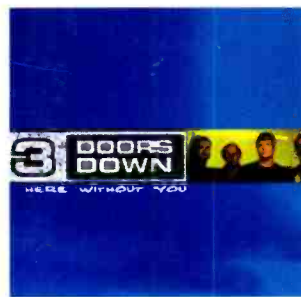


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3 Doors Score No. 1 In '03

3 Doors Down score 2003's most played song across all formats with "When I'm Gone" (Republic/Universal). Meanwhile, the band's latest effort, "Here Without You," is the reigning champ on R&R's Hot AC chart as we begin 2004.



R&R

RADIO & RECORDS
www.radioandrecords.com

JANUARY 2, 2004

Radio & Records Resolutions

It's the New Year's resolutions issue of R&R! Have you resolved to lose weight, only to gain it back at lunches and staff meetings? Have you promised your boss you'll achieve the revenue figure set in the budget? Have you made a list of things you'll never say to anyone ever again? Read what your industry colleagues have to say, throughout this week's issue.



America's Sweetheart is back

Courtney Love Mono



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Management/Marketing/Sales section, Clear Channel VP/Market Manager **Mick Anselmo** and local restaurateur/partner **Ken Plunkett** explain how they conceived, built and positioned the Twin Cities' newest and biggest dining and entertainment destination. Also this week: KKMG/Colorado Springs PD **Chad Rufer** offers advice to GMs about remembering some important management techniques that can strengthen the bonds between the executive office and those on the front lines. Plus, you get three important radio and TV audience trends that deserve attention in 2004: How radio recall beats TV, but memories are slipping; how radio-TV synergy is better but losing ground; and how radio cume is deteriorating in TV primetime.

Pages 6-7

WHAT'S IN STORE FOR 2004?

As 2003 came to a close, R&R's editors asked the movers 'n' shakers of the radio and record industries to discuss the goals they hope to reach in 2004, both professionally and personally. You'll find their responses — some lighthearted, some more serious — throughout this issue, beginning with the stories at right and concluding with R&R CEO/Publisher **Erica Farber's** Publisher's Profile. Meanwhile, Country Editor **Lon Helton**, Latin Formats Editor **Jackie Madrigal**, Rock Editor **Cyndee Maxwell**, Triple A Editor **John Schoenberger** and Christian Editor **Rick Welke** offer a sneak peek at new music set for release in early 2004, and Nashville Editor **Chuck Aly** presents a review of 2003's newsmakers on the country music front.

Throughout this issue

R&R NUMBER ONES

SPECIAL NOTE: Due to the recent holidays, this special issue of R&R contains no charts or music pages. All charts and music data will return next week.



Consolidation Killing New Music?

No. of top 15 artists, songs shrinking since '96

By **Jeff Green**
R&R Executive Editor
jgreen@radioandrecords.com



Despite claims of more format diversity being heard from some radio group owners, research firms and trade groups, an analysis of R&R's year-end music charts indicates commercial radio is not offering the quantity of new hit mainstream music that it did when the Telecom Act that sparked today's consolidated industry was signed nearly eight years ago.

Ten of 12 R&R contemporary music formats today are delivering significantly fewer top 15 artists and top 15 songs than in 1996, when the historic deregulation legislation was enacted. Only **MUSIC ▶ See Page 8**

New Year Brings New Industry Outlook

Financial concerns dominate radio leaders' views for 2004

By **Joe Howard**
R&R Washington Bureau
jhoward@radioandrecords.com

As radio looks with optimism toward 2004, R&R has reached out to a broad assortment of industry leaders to learn how they plan to turn that optimism into results this year. Not surprisingly, financial concerns dominated their responses, suggesting that all eyes will be on the bottom line as radio struggles to recover from a disappointing year in 2003. But 2004 promises to be a year of major change not just on the financial front, but on the regulatory front as well.



Dickey Guild

Printed below is what we heard. Happy New Year!

George Beasley, Chairman/CEO, Beasley Broadcast Group: Based on what we're seeing today, we have more reasons to be optimistic about 2004 than we've had for a while. The economy seems to be improving, radio has never been more attractive to advertisers, and audiences continue to find value in our

RESOLUTIONS ▶ See Page 5

Record execs share their goals, expectations for 2004

By **Frank Correia**
R&R Music Editor
fcorreia@radioandrecords.com

A champagne toast, a party with friends and a drunken rendition of "Auld Lang Syne" (you try remembering anything after the first line) — these are but a few of the hallmarks of the most celebrated holiday in the world, New Year's Eve. Of course, we'd be remiss if we neglected those resolutions: Drop a couple of pounds, put down the cigarettes for good, spend more time with the family, etc.

"For 2004 I'd like to get rid of all the industry's gossipy naysayers."

Daniel Glass

With another challenging year for the industry behind us, it's time to look forward to the next 12 months. Will there be further consolidation? What's going to happen on the ever-shifting digital landscape? Are albums a thing of the past? Who is the next 50 Cent? Will Jacko be convicted? Who's the next big rock star? The questions are endless, as are the possibilities.

Naturally, you get out of the year what you put into it, and with that in mind I tracked down a few record execs just before Christmas break to find out their resolutions for the new year. **See Page 13**

Marino Returns To KHHT/Los Angeles As PD

By **Julie Gidlow**
R&R News Editor
jgidlow@radioandrecords.com

Mike Marino has been named PD of Clear Channel's Urban AC KHHT (Hot 92 Jamz)/Los Angeles. He succeeds **Michelle Santosuosso**, who spent two years in Hot 92's PD chair before stepping down in the middle of December 2003.

Interestingly, Santosuosso replaced Marino when she joined KHHT back in January 2002. Marino had become PD of the station in June 2000, when it was AMFM's "Jammin' Oldies" KCMG at the 100.3 frequency. It became a Clear Channel property following the

MARINO ▶ See Page 11

Haymore To Head SBS/L.A.

By **Jackie Madrigal**
R&R Latin Formats Editor
jmadrigal@radioandrecords.com

Spanish Broadcasting System has appointed **David Haymore** VP/GM of its Los Angeles radio cluster. Haymore will be responsible for the day-to-day operations of Regional Mexican KLAX (La Raza), Spanish AC KXOL (El Sol) and Tropical KZAB & KZBA (La Sabrosa).



Haymore

Haymore has served as GM for Entravision Radio's Los Angeles radio cluster since 1997. Prior to joining Entravision predecessor EXCL Communications as GM of KVAR (now KLYY)/Riverside-L.A., Haymore

was CEO of Cadena Radio Centro. He has also been a VP of Caballero Spanish Media, Managing Director of ABC Radio International and VP/Sales for UPI.

"David is ideally suited to lead SBS to the revenue and cash-flow growth projected for Los Angeles in 2004," said SBS President/CEO **Raul Alarcon**. "His talent, initiative and L.A.

radio market experience are invaluable assets that will guarantee his and our success."

Haymore takes on the role that former Clear Channel Radio Sales President **Michael HAYMORE ▶ See Page 11**

WNEW Trades 'Blink' For 'Mix'

By **Angela Perelli**
R&R AC/Hot AC Editor
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After six weeks of all holiday music, Infinity's WNEW/New York officially dropped the "102.7 Blink" moniker and became AC "Mix 102.7" on Dec. 26 at 10:27am (to match the station's 102.7 frequency). Infinity VP/AC Programming **Smokey Rivers** described the new incarnation as a little bouncier than before — more energetic than crosstown WLTW, not as edgy as WPLJ.



"It's clearly a mainstream AC, a bright mix of music that sounds local," he told R&R. "We'll be going back and playing some disco in the mix and songs like 'Come to Me' by France Joli and 'Total Eclipse of the Heart' by Nicki French that may not be played everywhere

WNEW ▶ See Page 11

Steele New PD As 'Indie 103-1' Debuts In L.A.

By **Keith Berman**
R&R Associate Radio Editor
kberman@radioandrecords.com

After dropping the Dance programming on its Los Angeles-area KDLD/Santa Monica, CA & KDLE/Newport Beach, CA simulcast in favor of all-Christmas music on Dec. 21, 2003, Entravision kicked off an Alternative format on the duo on Christmas night.

Ditching the "KDL" moniker in favor of "Indie 103-1," the stations feature an eclectic and heavily gold-based playlist. The flip follows the formation of a joint sales agreement between Entravision and Clear Channel, under which the simulcast's sales will be handled by Clear Channel. **ENTRAVISION ▶ See Page 11**

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Court Of Appeal Reverses RIAA-Verizon Decision

By **Brida Connolly**
R&R Associate Managing Editor
bconnolly@radioandrecords.com

Saying that peer-to-peer networks are not equivalent to the centralized file-sharing technology that existed when the Digital Millennium Copyright Act was passed in 1998, the U.S. Court of Appeals in Washington, DC has reversed a District Court ruling that ordered Verizon Communications to hand over the name of two suspected copyright infringers to the RIAA.

The RIAA subpoenaed the Verizon customers' names in 2002 using a process outlined in the DMCA that lets copyright owners demand identifying information on suspected online infringers from Internet service providers without filing suit.

Verizon fought the subpoenas in court, but after being ordered to turn over the suspected infringers' names, Verizon did so in April 2003. Since the RIAA in September 2003 began a campaign to sue individuals who infringe over P2P net-

works, the label organization has sent out about 1,500 DMCA subpoenas to ISPs and has sued more than 300 suspected P2P infringers based on information their 'Net providers have turned over.

After legislators expressed concern about the process, the RIAA took to warning suspected infringers before filing suit and has settled a number of cases out of court, most for a few thousand dollars.

Without the expedited DMCA process, the RIAA must file a "John Doe" lawsuit against each suspected infringer and get a judge's approval before a subpoena can be issued. RIAA President Cary Sherman said that's going to lead to some changes: "[The ruling] unfortunately means we can no longer notify illegal file-sharers before we file lawsuits against them to offer the opportunity to settle outside of litigation. Verizon is solely responsible for a legal process that will now be less sensitive to the interests of its subscribers who engage in illegal activity."

Coles Named CC/Oregon RVPP

Tony Coles will return to Clear Channel in mid-January as Regional VP/Programming, Oregon. Coles will oversee 20 Oregon radio stations — six stations in Portland, where he will be based; five in Medford; four in Eugene; three in Corvallis; and two in Albany.



Coles

As a result, Coles resigns as PD of Sandusky's AC KRWM (Warm 106.9) and Hot AC KLSY (Mix 92.5) in Seattle. "I'm leaving

two incredible radio stations and two phenomenal staffs," Coles told R&R. "People have already started raiding the furniture from my office. It's been less than 24 hours, and I'm already missing a lamp and a chair. I'm also a little concerned, because they're throwing a going-away party — and I wasn't invited."

Before joining Sandusky in July

COLES ▶ See Page 8

Elliot PD At KTTB/Minneapolis

Former KISN/Salt Lake City PD Sam Elliot has left Clear Channel and returned to his hometown of Minneapolis to take the programming reins at Radio One's CHR/Rhythmic KTTB (The Beat). He replaces Dusty Hayes, who became VP/Programming for Infinity/Austin and PD of Hot AC KAMX/Austin.

"Sam is the right man at the right time," KTTB GM Steve Woodbury told R&R. "He's got eight years of programming experience, some of it in the Midwest. Plus, he's from St. Paul, so, basically, he's coming home. He knows the mechanics of programming very well, he understands

ELLIOTT ▶ See Page 11

'80s WSSS/Charlotte Flips To AC

Infinity on Dec. 26, 2003 flipped '80s WSSS/Charlotte to AC, with new calls WKQC. WSSS had been the first station nationwide in 2003 to play all holiday music, having made that transition on Halloween.

John Reynolds, OM of WKQC and CHR/Pop sister WNKS/Charlotte, told R&R that the new "K104.7" will be a gold-based AC featuring music from the '70s and '80s and recur-

rents like Uncle Kracker, Train and MercyMe. He added, "The '80s had run its course, so we refocused the station and are already getting a great response. Listeners who had discovered the station because of the Christmas music are happy with the changes. And the clients are already investing in the new format, which is great."

WSSS ▶ See Page 11

KYPT/Seattle Now Alternative

Infinity flipped '80s KYPT (The Point)/Seattle to a gold-based Alternative as "96.5 K-Rock" on Dec. 19, 2003. R&R has learned that the station has applied for new calls KRQI to match its new moniker. OM Mike Preston remains in the program-



ming chair for the time being. "K-Rock will have the resources, the programming touch and the best on-air staff to provide Seattle with the uniquely Northwest sound they want to hear," said Infinity/Seattle Market Manager Mark Walen.

The station's core focus will be on music from the '80s and '90s, with artists like Seattle dar-

lings Alice In Chains, Soundgarden, Pearl Jam and Nirvana at the center of the playlist. 96.5 K-Rock will also feature music from classic alternative artists like New Order, Depeche Mode, The Cure, R.E.M., The Police, U2 and The Red Hot Chili Peppers.

Former crosstown KNDD hosts Andy Savage and Bill Reid have joined 96.5 K-Rock, but the station is currently running jockless.

The flip comes in response to the format adjustment made by Entercom crosstown competitor KNDD (107.7 The End), which announced on Dec. 18 a change

SEATTLE ▶ See Page 11

Jarad/TMO Trio Ups Ferro To OM

Andre Ferro, PD of Jarad/TMO's CHR/Rhythmic WXXP (Party 105) and co-PD of Alternative WLIR, has been promoted to OM of those stations and the company's other Nassau-Suffolk property, Classic Rock WDRE (98.5 The Bone). He takes over programming duties at WDRE & WLIR from Jon Daniels, who was PD of WDRE and shared programming duties at WLIR with Ferro until resigning last week.



Ferro

"This is a dream come true," Ferro told R&R. "I look forward to the challenge and have a great staff to work with. It should be an exciting 2004."

Jarad/TMO is in the process of transferring the 92.7 FM signal currently inhabited by WLIR to Univision Radio, which purchased the transmitter facility in October and will flip the signal to a Spanish-language format. Jarad/TMO plans to move WLIR's intellectual property and programming to a soon-to-be-determined transmitter in the market.

Meanwhile, market legend Malibu Sue resigned from the midday position at WLIR on Dec. 19. "Sue was an inspiration for me; I learned so much from her," Ferro told R&R. He expects Jarad/TMO will fill the position from within its ranks.

WFCB/Columbus Turns On 'Lite'

After playing all Christmas music for a month, Clear Channel has flipped Hot AC WFCB/Columbus, OH to AC as "The New 93.3 Lite FM." New call letters WLZT are set to be in place this month.

The new station features such artists as James Taylor, Carole King, Elton John, Chicago, Carly Simon and The Beach Boys. Veteran Columbus morning talent Shawn Ireland, most recently of the WNCI/Columbus Morning Zoo, will start at Lite on Jan. 8.

PD Steve Granato, who also oversees Oldies WCOL-AM/Columbus, will hold the afternoon shift. He'll announce the rest of the lineup in the next few weeks.

King Crowned PD Of WXMM/Norfolk

Steve King has been named PD of Barnstable's Rock WXMM (100.5 MAX-FM)/Norfolk, effective Jan. 5. King was most recently OM of CHR/Pop KRQQ and CHR/Rhythmic KOHT in Tucson.

WXMM Director/Programming & Operations John Shomby told R&R, "When you interview the right person, you know it and you feel it. Steve King is that guy. He

has the multiformat knowledge and a nonstop creative streak in him that we need for the station."

King previously programmed Clear Channel's Alternative WXSX, AC WTLY and Urban WBWT in Tallahassee, FL and has also been Director/Programming of Montgomery Broadcast Properties' CHR/Pop

KING ▶ See Page 8

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WBOQ/Boston Goes Oldies

Westport Communications' WBOQ/Boston flipped from Jazz/Standards to Oldies on Dec. 22, 2003 and changed its moniker to "North Shore 104.9," signaling its intention to begin concentrating its programming on the area northeast of Boston known as the North Shore.



"We were always a niche product," WBOQ President Todd Tanger told R&R. "But we felt that, as a niche product, it was hard to superserve the community. The real obstacle was trying to superserve this geography, because we don't cover the full Boston market."

"We asked a lot of questions and talked to clients and listeners, and we felt that if you put a mass-appeal product on and rebrand the station from the call letters to the geography, you can better serve that audience and better serve the community as far as news, information, sports and weather."

Tanger reported that no staff changes occurred in the flip. "We felt that, as a community station, the trick was to be local," he said. "So it's locally programmed, and all the on-air personalities stayed the same, because they all live and work in the community. We don't have any satellite programming or out-of-market voicetracking."

Analyst: Expect A Seller's Market For Radio Ads In 2004

By Joe Howard
R&R Washington Bureau
jhoward@radioandrecords.com

As the radio business says goodbye to a disappointing 2003, Wall Street analysts are predicting that demand for radio advertising will intensify this year and that 2004 will bring marked financial improvement for the industry.

Stuart Kagel at SunTrust Robinson Humphrey believes the radio advertising environment will reshape into a seller's market in 2004, basing his prediction on research indicating that local ad demand will accelerate in Q2 — right around the time comps become much easier.

Kagel noted that, unlike the growth "head fakes" of 2003, his research supports some companies' predictions that Q1 will post mid-single-digit growth, adding that if the transition to a seller's market starts to take hold before the second half of the year, radio's pricing power will be further improved by demand tied

to the Olympics and the national elections. Based on the improved outlook, Kagel increased his 2004 industry growth forecast from 6% to 6.5%.

But Wachovia Securities' James Boyle believes Kagel and others on Wall Street — where the consensus growth estimate for radio is 6% — are being too cautious, and he forecasts 8% growth in the coming year. Boyle said in a recent report that the 6% estimate lends too much weight to what happened in 2003.

"2003 was not a typical advertising, economic or geopolitical year," Boyle said. "A schizophrenic econ-

omy and an American invasion gave advertising a bad year." He based his higher forecast on early paces that suggest the radio industry could achieve 5% growth over the toughest monthly comps of 2004 and said, "All else being equal with the economy, and ignoring the seasonal increase in advertiser demand, the radio sector should be able to easily surpass the Street's 6% forecast."

Credit Suisse First Boston's Paul Sweeney said December is showing "nice sequential improvement," in the low- to mid-single-digit range, and said he believes that November — which he forecasts will end down 2%-3% — will "mark the trough" for 2003.

Sweeney noted that many of the broadcasters presenting at his

BUSINESS BRIEFS

Which Radio Stocks Performed Best In 2003?

According to Credit Suisse First Boston's Paul Sweeney, **Univision** — which bought out Hispanic Broadcasting Corp. in 2003 — led the radio industry in stock growth for the year, with a gain of 61.6% as of Dec. 29. **Cumulus'** 41% growth put it in second place, followed by **Clear Channel**, up 23.5% on the year. CSFB's Radio Index rose 18.5% for 2003, behind the S&P (up 23.7%) and Nasdaq (14.4%) but ahead of CSFB's TV Index, which rose 14.1%. Cable stocks maintained their growth lead over other media; the sector was up 30.6% in 2003.

Big City Officially Dissolves, Delists Stock

Big City Radio on Dec. 24, 2003 filed a certificate of dissolution with the Delaware Secretary of State in connection with the company's liquidation and shutdown and voluntarily delisted its class A common stock from the American Stock Exchange. Concurrently, Big City closed its stock-transfer books and discontinued recording any transfers of its common stock as of the close of business on Dec. 23, the broadcaster's last day on the Amex board. Any and all distributions the company pays to stockholders will be made pro rata according to stockholders' holdings of common stock as of the close of business on Dec. 23. Big City intends to cease filing reports with the Securities & Exchange Commission as soon as SEC rules permit.

Arbitron Strikes International PPM Deal

Marketing and audience-measurement company **TNS** has acquired the right to use **Arbitron's** Portable People Meter and audio-encoding technology for radio and TV audience measurement in selected countries in Europe, the Asia-Pacific region, Africa and the Middle East. The deal comes after four years of negotiation between TNS and Arbitron. Arbitron President/CEO Steve Morris said the agreement "is another important step in establishing the Arbitron Portable People Meter as a future-proof solution for tracking television and radio audiences around the world."

Continued on Page 11

R&R Stock Index

This weighted index consists of all publicly traded companies that derive more than 5% of gross earnings from radio advertising.

	Change Since				
	12/12/02	12/19/03	12/12/03	12/12/02	12/19/03-12/26/03
R&R Index	210.89	231.45	229.02	+9%	+3%
Dow Industrials	8,538.40	10,278.20	10,042.20	+18%	+2%
S&P 500	901.58	1,088.67	1,074.14	+19%	+2%

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company's recent media conference reported mid- to high-single-digit improvement for January and February and low-double-digit growth paces for March. He also observed that local radio revenue growth hasn't exceeded 2% since January 2002.

Analysts Mixed On Emmis

In a recent report, Jefferies & Co.'s Lee Westerfield elevated his target price on Emmis' stock from \$25 to \$31, thanks to the company's improved ratings in its key markets of New York and Los Angeles. In fact, Westerfield predicted that the ratings gains could allow Emmis to generate above-average revenue growth for the next several quarters. Additionally, he expects the company to outpace the industry in 2004. He said, "We forecast 8% revenue growth for Emmis vs. 5% for the radio industry."

For the industry overall, Westerfield said Q1 2004 national spot paces are in the 6% to 8% range. A

local recovery in ad spending remains spotty, but smaller markets are ranging from flat to 5% growth.

Barrington Research's James Goss on Dec. 22, 2003 downgraded his rating on Emmis stock, citing its recent price strength. He said, "While we continue to feel largely positive about the direction of Emmis' operations, we feel the sharp upward revaluation in the price of Emmis common stock — up 33% in the past four weeks — has largely discounted the near-term potential of current operations."

Goss, who lowered his rating on the issue from "outperform" to "market perform" in a report released the day before Emmis' announcement that it will move its international radio operations into Belgium (see Business Briefs, Page 11), noted, "Management could still take certain actions that could enhance the potential of the stock," including reducing Emmis' debt load, reorganizing its corporate structure and improving the performance of its TV groups.

Resolutions

Continued from Page 1

in our medium. Attitudes are different, and it just feels better.

Joe Clayton, President/CEO, Sirius: My resolution is to teach America about the joys of 100% commercial-free music and the ability to listen to major-league play-by-play sports of your favorite team no matter where you are in North America. Now that's freedom!

Michael Copps, FCC Commissioner: I resolve to 1) work to keep the national focus on media ownership, 2) see industries (broadcast and cable and satellite) discipline themselves against indecency (violence included) on the people's airwaves, 3) put the public interest front and center in all that the FCC does, and 4) continue celebrating those broadcasters who use the public's airwaves to serve the public interest and challenging those who do not live up to their responsibilities.

Rick Cummings, President/Radio, Emmis Communications: I, Rick Cummings, do hereby pledge to 1) get out more often to see advertisers; 2) push the Playbook (sorry, can't tell you what that is, but it's really good); 3) spend more time with Mancow, Funkmaster Flex, Big Boy, JC Corcoran & John Ulett, Peter Tilden, Wank & O'Brien and other extraordinary Emmis talents who do outstanding radio shows every day for Emmis audiences; and 4) spend more time with my kids before they're adults (not necessarily in that order).

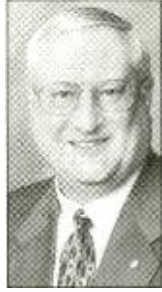
Joe Davis, Exec. VP/Radio, Salem Communications: I promise to stay on the backs of our sellers, the doorsteps of our advertisers and the con-



Hogan



Cummings



Clayton



Copps

sciences of our programmers. I also promise that we'll continue to show you industry-leading growth as our "Fish" stations mature and our News/Talk format comes into its own in 2004.

