

the  
**Conclave** Presents

# THE TATTLER

Since 1975

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Cartoons Suggested by Lenny Bronstein & Jay Philpott

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**Milwaukee Brewers** radio announcer, actor and former major league catcher **Bob Uecker** will be inducted into the **NAB Hall of Fame** during the Radio Luncheon April 17<sup>th</sup> in Las Vegas. "Mr. Baseball" enters his 42<sup>nd</sup> year calling Brewers games this coming season. "Bob Uecker is a cultural icon whose remarkable talent and love for baseball have touched generations of fans," said NAB EVP of Radio **John David**. "We are excited to have him join the many esteemed broadcasters in the NAB's Hall of Fame."

**FCC** Chairman **Julius Genachowski** was tepidly pleased Tuesday (12.13), as **Congress** passed spectrum incentive auction legislation. Genachowski and House Democrats don't think it's the perfect bill. In fact, Genachowski expressed concern about the language in the bill that he said could "tie the agency's hands in way that could be counterproductive." **Broadcastingcable.com** reports, "the Republican-backed version of the bill passed Tuesday as part of the payroll tax extension package of must-pass legislation, but the president said he will veto that overall package if it gets to his desk in the current form." "Precluding the FCC from adopting innovation-enhancing policies around unlicensed spectrum could threaten U.S. global leadership in spectrum-related innovation," Genachowski said in a statement. "The same is true for the bill's restrictions on the Commission's ability to construct band plans and structure auctions in ways that maximize the value of licensed spectrum."

Indiana's 8<sup>th</sup> District was in Democratic hands as recently as 2010, but when that same Democrat left to run for US Senate, **Larry Bucshon** (R-IN) won in a convincing victory. But, local radio owner **Dave Crooks** of **DLC Media** is going to try and take the seat back for the Democrats. Crooks' radio company owns WAMV-AM/FM/Washington, IL and WFML-FM/Vincennes, IN,

serving unrated territory in the southwestern part of the state. In addition to his radio responsibilities, Crooks has been a member of the Indiana state legislature.

**PLAN NOW – BUDGET NOW!** Did you know you can save a hundred bucks by registering now for next summer's Learning Conference? The 2012 Conclave Learning Conference will get underway beginning on Wednesday morning, July 18<sup>th</sup> at the **Doubletree Park Place Hotel** in Minneapolis. A complete agenda will be announced in the winter of 2012, but you can gain entrance for just \$199 – the lowest tuition you'll find prior to next July - if you act now. Beginning January 1, tuition rises to \$299 – still a bargain, but why not save some of that hard-earned money while you have the chance? Click on <http://www.theconclave.com/conclave2012reg9012011.pdf> for a 2012 Earlybird Registration form!

**Cumulus Media Networks** and Conclave partner **Bentown Branding** signed an exclusive agreement for Cumulus to manage affiliation and ad sales for Bentown's production and imaging libraries and voiceover services as well as ad sales for select Bentown Radio Network shows. Bentown will direct production of the network's current library offerings. The new production library will include 19 individual services covering Urban, AC, Hot AC, CHR, Country, Rock, Classic Hits, JACK, News/Talk and Sports. Cumulus Media Networks' branded libraries, including Adrenaline, Ambush, Horsepower, Goldmine, Avalanche and Turbulence will continue to be available to affiliates. While libraries from each company will remain market-exclusive, in the majority of formats, there will now be more than one production service to choose from.

**Hubbard** Country WUBE/Cincinnati's morning show **Chris Carr and Company** collected toys for the **Marine Corps' Toys for Tots** campaign! During the 54 consecutive hours at a local park, the station raised \$7,000 in donations!

**Envision Radio Networks'** "The Chop Shop Guitar Show" host and **Greater Media** Rock WRIF/Detroit personality **Steve Black** just completed his 800<sup>th</sup> radio interview! In 25 years, Black has interviewed many of the biggest names in rock, including **Metallica's James Hetfield**, **Beatles** producer **George Martin**, guitar legend **Les Paul** and many more, including an interview with **Paul Rodgers** at last Summer's Conclave Learning Conference in Minneapolis.

# JUST 16 DAYS LEFT

to save \$100 on the 2012 Conclave Learning Conference.

Tuition is STILL \$199 through December 31, 2011.

Tuition rises to \$299 starting January 1, 2012.

