

the
Conclave Presents

THE TATTLEER

Since 1975

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

Volume XXXVIII • No. 14 • April 5, 2012

Look who's planning the **37th Conclave Learning Conference**, July 18th-20th at the Doubletree Park Place Hotel in Minneapolis! Conclave Agenda Committee Chairman and **Coleman Insights** President/COO **Warren Kurtzman** announced his committee, saying, "I was thrilled with how many prominent radio industry professionals wanted to contribute to planning the Conclave Learning Conference agenda. We have a great group of people committed to putting together the most informative and entertaining agenda the Conclave has ever offered!" Joining Kurtzman on the newly formed agenda committee are: **Harv Blain**/Vallie Richards Donovan Consulting, **Tim Bronsil**/Point to Point Marketing, **Alan Burns**/Alan Burns & Associates, **Joe Calgario**/Woodward Communications, **Sam Elliot**/Northern Lights Broadcasting, **Todd Fisher**/Global Cause Solutions, **Charese Fruge**/CBS Radio, **Valerie Geller**/Geller Media, **Susan Groves**/Mid-West Family Broadcasting, **Ron Harrell**/Cumulus, **Jeff Johnson**/Alan Burns & Associates, **Kurt Johnson**/Townsquare Media, **Steve Jones**/Newcap Radio, **Dayton Kane**/Woodward Communications, **Mark Kasoff**/Mark Kassof & Company, **Jim Kerr**/Triton Media, **Mike McVay**/Cumulus, **David Moore**/Entercom, **Nikki Nite**/Entercom, **Mark Panetta**/DMR Interactive, **Jenny Tsao**/Arbitron and **Jon Zellner**/Clear Channel. *COMMENT: As I look over the list of this year's Conclave Learning Conference Agenda Committee, I am impressed at the mix of professionals represented from all levels of experience, market sizes, and responsibilities. This great blend under the guidance of Committee Chair Warren Kurtzman will bring a world of knowledge and motivation to those attending this summer's Conclave! - TK*

The first two pieces of the 37th **Conclave Learning Conference** Agenda (July 18-20/Doubletree Park Place Hotel-Minneapolis) have been put in place! The Learning Conference sets sail at 9AM on Wednesday morning July 18 with the 3rd annual **JACOBS**

MEDIA SUMMER SCHOOL. Jacobs Media President/CEO **Fred Jacobs** says, "Conclavers, time to crack the books again at this year's Jacobs Media Summer School. For the third consecutive year, we'll present a great crash course loaded with ideas you can take back to your station when you get home. Expect great sessions dedicated to providing great info for broadcasters in every market size. Hope you can join us." Also returning for a third year on a new day is **RAIN SUMMIT MIDWEST**, set for Friday morning, July 20. RAIN's creator and President **Kurt Hanson** reflects, "For over 20 years, The Conclave has been one of my favorite North American radio conference – the people, the spirit, the atmosphere of learning, the fun... It's the perfect venue to bring together radio people who are excited about all of the opportunities that Internet radio offers. So we're delighted to be able to bring RAIN Summit Midwest back to The Conclave for the third straight year!" Expect more of this summer's agenda to be announced in the coming weeks. *COMMENT: Many things set the Learning Conference apart from other industry gatherings, and the presence of these two industry behemoths at the Conclave certainly contribute in a major way. We're extra proud to be able to exclusively present these two programs under one roof. An individual would have to spend hundreds of dollars more and travel literally a thousand miles to separate locations to take in all the knowledge Fred and Kurt bring to our July event, and we thank them both for making themselves available to YOU – the Conclave attendee – on an annual basis! - TK*

Erica Farber, the 2007 Conclave Rockwell Award recipient, is the new Pres./CEO of the **Radio Advertising Bureau (RAB)**. Farber, recently the EVP of the RAB, will assume her new duties April 16th. **Scott Herman**, Chairman of the RAB Board and **CBS** EVP/Ops said, "Erica is an excellent selection with the relevant skills and expertise to lead the RAB. She brings an impressive track record in radio sales and management. In addition, Erica has a clear understanding of the organization and what the broadcast industry requires from the RAB. She has demonstrated a strong capacity of working with multiple constituencies which is critical to the RAB role."