Lew Dickey, Chairman/CEO, Cumulus Media: I resolve to remember to say "No, thank you" to Sen. McCain the next time he invites me up to Capitol Hill for a "friendly chat" on media deregulation and to book The Dixie Chicks for Cumulus' 2004 company holiday party.

Ralph Guild, Chairman/CEO, Interep: I resolve to implement Interep's innovative plan to grow radio's share of ad revenue to 10% by 2010 — radio's "10x10" challenge. This is the fastest and most reliable way to grow our client stations' revenue each year. Our focus is on the real competition — other media — not on intraindustry rivalry. The "10x10" challenge has begun! I also resolve to put the Three Stooges back on TV where they belong.

John Hogan, CEO, Clear Channel Radio: My New Year's resolution is to work closely with our employees and the radio industry in promoting a culture of innovation and change. The new year presents us with the opportunity to work more closely together in raising radio's value as a medium with listeners and advertisers.

As an industry we must adopt a culture of continuous improvement for our radio product, our training methods and our business practices, and my resolution is to have Clear Channel lead that initiative.

Rolland Johnson, Chairman/CEO, Three Eagles Broadcasting: In 2004 most successful politicians will come to realize what an effective and efficient advertising medium radio has been and is and will spend the huge bulk of their political dollars on radio advertising and ignore most other media.

In 2004 the NAB Convention in Las Vegas will host more broadcast operators than ever before (there will be almost no bankers or consultants there), and the principal topic will be localism and how broadcasters can better serve the communities in which they operate. Regulators will go away from the convention convinced that broadcasting has never been more effective locally than it is today.

In 2004 no station will be accused of broadcasting indecent material. In fact, the FCC, realizing it has done its job completely on all levels, will close its doors permanently on April 1, and most staffers will seek jobs in the commercial broadcasting sector, where they will go on to win numerous Crystal and Marconi nominations for their stations.

TRANSACTIONS AT A GLANCE

All transaction information provided by BIA's MEDIA Access Pro, Chantilly, VA.

- WTKN-AM/Daleville (Dothan), AL \$135,000
- WRGO-FM/Cedar Key (Gainesville-Ocala), WYNY-AM & WKZY-FM/Cross City, WLUS-AM & WTMN-AM/Gainesville, WRZN-AM/Hernando, WHHZ-FM/Newberry, WDJY-FM/Trenton and WTMG-FM/Williston (Gainesville-Ocala), FL \$8 million
- WBBK-AM & FM/Blakely and WSEM-AM & WGMK-FM/Donalsonville, GA \$2 million
- WXRJ-FM/Crown Point and WZVN-FM/Lowell (Chicago), IN \$4.9 million
- WMTA-AM/Central City, KY \$65,000
- WMEK-FM/Auburn, WMTW-AM/Gorham (Portland), WLAM-AM & WTHT-FM/Lewiston and WMTW-FM/North Windham (Portland), ME \$12 million
- WMSX-AM/Brockton (Boston), MA \$1.43 million
- KWOM-AM/Watertown (Minneapolis-St. Paul), MN \$600,000
- KZMY-FM/Bozeman, MT \$1.4 million
- WSNJ-AM/Bridgeton, NJ \$550,000
- KBMR-AM, KQDY-FM & KSSS-FM/Bismarck, ND \$8 million
- WWOW-AM/Conneaut, OH Undisclosed
- WGOJ-FM/Conneaut, OH \$750,000
- WEEL-FM/Shadyside (Wheeling), OH \$930,000
- WDAD-AM & WQMU-FM/Indiana, PA \$3.25 million
- KCPX-FM/Centerville and KOSY-FM/Spanish Fork (Salt Lake City-Ogden-Provo), UT \$22 million
- KLES-FM/Mabton (Yakima), WA \$1.9 million
- WVVF-FM/Bethlehem (Wheeling), WV \$1.35 million
- KWYC-FM/Orchard Valley (Cheyenne), WY (CP) \$1

 Full transaction listings, posted daily, can be found at www.radioandrecords.com.

DEAL OF THE WEEK

- WCIL-AM & FM/Carbondale, WUEZ-FM/Carterville, WXLT-FM/Christopher, WOOZ-FM/Harrisburg and WJPF-AM/Herrin (Marion-Carbondale), IL; and KGIR-AM, KZIM-AM & KEZS-FM/Cape Girardeau, KCGQ-FM/Gordonville, KMAL-AM & KLSC-FM/Malden, KWOC-AM, KJEZ-FM & KCLR-FM/Poplar Bluff, KGKS-FM/Scott City and KSIM-AM/Sikeston, MO

PRICE: \$43 million
TERMS: Asset sale for cash
BUYER: Max Media LLC, headed by President/COO John Trinder. Phone: 757-437-9800. It owns 15 other stations. This represents its entry into the markets.
SELLER: Zimmer Radio Group, headed by owner James Zimmer. Phone: 573-335-4856
FREQUENCY: 1020 kHz; 101.5 MHz; 95.1 MHz; 103.5 MHz; 99.9 MHz; 1340 kHz; 1220 kHz; 960 kHz; 102.9 MHz; 99.3 MHz; 1470 kHz; 92.9 MHz; 930 kHz; 95.5 MHz; 94.5 MHz; 93.9 MHz; 1400 kHz
POWER: 1kw; 29kw at 653 feet; 18kw at 390 feet; 6kw at 328 feet; 32kw at 620 feet; 770 watts; 250 watts day/137 watts night; 5kw day/500 watts night; 100kw at 948 feet; 5kw at 358 feet; 1kw; 50kw at 476 feet; 5kw day/500 watts night; 100kw at 410 feet; 100kw at 807 feet; 17kw at 407 feet; 1kw day/night
FORMAT: News; CHR/Pop; AC; Alternative; Country; News/Talk; Sports; News/Talk; Country; Rock; News/Talk/Sports; Hot AC; News/Talk/Sports; Classic Rock; Country; Hot AC; News/Talk/Sports
BROKER: Bill Lytle of Media Services Group

FCC ACTIONS

Infinity's Response To Opie & Anthony Stunt To Be Made Public

Portions of Infinity's Oct. 11, 2002 response to an FCC demand for detailed information about how former WNEW/New York afternoon duo Opie & Anthony's infamous "Sex for Sam" promotion received management approval will now be given a public view, as the five FCC commissioners granted, in part, a journalist's Freedom of Information Act request to view the reply. Infinity also provided the names of those involved in the promotion in its note to the commission and provided copies of all documents related to the planning of the contest.

Infinity sought confidential treatment of all personal information — including nonpublic e-mail addresses and phone numbers and copies of driver's licenses — along with corporate information that Infinity argued could harm its competitive position. While the commissioners agreed that certain information should be omitted, they ultimately ruled that as long as sensitive information is redacted, the documents can be released. A company spokesman declined to comment pending a review of the order by Infinity attorneys.

New Mexico Broadcaster Faces \$25,000 FCC Fine

KTMN-FM/Cloudcroft, NM owner A-O Broadcasting has been fined \$25,000 for a list of violations that includes failing to have a main studio location, failing to install EAS equipment, operating the station outside permissible RF limits and not building within the terms of its construction permit. While A-O argued it was temporarily using the transmitter site as a main studio, the FCC noted that the building is surrounded by a locked fence and has room for only one person, making it inaccessible to the general public and thus in violation of the main-studio rule. Additionally, there was no listing for the station or A-O in the telephone directory.

While the commission did reduce a proposed fine of \$28,000 after A-O proved it had EAS equipment on order when FCC inspectors visited, the commission shot down the company's argument that it didn't bring in enough revenue to pay the fine. The FCC noted that A-O in an earlier filing said it had enough money to build and operate the station, suggesting that station revenue wasn't the only money available.

2003 DEALS TO DATE

Dollars to Date:	\$2,447,461,823 <i>(Last Year: \$5,383,931,206)</i>
Dollars This Quarter:	\$870,926,512 <i>(Last Year: \$350,786,135)</i>
Stations Traded This Year:	913 <i>(Last Year: 810)</i>
Stations Traded This Quarter:	303 <i>(Last Year: 148)</i>



KFAN The Restaurant

An innovative approach to cooking up NTR

Hungry for nontraditional revenue? So is Clear Channel/Minneapolis-St. Paul VP/Market Manager Mick Anselmo, whose branding brainchild KFAN the Restaurant — named after Sports KFAN (The Fan)/Minneapolis — opened for business over the holiday season in Roseville, MN, equidistant from Minneapolis and St. Paul.

KFAN the Restaurant is no ordinary cafe or bistro. We're talking 24,000 square feet of private skyboxes, multiple banquet rooms, 50 plasma TV screens, a control room for radio or TV broadcasts, several bars, a store, games and, best of all, profits. Five percent of the gross revenue goes straight to the Clear Channel/Minneapolis cluster's bottom line.

The folks at locally based Grand Management, who have dished out over \$6 million to build and operate the metropolitan area's newest dining destination, are respected restaurateurs. Grand Management runs the highly successful Sidney's and Decoy's chains, as well as Tom Reid's Hockey City Pub near the Xcel Energy Center, home of the Minnesota Wild NHL team. In addition to extensive promotion, Grand receives 2.5% of the venture's gross income in spot inventory credit that it can use for its restaurants

across any of Clear Channel's six Twin Cities stations.

KFAN is a Sports station, so the American-style eatery will naturally play host to all kinds of youth-sports activities — including events related to the fabled Minnesota State High School Hockey Tournament — at which youth-team highlight tapes can be shown and then sold to family and friends. There's also a legal gambling booth for charity, with all the pull-tab proceeds directed to developing youth sports in the Roseville area.

Of course, there are get-togethers planned for the NFL playoffs, the Super Bowl, the Final Four and other major events. And when pro or college stars stop by, their arrival can be announced on TV monitors.

However, KFAN the Restaurant is more upscale than a conventional sports bar, and the banquet manager will be pitching for weddings,

corporate events, graduation parties and festivities in connection with various awards telecasts.

Awareness of the restaurant will be generated on a much broader scale than can ordinarily be expected for a dining establishment, thanks to KFAN simulcasts in 10 regional markets and spots airing on KFAN's Minnesota Vikings and Timberwolves Radio Networks, which are heard statewide and beyond. The websites for KFAN and the restaurant will also be linked.

The Profit Cometh

The revenue projections for KFAN the Restaurant are ambitious: Grand Management partners Ken Plunkett and Dan Peterson estimate that the store will bill \$12 million annually within two years. But Plunkett says that without Clear Channel's marketing clout and the partnership arrangement, Grand wouldn't have undertaken the project.

"Any time business starts to wane a little bit, we can create an event with one of the radio stations — something other restaurants couldn't do," he says. "It doesn't cost Clear Channel anything to give up unsold inventory. Plus, they're lining their pockets with potentially \$500,000 to \$600,000 pure net a year from this restaurant."

Plunkett envisions Clear Channel as being able to capitalize on unlimited NTR, promotion and marketing opportunities. "It gives them a giant impetus," he says. "Think of all the advantages they'll have with car dealers and other big advertisers and the kinds of events they can sponsor for them at their restaurant."

Anselmo pitched the licensing idea to Grand Management several years ago, but it's only within the last 18 months that the idea has become a reality. Original concepts ranging from a cafe to an ESPN Zone-type environment evolved to the current plan, whose theme is "The food is from Sidney's, but the attitude is The Fan."

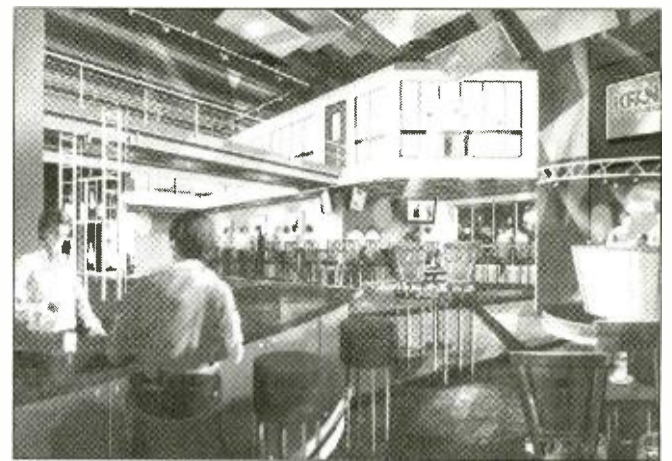
"To me, it's the visualization of the brand," says Anselmo. "For the 12 years that we've had The Fan, it's been a wonderful journey and evolving into what is now an icon in the community. Everything that comes with that is positive for The Fan."



Mick Anselmo



NOT YOUR AVERAGE CAFE Three levels high, KFAN the Restaurant has already generated major buzz, including articles in the New York Times, London Times, Wall Street Journal, Restaurant News and many other publications.



I THINK WE CAN SQUEEZE YOU IN The lower-level dining floor for KFAN the Restaurant can handle 350 guests by itself. There's a formal area for 250, another room for 100 and two skyboxes for 25 people each. In all, patrons can run around a space equivalent to nearly half a football field.

Plunkett notes, "When you come into a market, you have instant credibility in the marketplace with a radio station as the name of the restaurant."

Unlike typical theme restaurants, where the menu often plays second string to a so-called entertainment experience, Grand Management's first-class cuisine, with a staff headed by a Culinary Institute chef, is the cornerstone of the project. To underscore the point, there are no TVs in the 250-seat formal dining room. Anselmo says, "I know these guys are strong restaurateurs, and at the end of the day, the restaurant will be successful because of the food and the service. We think it's going to do fabulously well."

Grand Management has inked a 10-year exclusive agreement with Clear Channel. While Anselmo would not confirm that Clear Channel plans to expand further into restaurant licensing, Plunkett says Grand Management is in discussions to build a similar restaurant in San Antonio, where Clear Channel is headquartered. "We're also looking at Los Angeles; San Diego; Seattle; Columbus, OH; Cleveland; New York; and Indianapolis," he says.

Good Food, Station Branding Are Key

As far as stations replicating the

restaurant concept in their own markets, Plunkett advises, "You've got to have a lot of money and a strong restaurant partner. You have to be careful when you're taking very well-known brands — in this case, No. 1, Clear Channel, and No. 2, KFAN. If the restaurant operator fails, do you know how much damage you'd do to your brand? So the restaurant partner has to have a very strong background and deep pockets."

Anselmo says he's had numerous discussions with broadcasters that have strong affinity brands, but he warns that licensing is no free lunch. "I wouldn't ever suggest that a broadcaster just go out and look to make this happen. It doesn't have to be a Sports station that drives it, but everything has to be right for it to be successful — and we believe this one's going to be."

Anselmo appears to take some personal delight in knowing that people thought he was crazy when he hatched the KFAN the Restaurant concept. "With any big idea that is so far outside the box, people will question your sanity from time to time," he says. He adds that he never sought permission from Clear Channel to pursue the initiative: "I didn't ask corporate. Clear Channel gives me autonomy to run as an entrepreneur, and that's what I'll do until they take the keys away."



Ken Plunkett

Good Bosses Revisit Management 101

By Chad Rufer

You're in a radio management position, and, with Christmas approaching, the fall Arbitron in its final month and last-minute budgets being reviewed, you probably just wish you had a spare hour of peace and quiet to complete everything on your desk. You have many people working for you, and some may have the impression that you don't even know their names.

Before you became a GM, Director/Sales, OM or PD, you were in their shoes. What did your bosses do that made you feel appreciated? Or, for that matter, what did they do that you swore you would never do when you got promoted? Have you upheld that promise? Throughout your day-to-day routine, simple priorities may have been shelved. It's time to dust them off.

Praise Quickly & Often

Every manager can remember at least one time when he or she has had to pull an employee into the office for discipline. But when was the last time you pulled an employee aside for praise? Not as easy to remember. Great managers master the art of praise, while average (or worse) managers never seem to get to it. These days, when a programmer might oversee three stations while carrying an airshift and a GM has to track seven stations at once, time is of the essence.

Great managers master the art of praise, while average (or worse) managers never seem to get to it.

Take a lesson from Spencer Johnson's *One Minute Manager* by getting into the habit of delivering small words of praise. If you spent 60 seconds thanking one employee each day for a month, you'll finish those four weeks having boosted the morale of 20 employees at a cost of the time spent on one coffee break. Not a bad return on your investment.

Be Touchable — Or May Be Just In Touch

Managers can be labeled "untouchable" for a variety of reasons. Closed doors, unreturned messages and lunches with record people can quickly take a bite out of your standing with the staff. If people think you're an untouchable manager, you'll never earn their respect. Small efforts at being close to your people can yield big payoffs.

Saga Communications Sr. VP/Operations Warren Lada reminisces that in his days as a local GM he would show up at his station

twice a year at the crack of dawn with a box of doughnuts. He sacrificed less than a full night's sleep annually to make a great impression on his flagship personalities. How easily could he have lost a night's sleep to a bad performance in morning drive?

You may be thinking, "When I keep my door closed, I get more work done because people leave me alone." There are certainly those crunch times before big presentations and station launches when the product must come before the people. But when those deadlines are past, your door should nearly come off its hinges as you swing it open. Your most important responsibility as a manager is to your station's biggest asset: your people.

Return Telephone Calls And E-Mail

When people leave voice-mail messages, how long do you take to get back to them? Do you even return all of your calls? Take some advice from Infinity/Kansas City VP/Programming Jon Zellner: Return every call you get. Jon returns every single call he receives within 24 hours. On a day when five or six dozen messages flow in, the task can seem daunting. But each one of those calls comes from a real person who deserves a response.

Think back to the last time you left an important message. You expected the courtesy of a reply. What if that courtesy came three days later — or, worse, never? Would you be upset? Angry? Perhaps a little jaded? Give everyone the same courtesy that you expect of them. You don't owe anyone a half-hour reply, but make the effort to let them know that their call was important to you, because it certainly was to them. If it hadn't been important, they wouldn't have called.

Your e-mail in-box deserves the same treatment. Even a one-line response that takes 30 seconds to draft lets the other person feel important.

Make A Command Performance

It doesn't matter whether you're managing one person or a thousand. As a radio manager, you're a leader, and your efforts go a long way toward influencing the morale of the people around you. You're the conductor, and the choir is watching how you conduct yourself. Good practice of some management basics can help keep everyone singing harmoniously.

Chad Rufer is the new PD for Citadel's KKMG/Colorado Springs and was previously OM for Saga's Clarksville, TN cluster. He can be reached at 719-593-2700 or romeotkd@cs.com.

Radio & TV Audience Trends To Watch For

The RAB recently issued its latest *Marketing Guide & Fact Book for Advertisers*, offering a trove of useful information to promote radio's many strengths. There are several tables worth examining, including those detailing radio and TV advertising recall and the influence of TV on primetime radio listening. The figures become particularly intriguing when one adds in data from the 2001 report; the comparisons suggest that while radio has much to be proud of, there are some concerns on the horizon for both sellers and programmers.

Radio Recall Beats TV, But Memories Are Slipping

How does radio compare to television in advertisement recall? In the 2002 survey, participants were asked whether they remembered ads on radio and TV for particular product categories. The good news is that radio beats TV across the board. However, except for beer spots, the percentage of the participants who recall spots for radio has fallen since 2001. Radio broadcasters can take comfort from the fact that television didn't do any better: It was down in five of the seven categories too.

Category	Radio Recall (%; 60-sec. spots)		TV Recall (%; 30-sec. spots)	
	2000-2001	2001-2002	2000-2001	2001-2002
Auto	39	34	24	22
Beer	35	36	22	20
Direct-to-consumer drug	62	58	45	38
Fast food	46	41	38	35
Health & beauty aids	47	43	31	34
Internet services	36	34	19	21
Long-distance services	41	35	27	25

Source: PreTesting Co., 2000-2002

Radio-TV Synergy: Better, But Losing Ground

In studies comparing recall of the main message of two TV spots against the message of one TV spot combined with one radio spot, the radio-TV mix delivered convincingly better results in all five categories measured. However, a troubling sign for radio is that the recall effectiveness of two TV spots has, in most cases, gone up since the 2001 survey, and the "synergy" package has become slightly less effective.

Category	% Recall/Main Message Two TV Spots		% Recall/Main Message One TV, One Radio Spot	
	2000-2001	2001-2002	2000-2001	2001-2002
Auto	23	25	36	35
Beer	4	8	17	18
Direct-to-consumer drug	31	35	49	48
E-businesses	9	9	24	24
Travel	17	21	32	30

Source: PreTesting Company, 2000-2002

Radio Cume Crumbles In TV Primetime

Each week during TV's primetime viewing hours, radio still reaches a majority of persons 12 and older. However, between the years of 2001 and 2002, radio lost significant cume in this daypart in every demo cell except 65+ women. The decline among men, especially teens and in the 35-64 demo, is particularly noteworthy. Perhaps the interest during 2002 in reality shows like *Who Wants to Be a Millionaire*, *Survivor* and *The Bachelor* pulled in a lot of extra viewers. The question is, will radio get these listeners back in 2003?

Age	Persons			Men			Women		
	2001 %	2002 %	Chg.	2001 %	2002 %	Chg.	2001 %	2002 %	Chg.
12+	62.4	57.2	-8.3	62.9	56.6	-10.0	62.0	57.8	-6.8
12-17	80.7	73.2	-9.3	76.5	65.7	-14.1	85.0	81.0	-4.7
18+	60.4	55.4	-8.3	61.3	55.5	-9.5	59.5	55.3	-7.1
18-34	70.1	65.3	-6.8	70.9	63.9	-9.9	69.3	66.8	-3.6
25-54	64.2	57.7	-10.2	64.8	57.5	-11.3	63.5	58.0	-8.7
35-64	61.1	54.5	-10.8	66.5	54.5	-18.0	61.7	54.4	-11.8
65+	40.5	39.4	-2.7	42.6	39.7	-6.8	39.1	39.2	+0.3

Source: RADAR 75 and 71 (December 2002 and Fall 2001), Monday-Sunday 7pm-midnight cume audience.

Music

Continued from Page 1

CHR/Pop and CHR/Rhythmic are introducing more new hit music to the public than in '96. Overall, there were 24.1% fewer No. 1 songs, 21.7% fewer top 15 artists and 24.4% fewer top 15 songs in 2003 than in 1996. (See the chart on this page for each format's year-by-year history.)

Of course, many songs are played on multiple formats, but the number of unduplicated artists and titles that reached the top 15 at any of the 12 formats also reflects less diversity than eight years ago: The number of unique top 15 artists across all 12 formats fell 11.5%, from 416 in 1996 to 368 in 2003, while the number of unique top 15 songs sank 16.7%, from 654 to 545.

Although certain formats, such as AC, Country and Alternative, had more big songs in 2003 than in recent years, they are generating far fewer hits than they did in the mid-'90s. While seven formats last year had more top 15 hits than in 2002, the 2003 results in nearly every format were well below their eight-year averages. Worse, half of the 12 formats measured experienced eight-year lows in terms of top 15 artists and/or songs, including Hot AC, Active Rock, Rock, Smooth Jazz, Triple A and Urban AC. The numbers for top 15 songs at Country, Rock and Urban AC are off 35% or more since 1996.

The argument that music isn't as good these days might explain a year or two of declining emphasis on new records, but not a long-term trend across nearly all formats. Albright-O'Malley Consulting partner Jaye Albright told R&R, "The root cause is the [major radio

groups'] high debt service. These companies have great programmers, but they've upped the commercial loads to hit their revenue numbers, which means fewer songs per hour. Because radio listening is decreasing, people aren't hearing as much music. Callout and other song research is taking much longer to get a viable test, and so it takes longer for the average song to become a hit. There's no doubt that consolidation has had a huge effect."

