

the Conclave Presents

THE TATTLEER

Since 1975

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

Volume XXXVIII • No. 23 • June 7, 2012



MIKE HUCKABEE AT THE CONCLAVE! The Conclave is proud to announce that political commentator and radio & TV host and former Governor of Arkansas, **Mike Huckabee**, will deliver the Thursday July 19th keynote address at the 37th annual *Conclave Learning Conference* at the Doubletree Park Place Hotel in Minneapolis. Former Arkansas Governor Mike

Huckabee is host of the three hour **Cumulus Media Networks'** syndicated radio program, "*The Mike Huckabee Show*"; heard on more than 175 stations. Over 600 stations carry the three times a day commentary "*The Huckabee Report*." Besides his radio success, Governor Huckabee is host of the #1 rated weekend TV show "*Huckabee*" on the **Fox News Channel**. The Governor will address the Conclave at 9AM CDT, Thursday July 19th! Mike will be the first of two scheduled keynote presentations. RAB President/CEO **Erica Farber** keynotes on Friday, July 20th at 9AM CDT. Governor Huckabee had this to say about his Conclave appearance: "The Conclave is a prestigious gathering that has featured broadcasters, entertainers, and innovators in a setting to interact with their colleagues. I'm not sure how I got invited, but before the organizers realize their mistake, I've already accepted the invitation and I'm thrilled about being part of this year's event." *Comment: What a perfect keynote for a radio audience during an election year! This is the first time the Conclave has hosted a keynoter who could be identified as 'Governor', Reverend', 'Honorable Presidential Candidate', 'TV personality', 'Guitar Slinger', and of course, 'Talk Show Host'! Mike's story is incredible, and he'll share it for the first time in front of the industry at this year's Learning Conference. - TK*

SYNDICATION'S BEST AT THE CONCLAVE!

It's now official! Four unique nationally syndicated radio personalities—**Todd Schnitt**, **George Noory**, **Andy Dean**, and **Jim Brickman**—will appear at the **Syndicated All-Stars Super Session** at the 37th annual Conclave Learning Conference on Thursday, July 19th at 10:00 AM CDT. "We're excited to host a wide array of high-profile syndicated talent for what promises to be an informative and entertaining session," commented **Coleman Insights** President/COO and Conclave Learning Conference Agenda Chairman **Warren Kurtzman**. "This will provide our attendees with a great opportunity to learn more about what drives the success of syndicated shows." George Noory is host of **Premiere Networks** nationally syndicated program "Coast to Coast AM", heard by millions of listeners on nearly 560 stations in the U.S., Canada, Australia, and Guam. Noory was recruited by Premiere Networks to guest host on Coast to Coast AM with Art Bell. In August of last year, Premiere Networks debuted "America Now with Andy Dean." Dean is a former WSB-AM/Atlanta personality and one of the most frequently used, and popular guest hosts of the **Herman Cain** radio program and served as a fill in host for national radio icon **Neal Boortz**. Since 1997, best-selling recording artist Jim Brickman (pictured here) has hosted his own radio show, "Your Weekend with Jim Brickman," with four hours of music, superstar celebrity interviews, lifestyle tips, and entertainment news. The show is carried on AC radio stations throughout the U.S. via **Cumulus Media Networks**. Todd Schnitt hosts a conservative radio talk show airing Monday through Friday 3-6 PM Eastern on nearly 50 stations and XM's Extreme Talk 156. The Schnitt Show is syndicated by **Compass Media Networks** which describes him as a "fiercely independent conservative with libertarian influence." *COMMENT: These four talents are changing the way America listens to the radio. If you miss this session, you'll miss hearing the voices that are gaining the attention daily of your or your competitors P1 listeners. We're ultra—please to present these four radio stars, who will appear for the first time together at the 37th Learning Conference. - TK*



Congrats to **CBS Radio Pres./CEO Dan Mason**, who is set to be honored with the National Radio Award during the **NAB/RAB** Radio luncheon, sponsored by **Katz Media** Friday, September 21 in Dallas! Last year, Dan received the Conclave's highest honor – The Rockwell Award.

