

the
Conclave Presents

THE TATTLER

Since 1975

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(WARNING: The following story is true. A radio company HAS shared profits with its employees. This is not a misprint.) **Emmis Communications** employees will be receiving bonuses in their next paychecks. Yesterday, CEO **Jeff Smulyan** emailed the company informing them all full-timers will be receiving a \$1,000 bonus and all part-timers \$250. He indicated the money was being shared with them "for their loyalty and dedication." Smulyan implied the cash was generated by the sale of Spanish Hits KXOS (Exitos 93.9)/Los Angeles to **Grupo Radio Centro** for \$85.5 million and had also recently retired over \$1.5 million in debt. Said Smulyan to his employees, "Emmis is now a smaller, leaner company that can compete with its peers. We have emerged as one of the least leveraged companies in media" and indicated it would stay its course as long as possible. *COMMENT: Our industry has had far too many "RIF" stories headline lately. This is a truly refreshing reminder of what ownership is capable of doing, not just for its individual members but for the public it serves. Wanna bet that all Emmis stations are sounding just a little more sprightly and connected in their individual communities today? - 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 tomorrow, 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!

A two plus year war between **BMI** and the **Radio Music License Committee (RMLC)** has apparently been settled. The entities have finally agreed to fees that would be payable by U.S. commercial radio to publicly perform BMI's catalog of over 7.5 million musical works through 2016. The settlement, which requires Federal Court approval, would bring an end to litigation between the parties. The new BMI license, which runs through December 31, 2016, features a return to a percentage-of-revenue fee structure and addresses the new media platforms in which the radio industry is increasingly engaged. The specifics: 1) A \$70.5 million industry fee credit against 2010-2011 industry payments, 2) A 1.7%-of-gross-revenue fee structure (with simplified revenue reporting) for stations on the blanket music format license, less a standard deduction of 12% for revenue derived from terrestrial/analog and HD multicasting broadcasts and a 25% deduction for revenue attributable to new media uses, 3) Retention of the program-period license that benefits many talk-format stations, with a base fee of 0.2958% of gross revenue, less the same deductions noted above; and(finally, 4) Expanded rights coverage to accommodate the industry's developing new media platforms related to Internet websites, smart phones and other wireless devices. BMI SVP/Licensing **Michael Steinberg** said, "BMI is so proud to represent the world's best songwriters, composers and music publishers and their incredible contributions to the success of American radio. This agreement allows us to move forward without the cost and uncertain outcome of further litigation." In response, RMLC Chairman and **Saga Communications** head **Ed Christian** noted, "It is a vote of confidence towards our industry that BMI has agreed to return to the historic percentage-of-revenue fee structure. Once the agreement with BMI is approved by the Court, radio broadcasters will continue to nurture their longstanding relationships with the performing rights organizations. We will work together to solve mutual problems in an ever-changing environment of both radio and intellectual property rights as it relates to authors, composers and publishers."



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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!

Talk Radio Network's Mark Masters has been known to stir it up a bit, and that's just what he's done this week in filing a suit in U.S. federal court for the Central district of California against rival **Dial Global**. The suit alleges that Dial Global violated anti-trust and monopoly laws, in particular, that the company has gained a monopoly in sales representation of independent spoken word radio that could generate a "second-generation monopoly" over intellectual property rights. The suit cites the "recent destruction of **CNN** radio" in an election year to be replaced by a "branded news operation, at the election of its sales representatives" as a "canary in a coal mine for independent spoken word syndication in radio." Said Masters, "This is a sad but necessary day for us. But the steps we take today are for the sake of the entire community of independent spoken word syndicators, and independent radio networks who depend on outside sale(s) representation for their very financial survival." He added that his companies (**The Original Talk Radio Network, Inc., Talk Radio Network Enterprises, LLC and Talk Radio Network-Fm, Inc.**) have been "reluctantly forced to bring this action", and that he hopes that the suit "signals a beginning of the end to active monopoly and anti-competitive actions within radio's independent spoken word syndication markets." Noting that TRN was initially a long-term client of Dial Global's, Masters concludes by saying the suit is necessary "as the community of independent spoken word producers, syndicators and networks of national radio programming cannot afford for a single company to have critical control of the revenue streams which cash flow America's national spoken word radio programming providers." Update: According to *RadioInfo.com*, the field of defendants to Masters' suit has now expanded to include **Excelsior Radio Networks, Triton Radio Networks, Triton Media Group, Oaktree Capital Management, Verge Media Companies, Courtside, LLC, Compass Media Networks, Compass Media Marketing, and WYD Media Management**. Individuals named include **Spencer Brown, David Landau,** and **Ken Williams** of Dial Global, **Ron Hartenbaum** of WYD, **Peter Kosann** of Compass, and **Norm Pattiz** of Courtside. Yesterday, Dial Global Co-CEO **Spencer Brown** responded to Master's suit: "Despite the comments in Mr.

