

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: July 23, 2021 – July 22, 2022

- 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:

Job Title	Recruitment Source Referring Hiree
None	Not applicable

- 6) Total # of Interviewees Referred:** For the period from **July 23, 2020 – July 22, 2021**, this Employment Unit interviewed 0 interviewees for 0 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.

California Lutheran University's KCLU is an Equal Opportunity Employer

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 March 30, 2022. Discussions included potential careers in broadcasting.
- b. The Employment Unit's news director spoke with communications students from California Lutheran University on April 14, 2022. Discussions included potential careers in broadcasting.
- c. The Employment Unit's news director spoke to a class of 200 high school students on May 17, 2022. Discussions included potential careers in broadcast journalism.
- d. The Employment Unit's news director spoke with a group of Public Information Officers for Public Safety Agencies on March 23, 2022. Discussions included how government agencies can work with broadcast reporters to get information to the public.