

THE
MAIN STREET
Communicator Network
TATTLE R
30
30th Anniversary 1974 - 2004

Make It A Happy New Year! At the end of last year (12/8), **Radio Ink's** publisher **Eric Rhoads** wrote an editorial which nailed radio's predicament. In it, he states "Grubbing for the crumbs that fall off the media table has been good enough for Radio. Our consolidated owners continue to grow, and I suppose that keeps Wall Street happy – for the moment. But Radio's 'growth' is coming from budget cuts and tight management, not from getting a bigger piece of the total advertising pie." He correctly asserts that, in spite of consolidation over the past decade, radio's take of the advertising dollar hasn't budged much beyond 7 or 8 cents. TV, cable and newspapers eat up the other 92 or 93 cents, just like they always have. I'll go a little further than Eric, and suggest that – for the most part – radio ownership could give a rip about taking a bigger bite of the dollar. You see, it appears the endgame for our industry's major players has been to acquire enough properties, cut budgets to the bone, and then wait for someone to come along and buy the sleek radio machine the owner has crafted. The group gets sold, and making money with it becomes the NEXT GUY's problem! That's why you heard such a clamor last summer when the **FCC's** proposed rule changes allowing more acquisition hit the wall. That meant no new properties could be bought, and no new budgets could be cut. According to industry reports, Local revenue fell four percent in November, compared to that same month from a year ago. National ad sales figures dropped six percent compared to November 2002. The combined national and local total ad revenue was also down 4 percent compared to last November, and it was generally agreed business in 2002 really sucked. Whoops...now, what? Currently, the strategy seems to be one of hope-speak. **RAB** President/CEO **Gary Fries** was recently quoted as saying, "Radio will increase its revenue performance as we move into 2004. Consumer confidence is on the rise and radio will be an early recipient of advertisers return to spending." So, let's see if we heard Gary correctly: the same group of owners who couldn't make more local and national money last quarter when there was holiday money to be had from advertisers, are now going to turn it around in the first months of 2004...when there's arguably less ad dollars? Yeah...right. So, what does this all mean for you – the hard-working radio employee who keeps their nose to the grindstone, running your operation as tight – yet, as creatively - as you can? Keep on doing it! Keep remembering that radio is and has always been, theater of the mind. Find even more creative ways to entertain your audience in between the 16-20+ units per hour, by studying the magic of radio artists who came before you – **Stan Freberg, Chuck Blore, Dick Orkin, Todd Storz** and the like. Find a special way to compensate an underpaid staff with non-fiscal rewards, like spending more time coaching and encouraging. Find great new ideas which can be sold inside your marketplace - and on your radio station - by listening to your staff and your audience. Find ways to stretch the imagination of your public further than their 40" wide screen for much longer than they keep their recyclable newsprint. Hopefully, your management will be paying attention to the new fire you've built inside your station, and may encourage it to spread. It won't be easy because our medium has been working so hard against itself over the last score of years. But, if you still believe in the enchantment of radio in 2004, the personal reward will be worth it! Happy New Year!

(A comment by Tom Kay)

Not so quietly through the holidays, **Kimberley Locke** began her ascent onto and up T40 charts! "**Eighth World Wonder**" is already garnering BIG airplay at places like WAPE 48x, KRBV 33x, WNOU 25x, WVRW 21x, WXSS 16x ("phones!") and more. Catch up with this hit **FAST! Curb**

Truth or Consequences, Dept. The rumor mill is working overtime on this one: that controversial WTDY/Madison talk host **Chris Krok** is headed to **Hubbard** talk KSTP-AM/Minneapolis for 8p to 10p, effective next week. If true, **T.D. Mischke** will shift to 10p to 12a (live). Mischke himself hasn't helped to squelch the story, reportedly telling his audience earlier this week that he'll soon move to another daypart to "make room for the 30-year-old-up-and-comer from Madison." Is this yet another of those groundless babblings the *TATTLE R* has made famous for 30 years? Or is Twin Cities radio ready for a real Krok??? Stay tuned!!