Register now at [http://www.theconclave.com/register/clc\\_register.php](http://www.theconclave.com/register/clc_register.php)

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The Conclave's webinar series - **WHAT'S NEXT? A JOB SEARCH WEBINAR SERIES FOR RADIO PROFESSIONALS** - continues on Wednesday, January 11th at 2P CT with **HOW TO INITIATE & CONDUCT A SUCCESSFUL JOB SEARCH** with **Robert McDonnell**! Too many job seekers rely on outdated information, methods, and documentation when trying to create a professional image. Presenter Robert McDonnell will discuss proper networking technique, appropriate resume presentation, interview preparation, and some important do's and don'ts for a difficult job market. Robert McDonnell was a Regional Director for the largest resume writing service in the United States, and co-author of their manual. He has trained professional resume writers at over 500 offices. The webinar, sponsored by ENVISION RADIO NETWORKS, is free but preregistration is required by clicking on <https://www1.gotomeeting.com/register/162024449>. All Conclave webinars are moderated by Conclave Board Member **Jay Philpott**.

Conclave Webinars are FREE! Visit [www.theconclave.com](http://www.theconclave.com) for details!



Thieves hit **VSS Catholic Radio** KVSS/Omaha, hauling away the station's back-up satellite base. The station was waiting on better weather to bolt down the 300 lb. base. KVSS moved into a building near 129th & A Street in August. Before that, they had been broadcasting for 13 years in North Omaha. They never had any problems in their old neighborhood. **Jim Carroll**, Executive Director at KVSS, says, "We keep an eye out on the people here in the neighborhood, we're hoping they keep an eye out as well." Carroll says the thieves will not stop them from broadcasting, he's just holding out hope they have a change of heart. Carroll says, "If they haven't melted it down yet, it would be great if it showed back up out here." The thieves also took a cooper antennae, chain link fence, and LP gas tanks. It's all valued at \$2500.00

**Hubbard Adult Hits** WARH/St. Louis ups PT'r **Brandon "Brando" Luttmann** to afternoons and PT host – and Conclave Board member – **Jay Philpott** to full-time overnight host and Digital Content Specialist. Jay has been the coordinator and host for Conclave webinars, and educational program which he helped found in 2009.

**Time Out/Chicago's Robert Feder** reports, "Four decades after **John Records Landecker** first stepped up to a microphone at WLS and went on to become one of the most celebrated disc jockeys in rock and roll history, he's coming back." Landecker is expected to do some weekend and fill-in work. For Landecker, it's a reunion will Chicago-based **Cumulus** SVP/Programming **Jan Jeffries**, who worked with Landecker in the mid-80s at then Top 40 WAGO. "Landecker starts weekends, midday Saturday and Sundays. It is a homecoming for John "Records" Landecker as he rejoins WLS (FM) where the legend began for 'Records truly is my middle name' and also full circle for both of us as we worked together here at WLS 25 years ago. Welcome home, John!" said Jeffries.

The Conclave returns to **The Doubletree Hotel Minneapolis - Park Place** for the 37th annual Learning Conference, July 18-20. 2011! Sleeping rooms are just \$129 (single/double + tax)! Suites available! Reserve yours now. It doesn't cost a thing, as long as you cancel in advance if you change your mind. To secure a room today, call 1-800-245-9190 and ask for the Conclave rate! Or click [HERE](#) to register on-line. In an effort to save attendee's their hard-earned cash, the Conclave's nightly sleeping room rate will be the lowest price for sleeping rooms of any announced industry gathering scheduled for 2011-

2012...especially in a luxurious, Class A hotel! Located just 3 miles west of downtown Minneapolis in St. Louis Park, the Doubletree has plenty of FREE parking for those driving to the event and for those flying into Minneapolis, the ultra-convenient light rail can transport registrants downtown where they can be picked up and delivered to the Doubletree courtesy of the hotel's free shuttle service! But perhaps the best feature of the hotel (outside of its plush sleeping rooms and impeccable meeting space) is its proximity to The Shops At West End, an all-new retail and entertainment complex just across the street from the Doubletree. This shopping center offers world-class shopping, a theater complex, and great saloons and eateries including the newest Toby Keith's I Love This Bar & Grill! The hotel's address is 1500 Park Place Boulevard, Minneapolis, MN 55416 (phone 952-542-8600). To learn more about the Doubletree, click on <http://www.emarketing360.com/DoubleTree/MN/DPPM/>.

