

the  
Conclave *Presents*

# THE TATTLEER

Since 1975

Publisher/Editor: Tom Kay

Cartoons Suggested by Lenny Bronstein & Jay Philpott

Volume XXXVIII • No. 34 • August 23, 2012

According to DC publication *The Hill*, the artist/performer royalty issue is about to expand. The Hill says **Rep. Jerrold Nadler** (D-N.Y.) is set to introduce a bill that would increase the royalty-paying field between cable, satellite and Internet radio. The Congressman's "*Interim FIRST Act*" would raise artist royalties on cable and satellite radio to the level being assessed to Internet radio. In reviewing a draft of the bill, *The Hill* said would also make traditional radio stations pay a higher fee for live-streaming their broadcast online. Nadler says that inclusion is intended to make up for broadcasters not paying a fee when they play artists' songs over the air. "The lack of a performance royalty for terrestrial radio airplay is a significant inequity and grossly unfair," Nadler said in a statement. "We can't start a race to the bottom when it comes to royalty rates and compensation for artists. The *Interim FIRST Act* would provide artists with fair compensation for the valuable creations they share with all of us." Understandably, **The MusicFirst Coalition** jumped out in support of the proposed legislation, as Exec. Dir. **Ted Kalo** states, "The only real solution is for Congress to create a legal performance right, but raising terrestrial radio's digital royalties is an important interim step towards that goal. By effectively reimbursing performers for lost income, Rep. Nadler's draft legislation recognizes the injustice of denying fair pay for airplay. The discussion draft proposes a 21st century marketplace standard that treats artists and platforms fairly and equally." Just as understandably, the NAB strongly rejected Nadler's bill. NAB EVP/Communications **Dennis Wharton** issued the following statement: "NAB strongly opposes Rep. Nadler's draft bill, which fails to recognize the unparalleled promotional value of local radio airplay and which would kill jobs at America's hometown radio stations. We continue to support private, company-by-company negotiations that are

driven by the free market, as was reflected by the recent deal between **Clear Channel** and **Big Machine** Label Group. We're pleased that 177 House members and 22 U.S. Senators agree that America's local radio stations should not be subjected to job-killing performance tax legislation that would divert millions of dollars to offshore record labels." ( But wait, there's more! **Rep. Jason Chaffetz** (R-UT) is introducing a bill that would put Internet radio services such as Pandora on the same royalty-setting standard as other digital radio services. Pandora fully supports this because the proposal would lower its royalty fees to make it more level with the rates other digital radio services pay. The Utah Congressman argues that current royalty rules force Internet stations to pay much higher rates to stream music than cable and satellite services. While both bills essentially level the royalty playing field, Nadler noted, "Where (Chaffetz) and I differ is that I do not believe establishing such a level playing field means we have to hurt performing artists in the process. Instead, we can create royalty standard parity for all parties and compensate creators fairly." *COMMENT: We've said it before. Radio needs to prepare itself to participate in compensating artists who bring an audience to the medium. And the Music Industry needs to understand the economics of terrestrial radio, and attempt to reach a livable compromise for its artists with the medium responsible (to a large degree) for those artists' successes. We're not sure these bills represent the compromises necessary to resolve the royalty conundrum, but we do know one thing. The NAB must stop trotting out their '(royalties) would kill jobs at American's hometown radio' argument before all interested parties realize corporate radio has been doing just that (killing jobs at hometown radio) without ANY help from the specter of performance royalties. It's a disingenuous argument that does the cause of radio more harm than good in this important dialogue. - TK*

*Did you attend last month's Learning Conference?* Please take the time to complete and return the conference questionnaire sent to you this week. Your opinion will help us build a bigger and better Conclave Learning Conference. Please respond by August 31st! Didn't get invited to participate? We must have an errant email address. Make your opinion count! Contact **Tom Kay** (<mailto:tomk@theconclave.com>) and share your email address ASAP!



The  
Learning  
Conference

the  
Conclave  
July 2013  
Minneapolis  
PLAN NOW!  
BUDGET NOW!

