

the Conclave Presents

THE TATTLER

Since 1975

Publisher: Tom Kay Editor: Ben Holsen
Cartoons Suggested by Lenny Bronstein & Jay Philpott

Volume XXXVIII • No. 8 • February 23, 2012

RULES OF RADIO WEBINAR RETURNS! Last year, the Conclave presented **THE RULES OF RADIO, PART 1** covering a broad array of legal issues that radio stations must adhere to in order to protect the license. On Wednesday, February 29th at 2P CT, our second brush with the law will drill down into the important issues present in any national election year. The presenter of **THE RULES OF RADIO, PART 2** will be **Gregg Skall of Womble, Carlyle, Sandridge and Rice**, based in Washington, DC. His webinar will cover the FCC rules that relate to the appearances of political candidates on broadcasting media and its use by them to advance their candidacy. Topics include: who is a legally recognized candidate by the FCC and when must a broadcast station or cable system provide access to the candidate. What are the options available to candidates once their opposing candidate appears on the station, what qualifies as an appearance against which they may have rights and how must they exercise them? In addition, there will also be discussion related to the maintenance of the station's public file and of course, a Q&A with Gregg at the end of the webinar. This webinar is free, but preregistration is necessary by clicking on <https://www1.gotomeeting.com/register/402152145>.

A segment aired on **Red Rock Radio's** Active Rock KZIO(94X)/Duluth from the nationally syndicated **United Stations Radio Network's** "Lex and Terry Show" has outraged some locals who are calling it insensitive and offensive to people with cognitive disabilities. The segment involved asking a panel of "contestants" questions to determine which one is "mentally challenged." **JoAnn Bauers**, who said she usually doesn't listen to the program or the station, said, "I really feel like a line was crossed...Sure, 'Saturday Night Live' would do a parody about **Sarah Palin**, but would they do a parody on her disabled child? I found it extremely offensive." Mocking people with cognitive disabilities is just as offensive as racism, she said. "It's really unfortunate that people will listen to that," **Rebecca Cich**, Director of the Duluth branch of the **Center for Independent Living of Northeastern Minnesota** and a member of the **Duluth Commission on Disabilities**, told the **Duluth News Tribune**. "It's all funny until it hits home." Cich said people with disabilities are the largest minority population — 20 percent — but often are the last group to be considered. United Stations Radio Network's EVP/

Programming **Andy Denemark** told the paper he wasn't familiar with the segment and couldn't comment on it. A posting on the 94X **Facebook** page refers people with "programming concerns or comments" about the program to the Lex and Terry website. Comments to that post both defend and criticize the program.

Clear Channel CEO Bob Pittman defended corporate radio in a keynote address he gave at the **Country Radio Seminar** in Nashville. Reports are that Pittman praised the "rock solid" strength and reach of the medium, as it reaches 90% of Americans. He also defended the use of voicetracking and syndication — exemplified by Clear Channel's Premium Choice service — against critics of consolidation, who bemoan the loss of local air talent. Pittman said his goal is to "provide local markets with the best and strongest on-air personalities." "It's like television," he said. "If you've got Jay Leno, he's better than the local TV guy." He appeared unfazed by the increasing competition from the internet and iPods, noting that just 5% of the audience listens to radio's rivals — and that most of them involve "more solitary and introspective listening experiences, where the fan picks only the music he or she likes." Radio, on the other hand, provides its audience with more social listening experiences. *COMMENT: The Clear Channel CEO seems to be everywhere these days, and his corporate radio message is consistent especially regarding his general distrust/disdain for local talent (witness the Leno comparison above). We've said it before on this page, and we will say it again. Many practitioners of corporate radio the way Bob sees it have largely been responsible for the lack of talent development in the medium. Opportunities provided by live overnight and weekend programming for young ambitious talent, as well as the local PD's available time to coach them, have long been whisked away. To be fair to Pittman, all this was happening way before he got to his current chair. Still, it would be refreshing if the TATTLER could quote him saying, "If your competition's got Jay Leno, find local talent with skills then train them how to beat him!" - TK*

Midwest Communications Talk WSAU-AM-FM/Wausau, WI "Wisconsin Morning News" host **Pat Snyder** announced that he will run for the **Wisconsin State Assembly** this year. Reports are that Snyder will run as a Republican for the 85th Assembly District seat being vacated by Democrat **Donna Seidel**, who will be running in a special recall election against incumbent Sen. **Pam Galloway** (R-Wausau) for a Senate seat. The station will allow Snyder to remain on the air while he runs for office and potential election foe **Jeff Johnson**, Chair of the Marathon County Democratic Party, said that the company is "opening themselves up to some liability. The case could be made very easily that they are providing an in-kind donation every time they let him on the air." However, equal time rules allow a candidate to remain employed on the air up to 60 days before a general election and 45 days before a primary. The station will allow Snyder to stay on through the end of July if he has a primary opponent or until the end of August if he does not.