**Volt Radio LLC**, (**Cumulus** spinoff trust) Top 40 WNFN/Nashville PD/afternoon host **Jeff Andrews** is the new APD of Cumulus Oldies WLS-FM/Chicago.

**Listener Driven Radio** names veteran radio exec. **Maureen Lesourd** as Chief Revenue Officer and radio sales and has added **Cumulus Media Networks** Manager for Affiliate Sales, Music and Entertainment products **Jami Williams** as Manager, Affiliate Sales. Lesourd was most recently with Cumulus Media Networks as VP/Programming and Distribution.

**Northern Radio** Classic Hits WFCX-WFDX-FM and Talk WSRJ-WSRT-FM/Traverse City Program/Ops Man **Dennis Winslow** announced his resignation after 5 years with the stations. Winslow, a veteran of stations in Atlanta, Houston and Philly, is planning to concentrate on his consultancy, **Winslow Programming Strategies**. Dennis served on the Conclave's 2011 Agenda Committee.

Former **CBS** AAA WXRT/Chicago GSM and Sports WSCR-AM/Chicago Sr. AE **Dan Manella** has been named Market Manager for **Clear Channel/Spokane**. In addition, former **Cumulus** Oldies WLS-FM/Chicago Ops Director **Michael LaCrosse** has been named OM for the Spokane market.

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Former **Cumulus** Talk WLS-AM/Chicago "Roe and Roeper" afternoon show producer **Jock Hedblade** has joined the **Oprah Winfrey Network's** "The Rosie Show" with **Rosie O'Donnell** as a segment producer.

**Clear Channel** Oldies KGOR/Omaha inked market vet **Glennboy** for mornings. Glennboy, formerly morning host at crosstown **Journal** Hot AC KSRZ, replaces **Dave Wingert**, who exited in October.

**Morgan Murphy Media/QueenB Radio** Classic Hits KIYX/Dubuque, IA is adding another local daypart, replacing the syndicated **Donny Osmond** show. **Steve Hemmer**, formerly at crosstown WDBQ-AM and KGRR, is the new local midday host from 10a-3p, effective December 19<sup>th</sup>. The move follows the addition of **Dick McGrane** for mornings and **Laura Lynn** to afternoons.

Sports talk host **Andy Furman** exits **Christian Broadcasting System** Talk WQRT-AM/Cincinnati.

The Conclave has lost a family member. We are deeply saddened to share that **Tandem Media Network/Sandusky Newspapers** VP/Sales and former Conclave Board Chairman, **Elyria-Lorain Broadcasting** Dir. of Ops and **Envision Media Networks** VP/GM Tim Kelly's wife **Kelly Lynn (Keogh) Parkison**, who died December 7<sup>th</sup> at the Cleveland Clinic at 44. Kelly, a Tampa native, was VP and Technology Manager at PNC Bank. Memorial

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contributions may be made to the United Way of Erie County in memory of Kelly. For more, visit Tim's Facebook page at <http://www.facebook.com/profile.php?id=591153951&ref=ts>.

Condolences to **Woodward Communications** Top 40 WKSZ/De Pere-Green Bay-Appleton, WI night host **Heather Storm** on the passing of her mother after a valiant battle with cancer.

Since 1989, the Conclave has presented **The Rockwell Award** - an annual lifetime achievement award - to an individual of unquestioned accomplishment inside the radio industry. At this July's Learning Conference, the Conclave recognized CBS Radio President **Dan Mason** and legendary programmer **Steve Rivers** with their Rockwell's. This coming year, the Conclave is reaching out to the entire industry throughout the nation to help select nominees for this important recognition. Do you know of a deserving industry contributor? Let us know who YOU believe to be deserving of this special honor. Nominations must be made in writing, and sent to the Conclave office via mail (4517 Minnetonka Blvd #104, Minneapolis, MN 55416), email ([tomk@theconclave.com](mailto:tomk@theconclave.com)), or fax (952-927-4487) no later than 6PM CST Friday, February 10th, 2012. Anyone can nominate or be nominated, and 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.).