Details soon 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](mailto:tomk@theconclave.com) Web: [www.theconclave.com](http://www.theconclave.com)



# The Learning Conference

## ATTENTION - 2012 LEARNING CONFERENCE ATTENDEES!

Please take the time to complete and return the conference questionnaire sent to you this week. Your opinion will help us build a bigger and better Conclave Learning Conference. Please respond by August 31st! THANK YOU!

In case you hadn't noticed, this digital thing just might be here to stay. A study from **Strategy Analytics Inc**, reports that downloads and streaming music services such as **Pandora** and **Spotify** are set to pass CDs as the music industry's biggest U.S. revenue source. The company posted data on its website predicting U.S. digital music sales will rise to \$3.4 billion this year, moving it ahead of the \$3.38 billion in revenue from CDs and vinyl. Within 3 years, digital music will surpass physical purchases globally, the company said. *COMMENT: No wonder I've had such a devil of a time trying to find that Lady Gaga 8-track. - TK*

According to some well-placed sources, radio's piece of the political advertising revenue pie may be ready to shrink. **Wells Fargo Sr. Analyst Marci Ryvicker** projects political advertising on radio for the 2012 campaign season will be approximately \$256 million. That figure is about \$16M shy of what was brought into radio by the 2008 campaign. *Radio World* reports Ryvicker "tells clients this week that radio finished with \$272 million in political ad spending in 2008, but also had 6.5% of the total political ad spend. In 2004, radio ended up with some \$175 million in political ad money; with 6.6% of the total ad spend. However in 2012, she's projecting radio will end up with 5.2% of the total political ad bucket. Ryvicker did not cite a reason for the percentage slip." As for other media, Ryvicker sees local TV's share of political ad spending to be \$2.6 billion, 54% of the total spent. Internet has an estimated \$295 million, or 6% of the total, with newspapers at \$74 million (1.5%) of the total. *COMMENT: What Ryvicker does not address is the untold millions the super PAC's will be dumping into the 2012 campaigns, including money that will be spent on the so-called 'hyper-local' races. We think the ultimate figure will be astronomical compared to other years and radio should stand to get a nice piece of THAT pie. - TK*

Today, *The Detroit News* reports that **Radio Livingston** Talk WYSL-AM/Avon-Rochester, NY talk host **Bill Nojay** has been removed as COO of the **Detroit Dept. of Transportation** after his radio employment in New York state, and his candidacy for the New York State Assembly, became an issue. **Nojay** had been hired in January as the

city sought to outsource its bus transportation system. The conservative Nojay became an issue with the public transportation union in Detroit.

**Sparknet's Garry Wall** checked in this week with some news about his product, JUAN (the Hispanic compliment to JACK): "JUAN officially launched in Storm Lake, IA. KAYL-AM is owned by **Community First Broadcasting** and can be heard on 990AM. With a multigenerational appeal for both hombres & señoritas, JUAN plays what he likes and JUAN likes hits. With a broad base of Spanish-language Adult Hits, JUAN is not predictable or cluttered and is programmed on the **Dial Global Storq** platform." KAYL-AM Storm Lake, IA is JUAN's seventh affiliate. *COMMENT: When a die-hard Midwest community like Storm Lake can find room for a format like JUAN, the times – as Bob Dylan once noted – are indeed a-changin'. The march of Hispanic radio continues, and we predict Hmong won't be far behind, at least in the Midwest. - TK*

Industry veteran and good Conclave friend **Jeff Green** is stepping down from his post as VP/Operations for *Country Aircheck* to launch **Stone Door Media Lab**. Jeff's new company is a Nashville-based creative think tank providing ratings research, customer data, digital media consumption analytics, market analysis, industry white papers and related business intelligence on both domestic and international initiatives. Break a leg, Jeffrey!

Yes, that was former Minneapolis Sports Talk Personality **Jeff Dubay** sitting in on Hot AC KTWN/Minneapolis' Morning Show earlier this week. Dubay was the former KFAN/Minneapolis sports talk host who lost his position with the station in 2008 after being found in possession of crack cocaine during a traffic stop. Dubay will be but one of the folks auditioning for the **Tony Fly** chair at the Northern Lights station. Fly left KTWN last week as the station decided – stop me if you've heard this before – "to go in a different direction."