the Conclave Webinars

THE RULES OF RADIO, PART II

Join us for **THE RULES OF RADIO, PART 2** presented by **Gregg Skall of Womble, Carlyle, Sandridge and Rice**. His webinar will cover the FCC rules that relate to the appearances of political candidates on broadcasting media and its use by them to advance their candidacy. Topics to be tackled include: who is a legally recognized candidate by the FCC and when must a broadcast station or cable system provide access to the candidate. What are the options available to candidates once their opposing candidate appears on the station, what qualifies as an appearance against which they may have rights and how must they exercise them? In addition, there will also be discussion related to the maintenance of the station's public file and of course, a Q&A with Gregg at the end of the webinar. This webinar is free, but preregistration is necessary by clicking on <https://www1.gotomeeting.com/register/402152145>. All Conclave webinars are moderated by Conclave Board Member **Jay Philpott**.

Conclave Webinars are FREE! Visit www.theconclave.com for details!

Conclave Webinar!

Wednesday
February

29

at

2P CT!

It's free!

Sign up now!!

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Former **Conclave** keynoter and now MN US Senator **Al Franken** has joined seven other Democratic Senators in sending a letter to the FCC supporting the proposal that broadcast stations put all public and political files online in public, searchable databases. Originally reported by *Multichannel News*, the letter purportedly offers the senators' "full support" for the proposal and urges the Commission to "implement these proposed rule changes as soon as possible. With campaign season in full swing and new Super PACs springing up weekly, the public must have access to information about who is funding these ads." According to *Multichannel News*, besides Franken, the letter's signatories include Sens. **Jeff Merkley** (D-OR), **Sheldon Whitehouse** (D-RI), and **Mark Begich** (D-AK).

Reality TV star and wanna-be hair model **Donald Trump** put a temporary end to speculation that he would run as a third party candidate in the 2012 Presidential election when he endorsed **Mitt Romney**. Trump is now on a whirlwind radio tour around the state of Michigan. Not on advertisements, but live radio interviews. According to **ABC News**, Trump is being heard on local radio in at least four markets, including Detroit, Flint-Saginaw, Lansing and Traverse City. A Trump aide said that his endorsement of Romney was meant as much more than a symbolic gesture – he pledged his assistance to the Romney campaign at that time and this is one way of making good on the pledge. According to **CNN**, Trump has said, "There's nothing – there's no gift, no Christmas gift, that could be given better than **Rick Santorum** to the Democrats." He added that Democrats "are just salivating at that. And, you know, I don't think they believe it's going to happen. But, boy, would they like it to happen because that would be an easy election." Trump hasn't actually put the thought of a third party candidacy to bed – should Santorum win the Republican nomination, the possibility could be back on the table.

Radio's battle for the attention of drivers may be changing as the **National Highway Traffic Safety Administration** has proposed voluntary guidelines for manufacturers, "including a recommendation that they design dashboards so that distracting devices are automatically disabled unless the vehicle is stopped and the transmission is in park," reports the **Indianapolis Star**. "We recognize that vehicle manufacturers want to build vehicles that include the tools and conveniences expected by today's American drivers," NHTSA Administrator **David Strickland** said. "The guidelines we're proposing would offer real-world guidance to automakers to help them develop electronic devices that provide features consumers want without disrupting a driver's attention or sacrificing safety." **Alliance of Automobile Manufacturers** VP **Gloria Bergquist** said, "Drivers are going to have conversations, listen to music and read maps while driving, and automakers are helping them do this more safely with integrated hands-free systems that help drivers focus on the road." Radio could benefit if other dashboard technologies are automatically disabled. Those might include text-messaging, Internet browsing, social media browsing, phone dialing and computer screen messages of 30 characters or more that are unrelated to driving.