Continuing her conquering of Midwest radio playlists, Minneapolis' own **Breanna** and "**You Don't Have To Be Strong**" makes new believers daily! If you haven't auditioned this gem for a while, do it now! Or call us for another copy, and we'll ship it right out. **4 Entertainment.**

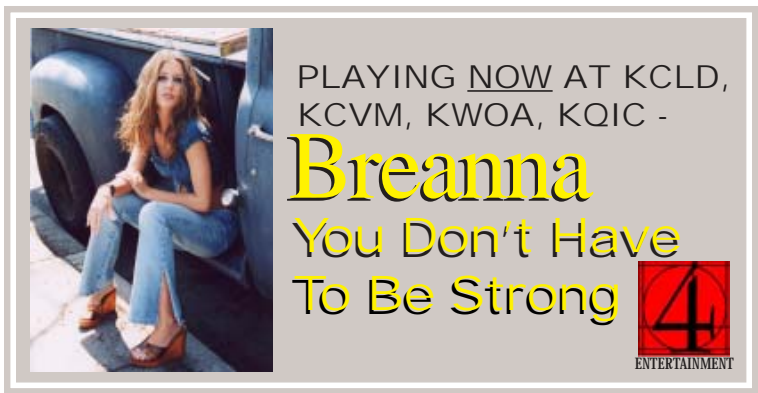
Omaha Fall Book, Phase 2 Trend. **Clear Channel** country KXKT wins again while Journal rocker KEZO slides past Clear Channel N/T KFAB. KXKT-FM 9.5-10.1, KEZO-FM 8.0-8.2, KFAB-AM 8.3-8.2, KGOR-FM 6.8-6.7, KSRZ-FM 6.2-5.7, KQKQ-FM 4.3-4.6, KQCH-FM 4.9-4.4, KEFM-FM 4.2-4.3, KLTQ-FM 3.8-3.9, KOMJ-AM 3.4-3.7, KRQC-FM 3.6-3.5, KBBX-FM 2.8-3.3, KKCD-FM 3.3-3.2, KBLR-FM 2.5-2.8, KKAR-AM 2.7-2.2, KCTY-FM 1.4-1.8, KOZN-AM 1.8-1.7, KOIL-AM 1.2-1.6, KOSR-AM 1.1-1.1, KZKX-FM 0.5-0.6, KCRO-AM *-0.4. 12+ persons, 6A-12P, M-Su, 6A-mid, Phase 1 – Phase 2 comparisons. Copyright © 2003, **The Arbitron Company**. These results may not be used without permission from **Arbitron**.

Jay Philpott has a gig! Says the longtime Midwest radio and Conclave Ex Comm member: "Following my tenure with KZPS/Dallas, and after an incredibly interesting year off spent with family and traveling, I'm incredibly excited to be rejoining **Clear Channel** as OM for their Charleston, SC cluster!" Jay will be on site next Monday (1/12).

What does taxidermy have to do with radio programming? While you could insert your own punch line here, the real answer is "ask **Rick Acker**". Rick, in addition to programming **Clear Channel** T40 KKXL/Grand Forks, is also proprietor of one of the Internet's most successful game-bird taxidermy sites. Get the whole story at www.roughridergamebirds.com.



Kimberley Locke
8th World Wonder
Adding this week!
Already at WAPE 48x!
WNOU 25x!
WVRW 21x!
WXSS 18x!



Des Moines Fall Book, Phase 2 Trend. Huge fall for **Clear Channel** N/ T WHO. WHO-AM 9.6-11.1, KKDM-FM 8.8-8.0, KAZR-FM 7.3-7.5, KIOA-FM 7.9-6.7, KGGO-FM 6.3-6.5, KSTZ-FM 5.9-6.5, KJJY-FM 6.1-5.2, KLTI-FM 5.2-5.0, KMXD-FM 3.9-4.4, KHKI-FM 5.6-4.4, KDRB-FM 3.4-3.9, KRNT-AM 4.2-3.9, KRKQ-FM 3.4-3.5, KXNO-AM 2.2-2.7, KCCQ-FM 1.7-1.7, KWKY-AM 0.7-1.3, KZZQ-FM 1.7-1.2, KWMT-AM 1.2-1.0, KLRX-FM **-0.3, KJJC-FM **-0.3. 12+ persons, 6A-12P, M-Su, 6A-mid, Phase 1 – Phase 2 comparisons. Copyright © 2003, **The Arbitron Company**. These results may not be used without permission from **Arbitron**.