Edison Media Research VP/Music & Programming Sean Ross cited several additional reasons: "Today's radio is more homogenized and conservative. Many formats are actually more aggressive now, possibly for the wrong reasons, such as putting on the wrong records to get a promotion. The type of programmer who would've searched for hits in the '80s is discouraged in favor of the PD who will find his or her own sales promotion."

Ross added, "Radio started using callout research like the request line, expecting songs to spontaneously combust almost immediately. There's still a tendency to cull the herd really quickly. Whether because of deregulation or despite it, it's harder for a record to gain traction from any one station. The labels also took fewer shots in 2003 at most formats."

Albright, who hopes broadcasters embrace digital radio "very soon," said, "It's the savior of new music. If we can't make in-band on-channel work, we may have gone too far down the field to win back young people who are no longer listening to radio because they're getting their new music from downloading and cell phones."

nel, Coles said, "[New Clear Channel/Portland VP/Market Manger] Mary Lou Gunn is awesome, and I'm excited about working with her, as well as Steve Smith and [Sr. VP/Northwest Region] Ed Krampf. I have some real heritage stations in my new territory, and I'm really looking forward to this challenge."

with this radio station: straight to the top," King said. "I'm glad to join the team that's already in place — Market Manager/GM Andy Graham, John Shomby and Promotions Director Mishel Lynne. They are already a strong group, and I just want to help make them stronger."

Trends Of Top 15 Artists & Songs By Format

AC										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	7	15	10	8	5	6	7	7	N/C	8.1
Top 15 artists	47	51	47	36	32	35	37	35	-25.5	40.0
Top 15 songs	68	67	60	52	42	45	45	50	-26.5	53.6
Hot AC										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	10	8	8	8	5	10	5	5	-50.0	7.4
Top 15 artists	45	52	48	45	48	39	40	37	-17.8	44.3
Top 15 songs	62	59	61	59	58	50	48	47	-24.2	55.5
Alternative										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	17	12	12	6	8	9	11	11	-35.3	10.8
Top 15 artists	68	67	57	63	51	53	46	51	-25.0	57.0
Top 15 songs	99	93	79	83	78	71	69	72	-27.3	80.5
CHR/Pop										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	11	10	11	12	14	12	14	15	+36.3	12.4
Top 15 artists	59	59	58	51	61	67	55	64	+8.5	59.3
Top 15 songs	75	74	73	76	83	86	80	85	+13.3	79.0
CHR/Rhythmic										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	10	10	8	9	12	11	9	16	+60.0	10.6
Top 15 artists	65	59	55	56	55	50	54	57	-12.3	56.4
Top 15 songs	79	79	73	72	70	76	81	84	+6.3	76.8
Country										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	41	40	40	18	17	18	17	21	-48.8	26.5
Top 15 artists	64	56	50	48	53	45	48	52	-18.8	52.0
Top 15 songs	131	117	108	94	83	80	74	85	-35.1	96.5
Active Rock										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	16	9	12	9	10	8	10	15	-6.3	11.1
Top 15 artists	63	59	57	54	43	52	42	40	-36.5	51.3
Top 15 songs	97	90	82	75	70	71	65	62	-31.2	76.5
Rock										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	15	13	12	7	7	8	9	5	-66.7	9.5
Top 15 artists	60	56	58	52	52	48	46	39	-35.0	51.4
Top 15 songs	99	90	83	77	73	70	63	59	-40.4	76.8
Smooth Jazz										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	13	19	20	16	15	17	18	13	N/C	16.4
Top 15 artists	68	69	62	54	52	53	49	50	-26.5	57.1
Top 15 songs	78	85	76	72	68	64	66	56	-28.2	70.6
Triple A										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	16	10	12	10	11	10	7	11	-31.3	10.9
Top 15 artists	65	59	68	67	68	59	56	55	-15.4	62.1
Top 15 songs	90	80	83	87	83	77	70	73	-18.9	80.4
Urban										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	29	38	36	28	16	15	13	18	-38.0	24.1
Top 15 artists	76	84	85	69	74	61	55	59	-22.4	70.4
Top 15 songs	108	128	122	102	98	89	83	87	-19.4	102.1
Urban AC										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's	14	16	12	10	9	10	11	14	N/C	12.0
Top 15 artists	63	58	58	48	56	55	42	42	-33.7	52.8
Top 15 songs	91	91	83	71	75	74	58	54	-40.7	74.6
Totals										
	1996	1997	1998	1999	2000	2001	2002	2003	%Chg. '96-'03	Avg. '96-'03
No. 1's*	199	200	193	141	127	134	131	151	-24.1	159.5
Top 15 artists*	743	729	703	643	645	617	570	582	-21.7	654.0
Top 15 songs*	1,077	1,053	983	920	881	853	802	814	-24.4	922.9

Notes: Averages have been rounded; fractions of 0.5 are rounded up. Recordings where multiple artists are listed equally were counted as separate songs, even if either artist had a top 15 hit that year. Artists performing "with" another act or "featured" were not counted separately.

* Artists and songs in these tallies include many duplicate listings.

Coles

Continued from Page 3

1999, Coles served as Asst. PD/MD of KBIG/Los Angeles. His previous programming experience includes Los Angeles stations KXEZ and KIBB. He has also been Asst. PD/MD at WLTW/New York.

Of his new job with Clear Chan-

King

Continued from Page 3

WBAM and Classic Hits WQKS in Montgomery, AL. WXMM flipped from Classic Country WCMS-FM to mainstream Rock on Nov. 29, 2003.

"We only have one way to go

EXECUTIVE ACTION

Waitt Radio's Wilson, Todd Swap Jobs

Waitt Radio/Omaha Director/Operations **Phil Wilson** and Waitt Radio Networks VP/Programming **Mark Todd** have traded duties, with Wilson becoming VP/Programming for the network and Todd assuming Director/Operations duties for the eight-station Omaha cluster. Todd will also serve as VP/Programming in Omaha, where Waitt owns Urban **KBLR**, Triple A **KCTY**, News/Talk **KKAR**, AC **KLTQ**, Country **KOIL**, Sports **KOZN**, CHR/Pop **KQKQ** and Radio Disney **KYDZ**.

"We are excited about this realignment of talent and lucky to have two such outstanding individuals to count on to reach the goals of Waitt Media," said Waitt Media President Michael Delich.



'This Year I Resolve To....'

What resolutions will you make and break this year?

Time once again for that fun-filled annual ritual called making New Year's resolutions. Traditionally, none of us will keep all those well-meant promises we'll make to ourselves for a week, let alone throughout the next year.

So how did this whole tradition of making resolutions to start off the new year begin? According to How to Keep Your New Years Resolution.com (www.how-to-keep-your-new-years-resolution.com — yes, there really is such a website, believe it or not!), the tradition is likely as old as the celebration of the new year itself. The site reports that the Babylonians actually celebrated the new year more than 4,000 years ago, but did so in March rather than January to coincide with the planting of spring crops.

The Babylonians apparently believed that whatever a person does on the first day of the new year has an effect on that individual's life throughout the coming year. I don't know about that, but I do know that what I've done on New Year's Eve a few times in my life has certainly had a profound effect on me for at least the first 24 to 48 hours of the new year!

In any case, you can feel very comfortable knowing that if you make and break a few resolutions

years, I figure I'd have lost about 500 pounds by now if I'd actually kept all those promises to myself.

And the fact that there are boxes in my garage containing tax files from the 1970s will tell you how well I've done on that "This is the year I clean out the garage" resolution I've made every year for at least a couple of decades.

There's really nothing magical about making resolutions on Jan. 1; you could probably choose any day of the year that works for you. But standing on the threshold of a new year offers all of us 12 brand spanking new months in which to shed the mistakes of our past while vowing to be better in the year ahead.

It's a time for looking back over the past and, more important, forward to the coming year and reflecting on the changes we want or need to make in our lives. Nevertheless, in the end, most of us usually find that all those well-intentioned New Year's resolutions are much easier to make than to keep.

You Need More Than A Wish List

Among the more common resolutions made at this time of year are promises to lose weight, get a new job, earn more money or exercise more. Those who specialize in such

"I resolve to stay fresh and continue to take chances, knowing full well some won't work."

Ronn Owens

again this year, you'll be continuing a tradition that dates back all the way to the beginnings of recorded history.

Make 'Em And Break 'Em

Lest you think I'm some self-righteous type, pointing fingers only at others, let me go on record right here and now that I include myself among those who regularly make and break New Year's resolutions. I've resolved to lose the same 20 pounds so many times over the

TRS 2004 Update

If you haven't yet registered for the upcoming R&R Talk Radio Seminar, be sure you do so today. You won't want to miss this year's lineup of intensely format-focused learning sessions and special guest speakers who will inform and inspire you.

Legendary CBS News reporter and commentator Mike Wallace will be honored with this year's R&R News/Talk Radio Lifetime Achievement Award at TRS 2004. Also appearing will be ABC *World News Tonight* anchor Peter Jennings, who will host a one-on-one conversation with a very special guest exclusively for TRS 2004 attendees.

The ninth annual R&R Talk Radio Seminar will be held Feb. 26-28 at the Renaissance Washington, DC Hotel. To register, see the TRS 2004 agenda or get hotel reservation information, just log on to www.radioandrecords.com and click on "Conventions/Seminars" at the top of our home page. Hurry, because early-bird registration savings end Jan. 30.



things suggest that resolutions like those are much too vague and incomplete.

The fact that we all seem to make and break these kinds of resolutions speaks for itself. If your list of resolutions isn't specific enough, and if it isn't backed up by an action plan, chances are you will never follow through on it.

Writing for the family-oriented do-it-yourself website Pioneer

Thinking.com (www.pioneerthinking.com), personal and professional development coach Wendy Hearn suggests that one needs to do much more than just toss out so many resolutions that, year after year, become little more than a wish list.

"What about committing to New Year changes and actions, rather than resolutions?" suggests Hearn. "The key to achieving what you really want in life and business is to take action to achieve those changes. It's the lack of action that stops us from having what we most want."

So this year I will likely start out my list of New Year's resolutions by re-listing some of those goals I've yet to achieve while also adding a few new and, hopefully, more well-considered ideas to take action on in 2004.

Sure, at the end of 12 months I'll probably find that, once again, some of those resolutions proved to be harder to keep than I thought, but maybe at least a few that I make will stick. In the end, even if we only

"I will do more in 2004 to show all of my colleagues in radio how much I appreciate their support."

Adam Wilbur

Continued on Page 10

Winner of The 2003 Edward R. Murrow Award for Overall Excellence



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IT MATTERS WHERE YOU GET YOUR NEWS

'This Year I Resolve To....'

Continued from Page 9

improve a little each year, isn't the process of making the resolutions still worth it after all?

Just as this holiday season began, I asked around to find out what resolutions some of you were making as we head into 2004. To those who contributed their personal resolutions for inclusion on these pages this week, my sincere thanks, and my best wishes to all for a very happy and prosperous new year.

Ronn Owens
KGO/San Francisco

After 28 years at KGO, this one's more important than ever: I resolve to stay fresh and continue to take chances, knowing full well some won't work.

Tim Sanders
Yahoo!

My New Year's resolution is "execution." I want to execute my business ideas into business realities. If it is good enough for the white board, it should be good enough for the boardroom's vote. I am going to

"I resolve to clean out my e-mail in-box at least once a month."

Greg Foster

read *Execution: The Discipline of Getting Things Done* by Larry Bossidy and Ram Charan as a guide.

Valerie Geller
Geller Media International

I will try to listen to all the talent tapes and CDs that come in to the office. Because I travel, sometimes they back up.

I will try to be better about keeping in touch with people I care about, both in the business and outside of it. It's too easy to get caught up in the day-to-day stuff and not make time for the people who matter in your life.

I will pay very close attention to my instincts. As a consultant, logic or research or past successes and what you know will work for a station are not necessarily what is going to work in the future. Instinct is key in knowing when to be strong and encourage risk and when to advise to stay the course.

I will listen to more radio.

I will take more time to smell the roses. After Sept. 11, 2001 it seemed our priorities became people and relationships and making the work matter. Then everyone got busy again.

I will finish my manuscript and make the deadline for the new *Creating Powerful Radio* book.

Greg Foster
WGY/Albany, NY

I resolve to clean out my e-mail in-box at least once a month.

Adam Wilbur
Wilbur Entertainment

I will do more in 2004 to show all of my colleagues in radio how much I appreciate their support. One lesson I've taken to heart over the past year is that talk is cheap, but without the follow-through and commitment to show those you depend on how important they are to you, the message is seldom heard. I want the significance of my presence to be heard and felt.

Nancy Abramson
Wall Street Journal
Radio Network

I plan to have patience, both in my personal and professional life, and to be as nice to my husband as I am to my affiliates.

Chris Krok
WTDY/Madison

I'd like to continue to balance my work and family life while still working insanely hard. I've actually been doing it quite well with the

Keeping Those New Year's Resolutions

You say you're determined that this is the year that you are going to keep all those New Year's resolutions you made? Then here are a few goal-setting tips from *How to Keep Your New Years Resolution.com* to get you started.

• **Don't try everything at once.** There's a temptation with the new year to run off a list of everything we've ever wanted to change. Don't fall for it! You'll have better luck fulfilling one or two goals than you will a list of 50. You can always add new resolutions to your list later, so take one thing at a time.

• **Word it carefully.** Let's say your resolution is to relax more in the coming year. Word this carefully. Try not to think of it as, "This year I am going to relax." That's a stress-inducer waiting to happen. It forces you into thinking of the resolution as something you must do, not something you want to do.

Try to make it sound a little gentler: "This year I'm going to explore different ways of relaxing." It also suggests more of a plan that says you'll fulfill the resolution by experimenting with relaxation techniques. The first resolution sounds as if you're going to force yourself to relax through sheer willpower.

• **Make a plan.** Once you know what your resolution is, try to break it down. Nobody accomplishes anything of significance by trying to do it all at once. It doesn't have to be a complicated plan, just brainstorm enough to give you a place to start. For example, for resolving to relax more you might devise a plan like this:

1. Surf the Internet to find different relaxation techniques.
2. Make a list of all the techniques that interest me.
3. Pick some of these techniques — meditation, progressive relaxation or self-hypnosis — and try each one for a month until I find one I like.

• **Write it down.** Write down your resolution and your plan of action. Stick it up on the refrigerator, in your locker at the gym or any place where you know you'll see it. That way you'll have a constant reminder of your resolutions. You may want to change the wording as time passes or as your goals change.

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TWO TRUE BLUE AMERICANS The seemingly always-on-the-road Sean Hannity (l) paused for this Kodak moment with WBAP/Dallas PD Bob Shomper during a recent visit to Texas by the ABC Radio Networks talk host.

arrival of my first boy-child, but I could get better at it. I'm also actually starting to be more religious and will live it more.

I'm resolving not to swear on the air anymore. You know, words like, "ass" and "bitch" — I don't use the really bad ones. I also plan to give listeners who disagree with me their chance to get their point across without my cutting them off. Simply put, I want to get better on the air and

off — with my show and my family — and to live what I preach.

Art Vuolo Jr.
"Radio's Best Friend"

I resolve to count the number of programs Rush Limbaugh and Sean Hannity do in 2004 without mentioning anything to do with a political agenda. Somehow I don't think my lack of mathematical skills will pose a problem.

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A Perry Capital Corporation

Haymore

Continued from Page 1

Agovino accepted on Oct. 31, 2003. The VP/GM position reopened after Agovino took the co-President/co-COO position at Interep in November.

"SBS has a long and deep commitment to excellence in Spanish-language radio, and I'm delighted to be joining them," Haymore said. "I look forward to helping the Los Angeles stations reach their fullest potential."

WSSS

Continued from Page 3

The station, which had been jockless since the holiday music started, now has WKQC PD Tom Jeffries on in mornings and Scarlet on in afternoons. The other dayparts are voicetracked locally.

Seattle

Continued from Page 3

in musical direction to highlight classic alternative music from the '90s and the same Seattle core artists being played by 96.5 K-Rock. KNDD PD Phil Manning proclaimed on the air that the station will "reclaim its Alternative roots" by playing deeper album tracks and artists who hadn't been heard on radio in several years, if ever.

Elliot

Continued from Page 3

positioning and branding, and he has excellent management skills." As R&R reported on Dec. 19, 2003 KISN/S.L.C.'s 97.1 frequency was recently usurped by Clear Channel CHR/Pop clustermate KZHT. KZHT's 94.9 signal was sold to 3 Points Media.

Marino

Continued from Page 1

AMFM merger and later changed dial position to 92.3 following a frequency swap with Radio One's KKBT/Los Angeles.

Before that Marino was PD of CHR/Pop WKRQ/Cincinnati, as well as KKPN/Houston and KMXB/Las Vegas. He has also spent time as a consultant.

Additional reporting by Dana Hall.

WNEW

Continued from Page 1

but were big in New York. It will sound like it fits the market hand in glove."

A sample midday hour comprised Enrique Iglesias' "Bailamos," Uncle Kracker f/Doobie Gray's "Drift Away," Chaka Khan's "Ain't Nobody," Sheryl Crow's "Soak Up the Sun," Savage Garden's "Truly Madly Deeply," Cher's "Song for the Lonely," Madonna's "Crazy for You," Train's "Calling All Angels," UB40's "Red Red Wine," Kylie Minogue's "Can't Get You Out of My Head," Diana Ross' "I'm Coming Out," Sugar Ray's "Someday" and Marvin Gaye's "What's Goin' On."

A lineup of air talent is expected soon. "We will have a more foreground presentation to accompany the music, the driver of the radio station," Rivers said.

WNEW has been making ratings inroads since its format adjustments began in September 2003. "We've seen incremental increases each month," Rivers said. "I'm watching adults and women build on the station. Christmas should give us an interesting bump. No one in the city had done holiday music, and we had a two-week head start on WLTW. I heard the station on in loads of places all over town."

Entravision

Continued from Page 1

Former KIIS/Los Angeles Asst. PD Michael Steele has been named PD of Indie 103.1. "I want to thank Entravision Chairman/CEO Walter Ulloa, President/Radio Jeff Liberman and Sr. VP/General Counsel Michael Rowles for the opportunity to put some exciting radio together in Los Angeles," Steele told R&R. "More details will be revealed in the coming months." He added that the stations will be running commercial-free and jockless for the next few weeks.

In other Entravision news, this month the company will consolidate its Los Angeles-area broadcasting operations into a new facility at 5900 Wilshire Blvd. The 40,000-square-foot facility features 23 studios and will house the cluster's programming, sales and marketing departments.

BUSINESS BRIEFS

Continued from Page 4

Emmis Shakes Up International Radio Operations

The Belgian government has awarded Emmis licenses to operate nine FM stations that will serve more than 50% of the population in the country's Flanders region. To finance building out the new stations, Emmis is selling its 75% controlling interest in Argentine broadcasting company Votiois to minority owners Daniel Hadad and Viviana Zocco for \$7 million in cash.

Emmis, which acquired the stake in Votiois four years ago, expects to use approximately \$3 million from the sale to fund its new Belgian stations. "Today's announcement is consistent with our strategy to become geographically targeted with our international interests," said Emmis International President Paul Fiddick. With a population of around 10 million, Belgium is one of Europe's most densely populated nations, and it enjoys a strong per capita GDP.

NAB, XM Make Repeater Agreement

In a joint filing submitted Dec. 23, the NAB and XM Satellite Radio furnished the FCC with suggested language for final rules pertaining to the operation of the terrestrial repeaters that XM and, to a lesser extent, Sirius use nationwide to fill in their signals. The FCC has yet to issue final rules for satellite radio, and the NAB has lobbied Congress and the FCC to make sure the satcasters aren't allowed to delve into local broadcasting — focusing particularly on an XM technology patent that would enable repeaters to offer local content.

The rules suggested in the filing would effectively prevent XM from using that technology, as XM and the NAB recommended language restricting the repeaters to "the simultaneous transmission of the complete programming, and only that programming, transmitted by the satellite directly to subscribers' receivers." NAB Sr. VP/General Counsel Jack Goodman and XM Sr. VP Lon Levin signed off on the agreement.

In other XM news, JP Morgan analysts predict that XM will continue to outpace rival Sirius through 2010, saying XM will likely grab 60% of the sector's market growth over the next six years. XM surpassed 1 million subscribers earlier this year, while Sirius has so far signed up around 200,000 customers. JP Morgan also initiated coverage on XM with an "overweight" rating.

TM Century Goes Private

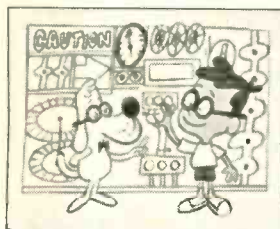
TM Century followed through on an earlier promise to leave the public realm as it went private on Dec. 25, 2003. Concurrent with the plan's announcement, TM Century said it will pay its first-ever dividend — 10 cents per share — to shareholders of record as of Jan. 1. The company also reported its annual earnings for the last time: For 2003, TM Century's revenue increased 12%, to \$5.8 million, while net income improved from a loss of \$57,000 in 2002 to a profit of \$664,000 (27 cents per share) in 2003. EBITDA improved from \$276,000 to \$805,000.

SBS Head To Use Stock In Divorce Settlement

According to an SEC filing made Dec. 18 by Spanish Broadcasting System, SBS Chairman/CEO Raul Alarcon Jr. will convert 2.5 million class B common shares into class A common shares, then transfer them as part of a divorce settlement. Alarcon has until Feb. 1 to make the transaction. Following the transfer, his equity stake in SBS will be 23.5 million shares, or 36%, and his voting stake will drop from 83% to 81%.

Sherman, Set The Alternative Wayback Machine To 1992!

It's the end of the year, and we're supposed to be looking forward, not back — except someone forgot to tell that to the Alternative format. Over the course of 48 hours a couple of Alternative stations began cramming '90s alternative music onto their playlists like Bluto filling his tray at the Faber College lunch line, Los Angeles got a new classic-based station, and Seattle got an entirely new old station (see Pages 1 & 3). In amongst all the mayhem, Susquehanna's



Radio's next PD superstars.

WNNX (99X)/Atlanta reached down, adjusted itself and adopted the positioner "New Rock & '90s Alternative," starting the whole deal with a "Smells Like the '90s Weekend," which we don't recommend emulating unless you particularly enjoy the

smell of old gym lockers. Susquehanna/Atlanta Director/Programming **Leslie Fram** checked in after Civil Defense was called about the stench. "I have over 300 e-mails this morning," she said. "Atlanta is freaking out in a good way. They love all the depth tracks, and I believe this enhances the currents."

Things got a little exciting in the Rock world as well, when Entercom Rocker **KISW/Seattle** ditched the '70s and '80s hair bands in favor of currents, shifting to the more comfortable position of Active Rock. No one was harmed in the transition.

Deep in the heart of Texas (no clapping please), Infinity's freshly flipped Rocker "102.7 K-Rock" shocked San Antonio by switching calls from KTFM to **KSRX**, ditching the letters that had been in the market for 38 years. With the new calls came a new lineup: Former KXOA/Sacramento personality **Kidd Chris** takes mornings as the lead host on the aptly named *Kidd Chris Morning Show*; K-Rock MD **Mark Landis**, formerly Big 3 Records VP/Promotion, will host afternoons; and rounding out the lineup is *The Free Beer & Catfish Show*, which will air from 7pm-midnight.

We're Freaking Out!