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

Phone/Fax: 952.927.4487/927.6427 Publisher: Tom Kay at [tomk@theconclave.com](mailto:tomk@theconclave.com) Web: [www.theconclave.com](http://www.theconclave.com)

In a surprise move, **Clear Channel Media + Entertainment** EVP/Programming Research-Strategy and **iHeartradio** VP/Content **Tom Owens** has left his post. Owens had been with the company since its early **Jacor** days.

**Townsquare Media** Top 40/Rhythmic WRCL (Club 93.7)/Flint brings in CBS Radio Top 40/Mainstream WDZH (Amp 98.7)/Detroit staffer **Ricky Burns** for MD/nights.

**MPR (Minnesota Public Radio)** announced earlier this week that **Kate Mortenson** has been elected to MPR's board of trustees.

**Federated Media/Fort Wayne** taps **Woody Zimmerman** as their new OM for News/Talk WOWO.

**Max Media-River Radio/Cape Girardeau**, MO Country KEZS (Country K103) has promoted cluster Promotions Dir. **Roger Price** to K103 PD. Price will also continue afternoon duties for the station.

**Cumulus Media** taps radio-industry veteran and former Conclave Agenda Committee member **Robin Marshall** to lead **Cumulus Sound Solutions**, the company's new commercial creative resource center.

**Cumulus Media/Cincinnati** Market Manager **Mike Kenney** has left the station. Kenney took over the group that includes Classic Hits WGRR, AC WRRM (Warm 98), Classic Rock WOFX (The Fox 92.5), Active Rock WFTK (96 Rock), and Country WNNF (Great Country 94.1) a year ago.

Congrats to **Darrin Arriens** as he takes over the PD position at **Treasure and Space Coast Radio** AC WGYL (The New 93.7 The Breeze). Arriens was most recently OM/PD of the four-station **Citadel/Cumulus** cluster in Grand Rapids.

**Christian Broadcasting System** Talk WQRT-AM (Real Talk 1160)/Cincinnati morning host **Eric Deters** has left the station.

Big changes in the industry's trade press as **In3media Inc.**, owners of the online radio trade **Radio-Info.Com**, have agreed to sell its site to *Talkers Magazine*, the trade publication which also operates **Talkers.Com**. The purchasers are owned by Springfield, MA-based **Talk Media Inc.** Industry vets **Mike Harrison** and **Mike Kinoshian** are part of the Talker's brain trust. As a result of the sale, several Radio-Info columnists have exited including **Phyllis Stark**, **Sean Ross**, and former Conclave Rockwell recipient and popular Learning Conference presenter, **Valerie Geller**. Yesterday, **Tom Taylor** announced he would be exiting the revamped website. Earlier in the week, Sales goddess **Kristy Scott** said that she, too, would be moving on.

We sadly announce that longtime Denver radio personality who had roots in Des Moines radio (at KSO) **Charley Martin**, died last Friday at 67 in Phoenix. Martin was half of the "*Hal And Charley*" morning team at KHOW-AM with **Hal Moore**.

Would you like to be going to the big game and be working at the same time? **Brown College** is once again hosting a 2-day play-by-play seminar featuring guest Instructor- **Dan Terhaar**. In this seminar students will learn -Play by Play techniques, Sports writing, Radio Sports reporting, Play by Play etiquette, Play by Play research and preparation, and Play by Play critique- after YOU cover a game! Dates are: Friday and Saturday- September 14th & 15th. Times are: 9am to 3pm both days. Cost: \$200. To sign up, contact **Lisa Wright**- Brown Radio Chair: <mailto:LWright@browncollege.edu>. *COMMENT: This is an incredible job-growth opportunity presented by the Conclave's scholarship partner, Brown College. Attend only if you understand that by doing so, you'll put another tool in your tool box, one that will make you more valuable in an industry that increasingly requires - and rewards - those who bring additional skills to their employer's table! - TK*

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>.



# TATTLER Jobs

KGSO and KQAM Radio (both AM stations) are in need of a broadcast engineer. This is an immediate opening so please rush your resume to us. We are ready to make this hire today, so the first applications will get the first consideration. E-mail your resume to [jsanderson@maanradio.com](mailto:jsanderson@maanradio.com).

