

the
Conclave Presents

THE TATTLEER

Since 1975

Publisher/Editor: Tom Kay

Cartoons Suggested by Lenny Bronstein & Jay Philpott

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MEET THE NEW BOSS, NOT THE SAME AS THE OLD BOSS!



Veteran broadcast executive **Bob Shannon** has been named as the Conclave's new Executive Director, it was announced today by **Mark Bolke**, Chairman of the Conclave Board of Directors. Shannon succeeds **Tom Kay**, who announced his retirement earlier this year, and will be the organization's second-ever Executive Director! Bob officially begins his duties on December 1st but has begun working immediately with Mark and Tom in making a transition to his new post. Bob can be reached

at bob@theconclave.com or 206-755-5162. The Conclave office address, phone, and email will remain unchanged until early 2013. Mark said of Shannon's hire, "There obviously is no replacement for Tom Kay and his shaping the Conclave organization for the past 37 years. The executive selection committee was presented with a list of excellent candidates from which to choose. Bob Shannon represents the consummate broadcasting professional with a shared vision and passion to move the Conclave into a new era. We are thrilled to name him as our new Executive Director." Shannon, whose consulting company **bobshannonworks** is based in Minneapolis. He also served as President of **SpotMedia Services**, is a former Executive Vice President of syndicator **TM Century**, and is a recognized trade columnist and author. On his new position Shannon said, "I'm a student of radio and so, naturally, I'm a longtime fan of the Conclave, its mission, and of Tom Kay's work. I'm thrilled that I'll be able to work with Tom during this period of transition as we prepare for our 2013 Learning Conference. This is an exciting time for all media, one full of promise and of tech advances that will boggle the mind. My promise is that the Conclave and the summer Learning Conference will lead the way in opening the door to what radio will and can be tomorrow." *COMMENT: I think you'll ultimately find that the Conclave 'done well' in its selection of Bob. I've been humbled throughout this process, first by the high quality of applicants we*

had for the gig, then by Bob – a professional I've long admired – and his acceptance to become my successor. Why was Bob chosen? Please note how his resume reads remarkably like mine. He was a major market air talent; I listened to major market air talents. He programmed major market stations; I sat in the lobbies of major market stations. He headed a multi-million dollar industry giant; I headed up a promotion company that allowed me to purchase Green Giant products. He's written books; I've read books. He's been published by R&R, All Access and other industry trades; I was a P-4 R&R reporter, and received a password to log onto All Access. The similarities in our career paths are simply uncanny and now I hope you can see why he will be such a great fit for the Conclave! Okay – to be serious for a moment – please know that giving up this position has been one of the most difficult decisions I've had to make in my professional life. Also please know how much better I feel, knowing that someone with the experience and talents of a Bob Shannon has not only agreed to sit in my chair but who - in taking on the incredible challenges before us - will lead the Conclave – and YOU - to a future that will make us all proud! - TK

MEET THE BOSS'S BOSS, WHO NEEDS A NEW BOSS. In a bit of irony, given the story above, the Conclave's Chairman of the Board of Directors, **Mark Bolke** - Vice President/COO of **A-Ware Software** the developers of **MusicMaster** Scheduling software - announced earlier this week that he will be leaving the company effective December 31, 2012. Said Mark, "I'm very proud of the work we've done since joining the company in 2003. MusicMaster is an incredible product, and participating in the phenomenal growth of the brand and market share has been an extremely rewarding experience. It's been a pleasure working with Joe Knapp and everyone at MusicMaster, and I wish them nothing but the continued success they rightfully deserve. For me, the time is right for a new challenge and opportunity." Even though Mark is on the prowl for a new professional home, he will remain Chair of the Conclave Board. He can be reached at 651-405-9119 or mailto:mbradio@aol.com. *COMMENT: In case you didn't know, for many years Mark has been the behind-the-scenes Conclave ringmaster responsible for so many achievements of the organization, from helping to institute the Conclave webinar series (with Jay Philpott) to assisting Harv Blain and Warren Kurtzman in crafting incredible Learning Conferences. Since his arrival on the Board in the mid-2000's, and more specifically since he became Chair in 2009, the successes of the Conclave have ticked upward...and continue to do so. All this, while earning the admiration of an industry by leading A-Ware/MusicMaster to a lofty perch in the highly competitive world of music scheduling. By his sheer Conclave and MusicMaster presence, and by his daily performance of multi-tasking magic, he's made the industry a better place to be. We're proud to have him as our leader, and know the contributions he'll make in his next professional stop will be as jaw-droppingly incredible as those he has made to date! - TK*

