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September 14, 2011

By Hand

Lewis C. Pulley, Esq.
Assistant Division Chief
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, SW
Washington, D.C. 20554

RECEIVED - FCC
SEP 14 2011
Federal Communications Commission
Bureau / Office

Re: EEO Audit Response
KCRW(FM), Santa Monica, California (Facility ID 59086)

Dear Mr. Pulley:

Santa Monica Community College District ("SMCCD"), licensee of noncommercial educational radio station KCRW(FM), Santa Monica, California, hereby responds to the Commission's EEO audit letter dated August 1, 2011. In support of this response, annexed hereto is a Declaration of Randal Lawson, Executive Vice President of SMCCD, along with documentation responsive to each of the inquiries contained in the Commission's EEO audit letter. This response is timely filed pursuant to an extension of time granted by the Commission's staff on September 12, 2011.

Should any questions arise concerning this matter, please communicate directly with the undersigned.

Very truly yours,
DICKSTEIN SHAPIRO LLP

Attorneys for
Santa Monica Community College District

By: *Andrew Kersting*
Andrew S. Kersting

Enclosure

DECLARATION

Randal Lawson hereby declares as follows:

1. I am an Executive Vice President of Santa Monica Community College District ("SMCCD"), whose offices are located at 1900 Pico Blvd., Santa Monica, California 90405. SMCCD is the licensee of noncommercial educational radio station KCRW(FM), Santa Monica, California (Facility ID 59086), which is part of a station employment unit ("SEU") that includes radio stations KCRU(FM), Oxnard, California (Facility ID 59085), KCRY(FM), Mojave, California (Facility ID 59092), and KCRI(FM), Indio, California (Facility ID 59087) (collectively, the "Stations"). This Declaration and the attachments annexed hereto are being submitted in response (the "Response") to a letter dated August 1, 2011 from Lewis C. Pulley, Assistant Chief of the Policy Division of the Federal Communications Commission's (the "Commission's") Media Bureau, concerning a random audit of the SEU's compliance with the Commission's EEO rules.

2. In preparing this Response, I have consulted with Jennifer Ferro, the General Manager of the Stations, whose Declaration is annexed hereto as Exhibit A.

3. I have reviewed the foregoing Response, and all statements of fact contained therein are accurate and complete to the best of my information and belief.

[Signature on the Following Page]

I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my information and belief.

Signed this 12 day of September, 2011.



Randal Lawson

Exhibit A

Declaration of Jennifer Ferro

DECLARATION OF JENNIFER FERRO

I, Jennifer Ferro, hereby declare as follows:

1. I am the General Manager of noncommercial educational radio station KCRW(FM), Santa Monica, California (Facility ID 59086), which is part of a station employment unit (“SEU”) that includes radio stations KCRU(FM), Oxnard, California (Facility ID 59085), KCRY(FM), Mojave, California (Facility ID 59092), and KCRI(FM), Indio, California (Facility ID 59087) (collectively, the “Stations”). I also serve as President of the KCRW Foundation. I have held these positions since March 1, 2010. Prior to that time I served as the Stations’ Assistant General Manager. The licensee (“Licensee”) of the Stations is Santa Monica Community College District (“SMCCD”), which is a political subdivision of the State of California. Stations KCRU, KCRY and KCRI all simulcast the programming of station KCRW. All programming for the Stations originates from KCRW’s main studio, which is located on the main campus of SMCCD.

2. This Declaration and the attachments annexed hereto are being submitted in response to a letter dated August 1, 2011 (the “Letter”) from Lewis C. Pulley, Assistant Chief of the Policy Division of the Federal Communications Commission’s (the “FCC’s” or the “Commission’s”) Media Bureau, concerning a random audit of the SEU’s compliance with the Commission’s EEO rules.

3. The SEU employs more than five (5) full-time employees.

4. In response to Question 3(a) of the Letter, copies of the SEU’s two (2) most recent EEO public file reports are annexed hereto as Appendix A.