The **CRS Radio and Artist Humanitarian Awards** were handed out on the opening day of CRS 2012. The winners are: **KMOK/Lewiston, Idaho** (Small Market) **WIVK/Knoxville, TN** (Medium Market) and **WLHK/Indianapolis** (Large Market). According to a press release sent out earlier this week by CRS, Lewiston's KMOK was instrumental in dozens of local humanitarian efforts in 2011, including the National Night Out Against Crime, Pet of the Week, Lewis Clark Animal Shelter's Dog Swim, Coats for the Cold, Annual Life Safety Day, United Way Day of Caring, Relay for Life, Earth Day, Jackson Baldwin Foundation, Jog for Jugs, Wounded Warriors Project, Cruising to Clarkston and numerous others. Knoxville's WIVK's contributions to fundraising efforts helped raise more than \$12.9 million in 2011. Campaigns included: The Honor Air

Radiothon, Voices from the Front, Coats for the Cold, Stuff the Bus, a Susen G. Komen benefit concert and the Teddy Bear Round-up. WIVK sponsored dozens of events, such as the "Real Steel" movie premiere, Buddy's Race against Cancer, Fantasy of Trees for Children's Hospital, Great Rubber Duck Race for the Boys & Girls Club, ADA Step out Walk, Knoxville Zoo and more. Indianapolis' WLHK continued its avid supports for Habitat for Humanity in 2011, building a five-bedroom house at the Indiana State Fair in just 15 days. The station hosted a Santa's Secret Star benefit concert for the Salvation Army during Christmas, debuted its Christmas Angel program, received national media attention for Cheri's Chores, partnered with the Indianapolis Colts to host the Big Blue Drive-Through for tornado relief and was instrumental in efforts supporting the victims at the Indiana State Fair tragedy. **Rascal Flatts** received the 2012 Artist Humanitarian award for their charitable contributions and humanitarian endeavors throughout their career. In 2010, the group donated \$3 million to the Monroe Carell Jr. Children's Hospital at Vanderbilt's Pediatric Surgery Center. They currently serve as celebrity spokespersons for the national suicide prevention organization, The Jason Foundation, and have been members of the American Red Cross Celebrity Cabinet for the past seven years.

LIKE FATHER, LIKE SON! Tor Ingstad – the grandson of dynasty founder **Robert Ingstad, Senior** – is buying out the interests of his father **Tom** in two companies that together own 17 stations. Deal #1 has Tor paying \$4.99 million to acquire the rest of **Iowa City Broadcasting**. That 13-station group includes Country KARP/Dassel, MN and Talk/Country KDUZ/Hutchinson. Deal #2 has Tor buying his dad's 49% interest in **Ingstad Brothers Broadcasting** for \$6,125 and Randy Holland's 2% interest for \$250. Those four stations include the KNUJ combo around Mankato – Talk/Country KNUJ-AM/New Ulm and Variety Hits KNUJ-FM/Sleepy Eye. Tor Ingstad has recently shown interest in the Northwest. He and **Robert Ingstad** are the principals behind **Basin Media**, which bought the **New Northland Broadcasters** cluster in Klamath Falls, Oregon, and **Last Frontier Mediactive**, which purchased the **New Northwest** group in Fairbanks, AK.



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PLAN NOW – BUDGET NOW FOR THIS SUMMER! TUITION, JUST \$299! The 2012 Conclave Learning Conference will get underway beginning on Wednesday morning July 18th at the **Doubletree Park Place Hotel** in Minneapolis, wrapping up Friday afternoon, July 20. A complete agenda will be announced shortly, but you can gain entrance for just \$299 – the lowest tuition you'll find for any conference anywhere in the industry - if you act now. Click on <http://www.theconclave.com/register/Conclave2012Reg1012012.pdf> to download a 2012 Learning Conference Registration form!

Chicago radio legend **Clark Weber** is ending the seven-year-syndication of "A Senior Moment." The 81-year-old Chicago jock has been active with his ad agency and public speaking. But according to TimeOut Chicago's Robert Feder, Weber has decided to "hang it up" with his daily program that have been airing on 30+ stations. Weber was a part of WIND and WLS in both station's hey-days of the 60's & 70's.

Congrats to former KDWB/Minneapolis Production Goddess, **Kelly Kelly Kelly (Kelly Doherty)**, on her appointment as Director/Imaging for **Clear Channel Media & Entertainment's** Programming Platforms group! That group contains 15 format-specific Imaging Coordinators. According to Platforms President **Tom Poleman**, those 15 "will produce and distribute compelling and diverse on-air promotional audio spots for Clear Channel's National Programming initiatives, including format-specific creative efforts across iHeartRadio, Artist Integration Programs and large-scale contests and events including the iHeartRadio Music Festival."

Congrats to **Townsquare Media**/Bloomington, IL (Country WBWN, News/Talk WJBC and Top 40 WBNQ) for raising \$78,727 in their two-day Radiothon for **St. Jude Children's Research** February 16th and 17th!

Congrats to **Midwest Communications** Country WNCY/Green Bay for raising \$227,229 for their Country Cares for **St. Jude** kids Radiothon! That brings the running total to \$3.5 million!

