

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: July 23, 2024 – July 22, 2025

- 1) Employment Unit: KCLU Radio, Thousand Oaks, CA**
- 2) Unit Members (Stations and Communities of License): KCLU-FM, Thousand Oaks, CA
KCLU, Santa Barbara, CA
KCLM, Santa Maria, CA**

3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number:
KCLU Radio	805-493-3925
60 W. Olsen Rd #4400	Contact Person/Title:
Thousand Oaks, CA 91360	Mary D. Olson
	E-mail Address:
	molson@kclu.org

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title

Recruitment Source Referring Hiree

Assistant Director of Operations/Digital Coordinator CPB Job Board

- 5) Job Title:** Assistant Director of Operations/Digital Coordinator **Referral Source of Hiree:** CPB Job Board

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CPB Job Board	JobElephant	5443 Freemontia Ln, San Diego, CA 92115	619-795-0837	2	NO
PMCC website	Pmcc.org	1108 S Braddock Ave Ste C, Pittsburgh, PA 15218	412-838-2815	0	NO
Current/Publicmediajobs.org	Amanda Iannuzzi	4400 Massachusetts NW Washington, SC 20016	412-780-9014	2	NO
LinkedIn	JobElephant	5443 Freemontia Ln, San Diego, CA 92115	619-795-0837	0	NO

California Lutheran University's KCLU is an Equal Opportunity Employer

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	JobElephant	5443 Freemontia Ln, San Diego, CA 92115	619-795-0837	0	NO
Chronicle of Higher Ed	JobElephant	5443 Freemontia Ln, San Diego, CA 92115	619-795-0837	0	NO
HigherEdJobs.com	JobElephant	5443 Freemontia Ln, San Diego, CA 92115	619-795-0837	0	NO
DiverseEducation.com	JobElephant	5443 Freemontia Ln, San Diego, CA 92115	619-795-0837	0	NO
AcademicCareers.com	JobElephant	5443 Freemontia Ln, San Diego, CA 92115	619-795-0837	0	NO

6) Total # of Interviewees Referred: 4

7) Supplemental Recruitment Initiatives.

Training Program: The Employment Unit has a program under which its employees are provided with guidance by higher level staff so that they can learn more about the skills required for senior level positions in broadcasting. The Employment Unit has provided multiple, webinar-based professional development opportunities for its employees through its memberships in Greater Public (fundraising and marketing) used throughout the year by the Director of Member Services, Public Radio Program Directors, Inc. (broadcast programming practices) of which the Director of Programming and Operations is an active member, as well as the California Newsroom Hub and the Corporation for Public Broadcasting. The training program helps employees acquire skills that could qualify them for higher level positions both at our stations and in the broadcasting field in general.

Mentoring Program: The Employment Unit maintains a mentoring program for station personnel that helps personnel acquire skills that could qualify them for higher-level positions. The Employment Unit's News Director works with the station reporter on story ideas and provide leads and contacts to help her build a source list throughout the tri-counties.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

- a. All employees, including Employment Unit management-level personnel, complete an annual EEOC online course which includes equal employment opportunity and methods to prevent discrimination. The Employment Unit's general manager emphasizes the importance of the course and requires all employees to notify her when they have completed it. The general manager confers with the HR department to ensure that all station personnel, including management-level personnel, have completed the course, ensuring compliance.
- b. All employees of the Licensee, including all station management-level personnel, are required to take the following annual training courses:
 - Title IX
 - Sexual Misconduct
 - Family Educational Rights and Privacy Act

Events/programs sponsored by educational institutions

- a. The Employment Unit's news director spoke with communications students from California Lutheran University on November 15, 2024. Discussions included potential careers in broadcasting.
- b. The Employment Unit's news director spoke with a group of Ventura County teachers and school administrators on August 9, 2024. Discussions included how schools can work with news outlets to get information to the public.
- c. The Employment Unit's news director spoke with communications students from California Lutheran University on May 7, 2025. Discussions included potential careers in broadcasting.