The SEU has only one web address, which is www.kcrw.com. A copy of the SEU’s most recent EEO public file report may be accessed through a link that is available on that website.

In accordance with Section 73.2080(c)(5)(vi) of the Commission’s rules, 47 C.F.R. §73.2080(c)(5)(vi), the date of the one (1) full-time hire during the period requested by the Commission’s Letter is reflected in the SEU’s two most recent EEO public file reports contained in Appendix A hereto.

5. In response to Question 3(b) of the Letter, documentation concerning the recruitment sources used to fill the one full-time vacancy during the period covered by the two most recent EEO public file reports is contained in Appendix B hereto. Specifically, Appendix B contains a complete job description of the General Manager position. The job announcement provides a full description of the position, the minimum qualifications for the vacancy, and includes supplemental information regarding SMCCD’s merit system, application and selection procedures, additional employment requirements, salary and benefits, and a supplemental questionnaire. Appendix B also contains an example of a brief job posting for the available position which was provided to Monster.com. That job posting invited those who were interested in the General Manager position to obtain a more complete job description from SMCCD’s website at www.smc.edu/jobs. That same job posting was listed on the various web pages and sent to each of the other recruitment sources listed in paragraph 5 of the SEU’s 2010 EEO public file report.

6. In response to Question 3(c) of the Letter, Appendix B hereto provides data regarding (a) the total number of interviewees for the one (1) full-time vacancy, and (b) the referral source for each interviewee for that full-time vacancy filled during the period covered by the SEU's above EEO public file reports.

7. In response to Question 3(d) of the Letter, documentation regarding the SEU's performance of recruitment initiatives during the reporting period is contained in Appendix A, which reflect the SEU management personnel who have been involved in those recruitment initiatives. As a representative example, the SEU established and maintains an internship program in which over 100 individuals participate each week. The internship program is available to all interested participants, and interns of all age groups come from all parts of Southern California to participate in the program. The SEU management personnel who have an active role in the internship program are Connie Alvarez, the Director of Volunteer Services, and Dan Sy, who serves as the Controller and Director of Human Resources. The individuals who mentor the interns are Connie Alvarez and our Production Director, Jennifer Swiatek.

Appendix A also reflects that the SEU has a Recording Engineer Apprenticeship Program pursuant to which apprentices are mentored through the SEU's thrice weekly recording sessions at the KCRW main studio. Apprentices are taught the fundamentals of live audio recording, sound design, editing, and music selection. Apprentices who participate in the Program are either SMCCD students or individuals from the surrounding community who become interested in the Apprenticeship Program through their participation in the SEU's internship program. The staff members who mentor the apprentices are Connie Alvarez, Dan Sy and Jennifer Swiatek.

In addition to the above initiatives, I gave a two-hour presentation to students at the UCLA School of Public Policy in January of this year in which I addressed several topics concerning public radio, including various career opportunities and challenges facing public broadcasting. I also discussed how to get started in the broadcasting industry and the current openings in the internship program at the SEU.

The SEU currently employs a total of 10 full-time employees. The SEU operates in a market in which there are more than 250,000 people. Under Section 73.2080(c)(2) of the Commission's rules, 47 C.F.R. §73.2080(c)(2), the SEU is required to perform two (2) recruitment initiatives over a two-year period.

8. In response to Question 3(e) of the Letter, the Licensee is not aware of any pending or resolved discrimination complaint involving any of the Stations in the SEU falling within the conditions described in Question 3(e) of the Letter.

9. In response to Question 3(f) of the Letter, the Licensee has established and implemented an EEO compliance plan (an "EEO Plan"). The SEU's EEO Plan is governed by me as the SEU General Manager and the Director of Volunteer Services. The SEU makes concerted efforts to ensure that its EEO Plan complies with the Commission's EEO rules and policies by communicating its broad outreach and recordkeeping requirements to employees at all levels. The SEU's compliance efforts include (i) identifying potential recruitment sources capable of referring qualified minority and female applicants, (ii) affording equal employment opportunities to all SEU employees at all levels, and (iii) broadly disseminating the Licensee's EEO policy through job vacancy announcements, employment applications, and bulletins posted

in conspicuous areas within the workplace around the various Stations and throughout the SMCCD campus.

