

the Conclave Presents

THE TATTLER

Since 1975

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Cartoons Suggested by Lenny Bronstein & Jay Philpott

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Hubbard Broadcasting, Inc. agreed to buy 17 radio stations from **Bonneville International Corp.** this week for a reported \$505 million. The deal includes clusters in Chicago, Washington, D.C., St. Louis and Cincinnati. Bonneville Pres./CEO **Bruce Reese** will become Pres./CEO of Hubbard Radio and COO **Drew Horowitz** will also retain his title with Hubbard. Hubbard Radio Pres. **Ginny Morris** will become Chair of Hubbard Radio LLC. The deal includes Classic Hits WDRV-WWDV, Adult Hits WILV and Hot AC WTMX/Chicago; News WTOP-WWWT-WTLP, News WFED-AM-WWFD-AM and Regional Mexican WBQH-AM/Washington, D.C.; Classic Hits WARH, Country WIL and Sports WXOS/St. Louis and Hot AC WKRQ, Adult Hits WREW, Country WUBE and Country WYGY/Cincinnati. Bonneville holds onto its Los Angeles, Phoenix and Seattle clusters and KSL Broadcasting will keep the Salt Lake cluster, with KSL COO **Jeff Simpson** overseeing the other markets also. "Bonneville has built all its media properties into profitable, well-managed media outlets in lucrative markets, which has made them attractive to many potential buyers through the years," DMC Pres./CEO **Mark Willes** said. "Hubbard Broadcasting, Inc. is a well-respected business that represents many of the same values Bonneville embraces, which we took into consideration when the company approached us. We felt Hubbard's long-term hold strategy was the right fit for these stations." "We have long admired the good work, reputation and leadership of Bonneville International and its management team and feel honored to welcome these great stations into the Hubbard family of companies," said Morris. *Comment: It seems fitting that two of the most respected broadcast companies in our industry consummate the largest radio deal (in terms of market sizes and number of stations) we've seen in years. If the histories of both Hubbard and Bonneville provide clues to the future, it would appear the economies of scale (read: personnel purge) that pockmarked so many deals in the consolidation years the*

late 90s and early 20's won't become a benchmark of the new Hubbard group. With both companies - particularly their respective heads **Ginny Morris** and **Bruce Reese** - recognized as practitioners of solid local radio and known purveyors of community service, this deal scores big points for those who still believe radio's abilities to earn a profit need not diminish its ability to deliver on the promise of nobly serving the public interest. Said **Ginny Morris** yesterday, "We believe in the radio business." She has obviously put her money where her mouth was! - TK

But wait, there's more! Yesterday's gargantuan **Hubbard** deal put some interesting figures on the table: 1) the \$505 million purchase reputedly made mostly with cash the Hubbard's had put away, ostensibly the result of their \$1.6 billion satellite TV/USSB sale to Direct TV in 1998. 2) The multiple used in the sale seems to be pegged at around 8x by most sources*. 3) When the deal closes, the new Hubbard will have 547 more employees to add to its 154. 4) Hubbard, which had resisted jumping into HD radio - it's Twin Cities properties have zero HD channels - now has 14 HD signals in Chicago, Cincy and DC. *Comment: Given the similarities in approach to the industry employed by both Hubbard and Bonneville, it's intriguing that on the issue of HD, they should be occupying such polar positions. It will be intriguing to see if Reese and Horowitz, who'll head up all of radio - including the Twin Cities Hubbard properties - will push to install HD on the Hubbard home turf. But we suspect the subject has been broached in the negotiations they shared leading up to the sale, and that after the FCC signs off on the license transfers in late spring, it will become apparent how much HD will factor into the future of the newly expanded Hubbard world. - TK*

Cox Country WHKO/Dayton, OH was briefly off the air during morning drive (1.17) after two men broke into the WHIO-TV transmission tower, stealing the WHKO transmitter, grabbing computers and printers and ransacking the place. The burglary was discovered after Chief Radio Engineer **Benny Spitler** received a call at 6:17a (ET) that the radio station was off the air. Spitler told WHIO-TV, "I saw the front gate had been taken down. I put my car into four-wheel drive, drove around back, and saw the back door was open. I don't believe they knew exactly what they were looking for. They were just looking for anything of value." Police say the suspects drove to A&B Iron and Metal to scrap the equipment for money. When employees noticed the WHIO and Cox logos on the stolen goods, they called authorities and had the men arrested. The equipment was returned to the transmitter tower.