Hall of Fame Minnesota Vikings (and Giants) quarterback **Fran Tarkenton** is joining **Sirius XM Stars Too** for a live, weekly call-in talk show. "The Fran Tarkenton Show" will air Mondays 5-8p (CT) effective immediately. "I'm a longtime advocate of entrepreneurship and creative thinking, and I'm a huge fan of talk radio, so this opportunity is a big thrill for me," said the Hall of Famer. "I'm looking forward to connecting with Sirius XM listeners around the country about everything happening in the world of politics, business and sports, the fascinating convergence in these areas and more."

Three more are out at **Merlin News** WIQI/Chicago, and one of them was one of the first staffers hired by the station for the news format. **Scott Miller**, the veteran producer, joined Merlin as one of the first eight hires. Also out are reporter and Northwest Suburban Bureau Chief **Annie Kelly**, who joined Merlin from **CBS** affiliate WCIA-TV/Champaign, and news writer **Karen Gollrad**.

Three Eagles Active Rock KQYK/Lake Crystal-Mankato, MN is no more after flipping Monday to Talk as KMKO.

Bliss Communications Country WJVL/Janesville, WI PD/MD "Red Hot" **Ken Scott** has been promoted to GM/VP/PD of sister Country WBWI and Classic Country WBKV/West Bend, WI. He replaces **Jim Hodges**, who exited in January. Ken will also continue to be MD of WJVL and WBWI. WBWI/WBKV Assistant Sales Manager **Paul Clements** has been promoted to Sales Manager.

Jack Swart joins **Midwest Communications**/Terre Haute, IN as Market Manager. Swart was with **Connoisseur Media**/Bloomington, IL in the same capacity since 2008.

Industry vet **Randy "Shotgun" Shannon** has accepted a new position as Dir./Digital Development for **Midwest Communications** for the Northeast Wisconsin and Sheboygan regions. Shannon was most recently PD at **Cumulus** Country WPCW-WPKR/Green Bay, WI.

SCHOLARSHIP DEADLINE EXTENDED! The Conclave will be extending the application deadline for its three 2012 radio industry scholarships. The new deadline is Friday, March 30th (it had been March 2nd). Said Conclave Chair, Mark Bolke, "The Conclave recognizes that many students are scrambling to find appropriate post-secondary educational tracks and the funds to pursue them. Also, recent lay-offs in other industries have forced many professionals to seek conduits to other vocational pursuits. Extending our deadline is the right thing to do, allowing more of those in need a chance to win an exciting future." The 2012 Radio and Music Industry Scholarship Program, offers 5 scholarships worth nearly \$90,000 – three of them specifically aimed at helping an applicant join the broadcasting industry! Effective immediately, qualified persons may apply for scholarships to **Broadcast Center** in St. Louis (MO), **Brown College** (MN), and **Specs Howard School of Media Arts** in Southfield (MI) until March 30th. A deadline of March 2nd remains in place for scholarships offered by **McNally-Smith College of Music** in St. Paul (MN) or the newly offered scholarship for the **Media Institute** of Madison, (WI) & Minneapolis, (MN). In addition to the scholarships listed above, The Conclave also will also be awarding three baccalaureate scholarships - two **Doug Lee Memorial/IBS/dmr Scholarships** that will be won by members of college radio (deadline for application: March 30), and the **Marc Birger Memorial Scholarship** that will be awarded to a Communications major at Kean University of New Jersey. These scholarships will be awarded at the 2012 Summer Learning Conference, July 18-20, 2012 in Minneapolis, (MN). For all Conclave scholarship information and downloadable (or online) application forms, visit <http://www.radioscholarships.com> or <http://www.theconclave.com>.

Condolences to family and friends of legendary Chicago record man **Paul Gallis**, who passed away from medical complications. According to his son, Jimmy, Gallis had four surgeries in six weeks, to clear arterial blockage in his legs, but he didn't heal correctly. He developed a mass blood infection that eventually took his life.

Condolences to family and friends of **Betty (Thomas) Glass**, one of the Dubuque area's best loved radio personalities, who died Wednesday at 83. Known to thousands as the friendly, knowledgeable host of two popular call-in radio shows, "Cracker Barrel" and "Cook's Corner." Betty charmed audiences from the 1960s to the 1990s. Ten years ago, Thomas was inducted into the Iowa Broadcasters Hall of Fame.

We sadly report the passing of **Saga** Oldies WQQL/Springfield, IL's morning talent **Ed "Rock And Roll" Pritchard**, a 19-year station veteran. He died last night of a heart attack at the age of 58.