As General Manager, I have responsibility for overseeing the implementation of the SEU's EEO Plan and am assisted in this effort by both Connie Alvarez and Dan Sy, each of whom has management-level authority with respect to hiring decisions, conducting hiring interviews, and writing and disseminating job vacancy announcements.

10. In response to Question 3(g) of the Letter, the SEU makes annual assessments of its EEO recruitment program to ensure we are reaching enough interested parties. The Director of Volunteer Services and the General Manager decide annually on recruitment efforts, volunteer programs and internship programs that the SEU will continue to administer.

11. In response to Question 3(h) of the Letter, the SEU has made a concerted effort to comply with all federal, state, and/or local laws regarding compensation, benefits, seniority, promotions, and hiring practices and evaluations to ensure that it provides equal opportunity for employment, and does not discriminate against employees or job applicants.

12. Question 3(i) is not applicable to this SEU.

[Signature Page Follows]

I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my information and belief.



Jennifer Ferro

9-12-11

Date

Appendix A

EEO Public File Reports

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2010 to July 31, 2011.

1) **Employment Unit:** Santa Monica Community College District ("SMCCD")

2) **Unit Members (Stations and Communities of License):**

KCRW(FM), Santa Monica, CA (Facility ID 59086)

KCRU(FM), Oxnard, CA (Facility ID 59085)

KCRY(FM), Mojave, CA (Facility ID 59092)

KCRI(FM), Indio, CA (Facility ID 59087)

3) **EEO Contact Information for Unit Member:**

Mailing Address:	Telephone Number: (310) 450-5183
Santa Monica Community College District 1900 Pico Blvd. Santa Monica, CA 90405-1628	Contact Person/Title: Jennifer Ferro, General Manager
	E-mail Address: jennifer.ferro@kcrw.org

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

There were no full-time job openings or hires in the 2010-2011 reporting year. As such, no jobs were posted.

5) **Recruitment Sources Used to Fill Each Vacancy.** As stated above, there were no full-time vacancies during the reporting period. Therefore, there are no data to report with respect to the number of persons referred by SMCCD's recruitment sources.

6) **Total Number of Interviewees Referred.** With no full-time job openings, SMCCD did not interview any candidates for full-time vacancies.

7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) **Initiative:** Greenberg-Steinhauser Scholarship Program

SMCCD makes available 5-10 paid internship opportunities for all areas of radio station operations including, producing, sound editing, video editing, sound design, call screening, music library catalog work, on-air assistance and public information outreach. Scholarship recipients come from Santa Monica College and include students of the broadcast program. Recipients reflect a diversity of background, age and ability.

The internships continue throughout the year and are offered for semester-long periods. All interns receive training and exposure to the skills necessary to have a successful career in the broadcast industry. The manager of volunteers and interns, Director of Volunteer Services, designs the program and screens the applicants along with the HR Director.

(b) Initiative: Internship Program

SMCCD maintains an active internship program with over 100 weekly participants. Interns actively work in every area of broadcast operations. The internship program is available to all interested participants. The interns come from all parts of Southern California and all age ranges. All interns are introduced to various jobs in the broadcast industry regardless of whether they will intern in that area. The manager of volunteers and interns, Director of Volunteer Services, designs the program and screens the applicants along with the HR Director.

(c) Initiative: Recording Engineer Apprenticeship Program

SMCCD maintains a Recording Engineer Apprenticeship Program pursuant to which apprentices are mentored through the SEU's thrice weekly recording sessions at the KCRW main studio. Apprentices are taught the fundamentals of live audio recording, sound design, editing, and music selection. Apprentices who participate in the Apprenticeship Program are either SMCCD students or individuals from the surrounding community who become interested in the Program through their participation in the SEU's internship program. The staff members who mentor the apprentices are the Director of Volunteer Services, the HR Director, and the Production Director.