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# TATTLER Jobs

Do you have the skills to successfully win in the Morning Drive slot of a very competitive Michigan Market? Can you make an immediate impact in the market on the air, in the streets, in the ratings, and on your website? Can you add new listeners while keeping the ones that are already here. Can you make the audience want to stay for that next break? Do you have a successful track record? Can you multi-task while remaining focused? If you answered yes to all of these questions, we want to hear from you. Morning show teams and co-hosts should send their materials to [Darrin.arriens@cumulus.com](mailto:Darrin.arriens@cumulus.com) Maximum 5 MB please.

**DeMers Programming** is looking for a fun, upbeat idea starter who can relate to a 40-54 year-old Classic Hits audience target. The client station is in a market in the Southeast. Send your materials now to [demersjobs@gmail.com](mailto:demersjobs@gmail.com) and make sure you put "Classic Hits Mornings" in the subject line.

**WestStar Talk Radio** is seeking an experienced Traffic and Advertising Coordinator to organize and track ad campaigns and optimize revenue streams. The Ad Traffic Coordinator will work with all internal departments to track, deliver and report on on-air and online advertising campaigns, in turn ensuring client ad campaigns are positioned for success. The successful applicant will: - Track Google analytics - Work with Google Ad Sense and other online ad placement providers - Track other performance measurements and ad placement opportunities - Obtain ad and contest materials from advertisers, partners, agencies and other sources - Anticipate needs and demonstrate a high level of follow-through and self-direction - Possess extreme attention to detail and the ability to effectively communicate across channels. We are looking for someone who possesses excellent interpersonal skills and a strong work ethic. If you are a proven achiever and polished professional, with very strong organizational and communication skills who can effectively manage stressful situations and work well with a wide variety of people, we want to hear from you. If you are a resourceful self-starter, thrive in a fast-paced setting and enjoy multi-tasking in a fun environment, this job is for you. Knowledge of: Broadcast traffic operations - Digital publishing and advertising and Google analytics, along with other online advertising placement opportunities - Effective communications Qualifications: Associate's degree or two years experience in traffic operations - Demonstrated phone sales ability highly desired - Customer service or agency work a plus Other qualifications desired: Good working knowledge of Word, Excel, Power Point and Outlook - 1 to 3 years administrative experience - Positive and enthusiastic attitude - Excellent written communication skills and strong attention to detail - Proven ability to work collaboratively as part of a team - Excellent and confident communication skills - Strong work ethic and great attitude - Ability to work in a fast-paced environment with minimal supervision - Calm and focused under all circumstances; strong ability to multitask Contact: [Roberta.Peterson@komando.com](mailto:Roberta.Peterson@komando.com) or [Jackief@komando.com](mailto:Jackief@komando.com).

Graduate Assistant - Listener Engagement – Promotions and **Olivet Nazarene University** Sponsorship Coordinator (Part Time) Shine.FM is searching for a Listener Engagement Director for their Chicagoland cluster of stations. This position will be responsible for supervising and overseeing promotional efforts, contests, public appearances, promotions interns and volunteers. Works closely with Program Director and Business Development Director to implement strategic promotions that can increase revenue and listenership to the Shine.FM Chicago cluster of WONU, WTMK & WUON. Please submit an online application by clicking the "Submit your application" <http://www2.olivet.edu/about/hr/HRJobs/> link on the Olivet website, [www.olivet.edu](http://www.olivet.edu), then select "Employment." Supplemental documentation can be e-mailed to [fnewman@olivet.edu](mailto:fnewman@olivet.edu).

**Entercom's** All New 99.7 The Point in Kansas City is looking for a dynamic morning show co-host to join our team. If you can bring your life to live on the air, bring creative ideas to help you stand out from the crowd every day, and make Mark Zuckerberg jealous of your social networking skills, we want to hear from you TODAY. Bonus points if you have experience with public affairs, music scheduling, or imaging/production. Minimum two years full-time on air experience in AC, Hot AC, CHR, or Country is required. DOUBLE bonus points if you can correctly pronounce "Osawatomie" and "Tonganoxie." If you want to be part of the next great morning success story please apply online at [www.entercom.com](http://www.entercom.com) and click on "Careers". Please attach your best 2 minute MP3 and your resume.