The opinions expressed in *The TATTLER* are not necessarily the opinions of the Conclave or its Board of Directors. Differing viewpoints are welcome to be submitted for publishing. Send them to *The TATTLER*, 4517 Minnetonka Blvd, #104, Minneapolis, MN or email <mailto:tomk@theconclave.com>.

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TATTLE

Jobs

Lead a sales team that meets or exceeds revenue goals by creating and implementing advertiser solutions using **Clear Channel's** multiple content delivery platforms: on-air, on-line, on-site and through mobile devices. Proactively recruit, train, coach and develop a sales team including sellers and sales managers. Ensure accurate forecasting of all business lines (Local – National – Integrated – Internet – Other). Set clear expectations and ensure accountability with Sales Managers and sales team on inter-department communications and systems, processes and procedures. Partner with Revenue Manager to develop strategy that maximizes revenue through use of inventory management and pricing tools. Lead and take ownership of company sales initiatives and follow through internally in a timely manner as needed. Develop and maintain an atmosphere for a high performing team. Create an environment that encourages problem solving, fosters creativity, rewards performance and instills accountability. Work closely with programming, digital and promotions departments to understand and integrate all available products and services. Work with CCRS partners to develop strategy for national accounts. Utilize all company resources and tools as part of strategy to grow revenue. Maintain department expenses and control cost of sale by managing to commission plan. Be visible, internally and externally, representing the company and building relationships with purpose, honesty and integrity. Required Qualifications: Successfully demonstrated leadership/management skills as either a DOS and/or a multi-station GSM for 3-5 years, with a minimum of seven years in a radio sales position. An understanding of strategic account management, radio ratings, broadcast media planning, digital advertising platforms and social media. Strategic management of inventory and rates. Ability to accurately forecast revenue. Must be proficient in developing plans for revenue and team growth. Must be able to work well with other departments to achieve success, work independently and collaboratively with others, have excellent communication skills, flexibility and assertiveness to meet goals. Requires demonstrated strong organizational and interpersonal skills. Position requires a Bachelor's degree in related field or equivalent experience. Qualified and interested candidates: Email your cover letter and resume to: MPLSJobs@clearchannel.com. Subject line MUST read "Director of Sales".

Are you a hunter? Do you like working with like-minded sales professionals and managers whose sole focus is finding and closing new customers? If so, read on. **Cumulus Grand Rapids** is on the lookout for exceptional candidates to help drive the future of local media sales. We provide our teams with a great product to sell, superior training tools, and a sales management system that supports business development and rewards performance. Unlike other media sales organizations, we don't wait for the phone to ring. We target thousands of local companies with a highly tuned business-category focus and we introduce these companies to the power of radio. Responsibilities include: prospecting/cold calling, setting appointments with prospects, creative client presentations, and achieving a sales quota. Because Cumulus has a systems approach to sales, you must have a deep appreciation for process, performance measurement, employee

development, and a results-oriented sales approach. **JOB REQUIREMENTS** • New business to business experience preferred with recognition as top-performer • Minimum of 1 year outside sales experience required; 2 or more years preferred with ability to penetrate new business categories • Strong understanding of lead generation, CRM/SFA and account management • Cultivation of long standing client relationships • Media sales background preferred, not required • Knowledgeable in Microsoft Office applications (including Outlook, Work, Excel, PowerPoint, Internet/Intranet) • Bachelors degree preferred Our Sales Representative positions enjoy: • Competitive Pay • Medical, Dental & Vision Insurance Package • Paid Vacation & Holidays • Career Advancement Opportunities Cumulus is an Equal Opportunity Employer that offers a competitive compensation structure. Submit CV/resume in confidence to heather.zinn@cumulus.com or mail to: 60 Monroe Center NW, 3rd Floor, Grand Rapids, MI 49503 ATTN: HR

B-104 in Oshkosh, WI is still looking for a great weekday afternoon voicetracker and a few voices for weekend shifts. Before you submit please review the following. -The ideal candidate is currently living in Wisconsin and is familiar with the Fox Valley. -Shifts must be voicetracked within 24 hours of when they air as content must be timely. -Passion for quality social media work is mandatory as you'll be responsible for updating the Facebook/Twitter pages during your shift. -CHR experience preferred. If you have an extra hour in your day or in your weekend and meet the above criteria, then we are eager to hear from you. Send your resume/aircheck to b104voicetracking@gmail.com.

On-Air Program Director opening at heritage CHR 102.5 WIOG Saginaw, MI. Can you execute a strategic plan, lead and coach an airstaff, entertain on the air and make the monitors sizzle? Do you love scheduling music, show prep and promotions meetings? Then you should apply for this prime opening at Cumulus Media! Experience with Adobe Audition is a plus. Remotes and appearances a must! EOE. Send packages to: **Cumulus-Saginaw**, Attn. Ops. Manager, 1740 Champagne Drive North, Saginaw, MI 48604.