(d) Initiative: UCLA Student Forum

On January 20, 2011, SMCCD's General Manager and the President of the KCRW Foundation, Jennifer Ferro, spoke to a group of students at the UCLA School of Public Policy. This was a 2-hour presentation about public radio and the various jobs, challenges and career opportunities in public broadcasting. Several topics were discussed about the radio industry. Among the topics discussed were how to get started in the broadcasting industry and the current openings in the internship program at SMCCD.

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2009 to July 31, 2010.

1) **Employment Unit:** Santa Monica Community College District ("SMCCD")

2) **Unit Members (Stations and Communities of License):**

KCRW(FM), Santa Monica, CA (Facility ID 59086)

KCRU(FM), Oxnard, CA (Facility ID 59085)

KCRY(FM), Mojave, CA (Facility ID 59092)

KCRI(FM), Indio, CA (Facility ID 59087)

3) **EEO Contact Information for Unit Member:**

Mailing Address:	Telephone Number: (310) 450-5183
Santa Monica Community College District 1900 Pico Blvd. Santa Monica, CA 90405-1628	Contact Person/Title: Jennifer Ferro, General Manager
	E-mail Address: jennifer.ferro@kcrw.org

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

Job Title	Recruitment Source Referring Hiree
1. General Manager	Not Applicable
Date of Hire: 3/1/2010	

Total Hires: 1

5) Recruitment Sources Used to Fill Each Vacancy.

Job Title: General Manager (1)

Referral Source(s) of Hiree: N/A (promotion)

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Street Address:	Telephone Number:	# of Interviewees Referred:	Did Recruitment Source Request Notification? (Yes or No)
Monster Worldwide, Inc.	Monster.com	622 Third Avenue, 39th Floor New York, NY 10017	(800) 666-7837	2	No
KCRW webpage	Nan Lieberman www.kcrw.com	1900 Pico Blvd. Santa Monica, CA 90405	(310) 450-5183	1	N/A
Santa Monica Community College District ("SMCCD") Web Page	Dori MacDonald www.smc.edu	1900 Pico Blvd. Santa Monica, CA 90405	(310) 434-4000	5	N/A
GovernmentJobs.com	info@ governmentjobs.com	www.governmentjobs.com	(866) 677-5966	2	No
Unidentified "friend referrals"				6	No
SMCCD Employee Posted Bulletin	Dori MacDonald	2714 Pico Blvd Santa Monica CA 90405	(310) 434-4416	4	No
California Employment Development Dept.	Caljobs.ca.gov	Employment Development Department P.O. Box 826880, MIC 83 Sacramento, CA 94280-000	800-758-0398	1	
LA Observed	Kevin Roderick Laobserved.com or editor@ laobserved.com	11664 National Blvd., #106 Los Angeles, CA 90064		1	No
Simplyhired.com	info@ simplyhired.com	2513 Charleston Road Suite 200 Mountain View, CA 94043		2	No
Unidentified Source				3	No

6) Total Number of Interviewees Referred. For the period from August 1, 2009 to July 31, 2010, this Employment Unit interviewed 29 interviewees for one full-time vacancy.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Greenberg-Steinhauser Scholarship Program

SMCCD makes available 5-10 paid internship opportunities for all areas of radio station operations including, producing, sound editing, video editing, sound design, call screening, music library catalog work, on-air assistance and public information outreach. Scholarship recipients come from Santa Monica College and include students of the broadcast program. Recipients reflect a diversity of background, age and ability.

The internships continue throughout the year and are offered for semester-long periods. All interns receive training and exposure to the skills necessary to have a successful career in the broadcast industry. The manager of volunteers and interns, Director of Volunteer Services, designs the program and screens the applicants along with the HR Director.

(b) Initiative: Internship Program

SMCCD maintains an active internship program with over 100 weekly participants. Interns actively work in every area of broadcast operations. The internship program is available to all interested participants. The interns come from all parts of Southern California and all age ranges. All interns are introduced to various jobs in the broadcast industry regardless of whether they will intern in that area. The manager of volunteers and interns, Director of Volunteer Services, designs the program and screens the applicants along with the HR Director.