the Conclave Webinars

Community & The Social Media Equation

Social Media burst through in 2010 as a preeminent communicative technology, unlike any we've witnessed in recent history. Join author **Eve Mayer Orsburn** for a stimulating webinar addressing the right balance of communication through social media - **COMMUNITY & THE SOCIAL MEDIA EQUATION** - on Wednesday, 1/26 at 2P CST. Eve Mayer Orsburn is CEO of **Social Media Delivered**, a social media company that leverages the power of LinkedIn, Twitter, YouTube, blogs and Facebook with proven strategies. She is interviewed often on media like **CNN Radio** and **CIO.com** and was selected as one of the 100 most influential people online by *Fast Company Magazine*. The webinar is free, but preregistration is necessary to participate. To sign up, click on <https://www1.gotomeeting.com/register/449050288>.

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Conclave Webinar!

Wednesday
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Social Media burst through in 2010 as a preeminent communicative technology, unlike any we've witnessed in recent history. Join author **Eve Mayer Orsburn** for a stimulating webinar addressing the right balance of communication through social media - *COMMUNITY & THE SOCIAL MEDIA EQUATION* - on Wednesday, 1/26 at 2P CST. The webinar is free, but preregistration is necessary to participate. To sign up, click on <https://www1.gotomeeting.com/register/449050288>. Eve Mayer Orsburn is CEO of **Social Media Delivered**, a social media company that leverages the power of LinkedIn, Twitter, YouTube, blogs and Facebook with proven strategies. Over 40,000 people connect with Eve for expertise on using social media explained in a way they can actually understand. She is interviewed often on media like CNN Radio and CIO.com and was selected as one of the 100 most influential people online by Fast Company Magazine. Social Media Delivered is one of the largest companies focused solely on social media optimization, based in Dallas, Texas and Paris, France with Client Advocates in the US, Canada and Europe serving clients Worldwide. Eve is the author of the book **Social Media for the CEO** and speaks to groups large via TV, radio, webinar or in person on a variety of social media subjects.

Music Ventures Talk KFKA-AM/Ft. Collins-Greeley, CO has filed a restraining order against **Brett Reese**, owner/on-air host of crosstown KELS (Pirate Radio), because he threatened a "shootout" with the station because it was going after KELS' advertisers in the wake of Reese's inflammatory accusations against **Martin Luther King, Jr.** Reese, who claims his annual on-air allegations about King – that he was not a real reverend or a bona fide PhD, but was merely a sexual degenerate – elicited threats against him, started carrying a concealed weapon, although he never notified the police about the threats. When he publicly announced that he was going to carry the weapon to the school board to which he is a member; the school board members denounced his views, asserting that Reese's allegations are taken from a known white supremacist. The Weld County, CO Sheriff's office has temporarily suspended Reese's concealed weapon permit because of the threatening voicemail he left on crosstown KFKA Owner/GM **Justin Sasso's** phone. Meanwhile, the school board will meet next Thursday to consider whether guns can be brought to board meetings.



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Eric Ferguson to host **Regis**? The five men that will co-host next week with **Kelly Ripa** were unveiled and **Bonneville/Hubbard** Chicago's Eric Ferguson (WTMX) is one of the five who begin their appearances next Monday (1.24). Back in November, viewers of the show were asked, "Is there a male radio broadcaster who you think would make a great TV personality? We're inviting you to nominate an eligible broadcaster you would like to see guest co-host with Kelly for a day! By nominating your favorite male radio broadcaster and voting online you will have the opportunity to enter for a chance to win a **Krups** home appliance gift package valued at \$500!" In addition to Eric, the finalists are: **Clear Channel** Top 40 KHFI/Austin's **Bobby Bones**; **Entercom** Country KKWF/Seattle's **Fitz**; **Newcap Radio** Top 40 CIHT/Ottawa's **Jeff Mauler** and **CBS** Alternative KROQ/Los Angeles' "Psycho" **Mike Catherwood**. 900,000 votes were cast in total.