Cumulus Broadcasting Bismarck is on the lookout for exceptional candidates to help drive the future of local media sales. We provide our teams with a great product to sell, superior training tools, and a sales management system that supports business development and rewards performance. We target thousands of local companies with a highly tuned business-category focus. We introduce these companies to our large demographically-distinct audiences. We hire outgoing, self-motivated, resourceful, organized, customer-focused problem solvers who have great communication skills. For more information about our business please go to: <http://bismarck.cumulusradio.com>. Responsibilities: • Prospecting/cold calling • Setting appointments with prospects • Developing creative client presentations • Appreciation for process, performance measurement and a results-oriented sales approach • Achieving a sales quota Position Requirements: • Outgoing, self-motivated, resourceful, organized, communication skills, entrepreneurial spirit • Capable of initiating and cultivating long-term relationships • Knowledge of general computer skills Benefits: • Competitive, Unlimited Pay (Base/Commission/New Business Bonus) • Industry leading Sales Training, and Sales Systems designed for success • Medical, Dental & Vision Insurance Package, Paid Vacation & Holidays • Career Advancement Opportunities For more information on this position contact: **Syd Stewart** Market Manager, 701-250-6602, 701-250-6632 fax.

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The best radio sales job you'll ever have. WDWS-WHMS-WUIL Group in Champaign, IL is looking for an experienced salesperson who has passion, desire and demonstrates creativity. Also a working knowledge of web and social media. WDWS is News-Talk (lots of local), WHMS AC and WUIL is classic & current rock. WDWS & WHMS are the flagships for all University of Illinois sports. email your resume to dburns@wdws.com, or mail to P.O. Box 3939, Champaign, IL 61826. Resume must arrive by March 1, 2012.

Townsquare Media Missoula is in search of the right person to complete our team as the Brand Manager of our number one News Talk Station. Previous management & news/talk experience is a must. Qualified applicants can send a brief demo & resume to shawnaabatt@townsquaremedia.com Townsquare Media is an equal opportunity employer.

Wanted- Client Service Coordinators. Applicants need to possess outstanding verbal and written skills. Be highly organized, driven and comfortable delegating responsibility, while being willing and able to do any job within the department. Must also be familiar and able to develop online content and understand the station's listening audience wherever the brand is used. Needs to work well as a member of a team, operating in unison with digital, sales, promotion and engineering staff, and know how to motivate a staff. Working knowledge of NexGen, WordPress & Adobe Audition are a plus. Client Service Coordinators work as a team to assist the sales department. The ideal candidate for this position must be able to demonstrate attention to detail, have good communication skills, as well as organizational skills, and ability to handle deadlines and multiple projects. The candidate is required to have some knowledge of Microsoft Word and Excel. Qualified candidates will portray a positive attitude and strong work ethic to ensure a productive and successful environment with the company. Essential Job Functions (but not limited to):

- Filing, faxing, and data entry.
- Maintaining sales media kits.
- Support account executives by providing them with reports and traffic documents. Candidate will also assist with promotion requests, sales proposals, and follow up with clients.
- Entering Sales Orders
- Provide assistance in preparing letters, commercial copy, and contracts.
- Handle client requests when deemed necessary and in absence of the account executive.
- Receptionist duties as considered necessary.
- Other duties that may be assigned by management.

Wages and Benefits: This is a full time position 8am-5pm Monday-Friday. An additional number of hours may be available in unexpected circumstances. A full benefits package is available which includes Health, Dental, 401K, and Flexible spending. **Mid-West Family Broadcasting** is an equal opportunity employer. Women and Minorities are encouraged to apply. Contact: Jason McCutchin, Mid-West Family Broadcasting, 730 Rayovac Dr., Madison, WI 53711, jobs@midwestfamilybroadcasting.com

Are you a talk show host who can tell a story? Can you be compelling, all of the time? Do you understand the inner-workings of PPM? Do you understand that talk radio is about entertaining an audience and not just politics? If these things appeal to you, Newsradio 98.1, KMBZ in Kansas City is looking for you to be our next great host! This position is full time and we're not looking for the typical talk host. To be considered for this position, please apply online at www.entercom.com and click on "Careers". Please send your resume and best mp3 (or link) material.

