By Sustainers (PMDC) (Compliance/Development)
8/6/20	Training program for station Personnel (viii)	Acquiring New Members in Uncharted Times (PMDC) (Compliance/Development)
7/29/20	Training program for station Personnel (viii)	Live Linear Streaming Launch on PBS.org and Station sites (PTPA) (Programming)

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7/20 -7/21 (Weekly)	Training program for station Personnel (viii)	Interconnection sIX System User Training Webinars (Traffic)
1/25-28/21	Training program for station Personnel (viii)	NETA Conference (NETA & CPB) (Production, Programming & Traffic Staff)
8/20 8/21	Training program for station Personnel (viii)	Suicide Prevention and Awareness Training (LAUSD) (All KLCS Staff)
7/20 -7/21	Training program for station Personnel (viii)	Attended monthly presentations of the Society of Motion Pictures & Television (SMPT) (Broadcast Engineer)
7/20 – 7/21	Training program for station Personnel (viii)	Attended monthly presentations of the Society of Television Engineers (STE) (Broadcast Engineer)

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8/1/20 – 7/31/21	Training program for station Personnel (viii)	In-house training for production and engineering staff
7/20 -7/21 (Monthly)	Mentoring Program (ix)	Programming Strategy – Monthly calls among peers, mentoring and discussing the challenges & opportunities in the NPS schedule. (PTPA)
7/20 – 7/21 (Monthly)	Mentoring Program (ix)	Connects peers to network, sharing work best practices and sharing work and ideas that can be replicated in multiple markets. (NETA Peer Learning Community) (Programming)
8/14/20	Mentoring Program (ix)	Community Conversation: Analyzing Dayparts (PTPA) (Programming)
3/25/21	Mentoring Program (ix)	Summer Learning Programs (WNET & NETA Content & Peer Learning Community) (Programming)

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*7/23/20	Training program for station Personnel (viii)	Digital Media Buying Best Practices (NETA) (Programming)
*7/29/20	Hosting at least one job fair (ii)	Hosted annual, 2020 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. (In 2020, this was done virtually due to COVID)

*These two qualified initiatives were inadvertently omitted from the KLCS-TV EEO Report for 2019-2020. This occurred because both initiatives took place in the final days of the filing period and were unable to be confirmed by the KLCS-TV, Broadcast Compliance Specialist prior to the filing deadline of August 1, 2020.