The Learning Conference

Tuition \$399
Free Agent \$299
Student/Faculty \$199
Group Rates Available

the Conclave

July 18-20, 2012
Doubletree Park Place
Minneapolis

Mike Huckabee • Erica Farber
The Jacobs Summer School • RAIN Summit Midwest
Rockwell Awards Luncheon/Fred Jacobs & Rich Meyer
Over 20 sessions with an All-Star Faculty
Scholarship Luncheon • Social/Networking Events
Register now at <http://www.theconclave.com>

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



**At The Conclave Learning Conference
Wednesday, July 20**



the nation's leading rock radio consulting firm.
[Details at www.jacobsmedia.com](http://www.jacobsmedia.com)

Clear Channel, in agreement with **Big Machine Label Group**, is changing how they pay labels and artists for music. For the 1st time, labels and artists will take part in all of CC's radio revenue streams. President/National Programming Platforms **Tom Poleman** explained in a letter to programmers: *"We've announced a groundbreaking agreement with Big Machine Label Group that changes how we pay a label and its artists for music. For the first time, a record company and its artists will participate in all radio revenue streams — including broadcast radio. Currently, 98% of our listening is terrestrial broadcast and 2% digital — with labels and artists only paid for the 2%. In this agreement, label and artist compensation will now also be connected to our terrestrial broadcast revenue, similar to the way we pay songwriters through ASCAP, BMI and SESAC. While Big Machine represents a small percentage of the total music we play, this move is historic because it introduces a completely new structural model for our businesses... For digital radio to grow, it's critical to have a predictable, sustainable pay structure that aligns radio, label and artist interests... Nothing about this agreement or our relationship with Big Machine changes the way you program your stations. You should continue to look for and play the best songs to serve our listeners and achieve the highest ratings possible. This should have no bearing whatsoever on which songs you select and how you play them..."* Big Machine Pres./CEO **Scott Borchetta** says, "Not only does this partnership enable Big Machine to participate in terrestrial broadcast revenues, but we are also helping to grow digital radio — a great opportunity for all of us and a breakthrough opportunity for Big Machine artists." CC CEO **Bob Pittman** said, "This is a big step, but we think this investment is an opportunity worth taking to align our interests in all of our revenue streams and grow digital listening to its full potential with record labels and their artists as our partners. This landmark agreement creates a structure that makes sense for both our companies — but most of all for music fans." In conversations with industry media, CC EVP/Marketing-Communications **Wendy Goldberg** said, "We're not disclosing specific terms. But, what I can tell you is that it aligns the interests of Big Machine and its artists with our interests in a fair and mutually beneficial partnership that will accelerate growth and innovation in digital radio." So, what does the **NAB** have to say about this? Well, "The NAB remains steadfastly opposed to a government-mandated performance tax on local radio stations. Beyond our respect for private contracts, we take NO POSITION on free-market agreements negotiated between broadcast companies and other businesses." **Cumulus** and **CBS** refused to comment, though Cumulus did admit this agreement doesn't affect its **iHeartRadio** deal with CC.

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

Reaction? **Bloomberg** is reporting: "The revenue-sharing accord may become a template for the music industry, according to artist manager **Irving Azoff**. **Don Henley** and other musicians may enter into similar agreements to get paid for songs played over the air, Azoff, who manages The Eagles' drummer and lead vocalist, said yesterday in an interview." "We're trying to convince labels to enter into a direct deal because we can't get legislation passed," said Azoff, who runs **Live Nation Entertainment**, and is a Director at **Clear Channel**. "Clear Channel is first of these deals." "Unrealistic rates on the digital side were choking the ability to expand digitally for radio companies," Azoff added. The rates were also "holding back consumers. We learned from Napster, that's a bad thing." *COMMENT: Let's see where the dust settles on all this, but we think right now the happiest folks in the world just might be the US Congress, who may have found a way to avoid the mine-field called PRA. For some, any money deal cut directly between radio and record labels has the potential of buying lots of equipment for the devil's playground. - TK*