(c) Initiative: Recording Engineer Apprenticeship Program

SMCCD maintains a Recording Engineer Apprenticeship Program pursuant to which apprentices are mentored through the SEU's thrice weekly recording sessions at the KCRW main studio. Apprentices are taught the fundamentals of live audio recording, sound design, editing, and music selection. Apprentices who participate in the Apprenticeship Program are either SMCCD students or individuals from the surrounding community who become interested in the Program through their participation in the SEU's internship program. The staff members who mentor the apprentices are the Director of Volunteer Services, the HR Director, and the Production Director.

Appendix B

Job Vacancy Announcements Posted or Distributed by Recruitment Sources



SANTA MONICA COLLEGE
 Personnel Commission Office
 Office Location - 2714 Pico Blvd., SM, CA
 90405
 Mailing Address - 1900 Pico Blvd.
 Santa Monica, CA 90405

<http://www.smc.edu/jobs>

**INVITES APPLICATIONS FOR THE POSITION OF:
 KCRW Radio Stations Director**

An Equal Opportunity Employer

SALARY

\$56.22 - \$61.98 Hourly \$4,497.69 - \$4,958.77 Biweekly \$9,745.00 - \$10,744.00 Monthly
 \$116,940.00 - \$128,928.00 Annually

OPENING DATE: 11/19/09

CLOSING DATE: 12/11/09 11:59 PM

DESCRIPTION:

Open & Promotional

There is currently one vacancy in the KCRW Radio Station. This position works 12 months per year and is FLSA exempt.

The position in this classification oversees, coordinates, and administers a range of operational, administrative, and fundraising activities in direct support of the delivery of 24-hour radio programming by KCRW. Participates in the development and administration of strategic and operating plans, and evaluates programs for compliance with the overall mission of KCRW.

KCRW operates four full-service stations and 10 translators: KCRW (89.9) Los Angeles/Orange County; KCRY (88.1) Mojave/Antelope Valley; KCRI (89.3) Palm Springs/Indio; KCRU (89.1) Ventura/Santa Barbara counties.

Selection Process

An evaluation of training and experience and an oral interview.

All application material will be reviewed and approximately the top 10 people, who meet the minimum requirements and are best qualified based on the application material submitted, will be invited to participate in an oral interview. The oral interview will be worth 100% of the final score. Candidates must be successful on the oral interview with a score of 70.00 or better for their name to appear on the eligibility list.

The names of the successful finalists will be placed on a promotional or open eligibility list in rank order according to score. The promotional list will take precedence over the open list. The top three ranks will be invited to return for a final selection interview.

EXAMPLES OF DUTIES

Oversees and coordinates the continuous, multifaceted operations of the radio station, ensuring compliance with broadcast standards, university policies, and relevant federal and state laws and regulations.

Plans, develops, and oversees the station's national programming; fosters and expands station's role as a program provider to enhance the station's reputation in the U.S. and worldwide through the internet.

Oversees and participates in the creation of new radio programs; determines placement of new programs into radio station program schedule.

Maintains accurate schedules, records, discrepancy reports, and follow-through communications, and ensures that all on-air broadcast programming complies with FCC rules and regulations.

Directs and administers the provision of day-to-day operation support to the various sub-units of the station, including the non-engineering portions of the station's physical plant, space allocation and utilization, station supplies and inventory, and station safety and security.

Directs and oversees all radio station fundraising activities and events; collaborates with KCRW Foundation to organize and encourage various fundraising activities, such as capital campaigns, major donor giving, underwriting and foundation funding.

Oversees and plans marketing and promotion activities, including direct mail, on-air campaigns, station events, and trade-out advertising in newspapers, magazines, buses, movie theaters, etc.

Participates in the establishment, organization, and implementation of short- and long-range goals, objectives, policies, and operating procedures; monitors and evaluates program effectiveness and effects changes required for improvement.

