

**KLCS (Los Angeles, CA)
EEO PUBLIC FILE REPORT
Reporting Period: 8/1/09 – 7/31/10**

Full-Time Vacancies Filled

Due to District wide budget reductions there were no full-time vacancies filled during this reporting period.

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. 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.

Outreach Initiatives

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

8/1/08 – 7/31/10	Establishment (continuation) of internship program	Year-round internship program offers opportunities to individuals from local high schools, universities and community programs
8/1/08 – 7/31/10	Participation in general recruitment outreach (continuing)	Membership in Southern California Broadcasters Association; participation in licensee's Classified Recruitment Advisory Committee

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6/20/09 & 6/6/10	Participation in general recruitment outreach (continuing)	KLCS-TV annually sponsors the Video In the Classroom Awards. 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.
8/1/08 – 7/31/10	Participation in general recruitment outreach	Instructional Media Partner – Sunday Kids Concerts – South Bay Botanical Garden (August 2008 & August 2009) Latin Jazz Festival – The Greek Theatre Griffith Park (September 2009) Latin Film Festival (2008 & 2009) Indian Film Festival(April 2009) Southeast European Film Festival (2008 & 2009) AFI Fest (2009 & 2010)

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8/1/09 – 7/31/10	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.
4/24/10	Participation in Job Fair	Annual Parent Summit L.A. Convention Center 1201 S. Figueroa Street West Hall Los Angeles, CA 90015
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
10/15/09- 10/16/09	Participation in Job Fair	31 st 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
7/11/09 & 7/1/10	Management Training	Building Safety Presentation http://lausd.bssnet.com (Annual All- staff)

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8/14/08	Management Training	Trust in the Workplace Training LAUSD Office of Organizational Excellence (All Staff)
7/1/09 & 7/1/10	Management Training	Annual LAUSD Sexual Harassment/Non-Discrimination Training (All Supervisors)
9/23/09	Management Training	EEO Workshop sponsored by American Women in Radio and Television SoCal Chapter and the Southern California Broadcasters Association.
8/1/08 – 7/31/10	Training program for station personnel (continuing)	Licensee's tuition reimbursement and training programs www.oetraining.net
8/1/08 – 7/31/10	Training program for station personnel	In-house training for production and engineering staff
6/4-5 & 6/9/10	Training program for station personnel	On-site training provided by ScheduAll staff to the traffic department staff on the ScheduAll work order software.
6/8/10	Training program for station personnel	Hosted 2010 Taste of NAB at KLCS studio in partnership with the Society of Broadcast Engineers and Society of Television Engineers
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

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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)