Starting Jan. 5, former WIOQ/Philadelphia *Freak Show*



Mark Anderson: The early years.

hosts **Tic Tak, Mikey and Big Bob** take on mornings at WKST (96.1 Kiss FM)/Pittsburgh. Tic Tak also adds Asst. PD stripes, Mikey will serve as MD, and Big Bob takes Morning Show Producer duties. WKST PD **Mark Anderson** tells **ST**, "This is likely to be a major pain in the ass for all involved with Kiss/Pittsburgh."

Quick Hits

- KLSY/Seattle decides not to renew the 20-year *Murdock, Hunter & Alice* morning show. Afternoon duo **Mitch & Lisa** move to mornings as the station begins looking for a new afternoon host.

- **Gregg Daniels** will exit the afternoon shift at WBMX/Boston just after New Year's. Could he be headed for something 'NEW'?

- WBLS/New York midday jock **Egypt** has exited the building.

- Longtime KSON/San Diego morning pair **Tony & Kris** have departed the station. The award-winning duo may be remaining in the market — and may debut as early as Jan. 5 on a new Country station.

- Following their station's demise as the frequency is usurped by KZHT, KISN/Salt Lake City morning duo **Dexter & Mercedes** jump to clusterbuddy KOSY, where they'll appear as **Scott & Erica** beginning Jan. 5.

- WDAF/Kansas City OM **Dene Hallam** exited on Dec. 17.

- Former WJBT & WSOL/Jacksonville PD **Victor Sosa** joins WLTW/New York for overnights and weekend fill-in. He fills WLTW's first full-time on-air opening in 14 years.

R&R Timeline

1 YEAR AGO

- Entravision buys Big City Radio's three Southern California FMs: KLYY/Arcadia, KSYY/Fallbrook and KVVY/Ventura.
- **Tim Pohlman** promoted to Infinity Sr. VP/Market Manager in Los Angeles; **Trip Reeb** becomes VP/GM at KCBS-FM/Los Angeles.
- **Bill Hurwitz** named GM of the Milwaukee Radio Alliance.



Tim Pohlman

5 YEARS AGO

- **Weezie Kramer** is transferred to Infinity WJMK-FM/Chicago as VP/GM; **Rod Zimmerman** named VP/GM at WMAQ.
- **Jim Ryan** promoted to OM at Chancellor Media's WLTW/New York.
- **Michael Saunders** named PD at KKBT-FM/Los Angeles.
- **Bennett Zier** returns as VP/GM to WTEM-AM & WWRC-AM/Washington.



Jim Ryan

10 YEARS AGO

- **Bill Mayne** elevated to Sr. VP/Promotion for Warner Bros.-Reprise/Nashville.
- **Sean Phillips** named PD at KHKS/Dallas.
- Gene Autry's KMPC/Los Angeles is sold to Capital Cities/ABC.



Bill Mayne

15 YEARS AGO

- **Kid Leo** joins Columbia Records as VP/Artist Development.
- **Doug Brown** upped to Executive VP at Legacy.
- **Craig Lambert** named VP/National Promotion at Atco Records.

20 YEARS AGO

- **Marc Morgan** appointed GM at WXFM/Chicago.
- **Pat Shaughnessy** and 15 employees buy TM from Shamrock Broadcasting.
- **Dave Martin** named VP/Programming for Doubleday Broadcasting.
- KPRI/San Diego switches to AC.

25 YEARS AGO

- R&R debuts MusicVision Sales section.
- **Bob Siner** named MCA President.

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New Year Brings New Industry Outlook

Continued from Page 1

Daniel Glass Artemis

I love my wife and three children so much. I want to spend more time with all of us together. I want to see more activism, awareness, research, education and a cure for HIV/AIDS. I want to go to Israel. I would like to be published on the *New York Times*' Op-Ed page, to run two marathons (not New York), to meet Henri Cartier-Bresson and Willy Ronis in Paris and to help break Sugarcult, Josh Joplin, Jeffrey Gaines and Jesse Malin to the masses.

I'd also like to get rid of all the industry's gossip naysayers. Hot tip: The coolest new record coming in 2004 is Tube & Berger's *Straight Ahead*, an unbelievable pop dance record.

Al Tavera Elektra

I guess what we really want is to stop the bleeding in the industry and to get smart and start doing better business. For 2004 we want to buck the trend we've had in the past three years. We want to not fear change — we're about to become a privately owned company — and to embrace all the changes coming our way.

As for the first quarter, we're excited about the second record from Blindside. They delivered a very strong record. They built a strong fan base with the last record, and we feel this record will push them to the next level. Metallica's coming back to America in 2004, and this will help remind all those guys who have been dogging us on the last record what Metallica are all about and why they're still important to the format and the marketplace. The bands we're committed to breaking are Jet and Damageplan at Rock radio.

My personal goals are to keep things in perspective, to not let the business end of my life become too big a part and to remember the other aspects of my life that are impor-

tant. It's not just about getting records played and Wednesday Soundscan numbers; there's a life outside of that. I want to go to China this year, and to Peru.

Jen Jones V2

My New Year's resolution is to have more of an "I don't give a flying fuck" attitude.

Kerry Marsico TWT

I've made a list of five workplace resolutions that will allow me to better serve the radio community in 2004.

1. If I claim to be super-tight and best friends with somebody, I'll make the effort to at least know what they look like and where they work.

2. I will respect programmers' call times — so long as they suit my agenda.

3. I'll stop forging our bandmembers' autographs on guitars and CDs meant for radio-station giveaways.

4. I will avoid using segues and phrases such as "Man, did ya see Sosa last night? What a *hit!* Oh, and speaking of hits, did ya listen to my record?" and "There are three things in life you can count on: death, taxes and the fact that this song will test through the roof with your P1s!"

5. I'll quit blaming my imaginary assistant for everything.

Mark Abramson Roadrunner

I resolve to talk to radio more, not less, and to rediscover the passion in what we do, despite all the stress that we deal with. I also resolve to stress less. My priorities for the first quarter include the second single from Ill Nino,

"This Time's for Real." Then there's Thornley, the debut record from Ian Thornley of Big Wreck. It's very Soundgarden-y, which is a very good thing. We'll have a third Nickelback single at some point, and further down the line is a new Slipknot record.

Tom "Grover" Biery Warner Bros.

My New Year's resolution is to once again redefine the business as we know it and to break every band that we have.

Jennifer Lanchart The Beggars Group

I don't believe in New Year's resolutions. I think that they're a bunch of bullshit. If you're going to do something, do it now; don't wait for

world, in this country especially, is Super Furry Animals. Not enough people in the radio world have gone to see them live, and I want them all to come see them. They're touring in February and into March. That is something I really want to make happen. They're so great live, and they're great people too. They're one of my favorite bands to work with. It's my pleasure to work their records.

Jenni Sperendeo Virgin

I resolve to:

• Travel from sea to shining sea wielding a giant sandpaper Q-Tip to clean out programming ears so no one will ever not hear a breakthrough modern rock band again.

• Take time out from the frenetic pace of our business to outrageously pamper our format's visionaries and let my friends know that they make this job fun.

• Change lives with Ima Robot and The Thrills.

• Expect the unexpected, fasten my seatbelt, keep my feet on the ground and keep reaching for the remote control to my TiVo.

Dan Connolly EMI Music Collective

My New Year's resolution is to earn more frequent-flier miles.

The big thing for us is Fountains Of Wayne. They're coming out with a second single. That's going to be one of the big long hauls of the year. We've got a new Air record coming immediately in the first part of the year. It's going to be the first big cheesy tastemaker record. Norah Jones is dropping in January. Joss Stone is still the coolest thing. I'm blessed at the moment, because I've got a ton of great music. I'm just hoping I have enough hours in the day.

A record I'd love to break is the new Local H. I believe they're signed to some small upstart label, but these demos — the band's singer-guitarist, Scott Lucas, produced them — are un-fucking-believable. Local H continue to make great records, they continue to tour, and they continue to sell out wherever they go in the Midwest. They need the right management and the right label.

Carlyn Kessler Reprise

My mission for 2004 is to get the entire world to see how awesome The Von Bondies, Secret Machines, Johnathan Rice and My Chemical Romance are. Never heard of them, you say? You will!

I'd also like to convince my beloved new pit bull puppy that sneaking out of my fenced-in yard isn't cool. I will get and figure out how to use an iPod, and I will not lose it. I'd like see at least one band a month that I've heard of but never heard, and I welcome all of you to join me.

After all, this is the music industry, and seeing unsigned or indie bands isn't just for A&R people.

I promise my co-workers I will try not to let my new office become as cluttered as my last. Finally, as my birthday was on Christmas Day, I will enjoy my 30s as much as I did my 20s.

Personal Goals

With 2003 in the can, I'd like to thank all of the radio and label execs who took the time to contribute to my Sound Decisions columns. As for my 2004 resolutions, I resolve to keep in better touch with people, update my Outlook regularly and clean up my perpetually messy desk. I resolve to make R&R Alternative Specialty and Rock Specialty the go-to place to find out about new bands.

I also vow to get West Coast Grand, an alt country band I'm managing on the side, a lucrative record deal. On that tip, head over to www.westcoastgrand.com and check out their music. Also, if you're in the L.A. area, come see us at Molly Malone's on Fairfax, Jan. 24 — I'll buy you a drink.*

I also plan to once again visit my mother's homeland of Newfoundland (one of the most beautiful places on earth), take more spontaneous road trips with my wife, camp more, snowboard more, play more bass, draw and paint more and, of course, see more shows.

*Water or soda only; I'm not made of money.



Daniel Glass



Jenni Sperendeo



Al Tavera



Mark Abramson

"I will avoid using segues and phrases such as 'Man, did ya see Sosa last night? What a hit! Oh, and speaking of hits, did ya listen to my record?'"

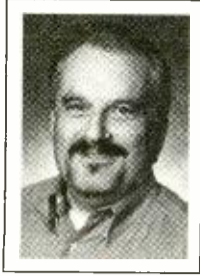
Kerry Marsico

next year. But I am looking forward to a lot of things in the new year. I'm looking forward to working this Dizzee Rascal record. It's one of the first hip-hop records I've had to work, and I'm a huge fan of hip-hop.

I think Dizzee Rascal is a very creative force who can possibly break into the Alternative format. I see stations playing The Black Eyed Peas, OutKast, Atmosphere and things like that, so this could totally fly. It's not an easy record to listen to, but it's really creative and just brilliant.

There's a lot going on. I like the Preston School Of Industry record. There's a Blonde Redhead record — we just signed them; they were on Touch & Go — and it's fantastic. And Electralane are these girls from Brighton, England, and they're amazing. We'll be releasing their full length, *Power Out*, soon.

The most underrated band in the



Yikes, It's 2004! Good Luck, And Drive Carefully

The following are for entertainment purposes only

Yes, it's that time of year when we all sit around, choke down some bad eggnog, digest the Christmas ham, ponder the coming year and futilely attempt to reach those goals we've been trying to attain for the past five years. We all know this is the year — and no, we're not talking about this being the year the Red Sox finally take the Series (apologies to Mark Edwards, but, hey, that's the way it is) — that we'll finally lose weight, kick our competitor's ass and get our act together, right?

Following an exhaustive survey of the CHR/Pop format, we've culled these New Year's resolutions — mostly at gunpoint — from your lovely fellow industry types and brought them to you in this easy-to-comprehend, mostly profanity-free (thanks, Diana) column.

But, as that great philosopher Bill Murray reminded us in *Meatballs*, "Rules were made to be broken." Knowing you as well as I do, I fully expect none of you to actually follow through with any of these asinine resolutions — except those who promised to continue to advertise with us, get a new rack and pay appropriate homage to me, your humble CHR/Pop overlord.

"I resolve to stop calling Kevin Carter 'Novia.'"

Jeff McHugh

Jon Zellner Infinity VP/Top 40 Programming

My top five resolutions for 2004:

5. Play songs from at least several other *American Idol* winners or finalists in heavy rotation.

4. Convince Paris Hilton to make guest appearances at radio shows next summer.

3. Moonlight as a weekend jock somewhere warm under the name "Craven Morehead."

2. Get some marriage tips from Nick Lachey.



Tommy Austin

1. Help Kevin Carter come up with better ideas for his column.

Danny Ocean

Unrestricted Free Agent

I resolve to *not* be out of work in 2004 and to continue to put my family and my health first. [Find Ocean at 203-230-2184 or docean97@aol.com.]

Tommy Austin

PD, KHFI/Austin

One of my jocks, Brotha Fred, just yelled out his resolution: "Stop having sex with the interns!" Mine is much more professional: to increase

our ratings — and to stop my jocks from having sex with the interns.

Richard Palmese

Sr. VP/Promotion,
RCA Music Group

I resolve to continue to advertise in R&R! Happy holidays.

Dylan Sprague

PD, WWWQ (Q100)/
Atlanta

1. I resolve to actually *listen* to all those CDs the record labels send me — I'm joking ... kind of.

2. Play fewer stiffs.
3. Spend some time outside of the radio station.

Nikki Nite

PD, WFBC, WOLI
& WOLT/
Greenville, SC

- Throw more staff parties, but be seen in fewer pictures from those staff parties.

- Buy pants in some color other than black.

- Actually use my vacation time.

Tracy Austin

PD, KRBE/Houston

My resolution for 2004 is to talk to Kevin Carter more often.

Jay Hasting

PD, WABB/Mobile

My New Year's resolutions are simple:

1. Never let business take precedence over my family.

2. Kick my competition's ass.

3. Never let a friend down.

4. Keep my staff motivated.

5. Develop at least three new talents this year.

6. Re-establish relationships with some old friends.

7. Focus my energy on being the best.

8. Keep fighting the fight as an independent against the big chains.

9. Always answer my phone calls and e-mails, especially from Kevin Carter.

10. Never kiss ass just to get into a column in R&R.

Hopefully, I can keep a couple of those.

Jeff Kapugi

Clear Channel
CHR Brand Manager &
WBTP, WFLZ & WMTX/
Tampa OM

I resolve to figure out how to manage these three stations in Tampa along with all the friggin' brand stations that Marc Chase gives me to

oversee — and to block Kevin Carter's IMs ... again.

Tony Banks

PD, WERO (Bob 93.3)/
Greenville, NC

I resolve to do one thing per day, no matter how big or small, to make my station even better.

Tom Starr

VP/Pop
Promotion,
Elektra
Entertainment

1. Spend more time with my beautiful wife and amazing kids.
2. Make sure my real friends know how important they are.
3. Exercise more, drink less, drive slower.
4. Break Jet and make Jason Mraz huge.

Chad Rufer

PD, KKMJ (98.9
Magic FM)/
Colorado Springs

My New Year's resolution is to screen my calls better so trade weasels like you guys at R&R only get through after leaving a message so I'll have time to think about what I want to say and prepare a response. But, seriously, I vow to report all my adds on time, and, as the new guy, I want to help our GM hit 100% of our revenue number.

Ted Striker

PD, WYOK/Mobile

I resolve to lose 10 pounds and gain 10 shares.

Diana Laird

PD, KHTS
(Channel 93-3)/
San Diego

- I resolve to dump the sarcasm. Yeah, right — like *that's* gonna work.

- I resolve to be more lenient with my air talent. No, wait, that won't work either.

- I resolve to get to work every day at 8:30am sharp. OK, now everyone who reads this *knows* I'm full of shit.

- Never mind, screw it. I like myself just the way I am; I'm not changing a thing.

Big Dave Eubanks

OM/PD, WNHT &
WYLT/Ft. Wayne,
IN

1. To lose 50-plus pounds so I can gain it all back at record dinners.

2. To cause my owner/GM's left eye to twitch nervously out of sheer fear that I'm about to ask for an increased promotional budget — one that includes bail money!

3. To give somebody new boobs in '04. I don't care if it's a guy or a girl — *somebody's* getting a new rack for the new year.

4. To stop referring to my competi-



Big Dave Eubanks

tion as "those wankers across the street."

5. To have a Cone of Silence, a la *Get Smart*, installed in my office.

6. To get a door to my office and then electrify the doorknob between

10 and 10:15am so I can relax with a General Mills International Coffee before my morning shows come to bitch to me about the lack of toilet paper in the restroom at 5am or something equally compelling.

7. To avoid using the company's new unisex restroom facilities after my fellow PD, Don "Pretty Boy" Walker, has had Mexican food.

8. To try to limit my heart attacks to fewer than five per year so our health insurance premiums don't keep going up.

"I resolve to try to limit my heart attacks to fewer than five per year."

Big Dave Eubanks

9. To prove to the world that Michael Jackson is innocent and really likes women, to find Ron and Nicole's real killer and to find a new way to showcase the world's premier musical minds: Andrew Ridgeley and John Oates.

10. Not to let this job *kill* me. It's only a job. If I let this job kill me, my wife, Melanie, is going to shoot me!

Kidd Kraddick,
Premiere
Syndicated
Personality

For 2004 I resolve not to respond to wildly impersonal bulk e-mails from lazy-ass trade magazine reporters who want the readers to write the magazine for them. We pay, you write — remember? Good system.

Rob Roberts

Important VP Guy, Clear
Channel/South Florida

In 2004 I resolve to take life a little less seriously and radio *a lot* less seriously — if that's possible.

Jeff McHugh

PD, WKZL/Greensboro

1. I resolve to stop calling Kevin Carter "Novia."

2. I'll stop reporting nonexistent titles like "I Loved a Woman Who Wasn't Clean" just to get that quizzical call from R&R.

3. I'll love Pat Paxton like he deserves to be loved.



Tony Banks



Ted Striker



Nikki Nite



Tracy Austin



Jeff Kapugi



'In 2004 I Would Like To...'

Our industry peers share their New Year's resolutions

You've got to love it when the new year starts. For some it means all the mistakes they've made personally and professionally in the previous year can be forgotten, because by the time New Year's rolls around, they've learned from those mistakes and can start with a clean slate. For others it means challenging themselves even more by pushing themselves creatively and becoming more organized. Below are some of the resolutions our friends in the industry have set for themselves in 2004. The next time you talk to these individuals, make sure they are sticking to their goals.

John "Horse," Atlantic Records: My resolution is to spend more time getting to know even more about all the stations I talk to. Taking an interest in all of our friends and allies is important to further cement our already tight bonds with radio at Pop and Rhythmic. I also want to be even better at time management and leaving shorter messages.

Brian Wallace, WHHH/Indianapolis: My hopes for 2004 are to continue to work smarter, not harder; to continue to grow myself; and to help those around me grow as well.

Jeff Z, WKTU/New York: My resolution is to figure out a way to run the station every winter from South Beach.

Joey Carvello, TVT Records: My resolution is not to allow the Boston Red Sox to tear the ass out of me. I will, however, go back to doing drugs and heavy drinking.

Jayare, KBMB/Sacramento: My resolutions are to rededicate myself as a father and husband. Also in the new year I plan to maximize the talent and skills God blessed me with and focus on making my future my present.

Chris Tyler, WJMN/Boston: I have three resolutions: 1) Get my ass back in the gym! 2) Get my ass back in the gym! 3) Get my ass back in the gym!

Eric Sean, KWWV/San Luis Obispo, CA: My resolution would have to be to stop blowing out my computer speakers with the chirp of the Instant Messenger.

Bobby Dash, Roc-A-Fella: My resolution is to be more proactive and to follow up with a vengeance.

Mark Medina, KZZP/Phoenix: For the new year I will strive to continue to not let all the garbage in this industry get to me and affect who I really am. So many people in this business let the industry define who they are, and it's very sad.

ODM, KGGI/Riverside: My resolution is to return everyone's phone calls. This is serious! I know ODM is always out of the office or away from his desk most of the time, but I know I still have a job to do, and that's keeping in touch with a lot of you reps out there. You know who you are. If you don't hear from me in a couple of days, two-way me, which is probably the easiest: odm@tmail.com.

Mark Adams, KXJM/Portland, OR: I resolve to remain an enigma, contained within a conundrum, buried between a riddle and a cryptogram. I would also welcome greater embracement of the metric system. Thank you, and have a nice year.

Anthony Iovino, Big 3 Entertainment: My resolutions are to finally stop procrastinating and get a new car, to lose 15 pounds and to teach Joey Carvello to type with more than one finger on IM. Also to break Lil Eddie, produced by Mario Winans, at Rhythmic in the new year.

Marthe Reynolds, Island Def Jam

Music Group: I have only one resolution in 2004: breathe.

Issy Sanchez, Elite/Promo Only: My resolution would be to find a way to surgically implant a phone in my ass so if it rings and I'm asleep, I will wake up quickly. But, seriously, I will try to better manage my time and somehow find time to have a life and, hopefully, meet my kids before they head off to college.

Greg Williams, KDGS/Wichita: My resolutions are to hit my goal of 70 pounds in weight loss (I have already lost 51 pounds, so 19 pounds to go and counting); to get hitched in 2004 (call me crazy); to be a good father to my daughter; to work every day at cranking out the best radio product in my market; to be honest, fair and trustworthy with everyone I deal with; and, last but not least, to have fun.

Kelly G, BET: In 2004 I will learn to pray harder, work smarter, stand taller and laugh louder.

Tracy Cloherty, WQHT/New York: My resolution is not to make resolutions. I hate setting myself up for failure.

Kevin Akitake, KXME/Honolulu: My resolution is to return phone calls.

Donna Gryn, Star Trak Entertainment: My resolution is to smack up a bunch of bitches and to stop eating every five minutes ... and to start every day with a smile.

Picasso, KWRP/Riverside: My resolution is to be able to sit down next December, look back over the last year at what we've done with this new station and say, "Hell yeah!"

Alexa "The Girl Next Door," KXJM/Portland, OR: My hopes for 2004 are to work smarter, not harder, doing side projects before I start my workday instead of spending my nights on work. I also hope to work hard and play harder. I sleep too much on the weekends — I vote for more fun. And, like everybody else, I hope to go back to the gym and get on a diet with a trainer. I want abs of steel by summer, or at least abs of silver. I'd also like to give full attention to folks when I talk to them. Multitasking is a great timesaver, but it's not so great for relationships.

Michael Williams, J Records: My resolution is to find new, creative ways of breaking artists and to get away from solely focusing on radio to carry the brunt of those efforts. I'll use my marketing and promotion dollars for creative efforts and move away from the

"My resolution is not to allow the Boston Red Sox to tear the ass out of me. I will, however, go back to doing drugs and heavy drinking."

Joey Carvello

old promotion way of doing business. I also want to establish a relationship with all Internet download companies and fully understand how they operate.

Eric Powers, KUBE/Seattle: My resolution is to network with more radio and record folks on concepts, sharing ideas and showcasing KUBE better. We have such great minds that are just a phone call away, and I need to spend time with people who share the same passion I do. I also need to delegate better. I take on a lot of projects and need to ask for help. Finally, my cat and I need to lose 10 pounds. The damn cat is gaining more weight than I am — he's a lazy ass.

Lucas, WWKL/Harrisburg, PA: My resolutions are to spend less time at work and more time not at work and to petition the White House to switch focus from finding Bin Laden to finding 2Pac, because he is alive. I also resolve to destroy all remaining childhood photos of me with '80s hair.

Pattie Moreno, KBOS/Fresno: My resolution is to continue to whoop ass in Fresno; to smile about budget cuts, budget cuts and more budget cuts; and to keep my staff off their cell phones during their shifts.

Tina Davis, Def Soul/Def Jam: My resolution is to diversify my money.

Fisher, WHZT/Greenville, SC: My resolution is to save money, lose weight and get back to calling all my reps back as soon as they call.

Felix "The Cat" Santos, KSEQ/Fresno: I will spend a little more time on myself (not sexually), know which artists belong to which label roster and throw and break smaller things in the studio when I get angry. Seriously, though, like always, I'm going to have a little more fun than in the year before.