Major Market looking for a PD/host for AM sports station. Must live sports, love people, prep like mad, enjoy going to practices & games, and interact well with the sales team. Interested? Send resume and aircheck as well as salary requirements to: [sportspdhostsearch@gmail.com](mailto:sportspdhostsearch@gmail.com)

Wichita's KZSN – Kissin' 102.1, is looking for a Program Director/Morning Talent to lead our team in 2012. Must have a passion for excellence, winning, and for our growing digital platforms. Minimum 3 year programming experience is required. Send your resume, links and audio to: **Vicky Gutierrez**, Clear Channel Wichita, 9323 East 37th St. North, Wichita, KS 67226. Email: [VickyGutierrez@clearchannel.com](mailto:VickyGutierrez@clearchannel.com).

**Midwest Communications** in Duluth, MN is looking for a Brand Manager for their 100,000 watt FM country station, 98.9 KTCO. The perfect candidate will have two plus years experience with programming a country station and hosting a Morning Show. The candidate will have great production and imaging skills, music scheduling experience (preferably Music Master), a passion for country music, a love for public appearances, a GREAT attitude and an undying lust for winning! If this job description describes you please E-mail materials TODAY to [mark.fleischer@mwcradio.com](mailto:mark.fleischer@mwcradio.com) or mail to Midwest Communications, Inc., Attn: **Mark Fleischer**, Operations Manager, 715 East Central Entrance, Duluth, MN 55811.

**Three Eagles Communications** (TEC) has a unique sales opportunity for a seasoned radio sales professional. To be considered you need at least five years of successful radio and internet SALES experience. This position will require full time travel across all TEC stations in South Dakota, Nebraska, Iowa and Minnesota. You will have the freedom to call on any and all local clients in each markets service area. Your skills to present and close must be exceptional. Your follow-up and continued client support even stronger. TEC will offer an above average commission structure to cover the cost on the road. To best serve the client base, you will be required to live in one of the TEC markets and report direct to the company President. Do you have what it takes?? Make me a presentation as to why you should be considered! [gbuchanan@threeeagles.com](mailto:gbuchanan@threeeagles.com).

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WNWV Cleveland is looking for a Promotions Director. Candidate must have radio experience that includes strong communication skills and ability to bridge sales and programming to help design and execute marketing and promotions strategy. Proficiency in writing proposals, content creation & social networking a must. Candidate must have diplomacy skills to interact with listeners, clients and on air staff. Responsible for overseeing station events, remotes and appearances. Flexibility to work events scheduled various times, weekdays and weekends. Must have a clean driving record, valid driver's license and pass background screen. Resume to **Nick Anthony**, c/o **Rubber City Radio Group** 1795 West Market Street Akron, Oh 44313 or email to [nanthony@rcrg.net](mailto:nanthony@rcrg.net)

WNWV Cleveland is looking for full and part time on-air talent with strong communications skills and ability to connect with listeners on-air and online. For part-time, weekends a must as well as availability for occasional weekday fill-ins. Proficiency in content creation & social networking a must. NO PHONE CALLS. Resume and audio demo required to **Nick Anthony**, c/o **Rubber City Radio Group** 1795 West Market Street Akron, Oh 44313 or email to [nanthony@rcrg.net](mailto:nanthony@rcrg.net)

This is your chance to get in on the ground floor and work your way up. Learn, get experience, get a job! We have internships for multiple positions: Video: Editing Youtube videos, Final Cut, Live online streaming, Switcher Audio: Editing podcasts and liners for daily shows, Managing commercials Web Design: Designing Sponsor banners, Lower 3rd graphics using After Effects and Photoshop Social Media: Managing the main Website, Facebook, and Twitter, Strategizing viewer numbers Located in Westmont IL Interested in potential "Intern to Hire" candidates need to follow these steps: 1) email [dankktradio@gmail.com](mailto:dankktradio@gmail.com) with the subject "Intern KT" 2) In the message box, a brief resume and about yourself.