**Townsquare Media - Bismarck** is on the lookout for exceptional candidates to help drive the future of local media and digital 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://townsquaremedia.com>. Responsibilities: Prospecting/cold calling, Setting appointments with prospects, Developing creative client presentations, Sell radio and our digital products, 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: **Bill Schmid**, Sales Manager, 701-250-6602, 701-250-6632 fax.

**NRG Media-Lincoln, NE** is seeking a talent Brand Manager/On-Air talent to lead WOW 105.3FM in this new era of content connectivity and brand innovation. Success in this position will entail: Active involvement in the design and review of all manifestations of the Classic Hits WOW 105.3fm brand home of the Bob and Tom Morning Show. Thorough understanding of the station and cluster assets: Local Brand, Broadcast Signal, Website, Internet-Radio / Stream, Database / Direct Relationships with Audience, ...and the ability to produce relevant content that informs, entertains, inspires, and connects. Monitor the on-air and online audio streams, and act as the quality-control leader. This position holds the overall responsibility for the planning and execution of external marketing and promotion. Understanding of online marketing and analytics/metrics. Accountability for the product, including but not limited to, brand parameters / brand mapping, local outreach, and quality of interaction between brand and consumers. Team Leadership – able to create a vision for how your product is used by the audience and advertisers. Understand mobile marketing and text messaging initiatives, and how to utilize them to grow audience and create new revenue opportunities. Hire creative and smart people, and find ways to support their efforts. This person should have BASIC HTML skills, and an understanding of technology. Entertaining on-air

personality that will go beyond the artist and title. To apply, please submit resumé and references to **Steve Albertsen**, Broadcast House Operations Manager, 4343 "O" Street, Lincoln, NE 68510 or email to [albertsen@broadcasthouse.com](mailto:albertsen@broadcasthouse.com).

**Cumulus/Des Moines** 95 KGGO-FM, 92.5 KJJY-FM, 97.3 KHKI-FM, 98.3 WOW-FM and 1700 KGBB-AM. Wanted: BOARD OPERATOR. Scope Operates station's audio controls in studio or at remote broadcasts to ensure program runs smoothly. General Responsibilities Operates on-air console and audio controls. Monitors transmitters, Screens phone calls and runs live talk shows. Also wanted- REMOTE TECHNICIAN Scope Coordinates and performs set-up and tear-down of remote broadcast equipment and promotional items for off-site appearances. General Responsibilities Sets-up and tears-down broadcast equipment, PA systems, banners and inflatable materials. Maintains station vehicles to include washing, registration and internal maintenance. Also wanted - STREET TEAM. Scope Assists Program and Promotions Director in coordination and implementation of promotions and events in order to promote the station's image, logo and general presence in the marketplace and primary demographic. General Responsibilities Serve as an ambassador for country music and the radio station at promotions and events, Interact and entertain the crowd at promotions and events, Promote and execute contesting to give away prizes. Education and Licensing Requirements for all positions: High School diploma. Must possess valid state drivers license. Submit Resumes to [tj.hart@cumulus.com](mailto:tj.hart@cumulus.com)

WBIG 1280 AM in Aurora is looking for our next host of the Big Radio Shopping Show. This is a part-time on air position where you'll host our signature program, describing products and travel deals to our listeners and assist them in placing their orders. You'll also represent the station at live road show events. We're looking for a friendly, upbeat, conversational style – not a "radio announcer" type of presentation. If you come from a sales or customer service background, this could be the perfect opportunity for you. Attention to detail and strong communications skills are required. Familiarity with radio control boards and automation systems is a plus. Send a cover letter, resume and audio sample to: **Ryan Gatenby**, Program Director WBIG AM 1280 [ryangatenby@wbig1280.com](mailto:ryangatenby@wbig1280.com)