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give DAY NOV. 15
TO THE MAX

GOT A YEAR-END GIVING DESTINATION IN MIND? HOW ABOUT THE CONCLAVE??

TODAY is Give To The Max Day (Thursday November 15th). The Conclave is asking for your help – and your donation – on that special day. If you were planning a year-end tax deductible contribution to a favorite charity, why not make it the non-profit Conclave – and why not make that donation on a day that the Conclave (and you) could maximize your generous gift? To donate, just click [HERE](#)

BROTHER/SISTER CAN YOU SPARE THE CONCLAVE A DIME (OR MORE) ON GIVE TO THE MAX DAY TODAY! “Give To The Max Day” is today Thursday November 15th, and once again the Conclave is asking for your help – and your donation – today. Since 2009, the Conclave has participated in this special day of giving powered by GIVEMN.ORG, a non-profit agency headquartered in Minnesota who assists 501c3 organizations like the Conclave in fundraising. While the Conclave accepts donations at any time of the year, today’s “Give To The Max Day” is special for the Conclave because donations made all day may be eligible to help raise extra funds. Each hour during the day, two donors are randomly selected to add \$1000 to their individual gift. If you were planning a year-end tax deductible contribution to a favorite charity, why not make it the non-profit Conclave...and why not make that donation on a day that the Conclave (and you) could maximize your generous gift? It’s simple to donate. On Thursday November 15, just click [HERE](#). Or go to <http://givemn.razoo.com> <<http://givemn.razoo.com>> and in the upper right hand corner of the page, enter “The Conclave” into the ‘Find Cause...’ block. Once you’re on our page, click “Donate” and you’ll be taken to a form that allows you to choose the amount of your gift along with payment information. After you donate, you’ll quickly be sent a receipt. It’s quick, easy, and will help the Conclave with its mission of education.

DATES CONFIRMED, EARLYBIRD TUITION ANNOUNCED FOR 2013 LEARNING CONFERENCE! The Conclave has announced the dates for its 38th summer Learning Conference. The three-day, content intensive agenda, starts Wednesday July 17, and runs to Friday July 19, at the Minneapolis Doubletree Hotel Park Place. Early bird tuition of \$199 makes the Conclave Learning Conference the best industry value by far, but is available only until December 31, 2012. Registration and hotel information is available on the Conclave website <http://www.theconclave.com>. Next week, expect an announcement regarding online reservations at the Doubletree Park Place, with sleeping rooms starting at just \$139. And go ahead, comparison-shop the conferences. Conclave tuition and hotel room costs continue to be the singularly MOST AFFORDABLE in the industry!

Kevin Slaten is the afternoon host of **Grand Slam Sports** Sports KFNS-AM (590 The Fan)/St. Louis – or at least he was until he made racially oriented comments on the air last week. According to the *St. Louis Post Dispatch*, he has been relieved of his duties effective immediately. Slaten was not directly employed by the station, but instead sold his own time as an independent contractor. GM **Katy Pavelonis** told the paper that Slaten’s comments “led to the conversation we had today. We are parting ways, the station is going in a little bit of a different direction...The topics of Thursday weren’t honing in on where I want (the station) to go.”

CONCLAVE ROCK(WELL)’S WEEKENDS FOR ENVISION!