Masters' email to the press distributed (Tuesday) in which he announced his company Talk Radio Networks (TRN) is suing Dial Global, at this time, Dial Global has not been served a complaint. We have provided outstanding service to TRN for over ten years and continue to represent several of TRN's programs today. Based on the information contained in the complaint distributed by Mr. Masters to the press, which complaint was filed by a law firm run by **Ron Severaid**, TRN's own internal legal counsel, we believe the complaint is entirely frivolous. We are confident we will defeat these spurious claims, assuming they are ever heard in a court of law."

The Fargo Forum reports that the city's police are looking for information about a shooting early Sunday morning at **Clear Channel** radio in downtown Grand Forks. Officers responded to a call at 5:30 a.m. Sunday involving possible gunshots in the area of the 200 block of North Fifth Street, according to police. Witnesses reported that an unidentified male fired several rounds into a 2007 Outlaw RV parked outside Clear Channel and then took off running from the scene. Officers found bullet holes in the RV, which is owned by Clear Channel, and estimated damage at about \$1,200. No suspect has been identified.

Multibrand Media International has signed former Conclave Board member **Paige Nienaber** to an exclusive rights agreement to represent Nienaber's ideas, services, intellectual properties and products outside of the U.S. Nienaber will continue perform his reckless promotional ways domestically with whomever he can convince to do so.

After 5 years at CC's KGOR & The Brew/Omaha, former Conclave Board member Lester St. James has left the building. You'll find him at lesterstjames@gmail.com or (402) 419-8723. *COMMENT: If there's a more charismatic, dedicated and resourceful radio pro out there, we have yet to meet them. Lester is as good as they come. Sign him up before someone else does. - TK*

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Apparently, there's more to the story *The TATTLE* ran last week, indicating that **Clear Channel Media + Entertainment Top 40 WZEE (Z104)/Madison morning duo Connie & Curtis**, were being pulled from sister Top 40 WRNW (Radio Now)/Milwaukee. Now, the duo's Madison presence will end as of today (8/30). Effective Friday, **Elvis Duran's** Premium Choice show will occupy mornings in both cities. BUT the decision to exit Z104 belonged entirely to Connie & Curtis. Says CCM+E/Milwaukee-Madison VP/Market Mgr. **Jeff Tyler**, "Connie And Curtis have continued the tradition of successful morning shows on Z104. Their show continued to dominate the ratings and they were loved by their fans in Madison. After the change was made in Milwaukee both Connie and partner Curtis decided, and informed the company they did not want to continue to broadcast back to their fans on Z104 and told management they felt the time was right for them to move on. We worked to convince them to stay with Z104 but they said their minds were made up. We wish them only the best as they seek a new challenge and opportunity and they will forever be part of the history and legacy of Z104 in Madison." And now you know, the rest of the story...

