

**KLCS (Los Angeles, CA)
EEO PUBLIC FILE REPORT
Reporting Period: 8/1/08 - 7/31/09**

Full-Time Vacancies Filled

Position: Secretary (1)

Date filled: 9/22/08

Interviewee for the Secretary vacancy was referred by:

Recruitment Source	Number of Referrals Interviewed
Caljobs.ca.gov	0
Edjoin.org	0
LA Times/LA Times.com	0
Los Angeles Unified School District Personnel Commission* [†] www.lausdjobs.org	1
TOTAL NUMBER OF INTERVIEWEES	1

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

[†]Recruitment source of hire

This interviewee was placed in the secretary position due to the candidate's underlying seniority within the Los Angeles Unified School District in accordance with District Policies and Bargaining Unit Agreements, after her previous position was impacted by budget reductions.

This interviewee's position at KLCS was also abolished on 6/19/09 due to further District wide budget reductions.

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 mail and over 350 organizations by e-mail or internet. (See attachment #1) 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. (See attachment #2)

Outreach Initiatives

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

8/1/07 – 7/31/09	Establishment (continuation) of internship program	Year-round internship program offers opportunities to individuals from local high schools, universities and community programs
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8/1/07 – 7/31/09	Participation in general recruitment outreach (continuing)	Membership in Southern California Broadcasters Association; participation in licensee's Classified Recruitment Advisory Committee
8/1/07 – 7/31/09	Participation in general recruitment outreach	Instructional Media Partner – Sunday Kids Concerts – South Bay Botanical Garden Latin Jazz Festival – The Greek Theatre Griffith Park Latin Film Festival Indian Film Festival Southeast European Film Festival AFI Fest
10/25/07- 10/27/07	Participation in Job Fair	29 th Journalism Opportunities Conference Location: Millennium Biltmore Hotel 506 S. Grand Avenue Los Angeles, CA 90071
4/12/08	Participation in Job Fair	Annual Parent Summit L.A. Convention Center 1201 S. Figueroa Street West Hall Los Angeles, CA 90015
6/16/08	Participation in Job Fair	3 rd Annual District 1 Career Fair Location: Dorsey High School 3537 Farmdale Avenue Los Angeles, CA 90016
10/16/08- 10/17/08	Participation in Job Fair	30 th Journalism Opportunities Conference Location: Millennium Biltmore Hotel 506 S. Grand Avenue Los Angeles, CA 90071
4/25/09	Participation in Job Fair	Annual Parent Summit L.A. Convention Center 1201 S. Figueroa Street West Hall Los Angeles, CA 90015
12/19/07	Management Training	Effective Team Member Training LAUSD Office of Organizational Excellence
4/9/08	Management Training	Ethics Training http://ethics.lausd.net/boostertraining (All staff)
7/11/08	Management Training	Building Safety Presentation http://lausd.bssnet.com

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8/14/08	Management Training	Trust in the Workplace Training LAUSD Office of Organizational Excellence (All Staff)
7/1/09	Management Training	Annual LAUSD Sexual Harassment/Non-Discrimination Training (All Supervisors)
8/1/07 – 7/31/09	Training program for station personnel (continuing)	Licensee's tuition reimbursement and training programs www.oetraining.net
8/1/07 – 7/31/08	Training program for station personnel	In-house training for production and engineering staff
10/6/07	Training program for station personnel	Hosted VSB Fundamentals Seminar at KLCS studio national training seminar in partnership with the Society of Broadcast Engineers and Society of Television Engineers
12/5/07	Training Program for station personnel	DV Exposition (6 Staff) Los Angeles Convention Center 1201 S. Figueroa Street Los Angeles, CA 90016
3/18/08	Training Program for station personnel	Digital Television Update Tektronix in Burbank, CA advanced training for production and engineering staff
10/11/08 10/12/08	Training Program for station personnel	Associated Press Television Radio Assoc. (APTRA Academy 2008) (English/Spanish) Malibu (2 Staff)
1/31/09	Training Program for station personnel	Grant Writing Fundamentals - Glendale Community College
2/1/2009 - present	Training Program for station personnel	SBE Television Operators Certification – Society of Broadcast Engineers
2/25/09 – 3/25/09	Training Program for station personnel	Hands-on Set Design and Decorating – West Los Angeles College
7/15/09 - 7/16/09	Training Program for station personnel	AVID/SONY Post Production Advance Training – Sony Picture Studios – Culver City (14 Staff)
7/17/09	Training Program for station personnel	Adobe I-design Computer Program Training
7/23/09	Training Program for station personnel	News Journalism Workshop – Newsgathering and Reporting Training – (On-site) (10 Staff)