**Tomsun Media LLC**, based in picturesque Hartford, Wisconsin, has an immediate full-time opening for a morning show PERSONALITY at WTKM-FM. Located 40 miles from Milwaukee, WTKM is a true "Hometown" personality radio station, featuring a very wide variety of music, reflecting the tradition and essence of the area. If you're an EXPERIENCED ON-AIR PROFESSIONAL with at least five years hosting in a talk/music format - and you love all aspects of doing live and local radio, this could be an excellent opportunity for you. The WTKM morning show is very listener-driven, including a one-hour "swap shop" and a two-hour open line talk segment. If you're a "real," warm, relatable, engaging and entertaining talent, we'd like to know more about you. WTKM is not an "in-your-face" station. We're home to friendly, intelligent talk with people who are knowledgeable and engaged in our community. We'll be hiring a multi-platform communicator who also creates social media content for Facebook, You Tube and Twitter. Production and technical skills are also a must, including Adobe Audition/Cool Edit, Simian, Stinger and Wave Cart. This is an opportunity for a real broadcaster. In addition to the morning show, we're looking for an ambassador who can emcee, make appearances and be involved in the area we serve. We're looking beyond the level of someone who simply refers to or thinks of their broadcasting career as "working a shift." This is an opportunity to be immersed in and appreciated by a warm and close-knit community. If you believe radio has become "boring" with liner-card readers with no creativity, engagement or personality, WTKM could be your opportunity to be a true personality and a real broadcaster. IF you LOVE radio and are a GENUINELY NICE PERSON, we're ready to give you the platform to be successful and

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

**Phone/Fax: 952.927.4487/927.6427 Publisher: Tom Kay at [tomk@theconclave.com](mailto:tomk@theconclave.com) Web: [www.theconclave.com](http://www.theconclave.com)**

happy in a really wonderful community. If you're looking for a place you can "settle in" with LOCAL owners who have many years' experience in working in small and major markets - and who still believe in LOCAL radio, we want to know more about you. Our morning personality is retiring after many years with the station and most members of our team have been here for more than 25 years. If this sounds good to you, send your resume, cover letter and audio exhibiting how we belong together. Send to: WTKM Mornings, P.O. Box 270526, Hartford, WI 53027 Or to [wtkmhr@gmail.com](mailto:wtkmhr@gmail.com)

If you've ever thought about turning your passion for sports into a career, this is your chance. ESPN Deportes 1510 is seeking a high energy, full-time Sports Marketing Consultant. The qualified individual will generate new sales opportunities by making business development calls, networking, and developing community based relationships in order to create marketing and advertising campaigns for various businesses. The successful candidate will have strong organizational, time management, and interpersonal skills, as well as strong ties to the Milwaukee Hispanic community. Excellent bilingual written and verbal communication is a must. All teammates are expected to bring a positive attitude to the work place, be cooperative, productive, and to perform other duties as may be required for the efficient operations of the stations. In addition, candidates must have proficiency with computer programs. Only candidates with a desire for a long-term career and a commitment to sustained growth in a team environment should consider this opportunity. Please send resume and cover letter to [careers@gkbsports.com](mailto:careers@gkbsports.com). Experienced Advertising Sales Professional For 93.1 Doug-FM, 96.3 WDVD, 760 WJR-AM

Are you an advertising professional? Do you have the passion, skill, and desire to truly understand a company's business before making a media recommendation? Are you excited about the results your campaign brings to their bottom line? If you follow the same path, then you are exactly the type of person we'd like to meet. We have an immediate opening for an account manager with prior media sales experience and a proven track record of new business development. We're **Cumulus Media Detroit** and we operate three of the most desired and successful radio stations in metro Detroit and all of Michigan...stations that have built and transformed hundreds of businesses in our community. Discover how you can grow your career and your client's bottom line by joining our team. Send your resume to [Erika.stefani@cumulus.com](mailto:Erika.stefani@cumulus.com) Classic Hits Kool 101.7 has an immediate opening for a weekend part-time air talent and swing shifts. Experience with Audio Vault and Adobe/Cool Edit is a must. Looking for talent who can grow and be part of the team. Send your resume package with aircheck to [morning@wnko.com](mailto:morning@wnko.com).