At "The Future of Audio" hearing before the **House Communications Subcommittee**, **Pandora** Founder/Chief Strategy Officer **Tim Westergren** argued that music-royalty rules should be changed so that Pandora "no longer pays half its revenue to artists and recording labels." According to the **New York Post**, "Pandora's royalty rates are higher than for satellite radio company **SiriusXM Radio**, which paid about 7.5% of revenue last year... Traditional broadcasters don't pay such fees for over-the-air music play." Get this... If a song is delivered using internet transmission over 3G or 4G, the percentage of revenue owed by the company delivering the song goes up six fold. It's the same song, same car and same sound system. "It's a bizarre lack of parity that's grown up over time," Westergren said. "It's time for Congress to level the playing field... The current rate-setting law is unfair to performing artists, unfair to record labels and unfair to Pandora and Internet radio as we compete every day with broadcast radio and satellite radio for listener loyalty and advertising and subscription revenue." **Commonwealth Broadcasting Pres./CEO** and **NAB Joint Board Chairman Steve Newberry** responded, saying, "The current royalty structure for webcasting is broken. When initially set in 2007 and then built upon in 2009, the rates set by **The Copyright Royalty Board** were universally decried as being ridiculously high. So high that radio stations cannot afford to be successful online — the more music listeners you attract, the less profitable it becomes." Newberry noted, "Believe me, radio broadcasters want to take advantage of all the possibilities the Internet presents, but these royalty rates create a financial disincentive to webcast, and solving this problem for broadcasters is essential. If we want music streaming to survive, we need to find a way to strike a better balance between royalty payments and platform growth, which at the end of the day, helps broadcasters and artists."

The Conclave Learning Conference

Wednesday, July



Keynote
July 19



Mike
Huckabee

Keynote
July 20



Erica
Farber/RAB

Rockwell Award
Ceremony, July 20



Fred
Jacobs

Rich
Meyer

Friday, July 20



Tuition discounts available!

Details at www.theconclave.com

37th ANNUAL CONCLAVE!

Doubletree Park Place • Minneapolis, MN • July 18-20, 2012

President Obama and Republican frontrunner **Mitt Romney** appeared in a comedic role during the opening of the **2012 CMT Music Awards** June 6th. "The President and Governor Romney each understand the reach of the CMT audience, particularly on our highest-rated night of the year. They're each great sports, they're 'in on the joke,' and they went out of their way to deliver great moments for CMT," said CMT Pres. **Brian Philips**. *COMMENT: Congrats to TATTLER reader Philips on the coup! We can hardly wait to see the long-form skit, if Brian decides to release it! - TK*

TRI's Tom Taylor reports on a Michigan daytimer that didn't sign off at sundown. The battery in the control unit died. Writes Tom, "**Townsquare Media** of Flint says the chief engineer at classic country WLCO, Lapeer, Michigan (1530) diagnosed the problem after a visit by the **FCC** – a visit prompted by a complaint of nighttime operation. The transmitter is supposed to automatically power off at local sundown, which last September was 7:45pm. But a Detroit-based agent monitored the signal and found the station on for at least an hour after that. The problem's been fixed – the dead battery was replaced – and it's a \$4,000 fine for operating 'at times other than those specified in the license.'" *COMMENT: This kind of abuse will only continue if the FCC only penalizes an owner \$4K for violating important mandates of their license. Revoking a few licenses might start to make our less-responsible owners to pay attention. - TK*

ERICA FARBER – FIRST CONCLAVE KEYNOTER OF 2012! The Conclave is proud to announce that **Erica Farber**, President and CEO of the **Radio Advertising Bureau**, will be a keynote speaker at the 37th annual *Conclave Learning Conference*. The keynote, scheduled for Friday, July 20 at 9:00 AM CDT with Ms. Farber, will feature a live, on-stage interview addressing a wide array of topics, including Erica's career experience and advice for aspiring broadcasters, her assessment of the state of the radio industry, what changes she sees ahead for radio and the role she sees for the RAB in those changes. The interview, moderated by **Coleman Insights** President/COO and Conclave Learning Conference Agenda Chairman **Warren Kurtzman**, will be followed by a question and answer session.