R Dub, KOHT/Tucson: My hopes are to start making some damn money.

Brian Gray, Interscope/Geffen/A&M: My resolution is to get more organized. Maybe then I will call programmers during their call times and not on Sundays.

Erik Bradley, WBBM/Chicago: My resolutions are to find balance between my professional life and the personal goals that I have set for myself; to attempt to leave a positive impression on everyone I come in contact with, no matter the individual; and to attend church as much as possible.

Preston Lowe, KQBT/Austin: I hope to find a better way of balancing all the jobs I do so I can be even more productive in the new year.

Michelle Jacobs, MSC Entertainment: My resolution is to spend more time laughing with my friends.

Tony Tecate, KSFM/Sacramento: To be honest, I don't want to give up any of my habits. They have worked

for me so far, so why get rid of them? I guess I will just stay focused, continue to kick ass and take names, and earn respect from my peers. Oh, yeah ... and drink beer!

Bruce St. James, KKFR/Phoenix: My resolution is to race with complete reckless abandon and total disregard for human life. Oh, and to win.

Nathan Reed, WRCL/Flint, MI: My resolutions are to have better time management, get a gym membership and continue to prove to our competition that "national" anything is not good.

John Strazza, Jive Records: I don't have any resolutions. Everyone makes them, and in a month they break them, so all I do is try my best to strive for a better year than the one we are departing from.

Greg Lawley, Lawman Promotions: I have five resolutions: One is to start my family; two, to lose my spare tire; three, to shrink my...; four, to become a Realtor; and five, to quit lying about my New Year's resolutions every year.

Sherita Saulsberry, KVEG/Las Vegas: My resolution is to remember that it's nice to be important, but it's more important to be nice.

Mike Lieberman, Sony Music: My resolutions are to not watch the charts and spins every hour like a maniac, to get a weekly massage, to drive faster than 20 mph on the freeway, to read Dontay's column for more than 10 seconds, to not watch reality TV and to be thankful for everything I have and everything radio does for Sony Music.

Rob Tyler, WQSX/Boston: Professionally in 2004 I'd like to return phone calls a little faster. Okay, "faster" is too extreme. Let's start with just returning phone calls. I'd like to keep my office more organized; this place is a mess. Note to labels: I don't need 10 copies of the same single. After two copies, the rest is just clutter. (Yeah, 10 copies of the same single, yet I've got to chase down service on full-lengths.)

Personally for 2004 I'd like to get my chunky ass back to the gym. The gym is right across the street from the station, so I have no excuse. I'd also like to find more time for family and friends.

George Hess, Firstspin: My resolution is to learn more about how radio is trying to reach its listeners.

TALK BACK TO R&R!

Do you have questions, comments or feedback regarding this column or other issues?

Call me at 201-459-0750

or e-mail:

dthompson@radioandrecords.com

"My resolution is to remember that it's nice to be important, but it's more important to be nice."

Sherita Saulsberry



Industry Resolutions

Making it a better business for all in 2004

At the beginning of each year I make personal resolutions. Some are small and simple, and only I benefit from them. But I also make some resolutions that, even though they're personal, I hope will impact others favorably.

After speaking with many radio programmers and personalities, I came up with a list of five resolutions that will hopefully positively impact the Urban radio and record industries. Here they are, along with some thoughts from those programmers who contributed.

Resolution No. 1

To return to the basic philosophy of radio: serving the community. Sending your van out with the street team to give out station T-shirts is *not* community service. I can't tell you how many times I've asked a programmer what he or she is doing in terms of community involvement and that's the answer I got. Serving the community should consist of giving your time and energy and making a significant difference in the lives of the people who listen to your station.

I've seen several stations achieve this in creative and winning ways. Choose a cause — like keeping music classes available in the public schools — and raise funds and awareness year-round through events and station campaigns. You can even get superstar artists involved.

The key is finding out what is pertinent to your city or region. Is it health care issues, literacy and educational deficiencies, a need for youth-enrichment programs or a need to encourage overall change through voter-registration campaigns? Believe me, there's no limit to the needs of your community.

Curtis Wilson, afternoon personality at Urban AC WWDM/Columbia, SC, says, "My New Year's resolution will be to help bring radio back to the community. In this business of radio, we have seen many changes throughout the years. I would like to see the radio industry get back to the basics of making radio work for its listeners.

"Consolidation, and the new technology it has brought to the table, like voicetracking, is not only hurting people in broadcasting, it's hurting the people who listen. Don't get me

wrong, I'm all for progress, but aren't we taking away from the listeners the very thing we wanted to give them? How can we serve the local community if the jocks are 1,000 miles away in another city?"

KVEE/Lake Charles, LA PD Eric Thomas agrees, saying, "First, radio must continue to be the vehicle for community and the voice for those who can't be heard through other mediums. While it should be every broadcaster's goal to be profitable, ultimately, we can only be a profitable business by making the radio more accommodating to the listeners and the business community we serve."

KZWA/Lake Charles, LA MD Tammy Tousant also concurs. "We've resolved to be more community-minded," she says. "We plan to do more things in 2004 for the people in our listening area who are hurting and need help, and not just at Christmas and Thanksgiving.

"We plan to start a civic drive that lasts throughout the year. With the country at war, we plan to implement special projects specifically to honor our soldiers. In 2004 we want to put a face on the station, not just a voice."

Resolution No. 2

To develop and train new talent. When I speak to programmers around the country, one of their biggest concerns is where to find well-trained talent. While many believe that there is a great deal of potential talent out there, most PDs simply don't have the time they once did to develop it.

And it's not just on-air talent. Future programmers are not getting the training they once did by working several jobs within a station or working their way up through several markets before earning their PD stripes.

Mark Dylan, PD of Urban AC KOKY/Little Rock, gives his resolution for radio: "I would hope our industry as a whole puts more into talent development. While fiscal and bottom-line issues matter big-time, we're not in a position to continue to

cannibalize — for lack of better term — the actual product or art of what we do to generate that revenue."

WPWX/Chicago MD Barbara McDowall says, "It is very important for veteran programmers to reach out to the new generation of radio programmers. [WPWX PD] Jay Alan is very open about sharing his programming experiences with me, and I appreciate his guidance as I continue to build my relationships within the industry."

Resolution No. 3

To aspire to and prepare for management positions within broadcast corporations. Sometimes you can be your own worst enemy, or so the saying goes. In Urban radio, I think that's true at times. I'll admit that there are more than enough times when the format's programmers and talent are overlooked for all the wrong reasons, but there are also times when you can pigeonhole yourself by simply not being open to other formats or new responsibilities if they don't fit your personal preferences or financial requirements.

Joseph Haynes Davis, Asst. PD/MD/midday announcer at Urban AC WCFB/Orlando, puts it best: "I think that the industry — black radio, that is — needs to consider how the next generation of upper-level, white-collar managers will develop from the programming and on-air areas of our world. Whenever we have this type of discussion, we always limit our thoughts to areas involving personalities and programming.

"Why is it that we never talk about and think about general management jobs? Why is it that we never think about or talk about the CEO positions or COO positions or general counsel positions and the like in the radio corporate world? Why don't we think about ascending into higher leadership positions past the programming positions? Until we begin to think bigger and broader than we have been, progress will continue to be limited in terms of upward mobility for African Americans in the broadcast corporate enterprise."

Others, like Elroy Smith, OM of WGCI-AM & FM and Urban AC WVAZ/Chicago, have already started emulating the people they respect in management. Smith resolves "to

Personal Resolutions, 2004

Elroy Smith, OM of WGCI-AM & FM and WVAZ/Chicago: I will never let a day go by without thanking God for my family, my wonderful wife and son. They both have given me a life that I could have never imagined. I want to always keep them first after God, because when this business says goodbye, there may not be genuine supporters waiting to comfort me, but I can feel assured that my family will be there for me whether I am operating a powerhouse radio station or flipping cheeseburgers at some fast-food restaurant. At the end of the day, the most important things that stand before me are God, my wife and my son.

Lamonda Williams, PD of KNOU/New Orleans: To build my mentor/mentee relationships, to make time to share with others by volunteering consistently for causes I'm passionate about, to hit my "tickle" list of contacts more often and to read a fun book at least once a month.

Angela Watson, PD of WQUE/New Orleans: I will work smarter, not harder. I plan to work toward syndication of my show.

Mark Gunn, PD of WGZB/Louisville: My New Year's resolution is to drink more beer and kick more ass ... no, wait, that's Stone Cold Steve Austin's — my bad. Actually, I've resolved to pull a Jay-Z by "murderin' everything movin'" when it comes to competition in Louisville. I plan to increase ratings, increase revenue and leave a slew of bodies — metaphorically speaking, of course — lying in my wake.

Jay Tweezy, PD of WEMX/Baton Rouge: In the upcoming year I plan on being more understanding rather than one who needs to be understood so that I may be of maximum benefit to God, my family and Citadel Communications.

take a page from [former] WGCI & WVAZ GM Marv Dyson's many outstanding chapters of management." He continues, "I would like to visit my people more often. In other words, instead of them coming to say hi to me, I would like to go to them."

Resolution No. 4

To work closer with the record industry to help it overcome its challenges. This is a hard one, because many people in radio feel that it's not their problem. But it is. Radio programming is about content — of course, you do better if you're more creative with that content, but, still, it's what you put on the air — imaging, personality and music. While there will always be music available from independent and local acts, the fact remains that the majority of the music that radio plays comes from the major label groups.

With the recording industry in the financial state it is today, in order to survive it has been forced to change many of its business practices that have been standard for more than 20 years. In radio, we need to take a closer look at those changes and ultimately be more understanding of the ways in which those changes have affected how we do business with the labels.

To help this situation, KNOU/New Orleans PD Lamonda Williams resolves "to maintain the relationships I have with people at the labels while developing new ones." She continues, "Keeping the lines of communication flowing between radio and records will help develop better understanding, but we need to make sure that every conversation isn't solely about 'What can you do for me?'"

Smith adds, "I have always believed, and will never stop believing, that record reps are human beings just like you and me. I believe in giving them professional courtesy and respect. I believe in at least giving their product my ear or my assistant's ear and being honest with them regarding our position on a given song."

Which brings us to the final resolution.

Resolution No. 5

To treat each other better: People are not disposable. The one consistent thing I hear from people in this business is also one of the saddest. Once you lose that gig, the people you thought were your biggest supporters forget about you. Or at least it feels that way.

If you get a phone call or e-mail from someone who's out of work, make it a priority to respond. If you must lay off a staffer, make the extra effort to help them find their next gig. When someone needs something from you, don't react automatically. Really think about what is being asked of you and decide if it's possible to fulfill the request.

Smith resolves "to try not to say no so quickly to a salesperson if an idea may not work for my stations." He continues, "Instead, I will think hard and seriously about how I can make their ideas work and ultimately increase billing on the stations without compromising the quality and image of our promotions."

Finally, WEAS/Savannah, GA Asst. PD/MD Kenya Cabine suggests a resolution for the industry that could help us all: "I would like to see all the egotistical people come back down to earth and chill out. We should enjoy what we do and stop hating on each other."



Elroy Smith



Lamonda Williams



LON HELTON

lhelton@radioandrecords.com

What's In Store For '04?

Radio and the Row look past the horizon

By Chuck Aly

Market forces have worked massive changes at radio over the last several years, and record labels are going through similar upheaval. Greater consolidation, fewer decisionmakers and higher costs are keeping the pressure up where the industry's tectonic plates come together. R&R recently surveyed leaders from all corners of the industry for their thoughts, predictions and resolutions for the coming year.

First, let's set some parameters. KZSN/Wichita PD Chuck Geiger checks in with a definition that should come in handy as we look ahead. "Mental illness," he begins, "is the art of doing something the same way over and over while expecting a different outcome."



Chuck Geiger

As for resolutions, Geiger has some suggestions for radio: "We should re-examine the way we do business — with the labels, with each other and, obviously, in programming Country radio stations. Let's explore new ways to market, propel, position and program our radio stations that are in line with listener expectations."

"We need to transmit passion that is received and documented by the listeners — not by long-term listening or cume listening, but by having them use our brand more than others."

Consultant **Jaye Albright** has a host of predictions for Country radio. She asserts, "This is the year more Country programmers will uncover the power of the 'All-Time Country Legends.' Research has shown that 30-somethings' country memories go back 20 years. After all, they were in high school during the *Urban Cowboy* fad."

Radio must work hard to compete with technological advances. "Station owners must embrace HD Radio and RDS technologies or get left behind," Albright says. "If you can't be the first in town with IBOC, at the very least provide title and artist RDS info on the songs you play. Nothing is more important to listeners."

Meanwhile, the iPod presents a unique challenge. "It beats any 'most music' tactics radio can innovate," Albright says. "The only play is to be increasingly compelling between the songs and to become smarter about targeting the core's lifestyle and values."

Roll Back The Clock

Meeting the coming year's challenges may mean a return to core principles and strategies. "My wish for 2004 would be the elimination of voicetrack-

ing, national contesting and cross-promoting of radio stations," says Mike Jamés, PD at KMDL/Lafayette, LA. "Of course that won't happen, but if it did, terrestrial radio would be in a much better position to effectively compete against satellite radio and all the other new media choices that today's consumers are being offered."

Albright says air talents can also put themselves in a better position to compete with the technology that threatens their jobs. "Strong personalities with a big local street presence and topical content will beat voicetracked dayparts," she says. "Weak, clichéd jocks who sound like '80s radio will get beaten by superior voicetracked talent. People who prep and understand the personal power of shaking hands and kissing babies will be at a premium."

Broader trends are also a possibility. Albright ticks off several: "Country stations without a strong web presence will go the way of dinosaurs. It's about loyalty marketing, interactivity and streaming. If we don't offer it, AOL will. In-car average quarter-hours will become more significant; competitive situations will necessitate cutting down the number of commercial stops between 6-8am."

"New strategies will emerge to gain a post-8am, at-work foothold. Foreground personality will become a viable at-work kickoff strategy. Afternoon drive will also become more personality-driven. Tight playlists will become increasingly important as time spent listening continues to slip, but rotating the same 200 titles over and over won't work as well as it once did."

Row A Sinking Boat?

Not to be outdone by the radio segment, a slew of predictions came in for Music City, many of them from radio execs. "Music Row should realize that all of their problems are created by ra-

dio, and we know it," says **Scott Lindy**, OM at WPOC/Baltimore. "Keeps the seminars lively!"

Turning serious, Lindy suggests, "If I were a label exec, I would meet with programmers to explore potential business models that allow them to get more of their artists and songs on the radio, not just the current single. Most PDs follow the business plan of Nashville labels out of respect for our relationships, because we like the single or because we're just too stupid to know that we can really play anything we want. If a label has a new act and I really would like to play an album cut instead of the single, I just don't play the act at all. How dumb is that?"

"I get the fact that lots of money is being spent to achieve chart success on a universal level that drives sales, but maybe it's time to look at changing the model to get more stations to expose more music — just my 2 cents."

Geiger says labels can take a cue from other media. "We need to mutually find songs and artists that advance the format and sell," he says. "I'm a big believer in only playing songs that matter to the audience. TV builds franchises around hit shows, and networks have taken the time to perpetuate familiar series. Listeners don't understand what isn't familiar to them. The music industry really needs to get a handle on this philosophy, and then there might not be so many cutbacks, job losses and mergers."



Scott Lindy

Other programmers, like KFDI/Wichita's **Beverlee Brannigan**, offer more direct wishful thinking when it comes to Nashville's product line. "I'm hoping for some breakthrough female acts who knock everyone's socks off," she says. "It's time."

As for Nashville itself, SunTrust exec **Brian Williams** touches on a common view among respondents, saying, "I'm bullish about '04. I'm not ignorant of the challenges facing the majors, but times like these provide a wonderful environment for smaller companies to break new ground and achieve some level of success."

The Lighter Side

For some, New Year's predictions offer an opportunity for mirth and some good-natured needling. Artist manager **Scott Siman** issues the fol-

First-Quarter Music

Here's a rundown of the singles due in the first three months of 2004. All dates and titles are subject to change.

January

- JEFF BATES I Wanna Make You Cry (RCA)
- BIG & RICH Wild West Show (WB)
- CHRIS CAGLE I'd Be Lyin' (Capitol)
- BILLY CURRINGTON TBD (Mercury)
- AMY DALLEY Men Don't Change (Curb)
- DIAMOND RIO Completely (Arista)
- EMERSON DRIVE Last One Standing (DreamWorks)
- PAT GREEN Guy Like Me (Universal South)
- ANTHONY MICHAEL JAMES Old Friends (Lofton Creek)
- JILL KING 98.6 Degrees And Falling (Blue Diamond)
- REBA MCENTIRE Somebody (MCA)
- DAVID LEE MURPHY Loco (Audiom)
- ALLISON PAIGE End Of The World (Lofton Creek)
- RACHEL PROCTOR Didn't I (BNA)
- RASCAL FLATTS Mayberry (Lyric Street)
- SHEDAISY Passenger (Lyric Street)
- GEORGE STRAIT Honk If You Honky Tonk (MCA)
- RICK TREVINO Overnight Success (WB)
- TRINI TRIGGS Heaven On Earth (Curb)
- RHONDA VINCENT If Heartaches Had Wings (Rounder)
- WYNONNA Flies On The Butter (Asylum/Curb)

February

- BR5-49 That's What I Get (Dualtone)
- ANDY GRIGGS She Thinks She Needs Me (RCA)
- STEVE HOLY TBD (Curb)
- LLOYD KNIGHT Dixie Girls (Lofton Creek)
- COLT PRATHER On And On (Epic)
- TRICK PONY TBD (WB)
- HANK WILLIAMS JR. TBD (Asylum/Curb)
- LEE ANN WOMACK TBD (MCA)
- CHELY WRIGHT In The Back Of The Bottom Drawer (Vivaton)

March

- JESSI ALEXANDER TBD (Columbia)
- BLUE COUNTY TBD (Asylum/Curb)
- TRACY BYRD TBD (RCA)
- BRAD PAISLEY TBD (Arista)
- SHANE SELLERS You Can't Count Me Out Yet (Lofton Creek)
- SHANIA TWAIN It Only Hurts When I'm Breathing (Mercury)

First Quarter (Dates TBD)

- SHERRIE AUSTIN Driving Into The Sun (BBR)
- CATHERINE BRITT TBD (RCA)
- JOE DIFFIE TBD (BBR)
- KATRINA ELAM TBD (Universal South)
- THE JENKINS TBD (Capitol)
- CHRIS LEDOUX Horsepower (Capitol)
- JOHN ARTHUR MARTINEZ TBD (Dualtone)
- MONTGOMERY GENTRY TBD (Columbia)
- CRAIG MORGAN Look At Us (BBR)
- PINMONKEY TBD (BNA)
- JULIE ROBERTS TBD (Mercury)
- BLAKE SHELTON TBD (WB)
- LANE TURNER TBD (WB)
- RYAN TYLER TBD (Arista)

lowing proclamations: "I resolve to support consolidation in all facets of my life, especially on the golf course, where I intend to consolidate my



Beverlee Brannigan

handicap smaller and smaller.

"I resolve to work with the one record company and one radio chain that are left after consolidation but hope they are not the same company, unless I manage the only act on the roster. And I resolve to consolidate my resolutions next year."

BNA VP/National Promotion **Tom Baldrica** has his sights set high: "My New Year's resolution is to make the tuba the most popular instrument in country music, replacing the banjo and the steel guitar."

Brian Jennings, PD at KZKX/Lin-

coln, NE, has a few predictions. "Faith Hill will finally put out her first country album of the millennium," he says. "Music Row will stop cursing computer users and start making our music more widely available for legal downloads."

"Toby Keith will release something patriotic, and we'll all play it again. Lee Greenwood will release something patriotic, and no one will play it again. And Natalie Maines will buy a one-hour time slot on CBS to let the world observe her painfully nailing herself to a crusader's cross."

And, predictably, letting the air out of the balloon is the indefatigable **Charlie Monk**. "I predict that nothing that was predicted will happen," he says. "I hope I'm still around next year when you ask these same asinine questions. And I hope to make a lot of money from someone else's idea."



The Few, The Proud, The Newsmakers

Toby Keith shocks and awes in 2003

With three hit singles that spent a total of 10 weeks atop the R&R Country chart, Toby Keith has gone from a huge 2002 performance to an even bigger 2003. Like Keith, the artists who have driven fans to record stores over the past 12 months realize that it's not enough to make good music — you have to make headlines too.

Topicality was the order of the year in Country, and an event record from Alan Jackson, a monster tour and four top 10s by Kenny Chesney, the media frenzy surrounding The Dixie Chicks, and the passing of Johnny Cash are all reflected in the year's sales awards. All told, gold and platinum certifications went to 47 different albums, though only 20 of those can reasonably be considered current product.

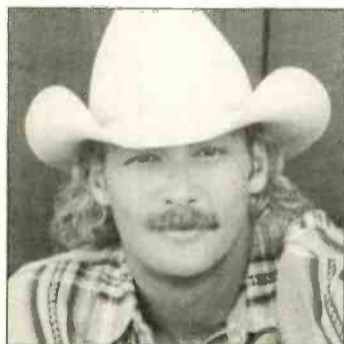
Catalog aside, the year started and ended with Toby Keith. "Who's Your Daddy," from his *Unleashed* album, topped the R&R chart at this time last year, and by June he had had a five-week run with "Beer for My Horses."



Toby Keith

Those songs powered the already double-platinum *Unleashed* to a third certification, and sales continued to be strong into the 2003 holiday shopping season. According to DreamWorks sales exec John Rose, a four-times-platinum designation should follow quickly in 2004.

Most artists would take that kind of success and call it a year, but Keith wasn't done. *Shock 'n Y'all*, his new album, powered by the multi-week No. 1 "I Love This Bar" and upstart album cut "American Soldier," was kept from a double-platinum certification only by its Nov. 4 release date. Expect more good news about Keith in this space next year.

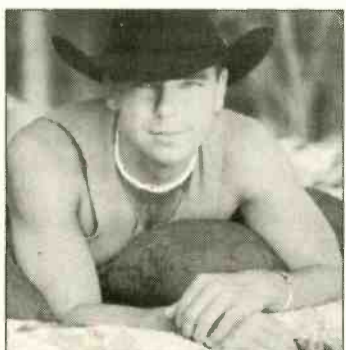


Alan Jackson

BMG Blitz

While Keith won the ACM Entertainer of the Year trophy in the spring, it was Alan Jackson who took the CMA's version in the fall. And though many were surprised by Keith's CMA shutout, it's hard to quibble with Jackson's year. "That'd Be Alright" climbed into the top five in April, and *Drive* received its quadruple-platinum designation a month later.

The big news for Jackson, of course, was his duet with Jimmy Buffett, "It's Five O'Clock Somewhere." At eight weeks, the song had the year's longest run at No. 1 and was the sales engine for Jackson's *Greatest Hits, Vol. II*, which was certified platinum in September. With the collection's second single, "Remember When," racing up the chart, next year should bring even more precious metal for Jackson.



Kenny Chesney

Across the RLG hall, Kenny Chesney equaled his highest certification level, reaching triple-platinum with *No Shoes, No Shirt, No Problems*. Three top 10 singles — "Big Star," "A Lot of Things Different" and the title track — helped, as did his box-office-busting *Margaritas & Senoritas* tour. And not to be outdone by Toby and Alan, Chesney has yet another top 10 hit, the still-climbing "There Goes My Life," from an album due early in 2004.