Oversees the expansion of the station to new markets to increase KCRW's coverage area; oversees filing and grant applications for Federal agencies.

Plans, designs, establishes, and maintains organizational structures and systems that enable community volunteer staff members to effectively accomplish the organization's mission, goals, and objectives.

Plans for new technologies that transform media (e.g., internet and digital broadcasting); plans and oversees the growth and development of station's website and creates strategies for income and audience growth; fosters web partnerships with internet services providers and develops links with relevant websites.

Assigns, allocates work, and generally oversees volunteer personnel engaged in continuous station operations; performs recruitment, training, scheduling, retention, problem resolution, and performance management.

Coordinates departmental workshops, special projects, and events; may serve on unit committees and task forces.

Develops and implements systems to maintain records on station operations, volunteers, equipment, and compliance activities; prepares regular and ad-hoc reports.

Develops and manages KCRW's annual operating budget.

Participates in national public radio activities and public radio international and statewide organizations.

Performs other related duties as requested or assigned.

Maintains a positive, helpful, constructive attitude and working relationship with the department supervisor and departmental employees, other College employees and the public.

Examples of essential duties are descriptive and not restrictive in nature and are generally listed in descending order of importance.

MINIMUM QUALIFICATIONS

Education Requirement:

Bachelor's degree from an accredited four-year college or university with coursework in management or accounting or a closely related field.

Experience Requirement:

Ten (10) year's progressively responsible experience at a Radio Station with a minimum of five (5) years managing people; experience in fund-raising and working with Boards.

Education/Experience Equivalency:

Experience and/or education of the same kind, level and amount as required in the minimum qualifications may be substituted on a year-for-year basis.

Licensure and/or Certification:

None

SUPPLEMENTAL INFORMATION

MERIT SYSTEM Santa Monica College is a Merit System employer committed to the following principles: 1) Hiring and promoting employees on the basis of ability through competitive selection; 2) Fair compensation on the basis of like pay for like work; 3) Retaining employees on the basis of performance; 4) Training for high quality performance; 5) Assuring fair treatment of employees without illegal discrimination; 6) Protecting employees against political coercion; and 7) Providing for due process in the event of disciplinary action

APPLICATION PROCEDURE Official SMC application forms and related materials must be completed for each examination. A separate application must be submitted for each position applied for. Resumes may be submitted for any position, but resumes will not be accepted in lieu of a District application. The Personnel Commission may obtain confidential employment references from current and previous employers. If they do not want their current employer contacted, applicants must indicate "NO" on Page 3 of the application. Within approximately two weeks after the closing date, applicants will be notified regarding the status of their application. Applicants requiring special application, testing, or interview arrangements due to a disability, should notify the Personnel Commission office at the time of application submission. The District does not return materials submitted.

SELECTION PROCEDURE Examinations may consist of a written or performance test, an evaluation of training and experience, an oral examination or interview, or other tests determined by the Personnel Commission office. Additional credit is added in entry-level examinations to the composite passing score of qualified veterans for war service (5 points) and disabled veterans (10 points) upon presentation of proof of veteran status at the time of application. Requests for reconsideration of questions contained in written examinations must

be made in writing on the day the test is administered. Applicants selected for an oral interview will be notified in writing of the time and place of the interview. Interviews are conducted by a Qualification Appraisal Interview Panel. Travel costs related to the examination/ interview will be borne by the applicant. Final test results are mailed within approximately 15 days after the examination/interview. Requests to review scores must be made during the five day review period following notification results.

ELIGIBILITY LIST Candidates who attain a passing score on each part of the examination will be placed in rank order on the Eligibility List. The Eligibility List is available for review by exam candidates for a five-day review period following notification. Unless otherwise indicated, Eligibility Lists are established for a period of one year. Eligible's names will generally remain on the List until they are hired, decline three interview opportunities, or make themselves unavailable. Unless otherwise stated on the Job Bulletin, when a Promotional and Open-Competitive List is established, the Promotional List will be used first. Final selection will be made from the appropriate Re-employment or Transfer List, if any, and from the top three ranks of Eligibles that are "ready and willing" to accept the vacant position. It is the candidate's responsibility to notify the Personnel Commission office of any address and/or phone number changes. Eligibles will be certified only for the locations and shifts they indicated on the availability statement completed at the interview. An Eligible may change their availability by notifying the Personnel Commission office.