Newsradio 98.1, KMBZ Kansas City is currently looking for a Business Producer to assist in operations of "all things business". Candidate must know the basics (running a board, light production, call screening), and also have a good understanding and vision of what makes a business broadcast compelling to Kansas City decision makers. If you think you have what it takes to make this work, give us a few paragraphs on what you would do and how you would do it. To be considered for this position, please apply online at www.entercom.com and click on "Careers".

Program Director needed for WAZY, Lafayette, IN. If you can do it all, tell me about it and email demo, programming philosophy, resume and references to Karen@u93.com. Knowledge of Selector is a must.

We looking for a strong communicator to connect with morning listeners in Northern Michigan. This is a very well equipped Christian AC station that is filled with potential. If you fit in with this life-group and are looking to make a move please send your resume and MP3 to me right away. brian@audiencedevelopmentgroup.com. I look forward to hearing from you. *Please make sure your name is in the file you send!

The Director of Digital Marketing and Online Sales is responsible for managing, activating and maintaining the digital presence for our 6 radio station websites along with their iHeartRadio streams, social media properties and other network sites. This person will oversee digital for both sales and content, ensuring that the relationship between the two is strong and maximizing every opportunity to grow revenue. At a minimum, this position will include the following:

- Working with Director of Sales and Sales Managers to help design packages that are a good fit for programming and have a digital element tied to revenue.
- Working with Account Executives to help train and educate them on the latest with digital so that they better understand it when working with clients.
- Attending meetings with clients that are set up by the Account Executive to help present ideas that help provide solutions.
- Enter, review and modify digital orders that need attention through Clear Channel's digital traffic system, DFP (Dart for Publishers).
- Assist in creating digital goals and benchmarks for both content and sales.

Skills and qualifications for this position at a minimum will include the following:

- Requires a minimum of 2 years of experience with Internet and social platforms.
- Good understanding of how digital elements can provide solutions for customers.
- Basic understanding of how the web and social media works (this includes how HTML and web programming is used to build pages and applications – as well as how Facebook, Twitter, YouTube, Google + and other top-tier social networks work).
- Knowledge of Adobe Photoshop for creating graphics for client presentation and ad creative.
- Knowledge of the Microsoft Office suite of products, including Word, PowerPoint, Excel and Outlook.
- Familiarity with website and social analytics software.
- Strong communication and copy skills.
- Must possess a good balance of creativity and analytical skills.
- Past experience with broadcasting preferred.
- Must be able to work quickly and shift gears on a dime to capitalize on traffic and revenue opportunities. This is a full-time (32 -40 hours per week) position with full-time benefits. Please email professional cover letter and resume to madisonjobs@clearchannel.com

The Promise FM is looking for an on air personality for its network of stations in Northern Michigan. Are you a good story teller? Can you interact with listeners on the air and in person? Do you have a heart for Christian ministry? If you can answer yes to these questions, then we want to hear from you. We are looking for someone who wants to be a team player and help this radio ministry grow. Production skills preferred. Computer competence is a must. Send resume to employment@thepromisefm.com.

Part time - 30 hours per week to start. You'd work side-by-side and in tune with the Creative Director. Duties include quick/precise production of commercials for our 4 stations, recording clients, working with the sales team on campaigns for their clients, delegating production to jocks, and more. Great Adobe Audition and people skills are needed. Please send resume or inquire to kcarton@leightonbroadcasting.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

Majic 107.7, V-100, KTOP-FM & 99.3 The Eagle are looking for part time on air talent to join us in Topeka, KS. We are looking for music and pop culture junkies with at least 1 year of on air experience. Can you be fun and relevant on various music stations? Are you a creative and dependable team player? If so, we want to hear from you. These are live shifts and you will need to live within driving distance of Topeka. Please submit resume and recent audio. POSITION REQUIREMENTS:

- Minimum one-year experience on-air operating audio consoles and associated studio equipment. Experience with Scott Studios is a plus.
- Experience with set up and operation of remote broadcast equipment.
- Must maintain transmitter and program logs.
- Flexible hours on weekends and for fill-in is a must.
- Maintain a positive attitude with staff, management, and clients.
- Consistently works hours assigned including weekends, holidays and/or evenings. Qualified candidates are invited to submit their application via e-mail at topeka.jobs@cumulus.com or by mail at: **Cumulus Media, Inc.**, Attn: On-Air position, 825 S Kansas Avenue Suite 100, Topeka, KS 66612

WHTS (105.3 Hot FM) Grand Rapids, Michigan, is looking for a Morning Show co-host. You must be in tune with pop culture, a team player, and ready to win. Experience with website, social networking, and morning show experience is a plus. Please send your stuff to Kevin.canup@cumulus.com.