Detroit Fall Book. **Clear Channel** urban WJLB got the mojo in Motown. WJLB-FM 5.1-6.1, WJR-AM 5.8-5.8, WWJ-AM 5.5-5.5, WNIC-FM 3.5-5.3, WOMC-FM 5.3-5.1, WMXD-FM 4.8-4.9, WVMV-FM 5.1-4.4, WRIF-FM 5.5-4.4, WDTJ-FM 4.0-4.4, WMGC-FM 3.4-4.0, WYCD-FM 4.1-4.0, WKQI-FM 2.9-4.0, WDRQ-FM 2.8-3.6, CIMX-FM 3.4-2.9, WCSX-FM 3.7-2.8, WDTW-FM 2.2-2.3, CKWW-AM 1.6-2.0, WDMK-FM 2.6-1.9, WDFN-AM 1.3-1.6, WKRK-FM 2.1-1.6, WGPR-FM 1.2-1.5, WDVD-FM 2.9-1.5, WXYT-AM 1.2-1.2, Wmuz-FM 1.1-1.1, CIDR-FM 1.1-1.0, WCHB-AM 1.3-0.8, WQBH-AM 0.9-0.8, WLQV-AM **-0.5, WWWWW-FM 0.5-0.5, WSAQ-FM 0.4-0.4, WCRZ-FM **-0.4, WEXL-AM 0.6-0.4, WJLB-FM 5.1-6.1. 12+ persons, 6A-12P, M-Su, 6A-mid, Summer 2003 to Fall 2003 comparisons. Copyright © 2003, **The Arbitron Company**. These results may not be used without permission from **Arbitron**.

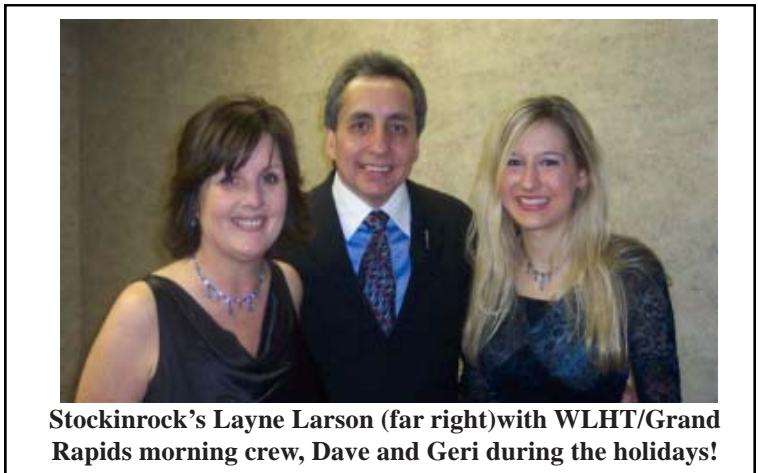
ANNOUNCING – CONCLAVE SCHOLARSHIPS WORTH OVER \$60,000! The Conclave is proud to once again announce its radio and television broadcast scholarship program at three nationally recognized educational institutions. One broadcasting scholarship will be offered to attend **Brown College** of Minneapolis, MN or to **The Specs Howard School of Broadcasting Arts** of Southfield, MI. One Music Business scholarship will be awarded to **Musitech College** of St. Paul, MN. In all, these scholarships represent a value of over \$60,000...and that's NOT counting the Conclave's Continuing Education Scholarship, worth another \$1500! Entry forms, and more information will be available inside of career counseling offices at high schools around mid-America next week. In addition to the monetary value of the scholarships, the awards will include job placement assistance. Available starting dates for the Scholarships vary for each school, beginning as early as the summer of 2004. What's necessary for application? A voice tape/CD must be included with each radio scholarship application. An essay must accompany the music industry scholarship application. A panel made up of members of the Board of Directors of the Conclave and Conclave Advisors will choose the winning candidates. The scholarship deadline is March 15, 2004. Winners will be announced by mid-April, 2004. (FYI - Soon, PSA's announcing the scholarship availabilities will be available for downloading at www.theconclave.com. Be watching for details!)

