

## EEO PUBLIC FILE REPORT

**This Report covers full-time vacancy recruitment data for the period July 23, 2017 – July 22, 2018.**

**Employment Unit: California Lutheran University**

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

**EEO Contact Information for Employment Unit:**

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**Full-Time Job Vacancies Filled by Each Station in the Employment Unit:** For the period from July 23, 2017 through July 22, 2018, the Employment Unit filled no full-time job vacancies and interviewed no interviewees for full-time job vacancies.

**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.
- **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.

**Stations KCLU, KCLU-FM, and KCLM are Equal Opportunity Employers.**