Former **RAB** Pres./CEO, and 2009 Conclave keynoter, **Jeff Haley** is the new Pres./CEO of **Marketron**! "Jeff's track record speaks for itself in driving value for broadcasters and attracting accretive ad spend to the industry," said **Wicks Group** Managing Partner **Matthew Gormly**. "I'm honored to play a role in this transformative time in the market and I am looking forward to growing revenues and business efficiency for our customers," said Haley, who begins his new role April 16th.



The
Learning
Conference

Tuition \$399
Student/Faculty \$199
Group Rates Available

the
Conclave

July 18-20, 2012
Doubletree Park Place
Minneapolis

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)

The **NAB** announced their newest members of the Radio Board. Five current members won re-election, including: **Bill McElveen**/Director of New Media Strategies at Glory Communications, **John Beck**/Market Manager for Emmis/St. Louis, **Roger Utneher**/President/General Manager of Nicolet Broadcasting/Wisconsin, **Ben Downs**/VP/General Manager of Bryan Broadcasting/Texas and **Joe Schwartz**/President/CEO of Colorado-based Cherry Creek Radio. Six new people join (or re-join) the board, including: **Deon Levingston**/VP/General Manager of WBLS/WLIB/New York City, **Pete Booker**/President/CEO of Delmarva Broadcasting/Delaware, **Dick Lewis**/President/Market Manager for Clear Channel/New Orleans, **Sally Brown**/VP for Schurz Communications, **Mary Quass**/CEO of NRG Media and **Joe Valle**/President of Univision. All eleven win two-year terms.

We are sad to report that **Kevin Conner**, 25 year teaching vet at **Brown College**, lost his battle with brain cancer on Tuesday (4/3). He is survived by his wife, Jo, sons, Peter & Andrew, his step-children, Rebecca, Nikolaus, Hannah & Thomas and his grandchildren, Cole, Ravyn, Frankie, Adrian & Arie and many friends and former students in the industry. Kev's Memorial Service will take place at **Joseph S. Klecatsky & Sons Funeral Home** (1580 Century Pt - Eagan, MN 55121, 651-454-9488) tomorrow (Friday, April 6th) from 4 - 8 pm for an informal Gathering of Family & Friends. On Saturday, April 7th family and friends will again gather for a 2 p Formal Service. Memorials may be sent to Second Harvest Heartland, 1140 Gervais Ave., St. Paul, MN 55109, <http://www.2harvest.org>. *COMMENT: We have been blessed to know Kevin for most of his career as an instructor. We have yet to meet a more respected, astute and compassionate teacher. By the knowledge, inspiration and passion for the business he shared with his students, he simply made radio better. He is already sadly missed. – TK.*

Online Radio is the fastest growing music listening option among US consumers, according to an annual study by the **NPD Group**. In 2011, 43% of US web users chose to listen to music via **Pandora, Slacker, Yahoo! Music** or other online radio options; 9% higher than last year. However, traditional radio continues to dominate market share with 84% of Americans listening in 2011. Based on the new study, there were 18 million more online radio listeners in 2011. Listening to free online radio is most popular with the 18-25 demo, while strong listener growth is also happening among 36-50 year olds. "Licensed online radio services are having two important effects on consumer music listening habits," said NPD SVP/Industry Analysis **Russ**

Crupnick. "Listeners are citing these services as a reason to do less file sharing, and they credit online radio with improving their ability to discover new artists." While 42% of Web users listened to free radio options in 2011, just 3% paid to listen to radio online. Just 12% of Web users listened to music integrated into **Facebook** or other social networks by services like **Spotify** and **Mog**. "There's no doubt that Facebook has helped drive music listening and discovery," said Crupnick, "but what is not yet clear is the platform's importance, in terms of ongoing music usage and purchasing."

