

## **EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the period: July 23, 2020 – July 22, 2021**

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

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(a) Reporter-Producer	Industry referral
(b) Digital Content and Podcast Producer – Operations Coordinator	Industry referral
(c) Operations Director – Production Manager	Industry referral

**5) Job Title: Reporter - Producer Referral Source(s) of Hiree: Industry referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Corporation for Public Broadcasting	cpb.org/jobline	401 9 <sup>th</sup> St. NW, Washington DC	202-879-9600	1	No
National Assoc of Black Journalists	Angela Robinson	1100 Knight Hall, Suite 3101 College Park, MD 20742	301-405-0248	1	No
National Assoc of Hispanic Journalists	Yunuan Bonaparte		ybonaparte@nahj.org	0	No
JournalismJobs online	Dan Rohn	JournalismJobs.Com	510-508-7386	1	No
Indeed.Com		6433 Champion Grandview Way Building 1, Austin, TX 78750	(800) 462-5842	0	No
HigherEdJobs.Com		328 Innovation Blvd, Suite 235 State College, PA 16803	814-861-3080	0	No
Industry referral				6	No

**6) Job Title: Digital Content and Podcast Producer – Operations Coordinator Referral Source(s) of Hiree: Industry referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Corporation for Public Broadcasting	cpb.org/jobline	401 9 <sup>th</sup> St. NW, Washington DC	202-879-9600	0	No
National Assoc of Black Journalists	Angela Robinson	1100 Knight Hall, Suite 3101 College Park, MD 20742	301-405-0248	0	No
National Assoc of Hispanic Journalists	Yunuan Bonaparte		ybonaparte@nahj.org	1	No
JournalismJobs online	Dan Rohn	JournalismJobs.Com	510-508-7386	0	No
Indeed.Com		6433 Champion Grandview Way Building 1, Austin, TX 78750	(800) 462-5842	0	No
HigherEdJobs.Com		328 Innovation Blvd, Suite 235 State College, PA 16803	814-861-3080	0	No
Industry referral				2	No

**7) Job Title: Operations Director –  
Production Manager**

**Referral Source(s) of Hiree: Industry referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Corporation for Public Broadcasting	cpb.org/jobline	401 9 <sup>th</sup> St. NW, Washington DC	202-879-9600	1	No
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HigherEdJobs.Com		328 Innovation Blvd, Suite 235 State College, PA 16803	814-861-3080	0	No
Industry referral				2	No

- 6) Total # of Interviewees Referred:** For the period from **July 23, 2020 – July 22, 2021**, this Employment Unit interviewed **15** interviewees for full-time job vacancies.

**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. This program helps station personnel acquire skills that could qualify them for higher level positions. Throughout the COVID pandemic, the Employment Unit has provided multiple, webinar-based professional development opportunities for its employees through its memberships in Greater Public (fundraising and marketing), Public Radio Program Directors, Inc (broadcast programming practices), the California Newsroom Hub (editorial training) and the Corporation for Public Broadcasting (diversity, equity, inclusion). 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 help personnel acquire skills that could qualify them for higher-level positions.

**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