Envision Radio Networks is proud to announce *America Weekend*, the next generation of weekend talk radio. This project is a collaboration of former Conclave Board Chair and CEO of Envision Radio Networks **Danno Wolkoff** and longtime Board member and consultant **Kipper McGee**. Both are recipients of the Conclave’s **Rockwell Award**. Designed to be a break from the usual brokered programming and rerun political fare of most News/Talk stations, *America Weekend* covers the lighter side of news and lifestyle issues facing today’s on-the-go talk listeners while maintaining revenues from paid hosts. “It’s been said that ‘weekdays are for ratings, weekends are for revenue’”, said *America Weekend* Executive Producer Kipper McGee. “However, now we’re seeing the damage that poorly rated weekend programming is causing weekday shows. Listeners are forced to find other weekend options, and increasingly are not finding their way back to the radio station.” *America Weekend* provides six hours of live programming on both Saturdays and Sundays from 9 am until 3 pm EST and accommodates up to four local expert slots per hour. “*America Weekend* is all about maintaining revenue opportunities for radio stations from longform brokered programs in a new and innovative way,” said Danno. “We have always believed that there is a better way for radio to monetize its Saturday and Sunday programming without sacrificing quality. Finally, ‘Content is King’ again on weekends.” Stations interested in more information on *America Weekend* can visit www.envisionradio.com or contact **Melissa Bachtel** at 216-831-3761 or <mailto:melissab@envisionradio.com>.

Lyons Township High School’s WLTL (Radio 88.1) was named the Best High School Radio Station in the Nation at the 10th Annual **John Drury High School Radio Awards**. In addition, five WLTL students won individual first place honors for their various contributions at the awards. WLTL is now a five-time recipient of the honor. The John Drury High School Radio Awards were created to acknowledge excellence in high school radio broadcasting around the nation. These awards were named in honor of award-winning ABC/Chicago news anchor **John Drury**. Radio students from Michigan, Indiana, Connecticut, California and many more participated in the Awards last week.

ELECTION UPDATE. Former broadcaster Rep. **Mike Pence** (R-IN) won his bid for Governor of Indiana in last week’s elections Pence is a Republican who hosted a statewide radio talk show in Indiana while practicing law before he was elected to Congress 12 years ago. Meanwhile, in Wisconsin, **Midwest Communications** Talk WSAU-AM-FM/Wausau host **Pat Snyder** lost his bid for the State Assembly, losing to Democrat **Mandy Wright**.

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EMAIL TO THE TATTLER. Last week, the *TATTLER* published commentary regarding the national elections suggesting that radio examine election researchers like **Nate Silver** as resources for challenges currently before the industry. Former radio owner and GM, and current head of Broadcast Management Strategies – **Lindsay Wood Davis** – sends the following comment: “This morning’s column matching Nate Silver and **Ed Christian** was a real breath of fresh thinking. Outstanding!”

Smooth Jazz has returned to Chicago radio as an online, free 24/7 streaming digital station. Premiering this week online and on mobile devices as smoothjazzchicago.net, the new station is the creation of Windy City jazz veteran **Rick O’Dell**.

It obviously pays to be a Conclave Learning Conference keynoter, as this summer’s keynote, **Cumulus Media Networks’ Mike Huckabee** and his “*The Mike Huckabee Show*” has hit the 200-affiliate mark. The show launched last spring. “It’s been exciting to see Governor Huckabee’s show take off, and we look forward to the continuous growth of his show,” said co-COO **John Dickey** – himself a former Conclave keynoter. “Reaching this huge milestone is overwhelming and I’m honored to provide the kind of talk radio show listeners wan...” said Huckabee.