The **Conclave's 2012 Rockwell Award** Recipient, **Fred Jacobs**, found himself in the middle of a minor controversy this week as his blog took a college to task. Here's the story in Fred's words – "Every year **Beloit College** (Beloit, WI) puts together a compelling list that is often a reality check for those of us north of 40 years-old. Taking a look at their incoming freshmen (The Class of 2016), their team creates a list of things these young people – born in 1994 – think, believe, and experience – or haven't experienced. This is often a great tool, especially for radio stations (and other media brands) that appeal to 18-24 year-olds because it can be very helpful in overall messaging, communication, prep, promo creation, and social media connectivity. The list is frequently funny, clever, and loaded with items that make you think (mostly about how old you are). This year, there is no shortage of fun "mindset" items on the Beloit list. Here are a few that made me smile: Robert DeNiro is thought of as Greg Focker's long-suffering father-in-law, not as Vito Corleone or Jimmy Conway. They have never seen an airplane "ticket." There has always been football in Jacksonville but never in Los Angeles. And a Detroit favorite: Little Caesar has always been proclaiming 'Pizza Pizza.' But then Fred gets a little testy after he reads the college's 15th 'Mindset' item: "*Having grown up with MP3s and iPods, they never listen to music on the car radio and really have no use for radio at all.*" Says Fred, " I am a fan of radio, but certainly not an apologist. When I believe the industry is doing something lame, I point it out. When I feel that opportunities are going untapped, it is often a hot topic in this space. But this is a cheap shot, undeserved, and factually incorrect...The fact

is, nearly 90% of all 12-24s in America listen to broadcast radio every week. That's documented by Arbitron's national numbers. More than 22 million 12-17 year-olds listen to radio every week, while nearly 27 million 18-24s – the 'college years' demographic – are still tuning in AM/FM radio even though they have iPods, smartphones, and tablets available to them." But before he could totally take the study and its authors to task, the school revised #15: "*While still fans of music on radio, they often listen to it on their laptops or replace it with music downloaded onto their MP3s and iPods.*" That made things a bit better, but Fred still took issue with "the tone and substance" of the inclusion. Fred's parting shot? "So to the geniuses behind the Mindset List, continue to have fun with us and your class of incoming freshmen. But when the world laughs with you and raises its collective eyebrows at some of your factoids, you have an obligation to get it right." So, there!! *COMMENT: A couple of years ago, I taught a class at McNally-Smith College in St. Paul. As part of a homework assignment, I asked my students to listen to the radio and file a report on the differences of a few stations I asked them to monitor. When it came time to turn in the homework, I was shocked to learn that none of the dozen or so students had a radio in their home or apartment they could listen to, and a couple spent cold nights in their cars...the only place they could find a radio. What all this means is simply this: the Beloit study and Fred's response notwithstanding, the industry has much more it needs to do to reach our 18-24's like it once did in the past. But evidence indicates, as this story illustrates, it may already be too late. - TK*



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Entercom AC KOSI/Denver night talent **Rashke Catlin** exits as the station eliminates the night show, which was apparently the last live/non-syndicated night presentation in the city.

Eric “The Bulldog” Deters is leaving **Christian Broadcasting System’s** Talk WQRT/(Real Talk 1160) Cincinnati for mornings at **Spry Group Multimedia’s** Class X Radio triplecast on WMWX 88.9, WKCX 89.1 and WYNS 89.3 FM in the Tri-State area of **Ohio, Indiana** and **Kentucky**.

Federated Media COO **Mark DePrez** has left the company. Others followed, including national sales manager **Mary DePrez**, 35-year company veteran - production director **Steve Starbreiz**, WMEE midday talent **Zack Skyler**, WQHK GSM **Suzee Leavell** and several sales people. In addition to the news of the aforementioned Federated defections, South Bend GM/Talking Stick COO **Brad Williams** has been appointed Federated’s new COO and Warsaw GM **Clint Marsh** will take over for Williams. **Woody Zimmerman** is tapped to be the new Warsaw GM.

Congrats to **Clear Channel Music + Entertainment’s Kelly Doherty** as she’s tapped as the company’s VP/Imaging of its National Programming Platforms. The former KDWB/Twin Cities production goddess will be relocating to New York in late October.