Congrats to **Saga Hot AC KSTZ/Des Moines** for raising \$172,278 for the **University of Iowa Children's Hospital**. **Saga Classic Rock WKLH/Milwaukee** raised \$1,262,337 for the **Children's Hospital of Wisconsin!**

Journal/Omaha will complete their move to their new facility in the same building as sister **CBS** affiliate **KMTV-TV** this Friday. The new address for **KEZO, KSRZ, KKCD, KQCH** and **KXSP** is 10714 Mockingbird Dr. Omaha, NE 68127.

Former Conclave keynoter **Neal Boortz** announces his retirement and his "passing the torch" to friend and colleague **Herman Cain**. Neal's show airs on more than 200 radio stations with 6 million weekly listeners. His last day will be January 18th, 2013.

PLAN NOW – BUDGET NOW FOR THIS SUMMER! 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. Mike Huckabee, Erica Farber, *Jacobs Summer School 3*, **Kurt Hanson's RAIN Summit Midwest**, and the gala *Rockwell Awards Luncheon* honoring **Fred Jacobs** and **Rich Meyer**. A complete agenda will be announced shortly. Visit <http://www.theconclave.com> to download a 2012 Learning Conference Registration form!



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

JUST 22 DAYS LEFT

to save \$100 on the 2012 Conclave Learning Conference Tuition. Free Agent, Student/Teach and Great GROUP rates still available, too! Tuition rises on July 1st! Save your hard-earned cash and put another \$100 bill in your pocket for your trip to Minneapolis July 18-20!

Register now at http://www.theconclave.com/register/clc_register.php

Main Street Broadcasting is moving Oldies KRUE/Waseca, MN to 1170AM, replacing the Talk format. KRUE's FM signal now becomes KKOR (Korn Country).

CBS Top 40 WDZH/Detroit APD/MD/Afternoons **Grooves** is leaving the station in the middle of June.

Wilks Classic Rock WLVQ/Columbus, OH morning guy **Mark "Daddy Wags" Wagner** is leaving after 33 years with the station following a heart attack this past February.

Midwest Family Country WWQM midday talent **Ginger Martin** moves to AC sister WMGN for middays. Promo Director **Dave Ogden** moves to noon-3p on the Country station and PD **Fletcher Keyes** will take 10a-noon.

Clear Channel Alternative WRZX/Indianapolis PD **Lenny Diana** is out after eight years. Lenny also oversaw sister Sports WNDE-AM. Lenny is out because the PD job was ELIMINATED. OM **Buzz Casey** will handle day-to-day duties. **Todd Violette** has been hired as APD/MD/mornings.

Townsquare AC WTRV/Grand Rapids midday host and 30 year veteran **Kim Carson** is asked to leave due to the budget ax.

Three Eagles Country KZKX/Lincoln, NE PD/Afternoons **Mike Scott** is out after only four months.

Zimmer Radio Country KIXQ/Joplin, MO promotes longtime morning talent **Randy Brooks** to PD. Current PD **Rob Meyer** moves to sister Classic Hits KJMK/Joplin as PD. Former KJMK morning personality **Kyle Thomas** takes over mids at KIXQ.

Mt. San Antonio College noncomm KSAK/Walnut, CA PD/Mornings **Brian Matthews** leaves to become OM at **Simmons Multimedia**/Langdon, ND.

