

To: KPFK's Local Advisory Board (LAB)
From: KPFK's Staff and Management
Re: Severance of Ties with the LAB
Date: 2/11/00

Dear Local Advisory Board Members:

We, the near unanimous union and non-union staff of KPFK, are writing to announce that we are calling on our General Manager, Mark Schubb and The Pacifica National Board to sever all ties with the station's current Local Advisory Board.

We also have requested formally – and in the strongest possible terms – that they immediately withdraw any and all recognition of you, and of your legitimacy to act as our community representatives.

We do so reluctantly and with great sadness, but we feel that we have no choice.

We particularly lament doing so at a time when some new board members have joined the LAB with an open mind and heart.

But under the leadership of Dave Adelson, the LAB utterly has failed to provide this station with any of the support that it is required to provide under its own guidelines. Instead, it has been used as a platform to perpetuate the personal agenda of Mr. Adelson.

In his quest, which has undermined the work of KPFK, he has pursued a lawsuit against Pacifica, raised money for that suit while raising none for the station, and publicly supported the most destructive critics of KPFK. He consistently has encouraged and acquiesced to a small group of people who have devoted themselves to besmirching both our public image and our fund raising efforts.

As a result, KPFK has lost a very significant amount of money from big donors scared off by Mr. Adelson's behind-the-scenes support for this destructive campaign. (Another board member – Lydia Brazon – also was involved in besmirching the station by publishing an article that condemned KPFK and was filled with inaccuracies that further undermined the station.)

These actions by Mr. Adelson have irrevocably poisoned the working atmosphere between KPFK's staff and management and the LAB. In vain we wrote to you and the National Board to demand some rectification.

In August 1999, this staff called upon Mr. Adelson to be removed or dismissed from his position as LAB chair. When it became clear that such an action was not going to take place, it took us weeks to arrange a meeting with the LAB. When that meeting finally occurred, we were astounded to find that only 5 of the 13 LAB members (38% attendance) bothered to show up to dialogue with the KPFK staff (who had 85%

attendance.) The LAB's failure to gather a quorum indicated a lack of support for KPFK staff.

During this four-hour meeting the staff once again vociferously made known its vote of no confidence in Dave Adelson. Yet he still refused to resign. The meeting turned out to be pointless. Many promises of support were made. None have been fulfilled and nothing has changed.

Most disturbing of all, after the staff made clear its rejection of Mr. Adelson's leadership, the LAB - in total regard of our concerns - went ahead and elected him as the LAB's permanent Chair. In retrospect, his re-election isn't surprising. Mr. Adelson ran the nominating committee for new members, and as the Board's Acting Chair, saw that their appointments went through while overseeing the election of himself. Additionally, his hostility towards us has continued.

You, the members of the LAB may be able to tolerate his continued presence on the board. But we cannot and will not. We consider Dave Adelson to be a totally negative man of immeasurable self-serving stubbornness who consistently places his personal agenda and his private obsessions above the needs of this station. He has failed to demonstrate any mature skills of leadership or any ability to dialogue openly and compromise.

Under Adelson's leadership the LAB has been a disaster. It has failed to provide any material or moral support for the station or staff. It has failed to raise any significant money. Mr. Adelson has failed to conduct any serious outreach to build a board representative of the greater community, but instead has sought to recruit people who will support his narrow agenda.

As a final insult, at your last LAB meeting, our staff representative Sandra Ortiz was castigated and our station management was denigrated, as once again LAB Chair Adelson remained passive. Frankly, we no longer wish to be associated with a board that has become his personal vehicle.

KPFK has struggled over the past year to rebuild the damage created by an organized campaign of defamation led by the incompetence of some of our national leadership. With absolutely no help from the LAB - indeed in spite of the LAB - we have managed to restore listener confidence and support. Currently, we proudly have completed our most successful fund-drive in history.

The staff of this station wants to continue on this positive and productive track. We have no need to be dragged down in this effort by an unresponsive LAB led by a Chair who is more interested in pursuing his lawsuit against Pacific than in supporting our work.

Therefore, we have resolved the following, effective immediately:

- 1) We formally request that station General Manager Mark Schubb and the Pacifica National Board move with the utmost urgency to withdraw from all communication and participation with the LAB.
- 2) We formally accept the resignation of Sandra Ortiz as staff representative to the LAB and we refuse to appoint another representative.
- 3) We call upon KPFK management to refuse to air any more promotional announcements of LAB meetings.
- 4) We withdraw any recognition of this LAB as our bona fide community representatives.
- 5) Our suspension of relations will continue until such time that Mr. Adelson is removed or removes himself from any participation in the LAB.
- 6) Barring that happenstance, we request that the Pacifica National Board dismiss the current LAB until or unless there is a new election for LAB Chair.

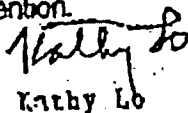
This state of affairs would have been avoided if the ALB had paid attention to our earlier and clear demand that Mr. Adelson be removed. Instead, we were ignored and scorned. You elected to remain under Mr. Adelson's leadership and in doing so you became a board whose only real constituency is yourselves. Now, you have succeeded in becoming an advisory board without a radio station.

We understand fully that there are some people on the board of good will and good intentions. We call upon them now to make their voices heard and to remove Mr. Adelson. It is now your choice: you can work with him or you can work with us.

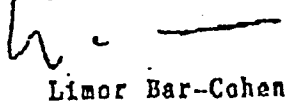
When and if you decide the latter, please do not hesitate to contact us so that we can work to reconstruct the damage wrought over the past years by Mr. Adelson's personal obsessions.

Thank You for Your Attention.


Joe Downick


Kathy Lo


Heidi Pickman


Limor Bar-Cohen


Marc Cooper


Stacy Fancher

Steve Weatherwax

Steve Weatherwax *

Frank Scarpelli

Frank Scarpelli

Sandra Ortiz

Sandra Ortiz

Betto Arcos

Betto Arcos

Michael Giffec

Michael Giffec

Liza Gibbons-Fly

Liza Gibbons-Fly

Barbara Dab

Barbara Dab

Don Hagner

Don Hagner

David Plotkin

David Plotkin

Barbara Osborn

Barbara Osborn

Mary Moore

Mary Moore

.. *Please note that 17 of 21 staff members have signed this letter..

ATTACHMENTS:

1 - JUNE 7TH 1999, LETTER OF RESIGNATION FROM BARBARA PERKINS, CHAIRPERSON OF THE LOCAL ADVISORY BOARD (LAB) TO THE LAB

2 - AUGUST 5TH 1999, LETTER FROM KPFK STAFF TO THE LAB.

3 - SEPTEMBER 1ST 1999, LETTER FROM KPFK STAFF TO DR. MARY FRANCIS BERRY.

4 - SEPTEMBER 23RD 1999, LETTER FROM KPFK STAFF TO THE LAB