Arbitron has set its annual *Client Conference* for December 5th-6th at the Westin Annapolis in Annapolis, MD. As part of its agenda, the company has added “Brand Building With **Abbey Konowitch** and **Coleman Insights**” to the schedule. Konowitch has been involved with establishing, building, and marketing some of the best-known brands and artists of the last 30 years. Other sessions and guests at the Conference include: A **Disney Institute** representative sharing key components in building long-term relationships and brand loyalty in a special 90-minute session. RAB Pres. **Erica Farber** discussing the importance of PDs functioning as their stations’ Chief Marketing Officers and brand managers. Businessman and former Presidential candidate **Herman Cain** imparting his substantial marketing insights and his thoughts on current events. **CCM+E** Pres./ Digital **Brian Lakamp** sharing insights on how radio can leverage its natural advantages to increase its foothold in the world of online audio entertainment. **Jacobs Media** Pres. **Fred Jacobs** giving his perspective on the impact of advanced multimedia entertainment systems in cars. **Minnesota Twins** Corporate Communications Manager **Chris Iles** sharing how the Twins used social media to build its fan base (Note: Arbitron discovered Chris last summer, as he wowed the audience as part of the *Jacobs Media Summer School*). **DMR/Interactive** Pres./CEO **Tripp Eldredge** and Arbitron Digital Media Manager **Jacquelyn Bullerman** providing new ideas benefitting from social media. **Connected Vehicle Trade Association** VP/Industry Programs **Valerie Shuman** describing new in-car entertainment and information options. **WBLS**/New York’s **Skip Dillard**, **WPGC**/Washington’s **Jason Kidd** and **Radio One’s Jay Stevens** discussing the important trends and challenges facing Urban radio stations today. **Media Monitors** Pres./CEO **Philippe Generali** detailing the best ways to use and interpret Media Monitors MScore data. Registration for the **2012 Arbitron Client Conference and Urban PD Clinic** is \$249. For more information, click on <http://www.arbitron.com>.

Tom Taylor’s new email/web publication **NOW**, reports that interesting stuff happened last weekend at the Radio Hall of Fame ceremonies: “**In absentia, Howard Stern is inducted into the National Radio Hall of Fame.** (It’s not clear the **SiriusXM** star ever responded to **Bruce Dumont’s** invitation. There wasn’t even time for a formal presentation at last Saturday night’s ceremony... Host **Geraldo Rivera** got to Stern at the close of the live broadcast, and there wasn’t a formal induction by a presenter. Stern had been on the ballot four previous times and each time ridiculed the process – thus causing his fans to stay out of the voting. This time, the Hall’s steering committee made its own choices, saying that Stern clearly deserves to be on the wall. Also in the Class of 2012 – Cincinnati’s

Gary Burbank. Dallas personality **Ron Chapman.** Pioneering Chicago African-American personality **Jack Cooper.** Southern California’s ageless oldies cheerleader **Art Laboe.** The amazing Chattanooga nonagenarian **Luther Masingill.** And NPR’s “Fresh Air with **Terry Gross.**” Like Stern, Terry was absent from the ceremony.” Don’t miss Tom’s daily musings. You can receive **NOW** for free. To sign up, just click [HERE](#).

Clear Channel Talk WSPD-AM/Toledo PD/ND/Afternoon host **Brian Wilson** has exited the station after seven years.

Cumulus Media Classic Hits WLS/Chicago is bringing back lifelong market vet **Jeff Davis.** He’ll be doing Saturday middays, starting Nov. 17th; Davis first joined WLS-AM during its Top 40 heyday in 1974, eventually segueing to late-nights in 1978.

Salem Communications Christian KGBI (100.7)/Omaha PD **Ken Brooks** has resigned effective tomorrow, and has accepted a position with **Moody Radio** Christian WDLM/Moline IL,

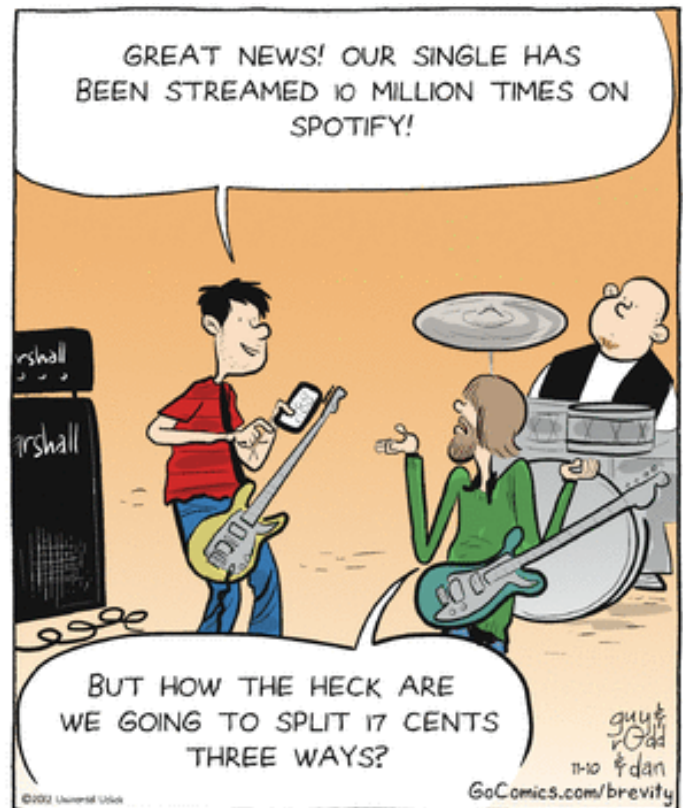
Hubbard Radio’s WARH (106-5 The Arch)/St. Louis is upping weekend/fill-in talent **Robert Fithen** to nights.