Jacobs Media Pres. Fred Jacobs – *who once again brings the Jacobs Media Summer School to the Conclave in July* – has posted something to his blog that's sure to get tongues wagging. "Writing about **HD Radio** in a media blog is like opening up the phones to chat about abortion on a Talk radio station. You generate tons of calls, lots of extreme opinions and vitriol on both sides, while pissing off at least half your audience — or in this case, readership." Continued Jacobs, "For the **CES**, you are already well aware of our belief that radio needs to participate and engage with this event and the world of consumer electronics in general. When **iBiquity/HD Radio** is about the only visual vestige of representation for broadcast radio, there is truly something wrong with this picture. My takeaway from CES is that broadcast radio could and should have a presence at this mega-trade show. (To give credit where it is due, **iHeartRadio** also was on the scene, and a topic of conversation, too.) "Many of the values on display at CES seemingly run counter to what we often see in radio. Companies are taking risks, they are innovating, and they are listening to their customers who are driving much of the change. "So, who's out of step? A traditional industry like radio that often rests on its historical laurels or the rest of the vast consumer electronics world that includes global brands, telephone companies, the new spirit of the automakers, and so many other categories that are setting the tone for how consumers entertain and inform themselves?"

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Can You Afford NOT To Be In Minneapolis Next July??

The long battle between two low-power FM stations in Columbus, OH over time-sharing on 102.1 has finally been settled. Under the agreement, **Bexley Public Radio's** WCRX-LP will use the frequency 3a-3p (ET), while the **Neighbor Network's** WCRS-LP will be on the air 3p-3a. The stations, two of five stations allotted the frequency, had been battling over the hours abandoned by the other three stations that never signed on the air. While they fought, WCRX aired two hours a day and WCRS was on the air for five hours.

You and the Rockwell! Since 1989, the Conclave has presented **The Rockwell Award** - an annual lifetime achievement award - to an individual of unquestioned accomplishment inside the radio industry. This year, the Conclave once again reaches out to the entire industry to help select nominees for this important recognition. What is the Conclave looking for in a Rockwell Award recipient? It seeks a person who is not just an inspirational leader, but a person of great accomplishment - one who teaches and guides others directly, by example, or both. The successful nominee has made lasting and significant contributions not just inside their industry, but to the public the industry serves. The Rockwell honoree is a pioneer who has paved trails for others to follow, now and in the future. They are resolute, strong, committed, and have their work respected by all. Do you know a professional who matches this description of unparalleled success and outstanding leadership? If so, please nominate them for this special honor to be awarded at the July Conclave Learning Conference. The Rockwell nomination guidelines are as follows:

1. Any member of the industry may nominate one or more persons for the Rockwell award. They may come from any walk of industry life: a syndicated or local talent, a single market or national programmer, a general manager or group owner, a production or promotion professional, V/O talent, etc.
2. All nominations must be accompanied by supporting evidence sufficiently detailed for the Conclave Board to render a decision (e.g., a resume; accounts of industry accomplishment; testimonials from individuals or organizations regarding the nominee's body of work and contribution, etc.)
3. Nominations must be made in writing, sent to the Conclave office via mail (4517 Minnetonka Blvd #104, Minneapolis, MN 55416), email (tomk@theconclave.com), or fax (952-927-4487) no later than 6PM CST Friday, February 11th. Members of the Conclave Board of Directors and its staff will meet shortly thereafter to weigh the merits of each nominee. An announcement of the recipient will be made on or before March 1, 2011 and the Award will be presented during the 36th Annual Learning Conference, July 14-16th at the **Doubletree Park Place Hotel** in Minneapolis.

A statue of the late **Ron Santo** will be placed outside **Wrigley Field** in time for an August 10th unveiling on "Ron Santo Day," the **Chicago Cubs'** new owner **Tom Ricketts** announced at the team's annual fan event "Cubs Convention" Saturday (1.15). The statue of Santo, the longtime 3rd baseman and colorful analyst on Cubs radio broadcasts, will be the fourth at Wrigley Field, joining **Ernie Banks**, **Billy Williams** and broadcaster **Harry Carey**. Cubs' players will also wear Santo's number 10 on a patch this season as a tribute. "Ron Santo will always be remembered as an extraordinary player, as the ultimate Cub fan and for his tireless commitment towards juvenile diabetes research," said Ricketts. "On behalf of the Cubs organization, we are proud to honor Ron Santo with a statue of his likeness at Wrigley Field so that future generations can remember his remarkable legacy on-and-off the field. The Cubs are also proud to remember Ron throughout this season with a commemorative uniform patch. We join our great fans in dedicating the 2011 campaign to a man who dedicated so much of himself to us."