The bankruptcy of heavy advertiser **Taxmasters** has some radio companies on the creditor list, according to **Forbes' Janet Novack**. Taxmasters filed for bankruptcy, claiming \$1.7 million in assets while owing several creditors millions and being held liable for a \$195 million verdict in a Texas case. Among the creditors are: **Westwood One** (now **Dial Global**), owed \$676,000, **FOX News Channel** (\$938,414), **MSNBC** (\$259,441) and **ESPN** (\$94,265).

Legendary Chicago radio duo **Larry Lujack** and **Tommy Edwards** "have reunited in a series of public awareness announcements reprising their Animal Stories partnership with Uncle Lar and Lil' Tommy," reports **Robert Feder/Time Out Chicago**. Over 200 Illinois radio stations are set to run the PSA's, which Feder says, "humorously highlight the importance of pet emergency preparedness." "These radio spots are really fun and will help us catch the listeners ear with our message about pet preparedness," **IEMA** Director **Jonathon Monken** explained.

Congrats to the following stations for raising donations during their radiothons for the **Children's Miracle Network**: **KMXC**/Sioux Falls, SD raised \$291,317 for Sanford Children's Hospital. A 25% increase over last year. **KURB**/Little Rock, AR raised \$302,093 for the Arkansas Children's Hospital. **KQFC**/Boise raised \$18,000 for the St. Luke's Children's Hospital. **KGLI**/Sioux City raised \$206,557 for the St. Luke's Regional Medical Center. **KOUT**/Rapid City raised \$99,221 for Rapid City Regional Hospital. **KOMG**/Springfield, MO raised \$26,000 for CoxHealth Hospital and **KMXV**/Kansas City raised \$387,500 for the KU Medical Center!

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. Already in place is the *Jacobs Summer School*, **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. Click on <http://www.theconclave.com/upload/conclave2012reg4012012.pdf> to download a 2012 Learning Conference Registration form!

Journal Talk WTMJ-AM/Milwaukee and the **Milwaukee Brewers** have agreed to another extension. **Bob Wolfley/Milwaukee Journal** reports "the COO of the Brewers, **Rich Schlesinger**, said on Thursday there were "several" other stations that had expressed interest in acquiring Brewers radio rights, but WTMJ and the team reached agreement before serious discussions with other parties took place."

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
Friday, July 20



Details at www.kurthanson.com

Bahakel is selling its four-station Waterloo-Cedar Falls cluster to **Woodward Communications** for an undisclosed price. The cluster includes: Talk KXEL-AM, Rock KFMW, Classic Hits KOKZ and Oldies KWLO-AM. Woodward Pres./CEO **Tom Yunt** said, "We are very excited to add these outstanding stations to the Woodward Radio Group (WRG) and our 'dynamic employee-owned media company,' and we look forward to the opportunity of serving the greater Waterloo/Cedar Falls communities. The stations are well positioned with their heritage and formats and have a wonderful track record in serving their valued listeners and advertisers." Bahakel Pres./CEO **Beverly B. Poston** said, "We leave Waterloo very reluctantly but comforted in knowing that our stations and employees will be in such wonderful hands."

Cumulus appoints **David Crowl** as RVP/Midwest, including the clusters in Cincinnati and Chicago. Crowl begins his new duties April 10th.

NextMedia/Chicago promotes **Scott Kosak** to GM of Classic Hits WERV/Chicago suburbs, effective immediately. Kosak was previously the Station Manager.

Clear Channel/Portland OM and KKRZ PD **Tommy Austin** returns to St. Louis as OM for the Clear Channel cluster and will also PD KSLZ. The Sioux Falls native was OM at the cluster before he returned to Portland in 2008. Austin replaces **Jeff McHugh**, who exited last week. In addition to programming KSLZ, Austin will oversee Country KSD, Adult Hits WSGX, Urban KMJM, Oldies KLOU and Gospel KATZ-AM.