ADDITIONAL REQUIREMENTS All offers of employment are conditional, based upon the successful completion of: 1) Fingerprinting/Conviction Clearance: State law requires that all employees be fingerprinted to check for, or verify, conviction records. Costs for fingerprinting will be borne by the applicant. All candidates with a conviction record for any offense, other than minor traffic violations, must file a Conviction Record Statement with their application. Conviction records will be fully investigated. A record of conviction will not automatically disqualify an applicant, but failure to list all convictions may result in disqualification or dismissal; 2) TB Test: All persons selected must successfully pass a tuberculin skin test or chest x-ray; 3) Eligibility to Work: Upon hire, each new employee must complete an I-9 Form and present supporting documents establishing proof of identity and employment eligibility as outlined in the Immigration Reform and Control Act.

PROBATION PERIOD Management employees become permanent upon successful completion of one year of work.

SALARY AND BENEFITS Beginning Salary: Based upon training and experience that is directly related to their classification that exceed the minimum qualifications, new permanent Classified Employees may request higher salary placement. The maximum initial placement is on Step 3 of the salary schedule. Advanced salary placement must be request at the time of hire and is subject to verification of qualifying training and experience. Vacation and Sick Leave: Management employees receive vacation at the rate of two days per month and sick leave at the rate of one day per month. Longevity increments of 5% are granted at the completion of 5, 10, 15, 20, 25 and 30 years of service. Holidays: Employees receive 16 paid holidays per year. Benefits: Permanent full-time employees receive fully-paid medical, dental, and vision-care coverage. Benefits for permanent part-time employees are prorated according to the number of hours worked per week.

APPLICATIONS MAY BE OBTAINED AND FILED ONLINE AT:

<http://www.smc.edu/jobs>

OR

Office Location - 2714 Pico Blvd., SM, CA 90405

Mailing Address - 1900 Pico Blvd.

Santa Monica, CA 90405

Job #
KCRW RADIO STATIONS DIRECTOR
DM

KCRW Radio Stations Director Supplemental Questionnaire

- * 1. Describe your experience in radio station administration. Be sure to include the radio station(s), number of listeners and program content.

- * 2. Describe your experience in creating and launching new radio programs.

- * 3. Describe your experience with radio station fundraising. Be sure to include your involvement and the amount of funds raised due to your contributions.

- * 4. What do you believe is KCRW's role in today's media landscape?

- * 5. Technical advances are changing the way in which people communicate. How should a radio station operate in this new environment?

- * Required Question



Preview only - to post your job, close this window and complete the Job Posting process.

monster

Santa Monica College

Job Summary

Company

Santa Monica College

Location

Santa Monica, CA 90405

Industries

Education

Job Type

Employee

Full Time

Years of experience

10+ to 15 Years

Education Level

Bachelor's Degree

Career Level

Executive (SVP, VP, Department Head, etc)

Salary

9,745.00 - 10,744.00 USD/month

KCRW Radio Stations Director

About the Job

Santa Monica College is currently recruiting for the position of KCRW Radio Stations Director. The position in this classification oversees, coordinates, and administers a range of operational, administrative, and fundraising activities in direct support of the delivery of 24-hour radio programming by KCRW. Participates in the development and administration of strategic and operating plans, and evaluates programs for compliance with the overall mission of KCRW. KCRW operates four full-service stations and 10 translators: KCRW (89.9) Los Angeles/Orange County; KCRY (88.1) Mojave/Antelope Valley; KCRI (89.3) Palm Springs/Indio; KCRU (89.1) Ventura/Santa Barbara counties. For a complete job description and to apply please visit www.smc.edu/jobs.

Contact Information

Phone: (310)434-4410