Univision Talk WRTO-AM/Chicago cut five local hosts and two board ops, according to **Time Out Chicago's Robert Feder**. Among the cuts are: Morning host **Javier Salas**, morning contributor **Irma Campuzano**, afternoon host **Jorge Salazar**, evening host **Fernando Olvera** and Sports Director **Goyo Villanueva**. Those five have been asked to say on the air through June 15th. The radio station will be affiliating with its parent company's new **Univision America** national talk network July 4th.

Conclave friend **Keith Berman** is leaving **RAMP** and relocating to Denver this Summer "to pursue some new opportunities in Colorado." *COMMENT: Hey Keith, it worked for John Denver...so break a leg (but no ultra-light flights, please)! Our best to Keith in his new adventure! - TK*

Clear Channel Media +Entertainment of Binghamton is pleased to announce that **Matt Gapske** will be joining their team as Mid-day Air Personality and Imaging Director of WMRV-STAR 105.7.

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. 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/>.

Condolences to family and friends of longtime Twin Cities Sports talk host **George "Dark Star" Chapple**, who passed Friday, June 1 at 66. Star hosted at **CBS** Talk WCCO-AM/Minneapolis for 25 years before a 2010 buyout and had more recently made appearances with crosstown **Clear Channel** Sports KFXN while still co-hosting "The Sports Show" on Sundays on **CW** affiliate WUCW-TV.

Condolences to family and friends of longtime **Brown College** instructor and Placement Director **Dick Hansen**, who passed Monday. Hansen leaves behind his beloved wife Judy of 50 years. A memorial mass will be held at Mary Mother of the Church in Burnsville Tuesday June 12 at 2p with visitation at 1p. According to Brown's Placement Director **Mike Kronforst**, "Dick had been in failing health for some time and was in 6 different hospitals in the last 10 months and he handled the ups and downs of his hospitalization with dignity and grace like the true gentleman he was."

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>.

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

TATTLER Jobs

Experienced Regional Mexican PD needed at Omaha's powerhouse FM, Radio Lobo (KBBX-FM). Requirements: bilingual, strong programming & talent development skills, commitment to growing revenue, strong community service & teamwork. Private ownership offers great culture, pay & benefits. Send aircheck and English resume to <mailto:jtimm@connoisseuromaha.com>.

Cumulus Media Bismarck-Mandan has an opportunity to lead COOL 98.7 to continued format dominance. This attractive position calls for an energetic, detail-oriented individual who is technically savvy, highly motivated and can motivate others. Scope: Direct, schedule and supervise on-air talent and be responsible for a competitive, compelling live product Monday-Saturday, 6am-10am (some hours voice tracked). General Responsibilities: Create and supervise on-air structure and presentation, Oversee music rotations, including testing and playlist development, Develop marketing strategies and promotions to increase ratings market share, Recruit, hire, train, supervise, and schedule on-air and studio talent., Provide excellent management and leadership to the web & digital media staff and work collaboratively with staff, management, radio clients, and IT support, Partner with internal and external content managers, editors, designers, developers and other radio staff to ensure site meets both client and station needs, align with the brand strategy platform, and meet station web standards, Present web/digital content to diverse audiences, manage multiple projects and maintain schedules and budgets, Provide daily digital media services utilizing technology (websites, webcasts, blogs, podcasts, social media) Required Knowledge, Skills, and Abilities: Knowledge of all applicable FCC rules and regulations, Understanding of market/product research, Strong computer, analytical, organizational and written/oral communication skills, Ability to work often with others in a team environment and interact with management and staff at all levels, Problem-solving ability and skill in prioritizing, Ability to multi-task and handle pressures and deadlines, Skill in operation of control board, remote broadcasting and other related production equipment, Knowledge of digital media production, delivery, theories, technologies, principals, concepts and methodologies. , Current knowledge of existing emerging digital media services, applications, and technologies., Ability to interact and provide information to diverse individuals or groups. Education and Licensing Requirements: Associates degree in Broadcasting of related field; or equivalent level of experience, Must possess valid state drivers license. Physical Requirements: May occasionally require lifting up to 25 lbs., Able to sit for extended periods of time. Please send your resume and a sample of your on-air and imaging to: **Dean Mastel**, Operations Manager, Cumulus Broadcasting Bismarck-Mandan, 4303 Memorial Highway, Mandan, ND 58554.(701) 426-3629 dean.mastel@cumulus.com