Emmis' WMLL/St. Louis is now "Red@104.1 Music With Class". According to PD **Jeff Allen**, Red@104.1 is not going to be positioned as an Oldies, Standards, or a Nostalgia station. It will feature core artists such as **Michael Buble, Diana Krall, Norah Jones, Steve Tyrell, Harry Connick Jr., Brian Setzer, Big Bad Voodoo Daddy, and Rod Stewart**, right alongside **Ella Fitzgerald, Tony Bennett, Bobby Darin, Dean Martin** and **Frank Sinatra**. Says Allen, "It is very rare in radio nowadays to get to launch a brand new concept. We are very excited about this format." VP/Programming **Rick Balis** adds that the appeal of Red@104.1 is universal. "20-somethings and 40-somethings plus will find it fun to set their radio to RED @ 104.1." Says VP/GM **John Beck** adds, "There's a hole a mile wide for this remarkable music. Retailers such as **The Pottery Barn, Starbucks, Restoration Hardware, Eddie Bauer** and others have known it for years. They play the music in their stores and wind up selling it to their customers. We love those stores, their music ... and their demographics."

Coming soon: an incredible remix of **Layne Larson's "Wait For Me"** on **Stockinrock!**

Clear Channel Top 40/Rhythmic WBTT/Ft. Myers names former KTTB/Minneapolis PD **Scrap Jackson** as its new PD.

Did anybody else notice how out of touch so many industry trades are with the realities of radio? Case in point: this past Monday (or later), you saw headlines/stories in national faxes/emails like "Shake the cobwebs out...", "While You Were Out...", and "Never in the history of music and radio have so many returned from a long vacation..." Well, maybe THEY got a long vacation...but we salute the radio pro's who have to endure the "welcome back" crap each year from those who took their illogical two-week music/trade industry hiatus, forgetting how many GMs, PDs, MDs, and air talents stayed at their desks for large portions of the holidays! Thanks Radio for keeping the airwaves humming while the rest of the industry slumbered!



Chicago Fall Book. **Tribune** N/T drops over a share but stays #1. WGN-AM 7.2-5.9, WGCI-FM 6.3-5.5, WBBM-AM 4.4-5.0, WVAZ-FM 4.9-4.9, WLS-AM 4.0-4.8, WNUA-FM 3.9-4.4, WLIT-FM 2.9-4.0, WBBM-FM 4.1-4.0, WOJO-FM 3.0-3.5, WUSN-FM 4.4-3.5, WLEY-FM 3.2-3.4, WPWX-FM 3.2-3.3, WJMK-FM 3.2-2.9, WKSC-FM 2.5-2.5, WDRV-FM 2.8-2.3, WTMX-FM 3.2-2.3, WFMT-FM 1.6-2.2, WXRT-FM 2.2-2.1, WKQX-FM 2.1-2.0, WCKG-FM 1.5-1.9, WNND-FM 2.0-1.9, WLUP-FM 2.4-1.9, WZZN-FM 2.0-1.9, WGCI-AM 1.6-1.4, WSCR-AM 1.5-1.3, WMVP-AM 1.3-1.2, WSRB-FM + 0.4-1.1, WIND-AM 0.8-1.0, WVON-AM #-0.4-0.7, WZFS-FM 1.0-0.7, WVIV-FM 0.6-0.7, WNTD-AM 0.4-0.4, WCGO-AM 0.3-0.4, WRTO-AM + 0.3-0.4, WRZA-FM 0.4-0.4, WERV-FM 0.4-0.4. 12+ persons, 6A-12P, M-Su, 6A-mid, Summer 2003 to Fall 2003 comparisons. Copyright © 2003, **The Arbitron Company**. These results may not be used without permission from **Arbitron**.

Conclave 2003 Legend **Willie Nelson** recently unveiled a new song at a rally for Democratic presidential candidate **Dennis Kucinich**. “**What Ever Happened To Peace On Earth?**” was written by Nelson on Christmas day in response to the war in Iraq. Rumors have been circulating that Nelson would be recording the protest song for release to radio. But his label insists no recording exists and at this time there are no plans to record the song.

Coming soon: an incredible remix of **Layne Larson’s “Wait For Me”** on **Stockinrock**.

Journal Talk WTMJ-A/Milwaukee has inked veteran talker **Wes Minter** for a Sunday morning show. Minter, most recently at KRMG-A/Tulso, has graced the airwaves at WSB/Atlanta, WCCO/Minneapolis, and KCMO-AM/KC.