**Job 1)** Afternoons are open now and we are looking to fill fast. We are a heritage country station that likes to have fun. What we need. A personality that understands that the music is the star of the show and knows how to get in and out of the breaks. We are not a ppm market but we have a ppm philosophy. It's not 4 and the door. You will have production daily and be responsible for loading music logs. Remotes are plentiful. Please know the industry and live the country lifestyle. Salary is 30k-40k depending on experience. **Job 2)** Mornings. we have a co host in place. Her partner is leaving us after 9 years to go to a bigger market. You MUST have no less than 3 years on air experience for this with a minimum of 1 full year doing mornings. You must be a show prep monster who knows how to be up to date and relevant. You must make the phones sizzle and work well with a co host. You will have a Saturday afternoon shift every other weekend as it rotates between the co host and you. Salary negotiable depending on the qualifications of the employee. These jobs will be held strictly in confidence of the program director and you. When applying please specify either afternoons or mornings in the title of the email. Mail resume, aircheck, production samples, online links. Facebook, twitter, websites, etc..... We are looking to fill afternoons asap and mornings by mid January. [radiojobs2011@yahoo.com](mailto:radiojobs2011@yahoo.com)

**CBS Radio** Minneapolis's WCCO-AM, is searching for an experienced Broadcast Journalist [b]to join one of the upper Midwest's oldest and most-trusted newsrooms. Primary duties and responsibilities include: conceptualizing, editing and producing stories for on-air, online, & digital media platforms; reporting in the field and anchoring; developing and maintaining local contacts. Qualified candidates should possess excellent written and oral communication skills, good organizational skills, solid news judgment, strong computer skills and the ability to make quick decisions and perform well in live on air reports. Demonstrated success as a news reporter with at least three years experience in radio or television news required. A Bachelors degree in Journalism or a related field is preferred. Must have ability to accept

direction and be flexible with changes. Valid driver's license and good driving record. Must work assigned shifts - You must be able to work nights, weekends and holidays. Perform other duties as needed and assigned. Full-time union position with benefits. Interested applicants please apply to <http://www.cbsradio.com>.

**Clear Channel Radio/Minneapolis-St. Paul** is in need of its next great Top 40 programmer, on the legendary KDWB. As the Program Director, you will oversee the day to day planning, scheduling and managing of talent, music and promotions on 101.3 KDWB and kdwb.com. 3-5 years experience as well as a college degree preferred. This position includes, but is not limited to the following: Protect the license of the given station. Responsible for overseeing and approving all on air aspects of his/her given radio station. Those include, but are not limited to, news, production, imaging, personalities, traffic, special features, promotions, events, and sports programming. Work with Operations Manager to make sure staff has taken/passed/maintained all company programs, plans, and training (RBI, Payola/Plugola). Negotiate and maintain key talent under contract. Oversee the promotions and execution of all events of the given radio station. Assist the Operations Manager, General Manager, and Business Manager on budget preparation and implementation on a yearly, quarterly, and monthly basis. Responsible for all payables being handled according to company policy and paid in a prompt fashion. Manage and approve advertising and external marketing plans, design, and creative. Working with the Creative Director to ensure that the imaging of KDWB-FM is updated and maintained in a fresh and topical manner daily. Manage all on air talent with frequent listening/aircheck sessions. Responsible for working with Digital Program Director and Digital Lead on implementation, content, and development of station's website. Should also regularly review status and data regarding website progress. Creating new content for on air and online at kdwb.com. Work with the Sales Manager and department to increase revenue, special NTR events, and any sponsorship opportunities on the station. Responsibility for managing team members in maintaining community service and appropriate information for the station's public file. Do all these duties with excellence...think of commitment vs. compliance Our Land of 10,000 Lakes is calling you! Qualified and interested candidates: Please cut and paste your cover letter and resume into the body of your email and send to [MPLSJobs@clearchannel.com](mailto:MPLSJobs@clearchannel.com). Subject line MUST read "KDWB Program Director".

Develop new business accounts; service & maintain account list. Establish working relationships with individuals in the business community. Previous media sales experience and excellent interpersonal skills required. Must be willing to develop an account list of new clients. BA/BS preferred. No phone calls please. To be considered for this position, please apply online at [www.entercom.com](http://www.entercom.com) and click on "Careers."

Active Rocker "The Blitz" in Columbus, Ohio is looking for a comedic "sidekick" to join "Blazor in The Morning!" Are you a comedian with radio experience? A rock jock with a twisted sense of humor? Currently part of a morning show but looking for a new opportunity? All applicants considered but those with morning show experience are strongly encouraged. Demo is a must! Electronic submissions only to [hfish@nabco-inc.com](mailto:hfish@nabco-inc.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](mailto:tomk@theconclave.com) no later than Wednesday evening for Thursday publication. No calls unless otherwise specified.

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