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<http://www.worldwideradiosummit.com>

The **Bonneville-Hubbard**/St. Louis cluster has been chosen by **Heat Up St. Louis, Inc.** as the 2010 "Corporate Citizen of the Year." The three-station cluster was chosen for their volunteerism and strong on-air support relating to the 2010 **Hardee's** annual Rise and Shine for Heat Up benefit in the St. Louis metro area, called "Have a Heart, Heat a Home".

The **Alliance for Women in Media (AWM)** is proud to recognize **Jana Polsky** as the recipient of the 2010 AWM Achievement Award. Polsky, is an award-winning writer/producer for the **Westwood One Radio Networks**. AWM selected Polsky for this prestigious award in recognition of her accomplishments in strengthening the role of AWM within the industry as well as her contributions to the media. The 2010 AWM Award will be presented during the AWM's Leadership Training Event on March 24th, 2011 in Washington, D.C. The following day, March 25th, 2011, AWM will launch its new series of symposia with its first event focusing on women in media ownership.

Greater Twin Cities United Way SVP/Donor Relations Randi Yoder joins **Minnesota Public Radio/American Public Media** as SVP/Development.

Entercom Top 40 **WXSS/Milwaukee** names **Rahny Taylor** as MD. Taylor is a longtime staffer and part of the **Wes, Rahny & Alley** morning show.

Entercom/Madison names **Jessica Seeland** as Marketing Director. Also, **Ed Johnson** moves from PT to FT traffic reporter and overnight host at AAA **WMMM**.

Greater Media Talk **WBT-AM** and Hot AC **WLNK/Charlotte** Ops Man **Bill White** is on his way to **Tribune** Talk **WGN-AM/Chicago** as PD, effective Feb. 14th. White fills the vacancy left by the departure of **Kevin Metheny** last year.

Adelle Marie Borchetta joins **McVay New Media** as VP/Social Media.

Journal names **Marie McGlynn-Peach** as VP/GM of its Boise and Twin Falls, ID cluster.

Clear Channel Talk **WTAM/Cleveland** evening anchor **Dean Leyland** exits.



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Clear Channel Top 40 **WKSC/Chicago's** new morning show with **Brotha Fred, Angi Taylor, David L** and producer **Tommy Black** debuted Monday.

Crossroads Communications AC **WBOW/Terre Haute** midday talent **Julie Henricks** exits.

Greater Media AC **WMGC/Detroit** announces the addition of **NextMedia** Hot AC **WHBC/Canton, OH** and **WGER/Saginaw, MI** PD **Brian Figula** for PD duties effective last Tuesday.

Citadel Country **KQFC/Boise** PD/PM driver **Wes McShay** is out.

Greater Media appoints **Julie Law** Dir./Marketing and Promotion for its Detroit cluster, including **WRIF, WCSX** and **WMGC**. She started Tuesday.

Email to the TATTLER from Dave Dworkin/Radio Mall, re: Tucson/Radio commentary (1/13): "Superb commentary, Tom. Perhaps you should submit it to a national source such as All Access and/or Radio-Info?" (TATTLER response – Gosh, we thought this WAS a national source. But thanks, Dave!)



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Lite 92.5 KELO-FM in Sioux Falls South Dakota is looking for a dynamic partner to co-host and be the star of our morning show: Someone who knows the intricacies of putting together a great morning show appealing to 25-54 women; someone who is an expert with Adobe Audition and can assume the role of Imaging Director; someone who loves being in front of the public; someone who knows website management and can update content on a daily basis; and someone who is extremely organized and is eager to work to advance their radio career. KELO-FM is owned by **Backyard Broadcasting**, a great, growing company with 7 radio stations in Sioux Falls, South Dakota's largest city. This is a fabulous facility in the market that Forbes lists as "The Best Smaller Metro in America" six years in a row! Females and minorities are encouraged to apply. Backyard Broadcasting is an Equal Opportunity Employer Please send resume, CD or MP3 aircheck, to: **Tom Gjerdrum** - Lite 92.5 KELO-FM, Backyard Broadcasting, 500 South Phillips Avenue, Sioux Falls, SD 57104, Email to: <mailto:SiouxFallsCareers@byradio.com>.