No sooner had XM announced that it will add “Instant Traffic & Weather” channels in March that will serve 21 major metros with “in-depth, up-to-date information about road and weather conditions” provided by **Mobility Technologies** and **The Weather Channel**, than the **NAB** began an attack on the satellite carrier. NAB President/CEO **Eddie Fritts** protests, “XM’s announcement to provide weather and traffic reports to select major markets represents an appalling back-door attempt to bypass the FCC’s intent to limit satellite radio to a national service only. The announcement also violates the spirit of a terrestrial repeater agreement NAB recently negotiated with XM barring XM from local programming delivery. NAB will explore the legality of XM offering this program service. But there is no doubt the 175 million daily listeners of local radio stations know that the best and most reliable source for news, school closings, and weather and traffic alerts continues to be their local broadcasters.” Slated as the markets for traffic and weather: New York, Los Angeles, Washington, Dallas, Chicago, Houston, Detroit, Philadelphia, Phoenix, San Francisco, Tampa, Orlando, Baltimore, Pittsburgh, and St. Louis In March Boston, Atlanta, Miami, Minneapolis, Seattle, and San Diego later in the year.

Iowa makes radio history! **iBiquity** has announced that Cedar Rapids resident **Nathan Franzen** purchased an a Kenwood KTC-HR100 HD receiver from the **Ultimate Electronics** store in his hometown on Monday. In doing so, he became the first person in the nation to purchase an HD radio tuner! Following installation in his automobile, Franzen then tuned to the **Robbie Norton**-owned Top 40 KZIA, which was doing a promotion with the store. Said Norton, “Heavens to Murgatroid, this sounds bitchin’.” Said Franzen, “Beats the hell out of my 8-track!!” Norton is now proudly boasting that 100% of the city’s HD tuners are tuned to KZIA and no Arbitron survey is needed to prove that!

Artistic Media Partners Standards WSHI/Ft. Wayne is flipping to AC under the moniker “The Brighter Side Of Music.” In addition, the station has picked up syndicated wake-up duo **Bob & Sheri** for mornings, and parted company with afternooner **Ron Gregory**. Middays are being held down by **Misti Dawn**, and **Mark Alexander** is handling nights.

The 2004 Conclave Learning Conference - PARADIGM 2004: IT’S FULL OF SHIFT! July 14-17 at the Marriott City Center in Minneapolis! **WINTER EARLYBIRD TUITION - \$199 until 2/29/04 (\$499 at the door)!** **Save BIG money NOW!!**

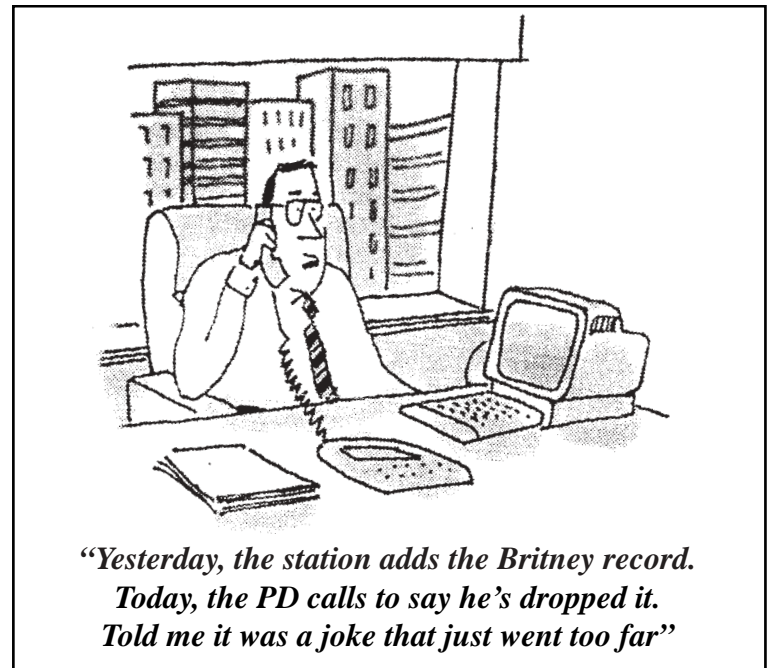
Entercom Country WDAF/Kansas City has tapped **Clear Channel** Country WDRM/Huntsville OM **Wes McShay** as its new PD. He’ll replace **Dene Hallam**, who exited the station just before Christmas.