Yes....multiple markets...WPCK/WPKR is in search of a dual market PD. Knowledge of the country format and it's lifestyle are a must....We are looking for someone who has it all...great people skills, the ability to motivate and coach a staff, mad imaging skills and the ability to work with mulitple departments in multimple markets.....and oh by the way do an afternoon show that our audience can relate too. If this sounds like you....then send that package to midgig@yahoo.com.

Full-Time Radio Advertising Sales- Madison, Wisconsin. Few Jobs today can offer the opportunity to add important sales and marketing training to your resume. Mid-West Family Broadcasting is proud of it's training traditions spanning over 50 years. If you have the need to persuade, you'll find it both profitable and fun presenting new sales and marketing ideas to local business owners and advertisers on one or more of our seven locally owned radio stations including top rated Magic 98.1FM Adult Contemporary, Q106.3FM Top 40 Country Q106.3FM, Solid Rock 94.1FM WJJO, 93.1FM Rhythmic CHR/Hip Hop 93.1FM JAMZ, Newstalk WTDY 1670AM/106.7FM, Oldies WHIT 1550AM, and Madison's only Spanish format WLMV 1480AM. If you are driven to succeed we need to talk. We offer a base salary and a bonus plan that's incentive based. We also provide a full benefits package including health and dental care, paid vacation and sick days, and a 401K plan. This job will give you a great opportunity to earn an above average income in a fun, fast paced business, the radio entertainment business! You will be representing a great locally owned broadcast group selling advertising on seven unique radio stations including: WJJO 94.1FM Rock WMGN 98.1FM Adult Contemporary, WWQM 106.3FM County, JAMZ 93.1FM Rhythmic CHR, WHIT 1550AM Oldies, WLMV 1480 Spanish, WTDY 1670AM/106.7FM Newstalk, NAFB Agri-business network The Wisconsin Farm Report, Digital Media, Social Media sponsorships, Event Sponsorships Primary Job Requirements: * Very strong work ethic. * Creative problem solving and idea development. Money flows to good ideas! * Strong written and verbal communication skills – Strong relationship development! * Highly competitive. Must be persistent in a professional way. * Relentless prospecting and networking to develop new accounts. Salary and Benefits: • Base salary • Quarterly performance bonuses • Full benefits package including healthcare, dental, and 401K Contact: Ted Waldbillig - Director of Sales, 1-608-441-3644 (direct), 1-608-271-0400 (fax), ted.w@midwestfamilybroadcasting.com

Great opportunity with a locally owned company! Current News Director leaving for network position in Washington, DC. News Director position includes: scheduling and supervising the news department staff; reporting and anchoring as needed; working with Program Director and Operations Manager to ensure quality product; researching, writing, and hosting feature stories; updating station websites; other duties as assigned. PERSONAL REQUIREMENTS: Qualified candidates should be creative, imaginative, and have good communication and organizational skills. The candidate should have some knowledge of Microsoft Word, Excel, digital editing software (Adobe Audition), and have the ability to meet deadlines and handle multiple projects. Experience as a News Director and/or reporter/anchor required. Experience with "Newsroom" and "Media Touch" software a plus. Qualified candidates will portray a positive attitude and strong work ethic to ensure a productive and successful environment within the company. Knowledge of the Madison radio market is considered a plus, but not required. Mid-West Family Broadcasting is an equal opportunity employer. Women and Minorities are encouraged to apply. SALARY and CONTACT: This is a permanent full-time position; salary commensurate with experience. No calls please. Mail or e-mail aircheck and resume to: **Rex Charger**, WTDY PD, 730 Rayovac Dr., Madison, WI 53711, rex@wdty.com

God has taken us through an AMAZING time of rapid growth and change in the last 18 months at 99.1 JOY FM in St. Louis. The station has gone from a cume of 80,000 to over 400,000 in less than a year. And these listeners are THIRSTY for the music and content that they hear on the station. And we believe that a lot more growth is still to come. We need to hire a promotions director. This person is going to be the chief cheerleader for JOY FM listeners - we want to engage our current listeners to go deeper with the station and to show people in St. Louis who aren't yet listening to JOY FM why they should give us a try. You'll be creating and writing all of our creative on-air promotional content and campaigns. Everything you do will feed into our mission and vision which is the way we operate here. You'll work with contests, content, and planning: on air, online, and on-site. To join our team, you must be organized. You must be creative. You must understand the Christian concept of humility. You must be strategic and be able to explain WHY something is a good idea. And you should probably like people. You can read the full job description and list of qualifications here: <http://www.joyfmonline.org/jobs.asp> Full time: salary and full benefits. To apply, please send your resume to johnathon@joyfmonline.org and include your salary requirements.



the Conclave
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