Entercom Country WDAF/Kansas City adds **Codie Allen** to the "Wake Up with the Wolf" morning show, as co-host. Codie joins **Roger Carson**, already in place.

NRG Media/Wausau-Stevens Points, WI OM/PD of Country WYTE and Top 40 WHTQ, **Brad Austin**, exits.

CBS Top 40 WDZH/Detroit adds "The Buck and Coop Show" for mornings effective Monday, April 9th.

Hubbard Adult Hits WILV/Chicago names **Lisa Allen** for nights. She replaces **Brian Middleton**, who moved to afternoons after the departure of **Robert Murphy**.

Clear Channel Urban WJLB/Detroit released longtime night talent **Dr. Darius**, who had been with the station since 1998.

Clear Channel AAA KTCZ/Minneapolis announces **Brian Oake** is moving from afternoons to mornings with local songwriter **Keri Noble**.

Bott Radio Network announces **Fred Zielonko** as the new Regional Manager for Religious KSIV and KSIV-AM/St. Louis.

Connoisseur Media AC WVMG/Bloomington, IL shifts into a new Top 40 format as HITS 100.7 under the direction of **Scott Sands**, who is assisting **Harv Blain** of **Vallie-Richards-Donovan Consulting**.

Chesterman Communications launches AC KSJZ/Jamestown, ND.

Saga/Des Moines added **Ashleigh Brady** as its full-time Internet Developer. Other changes at Saga/Des Moines, include: **Lori Welch** moves to full-time, splitting her duties between the front desk and various duties for the traffic department. **Mark McDowell** adds programming duties for KRNT and KPSZ, while also managing traffic for the AM's. Programming Coordinator **Isaac Slings** will exit April 20th.

Leighton Top 40 KNOX/Grand Forks PD Justin Tyme is out.

Weigel Broadcasting Telemundo affiliate WYTU-LD/**Milwaukee Brewers** Spanish TV PBP voice **Hector Molina** is returning to Chicago to call **White Sox** games in Spanish on **Clear Channel Spanish Sports W248BB/Chicago**.

After five year with **Clear Channel Hot AC KPTL/Des Moines**, morning show host **Frank Monroe** exits.



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



Mid-West Family Broadcasting Sales Department is always accepting resumes for a position as an outside salesperson on our team. If you are the right fit for our company, we are ready to offer you a position with our company. Job duties include prospecting, sales, service and collections with new advertising customers. The successful candidate will have strong listening and presenting skills, advanced writing skills, superior relationship-building skills, and the ability to generate creative ideas for our customers. Outside sales experience is a plus. Midwest Family Broadcasting offers a strong program of initial training, followed by ongoing training and in-field coaching. An associate or bachelor's degree in marketing is desirable but not mandatory. Midwest Family Broadcasting employs only full-time, career salespeople. Group Health Insurance, Paid Vacation, 401(K). Highly competitive salary plus bonus compensation plan. Starting salary commensurate with experience. Please send your resume and letter of application to Midwest Family Broadcasting Sales, P.O. Box 99, La Crosse, WI 54602. Your application will be kept strictly confidential.

AM Drive Opening - KJCK-FM, heritage Top 40 monster signal looking for our next morning co-host/webmaster. Someone that is creative, knows pop culture and social media. Production and remotes are part of this position. Send a SHORT mp3, application and resume to: Program Director **Robert Elfman** at: robert.elfman@eagleradio.net or mail to: **Eagle Radio**, 1030 Southwind Junction City, KS 66441 Applications can be found online at <http://www.eaglecom.net>. Applications will be accepted until April 19, 2012.