Clear Channel is buying three more stations in the **Bismarck** market from **Ingstad’s Radio Bismarck-Mandan** for \$8 million. The deal includes Country KBMR, Country KQDY, and Classic Rock KSSS.

Coming soon: THE anthem for the American woman - “**So Little Time**” by **David Young** on **Universe**.

Waite Radio Networks/Omaha weekender **Randy The Skinny Bitch** exits for mid-mornings at **Midwest Communications** Rocker WHBZ/Sheboygan, WI.

Is the end near for News/Talk on WMNN/Minneapolis? A filing with the **FCC** about the sale of an Illinois station (WAUR/Sandwich-Chicago) to **Advance Acquisitions** mentions that the company will also file an application for assignment of WMNN’s license. Advance Acquisitions is a subsidiary of **Starboard Media**, which operates the “Relevant Radio” network, currently heard in the Twin Cities on WMIN/ Hudson, WI and KSMM/Shakopee. WMNN is operated by the **Minnesota News Network**, a subsidiary of **Minnesota Public Radio** parent, **American Public Media Group**. MPR management told the *St. Paul Pioneer Press* it had no comment. MNN also operates the Nostalgia simulcast of KLBB and KLBP, both in the Twin Cities.



The man of many airshifts, **Chris Kelly**, has added swing duties at WMYX/Milwaukee, to his current stints at competitor WXSS/Milwaukee and WZEE/Madison.

Clear Channel/Minneapolis drops **Metro Traffic** as of the new year, and has instituted its own traffic reporting service – **The Total Traffic Network**. The service is headquartered in the Clear Channel complex in suburban St. Louis Park, and is being headed by veteran programmer **John Michaels** (ex-NetRadio, Z104/Madison, and KZIO/Duluth PD).

JOBS. Emmis Alternative KPNT/St. Louis is still needing T&R's for afternoons. Send your package to: PD **Tommy Mattern**, 800 St. Louis Union Station, The Powerhouse, 63103...Bahakel Active Rocker KFMW/Waterloo-Cedar Falls has its first fulltime opening in nearly 4 years and is looking for someone to handle nights. The gig may include producing station imaging, so get your CD&R's over to OM/PD **Michael Cross**, KFMW, 514 Jefferson St, 50701...Morning Sidekick wanted at KKXL-FM, Grand Forks. If you can communicate to 20 something females in a college town and endure ND Winters. MP3 & resume to rickacker@clearchannel.com or CD to 505 University, Grand Forks, ND 58203...Programming Coordinator needed for Omaha's alternative Rock 89-7, The River. Can you set a course, lead and coach an energetic staff? Can you set up killer promotions that keep your listeners talking?

If so then The River is looking for you! Prior programming experience in either a primary or support role is required. Experience in radio promotions and a college degree are helpful. Please send Tape, Resume and Programming Philosophy to Iowa Western Community College, Human Resources, 2700 College Road, Council Bluffs IA 51503 or email to bstewart@iwcc.edu...**Entercom** T40 WXSS/Milwaukee is seeking its next great Promotions Director (now that **Natalie** is headed to Chicago!!). T & R & samples of your best work should be sent to OM **Brian Kelly**, 11800 W Grange Ave, Hales Corners, WI 53130-1035...WNOU/Indianapolis needs Night Jock/Music Director! Active? Hip? Do you "get it"? Ready to build a totally new show from the ground up? Can you schedule music? Do you understand the science of selector? If you answered yes to all of the above then we have your next gig. Come work for one of the best broadcast company's in the country. **Emmis Communications** has a rare opening for Night Jock/Music Director at WNOU. Send relevant data to: cedge@wnou.emmis.com or write, PD **Chris Edge**, 40 Monument Circle, 46204...A small market trombo is looking for a news/sports/webmaster combination. If you're a news anchor who thrives on local news investigation and reporting, sports play by play, co-hosting live local sports show & general web site management, send your resume and air check to **Seward County Broadcasting Co., Inc.**, 1410 North Western Ave., Liberal, Kansas 67901. Or Email to audio@kscb.net...Wanted – a Traffic Reporter responsible for morning and afternoon drive traffic reports on several **Entercom** stations. Full time hours with some hours per week to cover news events. Applicant must have excellent verbal skills, knowledge of local traffic routes, general news knowledge, and the ability to meet several deadlines each hour. Degree in journalism or broadcasting, plus broadcast experience preferred. Please e-mail resume to tduesing@entercom.com. Or mail PD Tony Duesing, 2120 N. Woodlawn, Ste. 352, Wichita, KS 67208. Fax: 316-685-3408...**Waitt Radio Networks** is searching for a part-time talent on its "AC Active" format (Hot AC), delivered nationwide via the most ingenious satellite delivery method on the planet! Send a recent aircheck, preferably of Hot AC or CHR format, (although airchecks from other formats will be considered). If you have the ability to relate within a structure, and if your delivery is right down the middle of Hot AC, I'd love to hear your stuff. Include prod samples, in case you have interest in possible fulltime employment here in the future. Please include examples of phone interaction, if possible. DON'T DELAY! This is a