Congratulations to **Mediabase, CCM+E** National Programming Platforms EVP/Integrated Music Marketing **Alissa Pollack** upon her marriage to **Robert Kennedy** this past Saturday (8/25) in New York City.

CLEAR CHANNEL Top 40 WAKS (96.5 Kiss FM)/Cleveland APD/MD/afternoon **Kasper** and his wife - **CCM+E/Akron’s Krissy** - welcomed their second daughter **Natalie Irene** into the world last Wednesday.

Condolences to family and friends of **Odis “Oats” Legrand**, the longtime sportscaster at KJJK-AM/Fergus Falls, MN, who died Tuesday (8/28) after a two-year fight with Alzheimer’s disease in Fergus Falls at 95.

Condolences to family and friends of former WJOL-AM/Joliet, IL personality **Tony Ray**, who died Friday night at 53 after a battle with kidney problems.

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>.



92.1 WROU, Dayton, Ohio’s R&B Leader is seeking an experienced air personality to join our team! WROU, an EOE employer, is looking for a 3-5 year full-time radio professional to join our team and be the station voice and face in the community. Duties will include but not limited to a live on-air shift, commercial production, daily blogging, interaction on station’s social media sites, produce daily promos, attend station promotions, events and remote broadcasts. The ideal candidate will have experience with Scott Studios, Vortal and Adobe Audition. **Main Line Broadcasting** is a Drug free workplace; you must pass a drug screen to join the team. So, if you can be live, local, and relatable and have fun connecting with the listeners, apply on line with your cover letter, resume, references, and air check at <http://www.921WROU.com/jobs>.

Click 101.5, a Modern Hit Music station in Dayton Ohio is seeking an experienced air personality. You will be the voice and face of the station in the community. Our team is full of great radio professionals. We are interested in finding a person who will be a good fit with our station personality and with other team members. There will be a lot expected of you. You will: do a live air shift (midday or afternoon), have commercial production, create a daily blog, participate in station social media sites, produce promos for your show every day, attend station events and promotions, and host paid client remote broadcasts. We need an authentic, natural, real air personality who will integrate into **Main Line Broadcasting/Dayton** quickly to do local radio. We need a person who can connect and communicate. Experience with Scott Studios, Vortal and Adobe Audition will be helpful. Please share four things with us: 1. a cover letter, 2. a resume with references, 3. an air check of you in any format you think you sound good, 4. a small sample of different commercials voiced and produced by you. Audio file must be less than 5 megs. You will be required to pass a drug test before you will be hired. EOE. Apply on line at <http://www.Click1015.com/jobs>.

We are looking for a Chief Engineer with a high level of I.T. experience in a broadcast environment. This job is I.T. heavy but strong RF skills and experience are also required. The Chief engineer will be responsible for FCC compliance oversight, establishing priorities in coordination with other departments, participating in planning facility upgrades, new equipment installation, maintaining a good working relationship with management and staff and hands on installation and maintenance at large AM/FM cluster in Dayton, Ohio. Apply online at Fly929.com.

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Today's Q106 (WWQM), Madison's hometown country station, is seeking multi-talented individuals for future openings as part-time on-air announcers. Applicants should be creative-types who commonly think and ask, "what if?" Ideally, candidates will have experience and skills on-air, in promotions, digital media, production, and event promotions. Candidates should be very creative, with excellent organizational and communication skills. Knowledge of RCS Selector, Adobe Audition (or similar platform), Microsoft Word and Excel is a plus. Experience in creative writing, graphic design, web publishing and social media is strongly desired. Ability to multi-task and meet quick deadlines in a fast-paced environment is key. Positive attitude and a strong work ethic are characteristics of our staff. This is an excellent opportunity to work in a fun local business environment with professional business people dedicated to serving the market with a top-notch product. Please email or mail your resume and air-check with production samples to: Q106-WWQM, c/o EEO Coordinator, 730 Ray O Vac Drive, Madison WI. 53711. <mailto:eo@mwfbg.net>

Paul Bunyan Broadcasting has an immediate opening for a General Sales Manager. Unique opportunity to manage sales team of top-rated radio stations in Bemidji (KBHP, KKZY, KLLZ, WQXJ, KBUN). Requires minimum of five years radio sales plus broadcast sales management. Email resume and application letter with salary requirements by 8-31-12 to: resumes@pbbroadcasting.com or mail to **Mary Campbell**, Paul Bunyan Broadcasting, PO Box 1656, Bemidji MN 56619. More information at: paulbunyanbroadcasting.com.