Two shockers: After two-and-a-half years as PD of **Greater Media’s** Classic Rock WCSX/Detroit, **Brent Alberts** is leaving the station. His contract wasn’t renewed. And **Susan Groves**, who only recently joined **Journal Broadcasting/Boise** as OM in early October, was shown the door earlier this week.

Long time **Indianapolis** radio personality **Big John Gillis** died at his home last weekend. Gillis had retired from **Emmis Communications** Talk WIBC/Indianapolis in 2007

Condolences to **Entercom** Top 40/Rhythmic KDGS (Power 93.3)/Wichita PD/morning host **Greg Williams** on the loss of his mother a few days ago.

The *TATTLER* is an aggregator of industry news and views about the participants in all the events and activities of the non-profit Conclave. The opinions expressed on these pages do not necessarily reflect the views of the Conclave Board and/or Conclave sponsors. Differing opinions are welcome. Email: mailto:tomk@theconclave.com



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TATTLER Jobs

We are looking for an experienced person that can host a 2 hour talk show plus write and deliver news. No ISDN calls please. This person should involve themselves in the community. This is a resort community and living is cheap and easy. Don't expect to get rich here but you will work with a group of very talented people that will become friends for a lifetime if you can deliver the goods with passion. Send your resume and an example of your best work to dennis@krmsradio.com

Clear Channel Media + Entertainment Detroit is looking for a world class Director of Marketing and Promotions. The ideal candidate will manage a team of Promotions Director and digital team members at our Detroit offices. We have CHR, AC, Classic Rock, Urban, Urban AC, Sports and Talk properties. You will lead in marketing, promotions and digital and work daily with programming and sales departments to find solutions for listeners and clients. Duties include (but are not limited to): daily oversight of marketing, promotions and digital, direct oversight of promotions and digital management teams, creation of marketing plans (traditional and digital), forming relationships with clients and third parties, contesting creation for multiple formats, maintaining a vehicle fleet, management of onsite events and other administrative duties. You must have a fire to win that is unmatched. 3+ years of marketing/promotions management is required. Computer skills and flexible work hours are required. Must have a valid drivers license and be insurable under the company policy. Tell us how you will make us win, and send your materials to tonytravatto@clearchannel.com. Please include "Marketing Director/ Detroit" in your subject line. You can mail materials to: **Tony Travatto**, Operations Manager, CCM+E Detroit, 27675 Halsted Road, Farmington Hills, MI 48331

Cumulus Cincinnati has an opening for a broadcast engineer for its five-station cluster. This is a hands-on position with emphasis on proven engineering skills. If you're looking to move to a top-30 market and work in a new facility with a great team, e-mail resume and references to randall.norris@cumulus.com or mail to: **Randy Norris**, Midwest Regional Engineer, 4805 Montgomery Road, Suite 300, Cincinnati, Ohio 45212.

