

March 30, 2010: The HIRING PRACTICE to be used by BEST BUY at PLAZA PACOIMA

Applications are being accepted online at www.bestbuy.com. The management team will look at ZIP CODE specific to insure that the locals in the 91331 and surrounding communities are considered for hiring at the PLAZA PACOIMA store.

A leadership team will review applications, identifying the best applicants and set up interviews within days. Selected individuals will receive a total of three interviews prior to being offered employment. Interviews will be held at the EDD OFFICE at Paxton and Glenoaks, Pacoima. At the end of the interview, when a hiring decision is made, the person will be required to take a DRUG TEST and a BACKGROUND check will be ordered.

The individual will have 72 hours to take the DRUG TEST. If the 72 hour time limit is not adhered to, the individual is washed out of the application system.

After passing the DRUG TEST and BACKGROUND CHECK the individual is set up for orientation and will be assigned to a local BEST BUY for training. The new employee will be on pay roll for training. There will be approximately 120 new FULL & PARTIME hiring prior to Opening Day: May 21, 2010.

It is possible for ex-offenders to obtain employment. BACKGROUND CHECKS go back 7 years. It is based individuals cases. Each case will be closely reviewed. There are no Guarantees. The CBA met with Mr. Carl Bishop (District Human Resources), Mr. Edwin Rio (General Manager), Ms. Eva Clayton (EDD) and Ms. Ginger Keith (CRA, Los Angeles) on March 30, 2010. The CBA team asked for a generic breakdown on the reasons individuals were rejected from the hiring process. Privacy issues rule out names and ethnicity, but the data requested could assist the NAACP with an understanding of the reasons young people are not being hired.

Submitted by: Morris Pichon
Member of Executive Committee, NAACP
Member of the CBA for Plaza Pacoima
Chairman of the CBA Oversight Committee