WANTED- ACCT EXEC/ENTERCOM – WICHITA. You are the best of the best. You are self-motivated, fearless, creative, a proactive problem solver, tenacious, detail-oriented, money-motivated and approach this job as if you are your own CEO. You are a self-starter, organized, detail-oriented and have the ability to work without much direct supervision. Entercom is seeking you. Entercom has the latest tools and technology, the most knowledgeable management and is known as offering the best work environment for selling radio advertising in the industry. Nobody in the market can offer more to their clients than Entercom. Successful candidates are experts in: Strategic targeting of clients, Prospecting and relationship building, Setting face to face appointments, Thoroughly analyzing customer needs, Creatively designing marketing campaign, Strategically selling compelling concepts to key local and regional decision makers. Experience: Media sales, Sports sponsorship, Digital sales background preferred, Successful track record of new business development, Proven track record in meeting and exceeding defined sales goals, Strategic multi-level selling. As an Account Executive with Entercom, you will also represent some of the largest sports teams and talent in the entertainment world. In keeping with the other members of the Entercom Teams, the #1 trait we hire for is "WINNING ATTITUDE". We are looking for driven individuals who refuse to lose or compromise their level of success even in an unsteady economy. If this describes YOU, please forward your resume and career success stories today. To apply for this position, please visit <http://www.Entercom.Com/Careers>.

Cumulus Topeka is looking for a candidate with a proven track record to program two of its heritage radio stations: AC KMAJ "Majic 107.7" and Classic Hits KWIC "99.3 The Eagle". Experience in AC and Classic Hits preferred. OM experience a plus. The position also includes on air duties for both stations. The ideal candidate should be familiar with music scheduling software, creative imaging, promotions, website maintenance, social networking and air-checking other on-air personalities. Please send air-check and references to: dick.stadlen@cumulus.com.

B-104 in Appleton/Oshkosh is searching for a night show host/voice-tracker! We are extremely active in the community. There is hardly ever a weekend when we are not on the streets at a remote, fair, festival, or fundraiser. So if you are fun on the air AND off the air, we want to hear from you! If you live in the Fox Valley or close by, we want to hear from you even more! We are NOT looking for someone who is trying to find a fast and easy way to make extra cash. We will NOT keep someone who treats the job like it's a chore to check off their to-do list. This is not a jump in the studio, spend 20 minutes cutting breaks, and then you're done for the day type of job. Reliability, dedication, passion, and the ability to prepare LOCAL content are all a must. If you fall short in any of those areas, it won't work out. If your friends would describe you as extremely time-starved, this might not be the best gig for you. You'll need to have a copy of Adobe Audition (preferably 1.5 or 3.0) and access to a mic which would be considered suitable for broadcast (a cheap headset with a mic is insufficient). What should you send? Please include a cover letter in the body of your email about yourself and why you'd like to come on board. Don't bother sending a canned letter, which clearly went out to 100 other stations. Those are a waste of YOUR time because they go straight to the trash. b104voicetracking@gmail.com

Tri-County Broadcasting (WFOB & WBVI) is seeking an experience sales associate to add to its successful sales team. Ideal candidate must: Have one year or more of prior person to person sales experience, Ability to develop strong customer relationships and new accounts, Be creative in developing advertising campaigns, Work well in a strong team environment. This is an excellent opportunity for an ambitious, motivated sales associate to join a great sales team. Please send resume and cover letter with wage expectations to: Tri-County Broadcasting, Attn: Sales Associate, P.O. Box 1158, Fostoria, OH 44830 or email Jobs@wfob.com