Are you a rocker? Do you live, breath and eat all things rock? If you do then **Sonshine Communications, Inc.** / WKKI / K94 in NW Ohio has an opening for someone capable of handling the mid-day on air shift, music scheduling, commercial production, on-site appearances, etc. Send us your resume and mp3 demo(s), along with any necessary tools to "sell us" on you, to **Terry Stewart** at: onairman@gmail.com

880 KRVN and 93.1FM The River, Lexington, Nebraska are looking for a solid on-air talent. We need a host for 50,000-watt KRVN's early-afternoon news and information block. Other duties will include: * Production * Assisting with music-scheduling * Some newswriting and anchoring * Voicetracking for KRVN and Country-formatted 93.1 The River KRVN offers a GREAT benefits package

and a good salary. Send your resume and other material to: KRVN, P.O. Box 880, Lexington, Ne. 68850 or e-mail them to asmith@krvn.com.

Radio Air Personality Opening. **Meredith Communications LC** is looking to expand our air staff with a full-time on air opening. We're looking for an entertaining individual who is brilliant at the basics and understands the importance of local radio. Meredith Communications is an Equal Opportunity Employer. Classification: Full Time Exempt Position. Base Responsibilities: 1. Host Afternoon Show on KSOM Radio. 2. Voice Track Midday Show on KSWI radio 3. Board operation of sporting events during scheduled working hours 4. Write and produce commercial copy on a daily basis to the satisfaction of clients. 5. Internet content creation and maintenance 6. Community Involvement including non-profit initiatives and remote broadcasts from client locations. 7. Attend weekly programming meeting and weekly air check session in addition to other announced meetings. 8. Other ad-hoc assignments to be determined by the Program Director. Requirements The successful candidate must be self-motivated, goal driven and creative, with the ability to multi-task in a fast paced environment. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. All employees are expected to bring a positive attitude to the work place and be cheerful, cooperative and productive. In addition, the right candidate must have or be: 1. One year of experience as a Full Time Radio Air Personality. 2. High School Diploma; college preferred. 3. Experience with Adobe Audition or other comparable software program. 4. Experience with computerized automation systems. 5. Basic knowledge of MS Office Products including MS Word, Excel and Windows. 6. Must have a valid unrestricted driver's license and a vehicle with appropriate insurance 7. Eligible for employment in the United States. Interested Parties should send an aircheck (MP3 format preferred) and resume no later than April 20, 2012 to: On Air Search 413 Chestnut Street Atlantic IA 50022 Or E-Mail to info@iowasuperstation.com

Cumulus Radio Chicago (WLS 890 AM and 94.7 WLS-FM) is looking for a Chief Engineer who will direct and coordinate installation, maintenance, and repair of studio, transmission and ancillary equipment in order to keep a competitive signal in the market while complying with all FCC technical requirements. May also include responsibility for telecommunications, computer and networking systems. Candidates may apply by sending their resume, cover letter, and salary requirements to the e-mail provided below. Please reference the Department Code (listed below) and where you saw this job posting. engineeringposition@cumulus.com

Looking for a team player to rock nights on 106.7 The D (The Next Generation of Classic Rock), and image both The D and Top40 WKQI. If you think you have the skill sets necessary to make us stand up and take notice, then email your resume, aircheck and imaging sample to RockNightsInDetroit@gmail.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

Entercom Kansas City, an eight station cluster, has an opportunity for an experienced Part Time Traffic Manager. We are seeking a dynamic team player with deep expertise in all facets of Traffic. The successful candidate will be able to maximize inventory in multiple formats and handle log preparation for multiple stations. He or she must be self motivated, focused, committed and able to work independently as well as be a strong part of a team. He or she must have excellent communication skills and have the disposition to work in a stressful environment while achieving high standards of excellence in all areas – both in performance and attitude. Strong analytical and problem solving skills are a must as are the abilities to prioritize and multitask. Will serve as the first backup for ETM KC Traffic department This is a 20+ hour per week position. Hours will vary. To be considered for this position, please apply online at www.entercom.com and click on “Careers”.