Cash And Controversy

The Sept. 12 passing of Johnny Cash was felt throughout the world, sending many in search of his music. Cash was fully in the cultural consciousness even before his death, however, as evidenced by the success of his *American IV* album, four CMA nominations and the acclaimed song and video "Hurt." As a result, six Cash titles earned certifications this year, including double-platinum for the video single "Hurt."



Johnny Cash

Perhaps the only artists to approach Cash's media presence this year were The Dixie Chicks. A year ago "Landslide" was a top single, and by March "Travelin' Soldier" was No. 1. Then news broke of Natalie Maines' infamous Bush bash on a London stage. The trio, single and album *Home* quickly fell from the good graces of Country radio and many fans.

Their tour ended up as one of the year's biggest, and they managed to tack on a few album certifications, but the controversy that would not die certainly had an impact on sales, which had to leave the Chicks' camp wondering, "What if?"



THAT'S NOT THE WISHBONE Practicing their midwifery during Kid Rock's recent VH1 Christmas special are (l-r) Jesse James, Kid Rock and Hank Williams Jr. A Kid Rock Christmas premiered Dec. 14.



COME TO THE LAND OF THE ICE AND SNOW Tim McGraw recently headlined the 2003 Nobel Peace Prize ceremonies in Oslo, Norway. Pictured backstage at the event are (l-r) co-host Michael Douglas, Robert Plant, McGraw and his bandmembers Darran Smith and Denny Hemmingson.



IT'S ALL CYCLICAL Jo Dee Messina (l) recently participated in the Lance Armstrong Foundation's Ride for the Roses, a fundraiser dedicated to enhancing quality of life for those living with, through and beyond cancer. Messina participated in two bike rides and a 5k run and performed two concerts as well as the national anthem during the three-day event.



Dixie Chicks

Elsewhere, George Strait continued to add to his trophy case with certifications on seven titles, including his two most recent albums, *The Road Less Traveled* (platinum) and *Honkytonkville* (gold).

Martina McBride transitioned from her *Greatest Hits* album — double platinum with the top five hit "Concrete Angel" — to the new album, *Martina*, which is already gold off the smash "This One's for the Girls."

Hitting the topicality theme again, Darryl Worley turned the six-week No. 1 "Have You Forgotten?" into a gold certification. Alison Krauss and Nickel Creek earned awards despite limited airplay, while Mark Wills enjoyed six weeks at No. 1 with "19 Somethin'" but received no certs on the greatest-hits album where the song originated. Which just goes to show, having hits isn't always enough. Headlines help.



2004, Here We Come

Radio, labels and consultants check in with New Year's resolutions

Some people opted not to send in their resolutions for 2004. WPLJ/New York PD Scott Shannon hates them. Bonnie Goldner of Epic Records doesn't do them anymore because she always broke them. Yet most of us still make the commitment each December to somehow become a better version of ourselves. Thanks to everyone who contributed to this first column of 2004.

Guy Zapoleon, President, Zapoleon Media Strategies: I resolve to treasure what I have more, to really appreciate the people in my life and to make every day count and take joy in it instead of getting lost in the business of the day and thinking about tomorrow.

Darla Thomas, MD, KLSY (Mix 92.5)/Seattle: My resolution would be not to stress so much about the little things at work and at home and to enjoy life a little bit more. And to reach out and re-connect with friends I haven't talked to in a while. After all, jobs come and go, but our friends are more stable than radio.

Marty Linck, PD, WVRV/St. Louis: I resolve to stop playing cover songs, but I don't know if I can resist the urge. I'm weak.

Jim Ryan, VP/AC Programming, Clear Channel: My resolution is to spend more time meeting and getting to know up-and-coming prospective programmers and air talent.

Scott Emerson, Director/Adult Promotion, Interscope/Geffen/A&M: I am going to do my best not to worry in 2004. I have come to realize that worrying about things does nothing but make me a nervous wreck. That, and I'm going to buy some clothes that are from this decade.

Kent Phillips, PD, KPLZ/Seattle: I will give up my addiction to boy bands.

E. Curtis Johnson, Director/Programming, Clear Channel/Fresno: I don't make resolutions, but my No. 1 priority this year is to spend more time with my family.

Jim Harper, PD, WMGC (Magic

105.1)/Detroit: My New Year's resolution is to be more tolerant, to practice patience and to stay in touch with friends and family more. Oh, and also to try not to let the ups and downs of monthly Arbitrends dictate whether I'm having a good life or not.

Randy Lane, President, Randy Lane Consulting: 1) Slow down and live more in the present moment. 2) Focus less on managing time and more on managing my energy. 3) Spend time in nature every day. 4) Travel less. 5) Make my home and office a sanctuary. 6) Laugh more. 7) Reach out more to friends. 8) Visit Yellowstone Park. 9) Be a better listener. 10) Balance my body, mind and soul.

Jack Ashton, Ashton Consulting: I resolve to stop eating Snickers candy bars and peanut M&Ms. I wish for the record business to come to its senses. I wish for peace all over the world. I hope the Lakers go all the way. Stop all the sex on TV, and get the Computer Age under control for children. I could go on, but that's it for now.

Alex Coronfly, VP/Adult Formats, Reprise Records: My resolution is to read more classic literature and less *Us Weekly*.

Jill Devine, MD/air talent, WVRV (101.1 The River)/St. Louis: My No. 1 resolution is to start spending my money wisely and not waste it on ridiculous stuff.

Mike McVay, President, McVay Media: I resolve to spend more time actually listening to the radio in real time and to spend less time on airchecks. It's important to get the feel of a market. That means sneaking into

town a day early and monitoring unaltered content.

Stella Schwartz, PD/MD, KOST/Los Angeles: This year I'm not going to have a New Year's resolution; I'm going to take each day as it comes.

Mark Rizzo, VP/Adult Radio Promotion, Capitol Records: My resolution is to continue to try hard, stay focused and remain passionate about the work. With so much going on in the industry, it's easy to get distracted and worry about the future. Let's hope we all continue to succeed and work together to keep the music coming and to continue to break exciting new artists for our format.

Darren Davis, PD, WNIC/Detroit: I resolve to make the switch, once and for all, from Coke to Diet Coke. Now

"I will drink more mineral water when I'm on the air and better wine when I'm not."

Valerie Smaldone

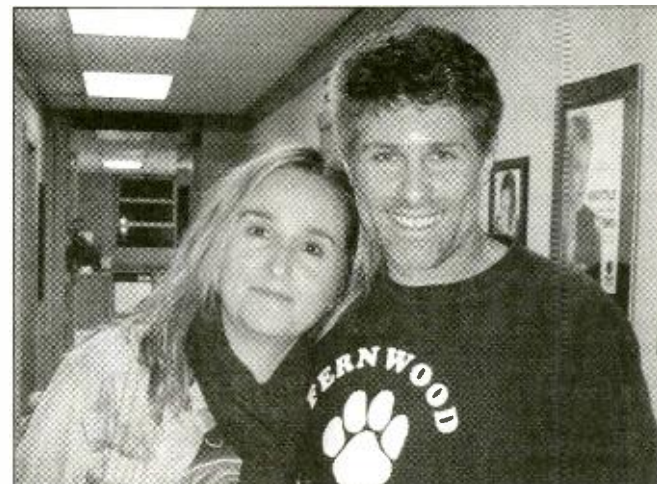
that I'm over the hill, the ol' metabolism has slowed down.

Louis Kaplan, PD, WLTM/Atlanta: I resolve to spend more time with the people I care about, to work smarter, to read a few more books, to improve my golf game and to do something goofy once a month just to keep my blood flowing.

Rebecca Wilde, MD, WQAL/Cleveland: I know I should say something like "work harder" or "continue to improve myself or my show," but my New Year's resolution is to find a cute boy to snuggle with during the cold Cleveland winter months.

Michael "Giff" Gifford, Asst. PD/MD/middays, KIMN (Mix 100)/Denver: Other than my endless hope to advance past the Dick Cheney society, I resolve to say no more often and to stick with my powers longer. I guess the R&R Music Director of the Year award just got shot into the weeds.

Barb Richards, PD, WAJI/Ft.



ETHERIDGE ON KABEL Here's Melissa Etheridge with Jones Radio Networks' Alan Kabel after an in-studio interview. Kabel says, "Melissa's music delicately cuts open the listener's heart, leaving a piece inside. She is brilliant and beautiful inside and out."

Wayne, IN: I want to remind myself every day that I work in a business that still hits my hot buttons. That makes me lucky, and that makes everything worthwhile.

Daniel Anstandig, VP/Consultant, McVay Media: I'm hoping to build on the success I've enjoyed this year with my clients. Personally, I'm resolving to stop drinking so much caffeine, to make my office feng shui-friendly, to get a new haircut, to take guitar lessons and to learn how to yodel. A yodeling guitar player with a mohawk — how cool would that be?

Chuck Stevens, PD, WLTX/Pittsburgh: I resolve to continue to search for new and creative ways to make the AC format, and radio in general, creative and fun. I resolve not to let the past haunt me. And I resolve to continue my dislike for Arbitron methodology.

Jeanne Ashley, MD, KSRC (Star 102)/Kansas City: My New Year's resolution is the same as last year: I hope to eat more, drink more, smoke more and sleep more.

Mike Bettelli, Director/AC Programming, Jones Radio Networks/Seattle: I resolve to focus on family, fitness and fun. That means more kayaking, camping and hiking here in the beautiful Northwest. On the broadcasting side, I will keep working to make our shows even better. I look forward to maintaining valued relationships with good friends in radio and the record industry.

Elaine Locatelli, VP/AC Promotion, Columbia Records: I resolve to enjoy my friends and family more and to spend more time with my husband and our Westies, Rhett Butler and Scarlett O'Hara. I resolve not to get so stressed out over the small things, to find time to be healthier, to get more than five hours of sleep, to go for walks during the day and not to leave as many voice-mail messages for PDs and MDs. It's still about relationships. Oh, and I will get Train's "Calling All Angels" to No. 1 at AC.

Lisa Foxx, afternoon personality, KYSR/Los Angeles: My resolution is to stop shying away from things and to get out of my comfort zone and step up to the plate of life. 2004 will be about conquering fears. It's about not

running away from change, but facing it, embracing it and being a grown-up.

Tony Coles, Regional VP/Programming, Clear Channel/Oregon: I really want to be a better mentor in 2004. I've had some great teachers over the years, and I want to return the favor.

Donna Miller, MD, KOSO/Modesto, CA: For the last 10 years I've had two resolutions: to take watercolor classes and to get my CPR certification. I finally accomplished both. This year I resolve to take those yoga classes I've been vowing to take.

Gary Berkowitz, President, Berkowitz Broadcast Consulting: I resolve to continue to be focused on client success, to stay healthy and happy and to give thanks every day that I am in an industry I love and doing a job that is more fun and challenging every day with a fabulous group of clients.

Valerie Smaldone, air personality, WLTV/New York: I resolve to take my vitamins, get back to yoga class and drink more mineral water when I'm on the air and better wine when I'm not.

Kevin "Kozman" Koske, Asst. PD/MD/middays, KALC/Denver: My resolution is to return more calls.

Sarah Sullivan, MD, WHOB/Nashua, NH: I, Sarah Marie Sullivan, resolve to stop dreaming of beating my former boss to a bloody pulp in 2004. I further resolve that, instead of death, said former boss should listen to his own aircheck over and over for eternity. Other than that, if I could put the extra pounds on my ass up on my chest, I'd do that too.

Byron "Ron" Harrell, PD, KDJM & KIMN/Denver: I resolve to hire Marc Ratner to promote my radio station.

Charese Frugé, PD, KMXB/Las Vegas: Professionally, I want to maintain the No. 1 position in the demo. Personally, my therapist says I need to learn to be more warm and fuzzy, so I suppose I'll work on my "nice-nice" skills.

Greg Strassell, VP/Programming, Hot & Modern AC & '80s, Infinity: My two resolutions are to get Angela Perelli back into programming within Infinity and to go paperless in 2004.

"My resolution is to read more classic literature and less *Us Weekly*."

Alex Coronfly



Goal Tending

Radio and industry execs' resolutions for the new year

A new year signifies a time of renewal, a fresh start to work on one's past shortcomings. This phenomenon is well known to owners of health clubs, for instance, where annual memberships swell at a lightning pace every January — but then often languish unused for the next 11 months, until the cycle of guilt and atonement begins again.

Here are the commitments made for 2004 by some members of the smooth jazz family who are famously good at keeping their promises.

Frank Cody, Rendezvous Entertainment: Satisfaction is found in quality, not quantity. I resolve to set aside more time for my friends, and for myself to relax. Remember, everything doesn't have to happen all at once.

Cliff Gorov, All That Jazz: I will exercise more and enjoy music more than ever. It's always about the music.

Julie Gorov, All That Jazz: I will spend as much time with good friends and family as possible. I realize every day that life is extremely short and that we must appreciate and enjoy every moment we have. For me, friends and family are the best way to do that.

Bill Harman, WJZA/Columbus, OH: My goals are to pay more attention to my wife and family, to walk more, to read more, to try to fit a nap into my daily schedule, to have patience until Ed McMahon's check finally gets to my house and to try hard to make it another year without a real job.

Bob Kaake, Clear Channel/Chicago: They say life is a journey, and the point of the trip is not the destination, but the view along the way. With that in mind, I resolve to spend more time truly looking around in 2004.

Randall Kennedy, Warner Bros.:

"I resolve to make time every day for fine food, good wine, good books, good friends and great music."

Bruce Lundvall

I've always felt that resolutions are excuses for the undermotivated or exhibitions for deep procrastination devotees. Of course, a new year does offer that psychological and chronological clean-break/fresh-start window.

Unlike the endless personal vows to exercise more, get to sleep earlier, practice meditation or end world hunger, which can defeat any and all self-imposed deadlines, the symbolic cleansing of burdensome inner demons in a new calendar cycle implies control and intent — both of which are necessary for prosecution in California and grounds on which to challenge mental competence.

If broken quickly, a New Year's resolution can be delayed for a full year, which is nice. If you choose to, say, resolve to halt the spread of global warming, the breaking of that will result in little adverse notice, if any at all. That said, the resolution must be carefully considered for its success potential, its actual impact and your ability to shift culpability for breakage: "I would have gone to a raw-food diet if not for the grocery-store strike" — see what I'm saying?

I can only try to do better daily and be as positive as possible and take care that I'm not going to be the one to fuck everything up. Or, if I see something being fucked up, I can try to be in a position to do something about it, or at least to be able to deny responsibility with a degree of plausibility.

Sandy Kovach, WVMV/Detroit: Among other things, my resolutions are to get more organized, to get healthier and to be a better mom, a better music director and, yes, a better talent, with an endless streak of No. 1 books and endless voiceover clients. All this sounds pretty ambitious, but they're resolutions.

I've learned that it's all a process, and no matter how many resolutions I make, nothing happens overnight. Life is a learning curve with plenty of mistakes. There are obstacles, trials and tribulations, but sometimes the worst circumstances bring about the

best results and the best character in us. So I think I'd like to resolve to try to be at peace through the process, knowing that God has a plan that I won't always understand. I hope and pray that everybody has a happy, peaceful new year.

Dave Koz, Saxophonist/air personality: Each new year brings fresh challenges, new dreams fulfilled and unique moments, and my hope in 2004 is to simply incorporate what life has to offer with increasing grace and humility.

It would be nice, too, with all the negativity that is constantly hurled toward us at ever-increasing rates, to contribute to being the antidote and to step up the spreading of some much-needed positive energy.

David Kunert, A440 Music: Professionally, I hope to learn new ways to

"Early to bed, early to rise, earlier to do good radio."

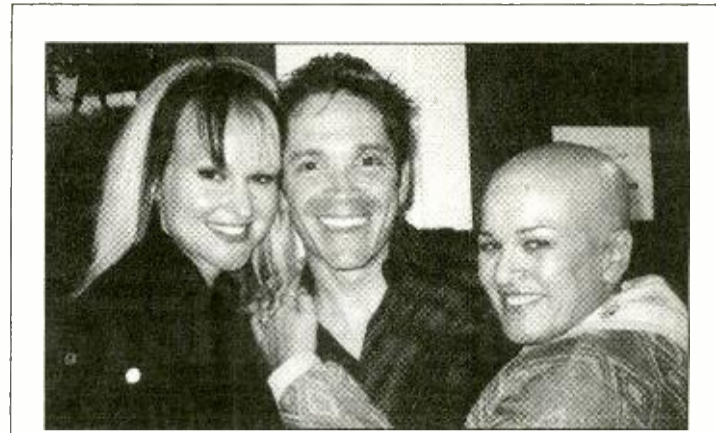
Maxine Todd

provide an even greater service to everyone I have a business relationship with, as well as the radio stations I work with on a weekly basis. I am also resolved to continue working in the music business for as long as possible.

On a personal level, I am resolved to get into optimum physical shape so I can reclaim lost glory on the tennis court. I am resolved to improve my bowling average to at least 180 by the end of the league season. I also want to be an even better husband to my wonderful wife, Karen, and a better friend to those I care about.

But my most important resolution is to enjoy every single day as much as possible and to concentrate on all the many positive things in my life that I have to be thankful for. None of us are promised the next day, so I plan on enjoying life even more in 2004.

Beth Lewis, BCL Marketing: I will spend more time with my niece. She's 8 years old and has been through a rough last couple of years, and I would like to make it a point to go and visit her more often.



SO SAXOPHONIC Saxophonist Minda Abair (l) and R&R's Smooth Jazz Editor Carol Archer bask in Dave Koz's glory after his sensational Saxophonics tour date at Los Angeles' Greek Theater.

Roger Lifeset, Peer Pressure: Being married for the second time means a new lease on life and love. You learn from your mistakes and go about the business of making this relationship long and lasting.

On a professional note, 2003 was a giant step backward. I've had to augment a 35-year career in the music business by dealing with negative terms — *no, can't, do not*, etc. Never have I had to face a repressive corporate wall against exchanging information (the No. 1 definition of *communication*). In '04 Roger and Peer Pressure will continue putting the "motion" back in promotion and leaping tall buildings at a single bound. Look out, Jericho!

Maria Lopez, air personality: Next year will be a year of milestones: the third year of running my own voice-tracking business and my son's high school graduation. I resolve to enjoy these accomplishments more and to savor more of the tiny moments and memories.

We all tend to be hard on ourselves for not doing more and for not being able to live up to an ideal we have set for ourselves. I'm going to pat myself on the back more often and feel good about what I *have* done, taking the focus away from what I haven't done. Hey, the kids aren't in jail, and I deal with great people and wonderful music for a living.

Bruce Lundvall, Blue Note: I resolve to stay on the right side of the grass; find the next original; make time every day for fine food, good wine, good books, good friends and great music; and not take myself too seriously.

Jason Miles, producer: I will work hard at having more patience, and I will try to show younger artists and musicians that life in the music business is a marathon, not a sprint. And I will keep on trying to keep quality music alive and well — it's getting harder.

Blaise Navarro, WZMR/Albany, NY: I'll not bore others by mentioning my diet — or call it a "food plan," "portion control" or "the new food pyramid" — exercise class or efforts to give up smoking. I'll realize that this is a bid for attention and that I am making myself center stage by using a topic that others can't openly admit is boring without being judged nonsupportive.

Meddling will not be a part of my life. I'll seek time for what really matters to me. I will never assume that

"I've always felt that resolutions are excuses for the undermotivated or exhibitions for deep procrastination devotees."

Randall Kennedy

others want my advice or my comments about their personal habits. I'll remember that I have two ears and only one mouth. If I truly seek to help others, I'll never try to offer the answers before I've truly listened to the questions. I'll speak of my own personal problems — that don't require professional help — to one close friend, once only.

I'll be honest with myself. I'll cherish my own gifts and creativity and seek outlets for using them. I'll value love, in all its forms, over achievement. I'll accept and admit when I am wrong. I'll cultivate the art of conversation. I'll strive to be happy but never fall into the trap of believing that anyone is perfectly so.

Pat Prescott, KTWV/Los Angeles: This year I have decided to make a commitment to spend quality time at least once a month with the people I care about who I'm constantly saying that I need to get together with but never do. Every year I look back and realize that I haven't done a good job of that, and as I get older I also realize how much those occasions mean.

Tom "Smitty" Smith, Eagle Rock Entertainment: I'm going to work to get some brain cells back. Luckily, with my daughter, I'll be going through all the basics soon: numbers, letters, *Sesame Street* and *Schoolhouse Rock*, baby! Ha! Thanks for all the love this year, radio.

Maxine Todd, KHJZ/Houston: Early to bed, early to rise, earlier to do good radio. I will remember birthdays and be more patient, even though patience is an overrated virtue.



CYNDEE MAXWELL
 cmaxwell@radioandrecords.com

'This Year I Vow To...'

New Year's resolutions for career success

In mid-December I put out a call asking various people in the industry to think ahead to the Jan. 1 tradition of making New Year's resolutions. Props to the folks who actually took a stab at it. As a reward, these fine people will each receive a get-out-of-jail-free card, which is only valid before Tuesday deadline times.

We start with WRIF/Detroit OM/midday air talent **Doug Podell**, who says, "My New Year's resolutions are as follows: 1) To stay out of the way of Drew & Mike; 2) To break at least one local band and take them all the way to the top again this year — we think Hemigod from Detroit will be that band; and 3) Last but not



Doug Podell

least, I promise to do my best not to yell at George Cappellini, Cheryl Valentine, Danny Buch or Mike Rittberg as much as I did last year." Next up is **Brad Hardin**, OM/PD at WXTB/Tampa, who also has some other programming guru title. "I'm not that big on the resolution promise," he says, "but two things I'm going to do are to work smarter and spend more quality time with my family."

Mirror, Mirror On The Wall

Reprise VP/Rock Promotion **Raymond McGlamery** offers his tips for dual levels of growth: "My resolutions for my career success mirror the ones I will use in my personal life, as they are closely intertwined.

"First and foremost: Be better. I will be a better promotion person as well as a better human being. No

matter how good you think you are, there is always room for improvement. If you don't think so, you are wrong.

"Next, I will spend more time on the other side of the desk. I will try to put myself behind the radio desk mentally more often and try to see things from that side so I can help radio be more successful, and, thus, we can both be more successful. I will also try to put myself in other people's shoes before I make a judgment, good or bad.

"I'll also work harder at all things and look for new opportunities in all areas for my artists, my company and my family. The world is changing rapidly, and a new door opens every day. Try to at least peek through those doorways if not walk through each one and check things out. You never know what you will find.

"Finally, I will spread the music everywhere I possibly can. There is a music fan of some sort in every person, waiting to be moved to dance, sing or pump their fist in the air. Determine which one you have found and appeal to him or her with a new piece of musical art.

"Sound like too much for one year? Nah, that just gets me through February. Happy New Year to everyone. May it be a safe, healthy and prosperous one for all."

Good Challenges

Here is WMMR/Philadelphia Asst. PD/MD **Ken Zipeto's** list of items he vows to work on: "I will challenge myself to re-evaluate everything I do. Is there a better way of doing things? Just because I've done it a certain way for so long doesn't mean I can't take another look at it from a different angle.

"I will return phone calls within

an hour. It's so easy to forget about returning a call in this crazy IM/e-mail/voicemail/Blackberry world.

"I will continue to build strong, solid relationships with labels, bands, management, station personnel, etc."

"First off, no more drinking during the day, at least not hard liquor."

Doug Palmieri

WHJY/Providence Asst. PD **Doug Palmieri** was happy to joke about his resolutions. He says, "First off, no more drinking during the day, at least not hard liquor. I will cut my usual three trips to the massage parlor down to one, because it's tough to finish out the day after most of my visits. I also think it would be a good idea to stop expensing my bi-weekly trips to Foxwood Casino as client entertainment. There's no doubt that could catch up with me and have serious career ramifications.