WSAU AM-FM in Wausau/Stevens Point, WI needs a News Director. We're old fashioned. No rip-and-read. We *cover* news stories. You'll spend as much time in the field as you do in the newsroom. We need someone who is a triple-threat: strong on-air skills, a good reporter,

and a good writer. We set the news agenda in our market. It's on-air and on our web site before it's in the newspaper. We do some enterprise reporting. We do some investigative work. We need someone who "gets" social media and on-line reporting. You'll work hard, dig deep, and help create a "must hear" product. **Midwest Communications** is an Equal Opportunity Employer by choice. Women and minorities are encouraged to apply. MP3 and resume to **Chris Conley** at Chris.Conley@mwcradio.com.

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

KCMO Talk Radio 710/103.7 has an immediate opening for a full time News Anchor. Candidates need to be articulate and able to deliver a fast paced news product. Duties will include writing and anchoring newscasts, processing news feeds and gathering sound. On the street work will be required. Must be a team player and know how to relate to an adult audience. Applicants need to have a minimum of three years professional broadcast experience and knowledge of FCC rules and regulations. Skills operating a control board and digital editing equipment are mandatory. Candidates must have a credible, conversational delivery, great writing and reporting skills, as well as the ability to use sound to tell stories. Mail, Fax or e-mail resume to: **Chris Hoffman**, Operations Manager, Cumulus Media Kansas City, 5800 Foxridge Drive #600, Mission, KS 66202, Fax: 913.514.3002, chris.hoffman@cumulus.com. Information on **Cumulus Media Kansas City** is available at <http://www.cumulus.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

Seeking Production Director applications for a potential opening in a competitive five station cluster in Bismarck/Mandan North Dakota. Position requires self motivated creative individual that can meet deadlines on a regular basis. Candidate needs a positive team mentality and can multi-task Knowledge of editing software and Program Log maintenance is required. You'll be writing scripts, assigning copy, producing ads, coordinating with sales staff and working directly with clients. If you have a desire to win and are detail oriented, show us your talent by submitting your best produced ads along with examples of your copy writing skills. Airshift is also included in your Production Director duties. If your creativity often frightens even you- email your materials to Dean.Mastel@cumulus.com.

Are you ready for a job where YOU decide your own future? Do you have strong leadership and communication skills along with knowledge of pricing strategies and inventory control? Do you understand customer needs? The candidate we're looking for has the ability to quickly understand and size up opportunities and/or problems and respond with creative ideas and solutions. Do you have the ability to set and achieve goals and create and execute sales plans necessary? An extensive knowledge of research tools and resources a plus. An in-depth knowledge of and involvement in marketing and business development is preferred. Excellent interpersonal, listening and presentation skills along with the ability to develop relationships with support staff, clients, advertising and buying community a must and excellent negotiation, planning, persuasion and decision-making skills a must! If you are a proven sales professional possessing the above skills, contact Michael R. Klein, Director of Sales Michigan Region, **Midwest Communications, Inc.**, 2495 Cedar Street, Holt, Michigan, 48842, email mike.klein@mwcradio.com or fax to **Mike Klein** at (517)699-1880 immediately. We offer a very competitive salary plus incentives and a great benefits package.