Badlands Broadcasting in Rapid City, SD is looking for the next addition to our sales team for our two stations Oldies 101.9 and 99.5 ESPN. In addition to popular ESPN programming we carry Minnesota Twins baseball. We are located in the Black Hills and our combined station coverage is western South Dakota, Eastern Wyoming and northern Nebraska. Our next Account Executive must have good communication skills, a positive attitude, be a team player and dedicated to customer service and customer satisfaction. Prior experience is preferred but not necessary. We are looking for a motivated individual who does not like to sit and wait for things to happen but goes out and makes it happen! If this is not you...do not apply for this position. Responsibilities include: prospecting/cold calling, setting appointments with prospects, creative client presentations, and achieving a sales quota. **JOB REQUIREMENTS:** New business to business experience preferred • Minimum of 1 year outside sales experience required; 2 or more years preferred with ability to penetrate new business categories • Cultivation of long standing client relationships • Media sales background preferred, not required • Knowledgeable in Microsoft Office applications (including Outlook, Word, Excel, PowerPoint, Internet/Intranet) Our Sales Representative positions enjoy: • Competitive Pay • 401 K • Paid Vacation & Holidays Badlands Broadcasting is an Equal Opportunity Employer. Do You Have What It Takes? Contact: **Lonnie Glasford**, General Sales Manager 1711 West main, Rapid City, SD 57702, <mailto:lonnie.glasford@badlandsradio.com>. 605-721-9005, 605-721-9007 fax.

PM Drive on Classic Hits WGMM-FM & Production Director Duties for 4 station cluster in Corning, NY. Great locally owned radio company ran by radio people. Resume & Demo to <mailto:audioonly@stny.rr.com>. **Sound Communications, LLC.**

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We're still looking for the right person or team to do mornings on KS95/KSTP-FM in Minneapolis! If you know how to prep, create and deliver an entertaining morning that caters to primarily a female audience in a PPM world, here's your chance to do it in one of America's best cities for one of America's best companies! Email your resume with audio (no audio - no consideration) to: Jobs@KS95.com. Full job qualifications and information at: <http://ks95.com/pages/careers.php>

Implement music or talk format and contribute entertaining content. May include host duties, news, reporting or producing responsibilities. Both full-time and part-time positions available. On-Air Personalities - **Entercom Kansas City!** Interested candidates should send a completed Entercom application along with resume to <http://www.entercom.com/careers>

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Chicago suburb group is interested in visiting with highly motivated individuals possessing well rounded sales and broadcast skills. If you're looking to work in an environment where you're encouraged to grow the business and make money, send your resume and/or demo to <mailto:radiodude53@yahoo.com>.

We are a well-funded, privately held company searching for an experienced manager to head up our BRAND NEW radio station operation in Des Moines, IA. If you possess a winning attitude, have a passion for success, are known for delivering exceptional results and want to be partner on a winning team, Connoisseur Media is for you. This is a rare opportunity with real growth potential. 3+ years in cluster sales and/or station management is required. Share our vision and be part of a new kind of Radio Company. Send Resume to: HR, **Connoisseur Media**, 136 Main Street Suite 202, Westport, CT 06880. Or e-mail: <mailto:careers@connoisseurmedia.com>.