Raymond McGlamery

"Seriously, as interim PD at WHJY, I don't know exactly what my role will be in the upcoming year. Back to 7-midnight and imaging most likely, and I do miss the nights — it's nice when no one is around. I will make a resolution to immerse myself completely in whatever role I may be in, to put the station and listener first always and to continue to do my part to make WHJY one of the most successful Rock stations in the country."

Family Ties

KRZR/Fresno Director/Programming **E. Curtis Johnson** says, "I don't make resolutions, but the thing that I really want to do this



Ken Zipeto

year is spend more time with my family. Probably not really exciting fodder for your column, but that's what I want to do."

LA Lloyd, host of *LA Lloyd's Rock 30* and *KPEZ/Austin PD*, offers his thoughts: "Professionally, my New Year's resolution is to get *Rock 30* on as many affiliates as possible in 2004. I want

the rest of the country to hear all the amazing artists who have co-hosted *LA Lloyd's Rock 30* in 2003, because it looks like the lineup for next year will be even bigger. I hope to get a chance to visit with my affiliates in 2004 and do a *Rock 30* broadcast from their markets — Fairbanks, AK could be a challenge, however.

"My other New Year's resolution is to listen to as much new music as possible and get it exposed on the

Jan. 6

COURTNEY LOVE Mono (Virgin)

Jan. 13

3 DOORS DOWN Away From The Sun (Universal)

APARTMENT 26 Give Me More (Atlantic)

BIG HEAD TODD & THE MONSTERS Invisible Ships (Sanctuary/SRG) Rock

ORGY The Obvious (D1 Music) Active Rock

TESLA Caught In A Dream (Sanctuary/SRG)

Jan. 20

AUTOMATIC BLACK Go Your Way (Arista)

BLINDSIDE All Of Us (Elektra/EEG)

DROPBOX TBD (Universal)

ILL NINO This Time's For Real (Roadrunner/IDJMG)

LO-PRO Sunday (Geffen)

SEVENDUST Broken Down (TVT)

WHITE STRIPES I Just Don't Know What To Do With Myself (V2)

Jan. 27

CROSSFADE Cold (Columbia)

DAMAGEPLAN Save Me (Elektra/EEG)

HOOBASTANK The Reason (Island/IDJMG)

SLOTH Dead Generation (Hollywood)

THOUSAND FOOT KRUTCH Rawkfest (Tooth & Nail) Active Rock

TRAPT Echo (Warner Bros.)

UPO The Fall (Nitrus)

Feb. 3

BLINK-182 I Miss You (Geffen)

Feb. 10

PRETHING Faded Love (V2)

SOIL Redefine Me (RCA)

Feb. 17

GRAHAM COLTEN TBD (Universal) Rock

HATEBREED This Is Now (Universal) Active Rock

PUDDLE OF MUDD TBD (Geffen)

TBD

LINKIN PARK TBD (Warner Bros.)

THORNLEY TBD (Roadrunner/IDJMG)



Doug Palmieri

Rock 30. It's definitely time for the next generation of bands to get a break.

"Personally, my resolution is to be a great husband and father and to treat everyone with the respect they deserve."

The most unusual response to this question came from WRUF/Gainesville, FL MD **Matt**

Irons: "Want to know my resolution for 2004? Not to die." Thank you, Matt. I think it's safe to say we all agree on that one. Happy New Year!

TALK BACK TO R&R!

Do you have questions, comments or feedback regarding this column or other issues?

Call me at 310-788-1668

or e-mail:

cmaxwell@radioandrecords.com

"Two things I'm going to do are to work smarter and spend more quality time with my family."

Brad Hardin



Testing Your Resolve

Welcome to the blank canvas of 2004. How shall we view the year ahead?

Frankly, judging by the response — or, rather, lack of response — to my multiple requests for New Year's resolutions, no one wants to participate in 2004. I actually didn't limit the request to a simple clichéd resolution (one that we all know would never be kept); I allowed wishes, dreams, hopes, nightmares and random thoughts on the new year. Even then it was an exercise in dental extraction.

Clearly, asking people whose end-of-year brain damage is exceeded only by their inability to speak coherently to, well, speak coherently on the subject of New Year's resolutions was a mistake. One I will not repeat next year, I promise.

But it is, in fact, something of a tradition for papers of all stripes, trade and otherwise, to engage in a little prognostication at the beginning of each new year. Given the exciting variety of drivel I managed to collect before my gray matter expired two weeks ago, this week's column will be an interesting patchwork of various thoughts expressed by those who could still type/speak/make hand gestures before Dec. 31.

The column will be broken up into three segments: actual resolutions from real people, 2004 trend predictions from real people and random thoughts on the new year from people who think they are real. But first, let's have a look at my real New Year's resolution. I resolve not to say any of the following to anyone this year, even though I really, really want to:

1. I don't know what your problem is, but I'll bet it's hard to pronounce.

"Hottest trend of 2004? Eight-tracks. I hear Steve Jobs is already on the case."

Ross Zapin

2. How about never? Is never good for you?
3. I see you've set aside this special time to humiliate yourself in public.
4. I'm really easy to get along with once you people learn to see it my way.
5. I'll try being nicer if you'll try being smarter.
6. I'm out of my mind, but feel free to leave a message.
7. It sounds like English, but I can't understand a word you're saying.
8. I like you. You remind me of myself when I was young and stupid.
9. You are validating my inherent mistrust of strangers.

10. I'm already visualizing the duct tape over your mouth.
11. I will always cherish the initial misconceptions I had about you.
12. The fact that no one understands you doesn't mean you're an artist.
13. Any connection between your reality and mine is purely coincidental.
14. I'm not being rude; you're just insignificant.
15. It's a thankless job, but I've got a lot of karma to burn off.
16. Yes, I am an agent of Satan, but my duties are largely ceremonial.
17. And your crybaby whiny-assed opinion would be...?
18. Do I look like a people person?
19. I started out with nothing and still have most of it left.
20. Sarcasm is just one more service we offer.
21. Whatever kind of look you were going for, you missed.
22. I'm trying to imagine you with a personality.
23. Nice perfume. Must you marinate in it?
24. Chaos, panic and disorder; my work here is done.
25. How do I set a laser printer to stun?

OK, yes, I stole those from an e-mail I received from someone else who stole them from someplace on the Internet, but they ring true for me. And now, some actual resolutions.

New Year's Resolutions

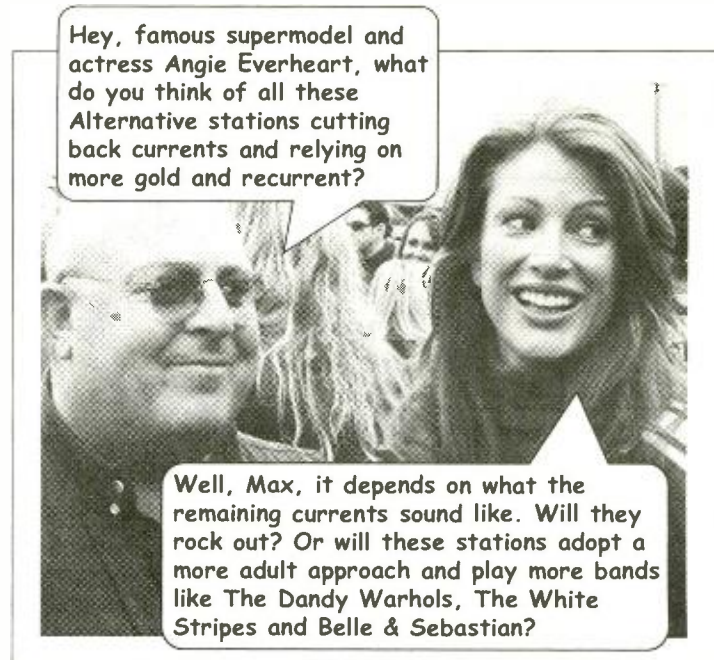
Jim McGuinn, PD, WPLY/Philadelphia: I resolve to figure it out in 2004. There's something happening here, but what it is ain't exactly clear.

Troy Hanson, PD, WZTA/Miami: My New Year's resolution is to get better at saying no.

Victor Lentini, Universal Records: I resolve to shed my ADD, be on time, finish a screenplay, work on another Christmas card — I'm sorry, what are you looking for here?

Gary Jay, Sr. Director/National Radio Promotion, TVT Records: Well, laying off the Moon Pies, Chocodiles, Froot Loops, etc., first thing in the morning might be a good way to start the '04. I think I'm resolving to stop buying overpriced Shakira merchandise on eBay. Maybe I'll cut the video gaming down from three hours a night to, like, 1 1/2 and get some more sleep.

Um, what else? Well, I could resolve to make a few less obscene gestures in John Perrone's general direction. Hey, you share a 200-square-foot office with the guy five days a week,



50 weeks a year. I mean, ya think that's a fucking picnic?

Alan Galbraith, VP/Promotion, Rock Formats, Wind-up Records: New Year's resolution. Hmmm.... To be better at coming up with worthwhile resolutions.

John Rozz, PD, WJBX/Ft. Myers: I resolve to not add any more emo records.

Jeff Appleton, VP/His Desk, Razor & Tie Records: I resolve never to write another friggin' word for Max's column.

John O'Connell, PD, WPBZ/West Palm Beach: I resolve to get Max to join a health club, because I often wonder how he'd look in spandex.

Lisa Biello, PD, WHRL/Albany, NY: My New Year's resolution is ... pilates.

Joey Grossman, National Music Marketing: Ex-promo guys in the real estate biz — get your license in 2004!

Dennis Blair, National Dir./Rock Promotion, RCA: Female transsexual metal.

Rob Goldklang, Sr. Director/Alternative Promotion, Warner Bros.: TiVo DVD burners.

Dan Connelly, National Promotion Director, Astralwerks: Assless chaps.

Ross Zapin, DreamWorks (we think): Eight-tracks. I hear Steve Jobs is already on the case.

Random Thoughts

And, finally, a sampling of the general spew emanating from the format's deepest thinkers. First, some haiku from **Elias Chios**, Roadrunner Sr. Director/Alternative Radio & Video Promotion:

"Oh, Max Tolkoff is nothing short of extra large. I dig his column.

New To My Surprise, a bomb waiting to explode. Just 'Get It to Go.'

TMS — great week. Show the love, whore bitch dog slave, like you do burgers.

Bacon, sausage? Swirl in your tummy. Ill Nino's 'This Time's for Real' next.

I implement my love for you and remain a promo Puma whore. Check yourself before you wreck yourself."

Dave Lombardi, Arista, Sr. Director/Alternative & Rock Promotion says, "May even more programmers program with research, not by research. May there be a return of gut — and guts — to more Alternative programmers. May I again weed through the hype to find the music that really moves me in 2004.

"May we all love the music, not the business, and, just maybe, we can straighten the business out. And may we stop overthinking everything. It's entertainment! Sometimes fun is enough. Thank you. Happy happy to you and yours from me and mine."

Last but not least, my favorite wacko, **Mike Halloran**, still Asst. PD at KBZT/San Diego, says, "In the new quatrains the towers of Babylon will fall. We will have people who will babble on and on, but the words will be lost in the crumbling wreckage. And Michael Jackson will be found guilty of love in the first degree."

"My New Year's resolution is to work for me, to do what I want and to be as selfish as humanly possible."

Christina Whitetrash

Christina Whitetrash, Fat Wreck Chords: I want to work for me, do what I want and be as selfish as humanly possible.

Garett Michaels, PD, KBZT/San Diego: I resolve to shave at least every other day, to attend Mass at least once every week, to get home in time for dinner and to continue in my role as one half of the Galloran.

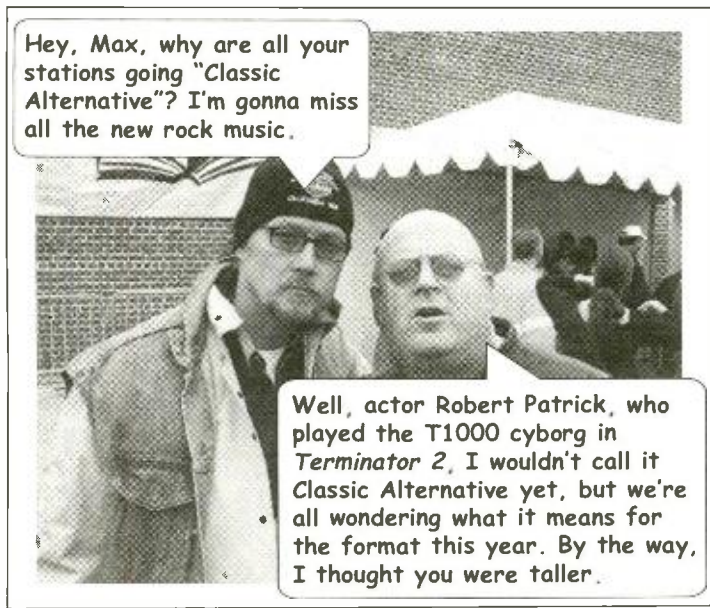
Hottest Trend Of 2004

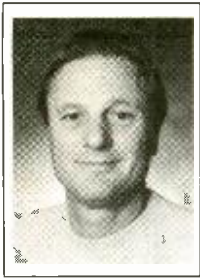
I asked people to massage their crystal balls and take a stab at predicting what may be hot next year. Lucky for us you were all pretty wiseass in your remarks.

Garett Michaels: "The Galloran Attacks (insert your town, city or municipality here)" T-shirts.

Roxy Myzal, *Hard Drive*: Reggae punk metal (a.k.a., Skindred).

John Rozz: Adding more emo.





PART ONE OF A TWO-PART SERIES

The Triple A Crystal Ball

Industry leaders look forward to what lies ahead for 2004

It's impossible to know what the future will bring, but as we embark on a new year, I asked our Triple A brothers and sisters to share their hopes and resolutions with us, both on a personal and a professional level. As you'll read, everyone took some time to think about it. I have also included an overview of new releases for the first quarter.

Judy Adams

WDET/Detroit

I hope that more and more people have the opportunity to appreciate true art and beauty through music (and all the arts) to balance all of the tension and negativity in the world today. At WDET we'd like to avoid any repeat of this year's financial scares, which forced us to consider cutting vital programs and staff. Instead, we hope to concentrate on fine-tuning our award-winning program product to increase our audience share and further enlighten and entertain listeners.

Jeff Appleton

Razor & Tie

In 2004 I want to lose weight, spend more time with my family, work smarter, run a marathon in under four hours, spend more time on my motorcycle and yell at Maryelizabeth less often. Professionally, I hope I have the chance to work with more artists like Dar Williams who go above and beyond the call of duty.

I also hope that the people I have worked with — both at radio and records — continue in this business. There are so many people I know and respect — people I learn from every day — who have lost their livelihoods due to consolidation and budgets. When are companies going to learn that you can't put a price on passion, determination, experience and knowledge?

Michele Clark

Michele Clark Promotion & Management

My New Year's resolution for 2004 is to be kind, loving and tolerant. I hope to remain healthy and happy, to spend quality time with my family and friends, and to always be grateful for the abundance of the universe on every single level.

Professionally, I want to help the labels and stations we work with be incredibly successful, to break even more artists in 2004 via our work and at Sunset Sessions and to get John Bradley to come to the Bahamas.

Jeff Cook

New West

In 2004 I plan to chew more but eat less — and to talk less but say more. My personal hopes are to be present and do good work. On a professional level, I want to help debunk the myth that bigger is better — on all levels.

Barbara Dacey

WMVY/Cape Cod, MA

My New Year's resolution for 2004 is to find the time to rest, relax and renew, and to hope for peace, wisdom and compassion for all.

Professionally, I hope more people discover WMVY online. I hope to do my part in building on the great momentum we've created this year at the station. I hope to grow as an air talent, a PD and a boss. I hope the format stays strong. I hope people who have lost their jobs find new and better ones.

Ray Di Pietro

Lost Highway/Island

My New Year's resolution for 2004 is to meet a girl as close to Julie Muncy as possible here in Nashville and hang out with her lots and lots. I want to spend more time with friends and family and to just enjoy myself more — to have more fun, dammit!

Professionally, I'd like to successfully continue doing business directly with Triple A radio in a way that benefits the artist, the record label and the radio station.

Michael Ehrenberg

Outsource Music

In 2004 I want to keep sharpening all my brain cells that are still intact and to read more, learn more, do more and be more. I also want to keep reaching toward fluency in Spanish — and, hopefully, English. And I pray for peace in the Middle East.

Dave Einstein

Arista Associated Labels

My New Year's resolution is to cut back on alcohol, caffeine and sugar and to ensure that my loved ones have

a healthy, happy and productive '04. Professionally, I hope that I am still working for the same great bunch of people that I work with now.

Greg Gattine

WDST/Poughkeepsie, NY

In 2004 I hope to give up paper, to help to get anyone in the White House but Bush and to close down a Jack Johnson show in Woodstock, complete with meet 'n' greet, so I can hook him up with my sister-in-law.

Bill Gruber

WAPS/Akron

My New Year's resolution for 2004 is to spend more time massaging our huge music library to filter out the deadwood. For us, 2003 was a record-breaking year for both membership and underwriting dollars, and we hope 2004 will be a great year to get the Arbitron numbers to reflect the good things that are obviously happening here.

On a personal note, I am going to try to accomplish both of the above while finding time for me for a change.

David Haléy

Compass

My New Year's resolution is to give more of myself to those who need help within my community, to volunteer more and to just be involved. I also hope I survive the renovation of our home. I also want to take better care of recreation. As my dad said, "If you take care of it, recreation will take care of you."

As we start the new year with a new distribution deal with Ryko, my professional hopes are to be a part of the most successful year Compass has experienced.

David Hall

WRLT/Nashville

In 2004 I want to let myself get talked into playing fewer stiff and to somehow keep consolidation and corporate radio at bay another year. On a personal note, I'd like to win big when the Tennessee lottery starts up.

Mike Henry

Paragon

My New Year's resolution for 2004 is to enjoy every day and every moment while my kids are still at home. Professionally, I want to do whatever I can do to help bold radio stations break new ground. It's not only time,

Early '04 Releases

In addition to followup tracks from many 2003 releases, we can expect a nice selection of brand-new projects in the early part of 2004. Here are some of them. More will appear in next week's issue.

ARTIST Album Title (Label)

- 4-WAY STREET *Pencil Park* (Sanctuary/SRG)
- ABRA MOORE *Everything Changed* (Koch)
- AIR *Talkie Walkie* (Astralwerks/EMC)
- ALANIS MORISSETTE TBD (*Maverick/Reprise*)
- ALLISON MOORER *The Duel* (Sugar Hill)
- ANGELIA MCCLUSKY TBD (*Manhattan/EMC*)
- ANI DI FRANCO *Educated Guess* (Righteous Babe)
- ANTIGONE RISING TBD (*Lava*)
- BERNIE LEADON *Mirror* (Really Small)
- BIG HEAD TODD & THE MONSTERS *Crimes Of Passion* (Sanctuary/SRG)
- BIGGER LOVERS TBD (*Yep Roc*)
- BLUE RODEO *Bulletproof* (Rounder)
- BONNIE MCKEE *Somebody* (Reprise)
- BR549 *Tangled In The Pines* (Dualtone)
- BUCHANAN TBD (*Ultimatum*)
- CARRIE NEWCOMER *Betty's Diner* (Rounder)
- CHRIS ROBINSON TBD (*Vector*)
- CLUMSY LOVERS *After The Flood* (Netwerk)
- COLIN BLADES *Colin Blades* (Connoisseur)
- THE DAMNWELLS *Bastards Of The Beat* (Epic/Red Ink)
- DAN DYER TBD (*Reprise*)
- DANA *Thread Of Blue* (Water/Light Year)
- DAVID MEAD TBD (*Netwerk*)
- DECCA TREE *The Battle Of Life* (Atlantic)
- DIANA KRALL *The Girl In The Other Room* (Verve/VMG)
- DOLLAR STORE *Dollar Store* (Bloodshot)
- DOLOREAN *Not Exotic* (Yep Roc)
- EARLE SLICK *Zig Zag* (Sanctuary/SRG)
- ELECTELANE *The Power Out* (Too Pure/Beggars Group)
- ELLIS HOOKS *Uncomplicated* (Artemis)
- EVERLAST *White Trash Beautiful* (Island/IDJMG)
- FIGHTING GRAVITY TBD (*BAM Music*)
- FIVE FOR FIGHTING *Battle For Everything* (Aware/Columbia)
- FLATLANDERS *Wheel Of Fortune* (New West)
- THE FORMAT *Interventions And Lullabies* (Elektra/EEG)
- GARRISON STARR *Airstreams And Satellites* (Vanguard)
- GOMEZ TBD (*Virgin*)
- GRAHAM PARKER *Your Country* (Bloodshot)
- GRANT-LEE PHILLIPS *Virginia Creeper* (Zoe/Rounder)
- GREAT BIG SEA TBD (*Zoe/Rounder*)
- GRETA GAINES *It Was Hot* (Red Hot 22)
- GREY DE LISLE *The Graceful Ghost* (Sugar Hill)
- THE HOLMES BROTHERS *Simple Truths* (Alligator)
- INDIGO GIRLS *All That We Let In* (Epic)
- INGRAM HILL *June's Picture Show* (Hollywood)
- IVAN NEVILLE *Scrape* (Compendia)
- JAMIE CULLUM *Twentysomething* (Verve/VMG)
- JIM CAPALDI *Living On The Outside* (Pyramid)
- JEM TBD (*ATO/RCA*)
- JEN CHAPIN *Linger* (Hybrid)
- JOE JACKSON *Live* (Koch)
- JON RAUHOUSE *Steel Guitar Rodeo* (Bloodshot)
- JON LANGFORD *The Fame Of Lofty Deeds* (Bloodshot)
- JONATHA BROOKE *Back In The Circus* (Bad Dog)
- JOHN WESLEY HARDING *Adam's Apple* (DRT Entertainment)
- JOHNNY A *Get Inside* (Favored Nations/Red Ink)
- JOSH BENNETT *Hopeful Fiction* (Private Music/AAL)
- JULIAN CORYELL *Rock Star* (United Musicians/Red Ink)
- JUNKIE XL *Radio JXL: A Broadcast From Hell* (Koch)
- KATE RUSBY *Underneath The Stars* (Compass)
- KEB' MO' *Keep It Simple* (Epic)
- KENNY NEAL & BILLY BRANCH *Double Take* (Alligator)
- KERI NOBLE *Keri Noble* (Manhattan/EMC)
- LAIKA AND THE COSMONAUTS *Local Warming* (Yep Roc)
- LAMB *Between Darkness And Wonder* (Koch)
- LENNY KRAVITZ TBD (*Virgin*)
- LISA GERRARD & PATRICK CASSIDY *Immortal Memory* (4AD/Beggars Group)
- MELANIE *Two Stories* (Pyramid)
- MELISSA ETHERIDGE *Lucky* (Island/IDJMG)
- MINDY SMITH *One Moment More* (Vanguard)
- MINUS 5 *In Rock* (Yep Roc)

it's past time for most of those who matter: the listeners.

Brad Holtz

WTTS/Indianapolis

My hopes for 2004 include taking a little more time to work out, to eat a bit better and for continued health and happiness.

Professionally, I hope to gain another share or two, as well as grow and maintain the 25-54 share of WTTS — isn't that every Triple A PD's professional hope? I also want to see our format continue to embrace and break

new acts that end up crossing over, but I do want Triple A to get more credit for breaking those artists.