98.5 KTIS (Minneapolis/St Paul) has a rare fulltime opening for Morning Show Host. The ideal candidate will live and breathe passion for this position, have great spiritual-depth, be a curious learner, take direction well, be active in social media, and fit into the KTIS culture. The wrong candidate will think it's all about them, be uncomfortable talking about their faith on-air and online, they will center on themselves, and want to do things their own way. This is truly a unique opportunity but we are very protective in what God is doing here and it is not for everyone. But, if you think you might be a fit - and you are, we believe that it will be the most fulfilling position that you have ever held! Help us reach the Twin Cities for Christ by sending your materials to [jobs@nwc.edu](mailto:jobs@nwc.edu).

If...You are a news junkie. You thrive in an environment where deadlines are every half hour. You are a self-starter and don't need a lot of direction. Multi-task is your middle name. You love to write conversationally. You write short and tight copy. You are a twitter and facebook junkie. You can post on facebook, twitter, and update our website. You know how

to embed videos, and upload pictures and audio. You can think on your feet, edit audio on the fly, adlib your way out of a paperbag, and interact with talk show hosts and news anchors. You have good on-air skills and can anchor if necessary when we need a fill-in. Multi-tasking and good news judgment absolutely essential. You have at least two years news experience in a newsroom. This is not a job for beginners. Then this is the job for you. Send your stuff now to [msenne@leightonbroadcasting.com](mailto:msenne@leightonbroadcasting.com)

**The Western Kansas Broadcast Center** in Garden City, Kansas is looking for our next News Director. The ideal candidate will have previous news experience in addition to experience writing for and maintaining a news website. [www.westernkansasnews.com](http://www.westernkansasnews.com) We would like to fill this position with the right candidate as soon as possible. Please send samples of your work to **James Janda** at [jamesontheradio@gmail.com](mailto:jamesontheradio@gmail.com)

**Clear Channel Media + Entertainment/Detroit's** 106-7 The D (WDTW-FM/Detroit) is looking for the a Program Director who can program as well as Eddie Van Halen and Angus Young play guitar. Are you the Steve Perry of PDs? Can you compete on one of the biggest rock stages in the business? We need you now. We are the leading Classic Rock P25-54 station in Detroit, and we need you to make the station into a world class animal. Exceptional music scheduling and on air skills are a given. A sharp marketing and social media mind will be very useful. The right candidate must understand a successful partnership between sales and programming. If this sounds like you, send your resume, programming philosophy and audio to [tonytravatto@clearchannel.com](mailto:tonytravatto@clearchannel.com).

**Woodward Radio** is accepting applications to replace our veteran program director of 105.7 WAPL, Razor 94.7 and 104.3 Chuck FM in the Appleton/Oshkosh/Green Bay Wisconsin markets. We need a bright, responsible and creative leader who will enhance our Employee Ownership culture and possesses the skill set to coach a dedicated and veteran air staff. A successful candidate is someone who "gets it" with sales and understands today's multi-platform radio medium. Minimum requirements include a broadcast degree in communications or equivalent experience and five years of professional announcing experience. Two years of experience managing staff (including hiring, firing, coaching, and developing) is preferred. Application deadline is Friday, August 31st. Do not send audio at this time. Qualified applicants will be contacted at a later time to provide demos of their on air work. To apply go to <http://www.WClnet.com> and look for current openings.

**Zimmer Radio, Inc. of Joplin, MO** is searching for a promotions director for our six-station cluster. This position will interact with station program directors and sales associates coordinating station promotions, events and client opportunities. Managing all aspects of station promotions and events and creating new opportunities for our sales associates and clients. The ideal candidate: Strong work ethic, positive attitude, must be detail and goal oriented. Event marketing experience, able to take the lead on station sponsored events from start to finish. Manage station annual promotional calendar. Station liaison with local charities and community groups. Strong social media experience and computer efficiency. Experience with loyalty marketing and engagement. Send your resume and cover letter today! Zimmer Radio, Inc, 2702 E. 32nd Street, Joplin, MO 64804, Attention: Operations Manager. [jobs@zrgmail.com](mailto:jobs@zrgmail.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.

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

**Phone/Fax: 952.927.4487/927.6427 Publisher: Tom Kay at [tomk@theconclave.com](mailto:tomk@theconclave.com) Web: [www.theconclave.com](http://www.theconclave.com)**