Wanted- KTIS/Twin Cities Dir. of Listener & Community Engagement. Create and develop promotional initiatives that fit KTIS' strategy, vision and mission and help increase ratings and provide revenue opportunities. Oversee and manage all facets of KTIS Engagement department and web properties, including staff. Create overall campaigns, themes and marketing to reinforce station mission, vision and strategy. Develop and maintain relationships with other local media. Responsible for live appearances and call-ins from on-location events. Manage Church and Ministry Relations and related

campaigns, meeting regularly with ministry leaders. Develop annual promotions and events geared specifically at aiding this segment. Strategize to conceive initiatives where third party partners and business partners might combine resources to enhance initiatives. Develop collateral for consistent messaging of the KTIS story for use within the community, network and industry. Create client proposals for partnerships. Host air shifts as needed. Qualifications: Bachelor's degree or equivalent directly related experience required. Minimum of five years previous experience in promotions, marketing, radio or related industry required. Ability to interact with a variety of individuals in a professional, courteous and tactful manner with excellent interpersonal and organizational skills and excellent verbal and written communication skills. Ability to supervise, prioritize projects, complete multiple tasks and meet deadlines. Ability to work independently without close supervision. Ability to work flexible hours, including evenings and weekends. Intermediate computer skills. Knowledge and understanding of FCC rules as they pertain to broadcast stations. Ability to secure and maintain a current, valid driver's license. Position Number: M00103 Complete the Media application and submit with a cover letter and resume to jobs@nwc.edu** Note: for on-air positions, include a recording of an actual on-air broadcast (CD or MP3).

Today's Q106 (WWQM), Madison's hometown country station, is seeking a hungry on-air performer who has the skills to be fun and compelling and the commitment to work on Saturday and Sunday. Applicants should be creative-types who commonly think and ask, "what if?" Ideally, candidates will have some experience and skills on-air, in promotions, digital media, production, and event promotions. Requirements: Qualified candidates will have at least 1 year of full or part-time experience in radio. Candidates must be willing to work Saturday and Sunday on most weekends, and be available to do some swing coverage during the week. 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. 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. Compensation: This will be based on prior experience. **Midwest Family Broadcasting** offers a strong benefits package and bonus structure for full time employees. 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 eeo@mwfbg.net If you've previously submitted a package, please re-submit for consideration.

URBan Radio Broadcasting seeks a highly motivated General Sales Manager for our urban format stations, WIMX & WJZE, in Toledo Oh. URBan currently owns and operates radio stations in Ohio, Alabama and Mississippi. You must be a skilled leader with superb interpersonal skills, excellent communicator and Mentor for our sales staff. This is a selling Management position so you must Lead by Example. You are accountable for building close relationships with our sales staff and customers. You should truly enjoy customer focused selling, and helping our customers achieve their business goals. It's a lucrative career opportunity for professionals who live and breathe radio 24/7. If you're that manager whose previous sellers and clients still seek you out for advice, then you're the type of person we want to consider for this position. You must be very familiar with ethnic marketing and how to use research

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to educate advertisers about the importance of targeting Black consumers. We have state-of-the-art research tools and training to help you overachieve your goals. We treat employees like FAMILY! No corporate politics! You must be computer savvy with PowerPoint, Excel and Word, and have a computer at home. Let's have FUN and help our employees achieve their personal and professional goals.' URBan Radio Broadcasting is a minority owned and operated company, and an equal opportunity employer. We encourage women and minorities to apply. To learn more about this job description, call Corporate Director of Sales **Maynard Grossman** @ 813-994-0960 and email your resume to MaynardGrossman@urbanradio.fm.

Seeking an experienced professional to assist in all aspects of managing and growing Central Minnesota's dominant AC brand, Lite Rock 99.9. Requirements include music scheduling proficiency, a warm, polished on-air presentation, and the ability to connect meaningfully with adults both on and off the air. Qualified candidates, please send your resume and a brief MP3 aircheck to **Rob Poulin** at KCML, St. Cloud. rob@lite999.com.