101 The Fox (KCFX), 103.7 The Dam, and Chiefs Radio Network, is seeking qualified applicants for Promotions Director. This person coordinates/executes all on-site logistics for daily appearances and live broadcasts for both stations and Chiefs Radio Network Tailgate events on game day at Arrowhead Stadium. This person works with the Program Director and Sales Manager to increase ratings and revenue through promotions and events. Responsibilities include: • Long-term and short-term sales planning to allow maximum resources for sales to generate revenue. • Organize and implement an average of 10-20 appearances per week. This includes scheduling personnel and executing details. On-air talent, engineering, advertisers, non-profit organizations, event directors, salespeople, and station management are the key daily contacts. • Managing on-site set-up and events. • Managing on-air giveaway calendars and prize inventory, working directly with the Program Directors and the Director of Marketing/Client Development. • Maintaining the radio station web site <http://www.101thefox.net>, and send out weekly Social Media and Station Database email blasts. • Supervision of 101 The Fox promotions crew of part-time workers and interns. • Staffing and coordination of intern team. • Procurement of partnerships to secure promotional opportunities and promo items and supplies. • Oversight of maintenance requirements and preparation of station vehicles; coordinates prizes with sale, and insures that each crew is sent out with the proper equipment. A minimum of two years in radio promotions with a proven track record of success is required. The ideal candidate is highly motivated, quick thinking, creative, and has experience with: Microsoft Programs, Microsoft Outlook, Adobe Photoshop, Basic Web Site editing and HTML knowledge, event planning experience. Knowledge of the Rock format preferred. Experience with a sports station is a plus. Must be able to work nights and weekends, receive approval on driving record, and be able to lift up to 50 pounds. Send Resume and cover letter to: **Brian Goeke**, Marketing Director, **Cumulus Kansas City**, 5800 Fox Ridge Drive, Mission, KS 66202, <mailto:Brian.goeke@cumulus.com>.

If you're enthusiastic about the media industry and are looking for a place to start, why not start with us? You'll get hands-on experience and have a blast! **Townsquare Media** Grand Rapids is looking for a part time promotions assistant to market our radio stations (WLHT-WFGR-WGRD-WTRV-WNWX) and our digital media platforms. You'll represent Townsquare Media and interact with listeners and clients at station events as well as perform in-office duties. Must have good judgment, high energy, flexible availability, a valid driver's license with a good driving record and be able to lift up to 50 lbs. Social networking savvy and customer service experience a plus. If you are interested in this position, please email your resume to <mailto:janna.hoke@townsquaremedia.com>. All emails without a resume will be automatically disqualified.

Lincoln's Country Leader, KX 96.9 needs a new Program Director and afternoon host. A giant 100KW signal, legendary morning show, and

huge community involvement describes KX. What describes you? We're searching for our next captain. A Live afternoon show, promotions, website and imaging is part of the package. Come work with a dedicated group of professionals... RUSH your demo and resume to: **Joel Burke**... jburke8899@gmail.com

Zimmer Radio of Mid Missouri is looking for a few good men or women to join our news and sports team. Responsibilities could include sports talk, news gathering/reporting, talk show producing, and newstalk fill-in. If this sounds like a situation you'd be interested in, please send your mp3 and resume to nicci@zrgmail.com.

P/T News Opening at WTMJ in Milwaukee. Education: College degree in related field preferred. Skills: Excellent written and verbal communication skills required; strong radio news reporting, writing and anchoring skills; strong problem solving abilities; high work ethic, news judgment and production skills; ability to meet deadlines and detail orientation; ability to read and decipher news source material; operate studio equipment; write news copy for on-air and online delivery; follow program logs; computer proficiency online, in newsroom software and digital audio/video programs, online content management systems, and social media. Experience: Minimum of one year's experience in journalism, including experience in news anchoring and reporting for a broadcast or online news operation. Duties: Report, gather, write and voice news stories under deadline in a live or recorded setting; anchor newscasts in a live setting; read news copy on the air and interact with on-air program hosts; fill in hosting news programming; generate story ideas, cultivate news sources and provide editorial support; anchor newscasts and function as a field producer for all stories assigned; produce digital news content; other duties as assigned by manager. Send cover letter and resume to: **Jon Byman**, News Director/Executive Editor News <http://www.620wtmj.com>, 720 E. Capitol Drive, Milwaukee, WI 53212, Jbyman@620wtmj.com.