WANTED: TALK SHOW PRODUCER/IMAGING DIRECTOR (FULL-TIME, MORNING DRIVE) KCMO 710/103.7 KANSAS CITY. Job Summary: Talk Show Producer will work closely with show host to develop content for daily four-hour show, screen callers and operate the control board. Duties will include, but not be limited to short and long term planning/archiving, developing and maintaining contacts as well as booking show guests, gathering topical audio, blogging, posting podcasts and updating social media. This position will also be responsible for all daily station imaging including, promos and sweepers. Candidates must be highly organized with great attention to detail and the ability to thrive under pressure while maintaining a positive attitude. Experience/Skills: Candidates must have a minimum of three years experience as a full time producer in the news talk,

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hot talk or sports talk format, with a proven track record. Applicants need to be able to work in a fast paced environment and know how to effectively communicate with show hosts, while simultaneously screening callers and operating the control board. Candidates should also have experience with most broadcasting equipment, including digital editing software and automation systems, as production skills will be required. Basic knowledge of FCC rules & regulations including transmitter operation, commercial logging procedures, and EAS operation helpful. Shifts will include some weekends and may include holidays. Contact-Send a resume and a letter briefly explaining your previous experience to: **Chris Hoffman**, Program Director, KCMO Talk Radio 710/103.7, 5800 Foxridge Drive, 6th Floor, Mission, KS 66202 or by e-mail to chris.hoffman@cumulus.com

KRVN/ Lexington, Nebraska is recruiting now for possible employment opportunities in all departments. 880 KRVN and 93.1 The River are part of the **Nebraska Rural Radio Association**, with six stations and the Rural Radio Network. We offer competitive salaries, a defined-benefits plan ...AND, you could escape to a more enjoyable lifestyle! If you've recently lost your job, or are tired of working for 'other' Radio ownerships, explore the possibility of Radio in the "Good Life State!" Please submit your resume and any related material to: jobs@krvn.com.

Country 96 (KWWR) and 1340 KXEO in Mexico, MO is on the hunt for part-time help! You must be local and must be able to work weekends, holidays, and swing shifts. Experience is preferred but we can train the right person. Please send tape and resume to matt@radiogetsresults.net

Radio One Communications of Northwest Indiana is looking to add to our news team. Strong broadcast experience in gathering, writing and reporting news is a must. You will be required to manage all aspects of a broadcast news desk including reporting traffic and weather information. Send cover letter, resume and examples of on-air and written work to jobs@radiooneindiana.com.

Topeka's #1 radio station has a RARE opportunity for a General Sales Manager to join our team. We are looking for a skilled GSM who can take our heritage station to the next level. We need someone who knows how to work with senior account executives and who also knows how to train and motivate the next level of sales achievers. We're looking for someone who can further maximize our inventory and generate sales ideas! In radio's ever-changing environment, Country Legends stands out: Our morning and midday personalities have been with the station for 17 to 30 years. Our senior sales team members have been with the company for 10 to 15 years. Our General Manager has been with the station for more than 10 years. The station is locally owned and operated, so decisions are made here quickly and without red tape. Another important aspect that makes our station special is our community involvement. Our team just raised \$96,000 for the Children's Miracle Network. The ideal candidate

will have the following experience and qualities: 3-5 years radio/ advertising sales management experience. Experience creating and selling NTR, promotional events and digital properties Ability to coach, motivate and attain sales goals Ability to teach sales methodology in weekly sales meetings Ability to fit in and work with an experienced staff Inventory management and maximization Proficiency in TapScan, Excel, PowerPoint Country Legends Offers: Excellent facilities, skilled team members, a strong reputation, health insurance and a generous compensation package to the right person. Please respond TODAY to **Jim Allan** at jallangm@countrylegends1069fm.com. Phone interviews will begin immediately. All inquiries are held in strictest confidence. Country Legends 106.9, 1210 SW Executive Drive, Topeka, KS 66615.

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.