Sales Assistant. Employer: **Clear Channel Radio**, Minneapolis, MN. Responsibilities: Support Account Executives and Sales Managers with administrative tasks including but not limited to: • Editing and proofreading client proposals • Creating multiple client presentations in PowerPoint with customized backgrounds, animation and audio • Designing marketing materials and recaps • Updating and creating Excel trackers • Generating and exporting revenue reports and web stats • Administrate E-Commerce programs • Providing additional administrative support as necessary Qualifications: Excellent computer skills with proficient knowledge of Microsoft Excel, Word, PowerPoint and Outlook. Strong multi-tasking and organizational skills are required, as are the ability to work effectively under pressure, meet deadlines and prioritize tasks. Position requires superior communication skills and attention to detail. Must be willing to learn new responsibilities and adapt quickly to change. Education/ Experience: High school diploma or GED. 2-3 years working in an administrative support environment and/or media background. Compensation: TBD Please email resume to: ericajuhl@clearchannel.com

Looking for Sales Manager to help me lead a sales team of 8. We have four FM's in the market with great formats. My sales manager must be good with detail and account management. Interested? . Send me (**Brad Leggett**) your resume and a paragraph on why you would make a good sales manager. bleggett@threeeagles.com

Looking for a News Director to head our news team and anchor the morning news on Southern Minnesota's only FM news/talk KMKO-FM. You must have a real nose for news...not a rip and reader. Send your resume to Brad at bleggett@threeeagles.com

Cumulus- Grand Rapids' Thunder Country 94-5 WTNR has an opening for Program Director/PM Drive Host. Great city, great studios and a great competitive radio battle for the right leader and competitor. The successful candidate will thrive in a team environment and be responsible for all aspects of programming including; music scheduling, coaching on-air staff, development/execution of promotions, website and revenue generation, and have a strong customer service approach towards listeners and staff. Resumes, ratings history, references and mp3 should be

sent in confidence to cumulusradio.jobs@cumulus.com with the subject “Grand Rapids Country PD”

The Ohio/Illinois Centers for Broadcasting, a nationally recognized, accredited radio and television broadcasting Career College is actively seeking a Career Services Director for its Denver campus and Chicago Campus. The Career Services Director is responsible for assisting graduates in locating entry-level employment, developing graduates' demos and resumes, and preparing graduates for interviews.

Candidates should have prior experience in career development, with corporate recruiting background a plus. The successful candidate must develop strong contacts with hiring managers in the radio, television and new media industries. Strong phone skills and relationship building is required along with the ability to multi task while staying organized and focused. The Career Services Director is also responsible for maintaining content on our graduate website, so content management skills are necessary. You must be able to communicate well with students of all ages and motivate graduates to succeed, including the ability to think outside the box in locating new opportunities especially in the area of new media. If you are ready to work for a company with strong staff support, an established reputation, and a track record of continued growth, send your resume and cover letter to: **Gary James**, National Career Services Director, at gjames@beonair.com. In the subject line specify the campus and position you are applying.

Job description: Write, produce, voice commercials for direct retail clients. Write and produce promotional announcements, liners, imaging for station(s). Work in concert with Account Executive to develop results producing ad campaign for our clients. Position requires direct contact with clients and prospective clients. The person hired will become familiar with our proprietary process for securing and developing long-term advertising campaigns, and be required to know, understand and properly execute it in his/her role as a Writer/Producer. Applicant requirements: The ideal candidate will have demonstrable commercial writing skills, audio production skills, talent for voice work, and interpersonal skills. This position requires a certain level of “sales” skill, in the sense that our Writer-Producers work directly with our clients, and don't depend entirely on an intermediary such as a sales rep or account executive. College degrees and/or vocational training helpful, but not required. Candidates should send resume, commercial copy and production/voice demos preferably via email, or by posting to the radio stations' Websites (<http://www.wmuz.com>, <http://www.wexl1340.com>, <http://www.wrdt560.com>; navigate to “Employment” page) to: Pete Presnal, Creative Director, WMUZ/WEXL/WRDT, **Crawford Broadcasting Company**, 12300 Radio Place, Detroit, MI 48228. pete@wmuz.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