terrific opportunity with an excellent, expanding company. Work alongside broadcast pros in new, state of the art studios in Omaha! Send MP3 airchecks to dhunter@wrnonline.com OR to **Dave Hunter**, 1000 N. 90th St. Suite #105 Omaha, NE 68114...**Nextmedia's** 95Q/Decatur is looking for 1 or 2 dedicated part timers to help the cause. Whether you're the kid from the college station or the aging teen idol looking to get back on the air, you're eligible. Duties depend on your schedule and experience, but weekday and/or weekend hours are available. CD/Resume to PD **Mike Sweeney**, 337 N. Water St. 62523...**Powell Broadcasting** (KSUX-FM KKMA-FM KSCJ-AM)/Sioux City is currently looking to hire a Production and Continuity Director. Duties included writing commercial copy for our advertisers, directing the creative services department, production duties, assisting with the billing process and commercial affidavits and being in charge of the promotional calendar, assisting with outgoing promotions for our radio stations. The successful applicant will be creative and well organized, able to handle multiple tasks and meet deadlines, enjoy working with many personalities and accelerate in a fast paced working environment. This is a full time salaried position with benefits available, including 401k, medical, dental, vision, and vacations. Send your stuff to **Candice Nash**, 2000 Indian Hills Drive, 51104 or Email them directly to cnash@powelliowa.com...**RRPI, Inc** (WRZQ-FM and WYGB-FM)/Columbus, IN is in search for a News Director. Do you eat, sleep and poop news?? If so, rush your resume, aircheck and writing samples to: **Nathan Allen**, 825 Washington Street, 47201...**Clear Channel's** KRQC/Omaha's New Rock 93-3 The Dam, is looking for someone that doesn't consider radio work! In fact, if you did your shift in your underwear, we wouldn't mind, just close the blinds. We work hard, play hard and love to win! The 7 to Midnight opening is all about using phones and getting out to meet the peeps. Production experience on SAW and Cool Edit would be great. If you have a couple of years full-time experience on your r sum (especially in broadcasting), then MP3 your air check and production samples to: timsheridan@clearchannel.com or email PD **Tim Sheridan**, 5010 Underwood 68132. No Dam Calls Please!...Are you ready to find a great job in the world of radio? KWYR in Winner, South Dakota will soon have an opening for an air shift/Sports Director position. This would be a great first job if you're a sports minded individual who has a passion for radio. The station covers local high school sports year round, and that is very important to our listeners. Send your aircheck and resume to: Program Director, BOX 491, 57580 or email, kwyrpd@gwtc.net ...Be a full-time traffic anchor at Minneapolis' new traffic network! This is a split-shift (5-9am and 3-7pm), and duties include information gathering & traffic reporting, and may include some mobile reporting. Knowledge of Twin City area roadways is a MUST. Traffic or News experience a plus, but not required. Part-time openings may also be available. No phone calls, please. Tapes/resumes to: **Total Traffic Network** c/o **John Michaels, Clear Channel Radio**, 1600 Utica Avenue South, Suite 400, St. Louis Park, MN 55416...All positions advertised in the **TATTLE** are provided free of charge, and represent equal opportunities!

Conclave XXIX

paradigm 2004:
it's full of shift!

July 15-18, 2004

Marriott City Center Hotel/Minneapolis
Info? www.theconclave.com