AM 1280 WBIG in Aurora is seeking a part-time on-air host for The Big Radio Shopping Show. Ideally, you'll have one or more of the following: — a conversational delivery — familiarity with broadcast automation systems — ability to record & edit audio with Adobe Audition — knowledge of our 5-county broadcast area (Kane, DuPage, Kendall, Will, DeKalb) This isn't a "be a radio star" position. We're looking for someone who can highlight our sponsors' products, have a pleasant, inviting on-air demeanor, can keep things bright and keep the calls moving. please send a resume in PDF format and a brief audio sample in MP3 format to: ryangatenby@wbig1280.com

Opportunities could be available for you if you've ever thought you belonged on the Central Indiana Airwaves... and in the studio we broadcast from. That means no voice over/voice trackers need apply and waste space in our e-mail inbox. Now here is what we need/want; people who feel they have the talent to stand out between the songs and connect with today's country music listener. Must be able to be entertaining at remote broadcasts, cut solid production pieces when assigned them, accept constructive criticisms, help build our website and social media numbers with your contributions and be willing to assist in any other capacity that might arise. Openings for part timers are immediate, but we are accepting for full time (we will look to fill these positions by the end of 2012) also as opportunities could be available for the right players on our team. Please send resume, demo that includes you on air, 1 stand out production piece and if available 1-2 imaging samples, to indianaradiogigs@gmail.com

WANTED – DIGITAL PROGRAM DIRECTOR. *The Digital Program Director is responsible for managing the online brand extension of the terrestrial radio brands through existing content, original content, social media, and content from on-air talent in order to grow user engagement.* Job Description - The Digital PD is ultimately responsible for meeting digital audience goals Analysis of metrics and diagnostics to shape strategy Working with Programming, Marketing and Promotions to create

and program brand-appropriate content to drive digital audience and user engagement Finding innovative ways to use our digital properties to grow terrestrial ratings Managing a team of Digital Content Directors and Producers Working with Program Directors to strategize the most effective use of on-air inventory to grow digital audience Working with Clear Channel Digital to ensure that local sites are in line with national digital priorities. This includes finding new ways to evolve the symbiotic relationship of using national assets to grow local audience and vice-versa Working closely with Integrated Sales to find on-brand ways to monetize our digital audiences Owning digital marketing: marketing our stations through our own sites, ultimately overseeing social media programs and, where available, working with marketing directors/PDs to place online advertising buys Developing and execution of social media strategy Along with PDs and Marketing Directors, develop and maintain a long-term editorial and promotional calendar for each stations site Identifying content partnerships that could be beneficial to the brands and working through the right channels to pursue appropriate avenues. Experience/Skills/Qualifications - A minimum of three years professional experience working in some form of content creation Experience working in radio programming and/or marketing a plus Strong management and people skills Must be an idea factory, always coming up with new ways to keep content fresh Strong knowledge of pop culture and current events Must be highly organized The ability to work quickly and shift gears on a dime to capitalize on traffic opportunities. Must be a self-starter who excels at working independently Experience working with social media, if not professionally then to a high degree in your personal life Adobe Site Catalyst and Ando experience a plus _Healthy addiction to the Internet a must Please email cover letter and resume to: stresumes@clearchannel.com with "DPD/AA" in subject line.

Heritage radio station WIBW-AM and the Kansas Information Network has an immediate opening for a News Anchor/Reporter to join our award winning staff. While many other stations are downsizing their news staffs, WIBW is growing, adding local programming, expanding news segments and encouraging enterprise reporting. If you are a true journalist who likes the hunt of developing news leads and delivering great stories, then this position may be for you. Duties include: Collecting and analyzing information about newsworthy events, Writing news stories for publication or broadcast, Receiving assignments or evaluating news leads and news tips to develop story idea, Gathering and verifying factual information regarding story through interview, observation & research, May monitor police and fire department radio communications to obtain story lead, May take photographs or shoot video to illustrate stories, May edit, or assist in editing, videos for broadcast, May give live reports from site of event or mobile broadcast unit, May specialize in one type of reporting, such as sports, fires, accidents, political affairs, court trials, or police activities. Previous news broadcast experience is required. A college degree is desired. Send your resume, audio clips of recent work and writing samples to **Mark Willis** at mark.willis@morris.com.



**At The Conclave Learning Conference
Friday, July 20**



Details at www.kurthanson.com

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