Three Eagles Communications of Madison, South Dakota is searching for a General Manager that understands local radio. You will need to have a strong local sales background, be able to work with a personal list as well as with an established sales department. Madison is a strong and vibrant college town and is the home of Dakota State University. The town boasts community pride and features year round activities. You will need to be involved with those community leaders and support community activities, service groups and a great staff of dedicated broadcasters with a capital "B". This position requires more than a desk-pilot. You will work with local clients, agencies, programming, empty the trash, clean the windows and shake a lot of hands every day. This is live, local and relevant small market local radio at its finest. Do you have what it takes?? Send your resume to <mailto:gbuchanan@threeeagles.com> **Gary Buchanan**, President/COO Three Eagles Communications

We are looking for the next great local talk show host. If you have a passion for local and national news and if you can create smart, entertaining, informative and fascinating conversation with our listeners EVERY DAY – We'd like to hear from you. This show will be focused on local issues, so knowledge of the Fort Wayne, Indiana listening area is preferred. Prior radio experience is also preferred (Because, believe us, it's not as easy as it sounds.) Real talent is required. Please send an audio sample of your air work, resume, cover letter, and list of references to <mailto:jobs@oasisradiogroup.com>

All listings in The TATTLER represent equal opportunities and are provided free of charge. To place an ad, send particulars to: tomk@theconclave.com no later than Wednesday evening for Thursday publication. No calls unless otherwise specified.

THE CONCLAVE, 4517 Minnetonka Blvd #104, Minneapolis, MN 55416

Phone/Fax: 952.927.4487/927.6427 Publisher: Tom Kay at tomk@theconclave.com Web: www.theconclave.com

Cumulus Media Bismarck, ND has an immediate opening for a fulltime Broadcast Engineer, with heavy IT emphasis. The ideal candidate will possess experience with Windows based servers and on air delivery systems. Minimum 3 years broadcast related experience is required. Cisco, MCSE and telephony experience is a plus. Daily user interaction and additional on-call responsibilities are required. Salary will be commensurate with experience. Minimum 3 years broadcast related experience with heavy IT emphasis required. General Responsibilities:

- Independently provides quick resolutions to problems relating to broadcast equipment and systems.
- Communicates regularly and effectively with the Market Manager and Regional Engineer on relevant broadcast related matters
- Evaluates software and hardware needs of market and works with Corporate to meet those needs
- Installs and performs maintenance on control consoles, boards, recording equipment, microphones, digital audio systems, transmitters, controls, remote equipment, etc.
- Performs necessary measurements of equipment performance
- Other duties as assigned consistent with position.

Required Knowledge, Skills & Abilities:

- Experience in installing, trouble shooting and resolving issues related to running web and client server applications, in Windows Server operating system environment.
- Knowledge of operating Windows NT and telecommunication systems. Applicant must possess a valid state driver's license and provide required proof of personal vehicle insurance.

Physical Requirements: May occasionally require lifting up to 75 lbs. Able to sit or stand for extended periods of time. Will be required to work on-call. Will require climbing ladders and working on elevated surfaces (e.g. rooftops) Requires good manual dexterity for soldering, use of hand tools and working on small components Send Resume to <mailto:syd.stewart@cumulus.com>

Future opening exists to be part of an expanding group. **RRPI** in Columbus is seeking a smart, motivated and most importantly, well written part-time news reporter/anchor for covering meetings, updating web and possibly editing video. Having said that, local applicants are encouraged to apply. IU, Ivy Tech, and IUPUC Journalism students encouraged to apply. Those interested, pass along resume, Mp3 sample and something that sets u apart to <mailto:newsforcolumbus@gmail.com>

Lincoln Financial Media is looking for a full time Promotions Director for SPORTS RADIO 104.3 THE FAN. Applicants must have experience in radio or media promotions; must enjoy working closely with Sales and Programming; be proficient with Interactive including Text, Facebook and Twitter; have experience in communicating effectively with local and/or national advertisers and be willing to work promotions on weekends and nights. An emphasis in Sports Radio, Pro Sports, College Sports or Marketing experience is a plus. This opening has the potential to be a springboard into a Local Sales position. Interested applicants should email cover letter and resume to <mailto:denverjobs@LincolnFinancialMedia.com> OR mail to: Lincoln Financial Media, 7800 E Orchard Road, Suite 400, Greenwood Village CO 80111. Attn: Human Resources.