Cumulus - Flint, is seeking an enthusiastic, energetic, and dependable individual for our busy front office as a Part-time Receptionist. This position will be responsible for front desk duties, answer phones, filing and daily reports. Other duties include updating sales proposals, data entry; maintain office supplies and other various business department duties as assigned. Must be able to read, write, and comprehend standard business correspondence. Requires excellent verbal and written communication skills and the ability to multi-task, organize, prioritize, and meet deadlines. Must be a detail-oriented self-starter with minimal supervision, a team player, and able to work in a fast-paced environment; possess basic mathematics and office professionalism. Proficient with MS Excel, MS Outlook, MS PowerPoint, MS Word and Adobe Acrobat is essential. Understand and familiar with office equipment including PC's, scanners, copiers, telephones, FAX machines, and the Internet. Mail resume to: HR - Part Time Sales Assistant, 6317 Taylor Drive, Flint MI 48507, Or e-mail Diane.Jendrusina@cumulus.com

Mid-West Family Broadcasting in Madison, Wisconsin is searching for a Producer on 106.7 FM / 1670 AM WTDY. This position involves answering phones, screening callers, scheduling guests, producing segments and helping with both the morning and afternoon talk/news shows. This position may also require personnel to fill air-shifts, including weekends and various remote appearances as scheduled. Qualified candidates should have experience in radio production, on-air presentation, Adobe Audition, podcasting, minor web updating and photo editing. The qualified candidate should also have at least two years of radio station experience. **PERSONAL REQUIREMENTS:** Qualified candidates should be creative, imaginative, have good communication and organizational skills. The candidate should have some knowledge of Microsoft Word and Excel and have the ability to meet deadlines and handle multiple projects. Qualified candidates will portray a positive attitude and strong work ethic to ensure a productive and successful environment with the company. In addition, knowledge of the Madison Radio Market is considered a plus, but not required. Mid-West Family Broadcasting is an equal opportunity employer. Women and Minorities encouraged to apply. **SALARY and CONTACT:** Salary commensurate with experience. Please no calls. Please mail or e-mail air-check and resume to: **Kurt Baron**, 730 Rayovac Drive, Madison WI 53711, kurt@wtdy.com

Do you want to be a part of one of the most successful adult hits stations in the US? Can you enhance the music experience without overpowering it? Are you driven to succeed, responsible and entertaining? Can you make the transition from Boston to Kelly Clarkson to Sly and The Family Stone sound natural and tell us something about all of them? If this sounds like you, get your stuff together. We are searching for someone to shine in a part-time capacity as well as contribute to our website with daily blogs and videos. Minimum two years on-air experience. Market size is not important as long as you can do the job. We want to hear from you (but not on the phone). You must complete an application first at <http://www.1065thearch.com> and email it to akoepp@hubbardradio.com with all other requested supporting documents (cover letter, resume, mp3). Packages will not be considered if an application does not accompany your resume, mp3 or CD! Amanda Koepp, Human Resources Director, **Hubbard Radio St. Louis**, 11647 Olive Blvd., St. Louis, MO 63141. akoepp@hubbardradio.com

BIG shoes to fill. If you know the name **Al Gustin**...and you're familiar with the NAFB...you're one step ahead of the pack already. Al's retiring after more than 40 years of farm and news broadcasting. Got what it takes? Superior journalism skills a must, and a strong agricultural background strongly preferred. If you've got what it takes...maybe the NAFB will be honoring you (Al was just honored as the Farm Broadcaster of the Year). Either way, it's a shot for you in four markets, including KFYZ and KBMR in Bismarck. This is absolutely NOT a starter position. But if you are the next Al Gustin...it could be yours for a long, long time. Materials to: **Todd Mitchell**, Operations Manager, **Clear Channel Radio**, Box 2156, Bismarck, ND 58502. Or toddmitchell@clearchannel.com.

AMD Announcer needed at Omaha's Regional Mexican powerhouse FM, Radio Lobo (KBBX-FM). Requirements: bilingual, proven success as engaging on-air talent, supportive of sales, strong community service & teamwork. Private ownership offers great culture, pay & benefits. Send demo & English resume to: valentinm@connoisseuromaha.com

Entercom Madison needs a ninja board op/producer for 25 hours a week. Prefer experience with Adobe Audition, but will train the right person. The ability to handle on-air work at one of our three brands will also work in your favor. You need to be a quick-thinker with the ability to work in a fast-paced environment. If this sounds like you, please get your materials to us yesterday. demoore@entercom.com or Entercom 7601 Ganser Way, Madison WI 53719

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.

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