Sports Radio 104.3 "THE FAN" is seeking a sports marketing executive. Strong candidates for this position must have a minimum of three years media sales experience, preferably in radio; a performance track record that demonstrates the ability to cultivate new business and maintain long-term client relationships, as well as an aptitude to maximize qualitative research, rates and revenue. If you're creative and are a self-starter, then this may be a great opportunity for you! Interested parties should send their resume via e-mail to <mailto:denverjobs@lincolnfinancialmedia.com>

Lincoln Financial Media seeks direct sellers with proven sales success records for KQKS (KS107.5). Openings are for experienced Account Executives. 2 or more years of radio sales or media sales experience is a plus! The strongest candidates will possess excellent direct, event

selling skills, be very creative and client oriented. KQKS is a leader in the Denver Market and a strong passion and knowledge of the CHR format is also a plus! Send resume & cover letter to: <mailto:denverjobs@lincolnfinancialmedia.com>.

Director of Marketing/Promotions 96.3 WDVD and 93.1 Doug FM are looking for The Next Big Thing. Our stations need a Marketing Machine. A Promotional Avatar. Someone who can lead the department, keep the stations topical and compelling on the air, in-your-face in the community, and who plays well with the nicely dressed people in Sales. People who use "Well, in a PPM World, we can't just..." need not apply. Resumes must be sent to <mailto:detroitradio.job@citcomm.com> and must reference Position ID: DET.PROMO.MKTMGR.011411.AA in the subject line. Any other method of submission will not be accepted except as follows: Candidates with disabilities and who need assistance in the application process may write to: WDVD/WDRQ, 3011 W. Grand Blvd., #800, Detroit, MI 48202, Attn: Human Resources, Position ID: DET.PROMO.MKTMGR.011411.AA.

News Radio 830 WCCO is looking for a part-time news anchor/reporter. Primary responsibilities will be to anchor newscasts two nights a week on the heritage 50,000 watt signal heard throughout the upper Midwest and around the world through the **CBS Minnesota** website. The ideal candidate will also have the flexibility to fill-in for other anchor/reporters during the week and weekend when called upon. Experience in radio news is a plus. You have to be able to write and deliver superior broadcast copy under consistent deadlines, research and collect new stories, submit stories to the CBS Minnesota website, but drop everything in order to cover breaking news! Valid driver's license and good driving record. Perform other duties as needed and assigned. Apply at <http://www.cbsradio.com>. Applications will only be accepted through this site.

WOLV-FM MORNING SHOW HOST. Position Description and Responsibilities: **Houghton Broadcasting** is looking for highly motivated candidates for the ON AIR Morning Show Host position on 97.7, The WOLV. This is a Classic Hits formatted show that needs an individual that can be the anchor of the area's number one rated station. The morning show, known as "Wired," is music-intensive that involves our audience via available social media avenues. Candidate will be responsible for production of morning sports, should be capable to conduct on-air interviews (taped or live) on local topics, and inject life into the show. Host will be able to put their own stamp on the show, but we are not looking for an over-the-top morning zoo. Houghton Broadcasting is located in Michigan's Upper Peninsula and the Keweenaw Peninsula is a tight-knit community. It is a four-season playground; especially for outdoor enthusiasts. It has activities and a jargon all its own, you'll love becoming a "Yoooper." With a small-market staff, you'll become a jack of all trades in the broadcasting world. Our staff is small, but we make a strong team, we're looking to fill out the starting lineup with you. Qualifications and How to Apply: Qualified candidates will have full or part-time experience in the Classic Hits or 25-55 year demographic formats. Candidates should be very creative, with good organizational and communication skills, and be able to switch hats. Our ideal candidate will have extensive knowledge of Adobe Audition. This position requires being able to run the board for the morning show while also prepping for it. Creative commercial production and remote broadcasts will be expected. Knowledge of Scott Studios automation or similar programs will be a plus. Basic internet and social media expertise needed. Other opportunities will be available, i.e. high school play by play. Most importantly, you must be able to start immediately! Other Requirements: Due to the nature of the position, hours maybe required outside of the normal shift indicated above due to live appearances, night, and weekend events. Mail or e-mail air-check and resume to: Houghton Broadcasting, c/o **Kevin Ericson**, 313 E. Montezuma Ave., Houghton, MI 49931, <mailto:opsmgr@up.net>, 906-482-7700.

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