Angela Huffstutler

Putumayo

In 2004 I want to remember to never give up and that there's no time to hate. Further, I intend to find happiness in the little things, make some time for me and become a certified yoga instructor. I also want to make more money and spread some love and positivity in this cold, cutthroat music industry.



It's Resolution Time

Some serious and not-so-serious thoughts for 2004

A new year always involves a look ahead at what might be on the horizon for all of us. 2003 was a rough year for our country, for the music industry and for many of us personally. I asked several of you for your New Year's resolutions, and you obliged with a vast array of thoughts on what you are looking forward to in 2004.

Quirky guy that I am — maybe I should work on that — I arranged some of them by category to see where many of you are in your quest for success in the new year.

The Serious Side

Some of you were downright serious about wanting to make a move in the days and months ahead that would leave a lasting impression on mankind or in some area that was essential to you. Here are some of your thoughts.

"I resolve to seek God more deeply as how to better serve radio, rather than rely on my own wisdom." — Kyle Fenton, Kyle Fenton Promotions

"I resolve to seek to love people like Jesus showed us." — Phil Conner, National Promotions, Provident Label Group

"I will work on planning ways to raise cume for my station. We offer

a place to find hope in Christ, but people need to know where to look." — Daryl Pierce, PD, WAKW/Cincinnati

"Borrowing from a recent R&R interview with KXOJ/Tulsa's Bob Thornton, I want to get this music in as many ears as possible." — Brian Sumner, MD, WRXT/Roanoke, VA

"I want to learn how to judge opportunities according to God's call on my life and to be courageous enough to say no when appropriate." — Brian Nelson, Station Manager, WJQK/Grand Rapids

"I resolve to serve my family and God's church in the spirit of generosity and to help others know Him better." — Jon Hull, PD, KSBJ/Houston

Tongue In Cheek

There are also those of us who always seize the opportunity to pro-

vide a little laughter to lighten the seriousness of life. To those of you who live life this way, may your 2004 be littered with jokes, puns and one-liners that continue to make people smile. Depending on your laugh quotient, you may or may not get these little bits of sarcasm, but smile anyway.

"I will play at least 50% more new music — just kidding." — Kevin Avery, PD, WFSH/Atlanta

"I resolve to keep my credit cards in my purse and to quit spending so much on Go Juice from Starbucks." — Dawn Hibbard, PD, KSGN/Riverside

"I resolve to find even trickier and more devious ways to score more promotions, and to get the word out about my small but terrific radio station. Oh, come on. You all were thinking that." — Clint McElroy, PD, WTCR/Huntington, WV

"I will give more and eat less." — Anonymous

Organizationally Speaking

All of us could stand to be a bit more organized. The music industry is a communication-crazed vacuum that can suck the life right out of you if you let it. E-mail and the power of the Internet in the palm of our hands has helped some of us keep up on interaction, but it has also siphoned our free time.

Remember the days when you could jump in your car and not worry about your cell phone ringing or your PDA alerting you to your next meeting or incoming e-mail? Is it me, or does everyone now receive 150 or more e-mails per day?

"I want to have less than 400 e-mails in my inbox at any one time." — Lori Lenz, Biscuit Public Relations

"I will return more phone calls." — Anonymous

"I resolve to better communicate with radio stations." — Mark Adkison, VP/Artist Development, ForeFront Records

The Simple Things

There are also things that many of us take for granted. Daily devotions, prayer, family time, using radio for ministry, taking time out to enjoy all

First-Quarter Releases

Listed below are the next batch of projects hitting stores during the first three months of 2004. Take a close look, as radio singles will be serviced from all of these discs in the coming weeks. Bring on the new music!

Jan. 13

TONEX *Out The Box (Verity)*

Jan. 27

DAVID PHELPS *Revelation (Word/Curb/Warner Bros.)*

EMERY *The Weak End (Tooth & Nail)*

FUSEBOX *TBD (Elevate)*

MAMMOTH CITY MESSENGERS *Vol. 1: Be A Messenger (Forefront)*

MATT MCGEE *Worship Through The Valley (Crowne)*

STARFLYER 59 *I Am The Portuguese Blues (Tooth & Nail)*

VARIOUS ARTISTS *In The Name Of Love: Artists United For Africa (Sparrow)*

Feb. 10

AARON SPRINKLE *Lackluster (Tooth & Nail)*

DELIRIOUS *World Service (Sparrow)*

JEFF DEYO *Light (Gotee)*

JEREMY CAMP *Carried Me — A Worship Project (BEC)*

NEW DIRECTION III *(GospoCentric)*

OUT OF EDEN *Love, Peace And Happiness (Gotee)*

Feb. 17

GREG LONG *Born Again (Christian)*

Feb. 24

BARLOWGIRL *BarlowGirl (Fervent)*

BLINDSIDE *About A Burning Fire (3 Points)*

FALLING UP *Crashings (BEC)*

KUTLESS *Sea Of Faces (BEC)*

REBECCA ST. JAMES *Live Worship: Blessed Be Your Name (Forefront)*

SARAH KELLY *Take Me Away (Gotee)*

March 9

ILL HARMONICS *Monkey Business (Uprok)*

MICHAEL W. SMITH *TBD (Reunion/PLG)*

MIZZIE *TBD (InPop)*

March 16

RACHAEL LAMPA *TBD (Word/Curb/Warner Bros.)*

March 23

MATT BROUWER *Unlearning (Christian)*

SARA GROVES *Other Side Of Something (INO)*

TAYLOR *The Overflow (Rocketown)*

March 30

AVALON *TBD (Sparrow)*

SUPERCHICK *TBD (InPop)*



PILLAR "FURTHER FROM MYSELF"
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3 at Rock New & Active at CHR



that is around you — that is what is really important.

The new year brings a sense of urgency to trim away the fat in our lives, especially our professional lives, so we can get the most out of our time on the planet. Family, friends and our Creator are what should be at the top of our to-do lists, don't you think? These resolutions go in that direction.

"I will spend more time in prayer. That's how things are really changed anyway." — Peter Brooks, PD, WUGN/Saginaw, MI

"I resolve to let go and let God more and more in my personal life and professional calling." — Mark Mohr, PD, KCRN/San Angelo, TX

"Better radio; more ministry." — Anonymous

"We should all resolve to love one

another." — Donna Del Sesto, IHS Promotions

"I resolve to be a better husband, father and friend this year." — Mark Giles, Radio Mission Control

"I will propose to my wonderful, beautiful, godsend girlfriend, Melanie." — Jonathon Unthank, PD, WYLV/Knoxville

I close with this unique but powerful statement by another anonymous programmer, who puts it all into perspective, at least for me, for the new year: "I resolve to do more than entertain the eternal." Bull's eye.

May 2004 be the best year yet for engaging and influencing culture with the finest music featuring the ultimate message in the universe. And may you have many successes as you run the race to that end.



Promises, Promises

Industry execs give their resolutions for the new year

A new year always brings with it new hopes, dreams, goals and the always popular New Year's resolutions, which include everything from getting a new job to losing weight to simply having more fun.

To start 2004 on the right foot, I asked industry executives to tell me their New Year's resolutions. I also asked labels to share with us what albums they will be releasing during 2004's first quarter (see sidebar). I'm sure no label will disagree when I say their collective New Year's resolution is to sell a lot more records this year. Let's cross our fingers and hope everyone's wishes come true.

Emilio Pastrana

OM, KLYY/Los Angeles

My New Year's resolution is to travel to Europe again. I went to Rome and Paris this year, and I came back rejuvenated. I can't explain the feeling, but it helped me to return to my work on the radio with a new attitude.

I also want my station to grow and establish itself in this tough market. I want to know more about programming and introduce new shows at the station, as well as define the station's style a lot more so our DJs can use that to their benefit.

Mauricio Gallardo

PD, KEVT/Tucson

My New Year's resolutions for 2004 are to take my station to the top of the ratings in my market, to be more professional in every aspect of my life and to learn from those who know more than I do — and from those who may not. Something that people forget is to never let your feet leave the ground, to be humble at all times, to believe in people and, most of all, to believe that we can give a lot of ourselves to others. I hope 2004 makes all your dreams come true.

Nestor Rocha

PD, KLYY & KSSE/Los Angeles

My resolution for 2004 is to maintain a healthy diet all year long and live a healthy life for years to come. My resolution for radio is to keep working hard to maintain the status that our format has created for Span-



Nestor Rocha

ish-language radio in Los Angeles and to always keep improving. "Keep sailing and not look back." I want to look ahead and go to the top.

Gilbert Esparza

PD, KEJS/Lubbock, TX

My main objective is to better our programming in order to increase our listenership by developing a programming concept that's more listener-friendly, more fun and a whole lot easier than it was in 2003. We did all that in 2003, but at a more conservative pace.

This year should be a better year for broadcast advertising dollars in general, according to several market indicators. The more revenue a station generates, the more innovative the promotions tend to be. If the first part of 2004 starts off at the same pace at which this one is ending, my plans should be successful.



Emilio Pastrana

From all of us at KEJS, we hope you and your family have a safe and happy holiday season.

Sandra Perez

Director, El Sonido Latino Record Pool/New York

My New Year's resolution is to expand my business. I want El Sonido Latino to be a worldwide disc-jockey service, to have disc jockeys play at clubs and radio stations all over the world and, of course, to give them the best Latin music.

On a personal note, I, along with my fiancé, intend to have a beautiful, joyful and prosperous wedding surrounded by the people we love and who love us in return.

Kelle Haatvedt

Marketing Director, El Lobo Record Pool/Los Angeles

El Lobo Productions' New Year's

resolutions are to be more responsive to the record labels and to set more timely release parties, which we do via Granda Entertainment and Fierce Frank. We also plan to get serious with our DJs: Pay or lose your position, period.

Also, as Justino "Lobo" Guerrero's partner, I am planning for him to have a New Year's resolution that involves his getting his CDs out of our bedroom. It's either me or the CDs. There isn't room for both.



Gilbert Esparza

Alicia Zertuche

PD, KTXZ/Austin

Our first New Year's resolution is to make a deliberate effort to promote new artists from the ever-diminishing list of record labels, despite the lack of funds for new artists or reps to promote them. Second, we will be way more aggressive with the existing record labels to surgically extract what few promotional dollars might exist to promote starving artists who meet the minimum sales criteria of 100,000-500,000 per album.

Third, having already successfully promoted every major Hispanic event in Austin — including SXSW, Austin City Limits, the Pecan Street Festival, the University of Texas Performing Arts Center, Cinco De Mayo, 16 De Septiembre and every Church Jamaica in the five-county Austin ADI — we now have on our calendar plans to successfully sponsor the largest event in Austin in 2004 that merges Hispanic artists with mainstream artists.

Fourth, we will seek to enfranchise a portion of the Hispanic community that has felt disenfranchised from general-mar-

ket events with our cross-promotional opportunities.

And, finally, we will accurately report what our listenership is requesting rather than succumb to the pressures and directives of corporate America, which labels as "new No. 1 hits" songs that are not yet on sale in a single store.

Omar Aguilera

PD, WRYM/Hartford

In 2004 I'll be 65 years old, so I can retire. I will have been working in radio for 36 years. If I retire, I'd like to

2004's First-Quarter Releases

Check out these upcoming releases.

EMI Latin

- CHARLY GARCIA *Rock & Roll Yo*, Jan. 13
- AMARAL TBD, Jan. 27
- THALIA *Greatest Hits*, Jan. 27
- EL COYOTE *La Historia*, Jan. 27
- ALEXS SYNTEK *Mundo Lite*, Feb. 10
- LIMI-T 21 TBD, Feb. 10
- INTOCABLE *Intimamente*, Feb. 24
- JOE LOPEZ A.B. *Quintanilla Presents Joe López*, Feb. 24
- PANDORA *La Historia*, Feb. 24
- CONTROL *Control*, March 9
- INVASORES DE NUEVO LEON *La Historia*, March 9
- RAPHAEL *La Historia*, March 9
- CARLOS VIVES *Rock De Mi Pueblo*, March 23
- DJ KANE *DJ Kane*, March 23
- VICO C TBD, April 6
- EL GRAN SILENCIO *Súper Riddim Internacional Vol. 2*, May
- PLASTILINA MOSH *The Best of Plastilina Mosh*, June

BMG U.S. Latin

- LOS RAZOS *Let's Dance*, Jan. 13
- MIJARES *Capuccino*, Jan. 27
- ROSARIO *De Mil Colores*, Feb. 2
- JULIO PRECIADO *Cadetazos*, Feb. 10
- LITZY *La Rosa*, Feb. 24
- GRUPO CAÑA REAL *Cañareal De Humberto Pavón*, Feb. 24
- ASTROS DE DURANGO TBD, March 9
- ALEJANDRA GUZMAN TBD, March 23
- EL CACHORRO DELGADO TBD, March 23

Universal Music Latino

- PEDRO FERNANDEZ *Exitos Eternos*, Jan. 27
- DAVID BISBAL TBD, Feb. 10
- PAULINA RUBIO TBD, Feb. 10
- TONY VEGA TBD, Feb. 24
- MALA RODRIGUEZ TBD, Feb. 25
- GISSELLE TBD, March 3
- BERSUIT VERGARABAT TBD, March

Cutting Records

- ALEXA *Dominarle*, January
- NORIEGA TBD, February
- E-REAL *No Es Igual*, February
- FULANITO *La Verdad*, March
- GUANABANAS TBD, March

Warner Music Latina

- CAFE QUIJANO *Que Grande Es Esto Del Amor*, Feb. 2
- LU Lu, Feb. 10
- EDITH MARQUEZ *Quién Te Cantará: La Música De Juan Carlos Calderón*, Feb. 10
- EL TRI *35 Años Greatest Hits*, Feb. 24

JLM Discos Internacional

- JESSE MARROQUIN *Reflejos Del Alma*, Jan. 6

Juvy Records

- ALBERT FLORES Y LA JUVENTUD *Te Digo Adiós*, Jan. 4

move to another state, like Florida, and do a few other things. I'd like to do some television or be an extra in films, something like that. I've amassed a lot of experience through the years. I've had my own TV show in the area. My goals are to do something productive. I hope to accomplish all these goals before God calls on me.

Teo Peña

PD, KUKA/Alice, TX

Personally, I'm looking for a prosperous new year. In radio, we want to be bigger and better. We're doing

really well, and we're pleased with what we have, but we're looking to expand to other markets, and we're going to concentrate on that. We have some surprises in store. We're doing a change in musical styles and taking a different direction.

We're trying to stay on top of things with so many radio stations in our area. The staff is really working together. Sales and programming will be working hand-in-hand to help our promotions. KUKA is going to be more visible than ever, not only in Alice, TX, but in the surrounding areas as well.

NATIONAL

JOBS!

<http://onairjobtipsheet.com>

Back when radio was...BOSS!!!

A format that recaptures the sound, music, jingles, and most importantly, the pace of the 1965-72 period of top 40 radio, is indeed back.

80 Custom produced Johnny Mann jingles, and extensively researched top 30 playlists, along with the man himself... is coming to a satellite near you.

Yes, ladies and gentlemen... the beat goes on. Stay tuned.

SMOOTH JAZZ LIBRARY WANTED

Consultant looking for library with the top 150 Smooth jazz hits of the last 7 years.
BOSSRADIOGUY@aol.com.

Are You Talk Radio's Next Rising Star?

At the 2004 R&R Talk Radio Seminar next month in Washington, DC some of the best ears in News/Talk radio will be seeking Talk radio's next 'Rising Star.'

Six finalists will be judged by our panel of Talk radio professionals during a special session at TRS 2004 with one winner receiving a one-hour weekend audition on WABC/New York and a one-on-one critique from WABC PD/OM Phil Boyce!

To be eligible for consideration submit your 3-5 minute aircheck on cassette or CD by NO LATER than January 23, 2004 to:

R&R Rising Stars Of Talk Radio
Box #1113
10100 Santa Monica Bl / 3rd Fl
Los Angeles, CA 90067-4004

Note: No phone calls or e-mails please. Winner responsible for all transportation, accommodations and expenses. Winner's critique and audition shall not be considered an offer of employment by WABC Radio, ABC Radio Inc, R&R or any other company or individual associated with this promotion. Employees of R&R are not participants in selection of final winner and all decisions of judges is final. EOE.

SOUTH

PROGRAM DIRECTOR

Radio One-Houston, Texas has an immediate opening for a Program Director for KMJQ-FM, Houston's heritage Urban AC station. If you have a proven track record in Urban Radio, and can effectively train and coach both on-air, support, and promotion staff, send your resume to:

Mark McMillen
Radio One-Houston
24 Greenway Plaza, Suite 900
Houston, Texas 77046
Or e-mail to:
mcmillen@radio-one.com
EOE

MIAMI, FLORIDA - SALES/CUSTOMER SERVICE POSITION AVAILABLE - MEDIABASE

Mediabase/M.I.S (Music Information Systems) is currently seeking qualified sales and customer service representative within our Mediabase division to establish our business within the record labels and related Music Industry accounts.

THE COMPANY

Mediabase/M.I.S is the leading provider of radio research to the broadcast and music industry, is based in Sherman Oaks, CA, with offices in Nashville, New York, and Orlando.

JOB DESCRIPTION

In this position you will be an integral part of the launch of our airplay monitoring service to the Latin Music community, acting as the primary liaison between our company and our Music Industry Clients in Miami, focusing on the Latin Music genres. The right candidate will report directly to the SVP Operations/Music Sales of the company, and will have excellent prospecting and selling skills, a passion for music, and have experience closing in a short sales cycle. The perfect candidate must also possess the ability to maintain the highest standards of customer service, and build relationships with and manage multiple accounts within the Music Industry.

QUALIFICATIONS

Minimum 3 years sales and/or client service at a successful company (record label, radio, and/or related company experience preferred)

- English/Spanish bilingual
- Computer Skills
- Word
- Excel
- PowerPoint
- Excellent presentation and closing skills
- Excellent communication skills
- Passion/knowledge for Music
- Organization skills
- Self-motivated and driven

COMPENSATION

Base Salary + Commission
For immediate consideration, please email your resume along with a cover letter and salary history ASAP to jobs@premiereradio.com.
NO PHONE CALLS PLEASE
Equal Opportunity Employer

SOUTH

Growing radio group looking for morning teams/PDs for Country and CHR in the High Country of Western North Carolina. Submit jonathan@wecr1023.com or 643G Greenway, Boone, NC 28607. No phones. EOE.

POSITIONS SOUGHT

Attorneys seek to purchase 30-minutes live airtime on strong-signal Southern California station for legal talk show. Park806@aol.com. (1/2)

Radio PBP/Business Development coordinator available. Joe 1-888-327-4996. (1/2)

Hot new format available in automated syndication. 3DSJ Request & Dedication Radio. Listen: www.3DSJ.com. (813) 920-7102, billeliotti@3DSJ.com. (1/2)

Attention NYC! Engineer/Producer/VO Talent, seeks position in production. Have casting experience and radio background. Kevin 646-319-1395. (1/2)

7 years Radio/TV traffic experience seeking manager position in sports, radio, television in NY/NJ. BG at 201-222-8795. (1/2)

Rex McNeill major market talent KFRC, X100, KHYL and more (916) 455-5969 rexontheair@yahoo.com. (1/2)

I could very well be the best male employee you ever had, I also have great pipes, personality and energy. Call me and you won't regret it 905-878-9825. (1/2)

Station Sold, don't wanna be left out in the cold. Rex McNeill (916) 455-5969 rexontheair@yahoo.com. (1/2)

Popular Landlord-Tenant radio program seeks syndicator for California market. Contact www.landlordtenantradio.com. (1/2)

Hard working male air talent, great pipes, great energy, and personality. Isn't this what you want? Call 905-878-9825. (1/2)

R&R Opportunities Free Advertising

Radio & Records provides free (20 words maximum) listings to radio stations ON A SPACE AVAILABLE BASIS in Opportunities. Free listings of the same length are also available to individuals seeking work in the industry under Positions Sought.

Deadline

To appear in the following week's issue, your ad must be received by **Thursday noon (PST)**, eight days prior to issue date. Free Opportunities listings should be typewritten or printed on 8 1/2" X 11" company/station letterhead and are accepted only by mail or fax: 310-203-8727. Only free positions sought ads are accepted by e-mail to: linares@radioandrecords.com. Address all 20-word ads to R&R Free Opportunities, 10100 Santa Monica Blvd., Third Floor, Los Angeles, CA 90067.

R&R Opportunities Advertising

1x \$200/inch 2x \$150/inch

Rates are per week (maximum 35 word per inch including heading). Includes generic border. If logo, custom border or larger heading are required, add 1/2 inch (\$60 for 1x, \$50 for 2x). In addition, all ads appear on R&R's website. (www.radioandrecords.com)

Blind Box: add \$50

The R&R address and your box number adds 12 words to your ad. Regular Opportunities rates apply to Blind Box ads, but a \$50 service charge is added for shipping and handling.

Positions Sought: \$50/inch

Individuals seeking employment may run ads in the Positions Sought section at the special rate of \$50/inch.

Payable In Advance

Opportunities Advertising orders must be typewritten on company/station letterhead and accompanied by advance payment. Please submit ad copy & logos via email to linares@radioandrecords.com. Ads are also accepted by fax: (310-203-8727) or mail. Visa, MC, AmEx or Discover card accepted. Include card number, name as it appears on credit card, expiration date and phone number. Blind box responses are sent to advertisers every Friday by first-class mail.

Deadline

To appear in the following week's issue, your ad must be received by **Thursday noon (PDT)** eight days prior to issue date. Address all ads to: R&R Opportunities, 10100 Santa Monica Blvd., Third Floor, Los Angeles, CA 90067.

RADIO & RECORDS

10100 Santa Monica Blvd., Third Floor, Los Angeles, CA 90067

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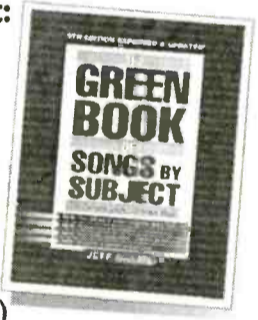
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Publisher's Profile

By Erica Farber

New Year's Resolutions

Happy New Year! As we say out with the old and in with the new, we asked several people profiled in the past what their resolutions are for the new year. Some shared personal goals, while others were decidedly focused on the business.

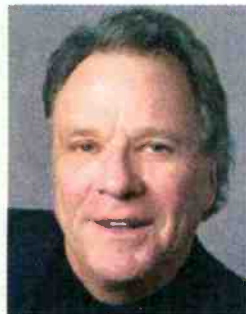
I would like to start by thanking you, our readers, for the continued support you give all of us at R&R. For those of you in radio, my wish is for increased shares both financially and from an audience standpoint. For the music community, I wish for the end of illegal downloading and the time to focus all of your efforts on producing and promoting great music.

For everyone, I wish good health, balance in your life and that you take time each day to appreciate how lucky we all are. I have a note on my computer that says it all: Work like you don't need the money, love like you've never been hurt, and dance like nobody's watching!



Ross Biederman

Ross Biederman, President, Midwestern Broadcasting: In 2004 we're going to be even more involved in our community — the education community, the medical community, the service community, the arts and cultural community. We're going to touch as many lives as possible and make listening to our radio stations a necessary part of our listeners' lives. We're going to convert P3s and P2s to P1s, and our sales department will become a more integral part of the business lives of more advertisers. Our rates are going up, as well as the results we'll be delivering to our customers.



William Campbell

William Campbell, CEO, Charles River Broadcasting: My wish for American commercial radio broadcasting: I wish to hear no more in 2004 about "ratcheting," "paradigms," "platforms" or "end of the day." Let creative competitors back into play.

Owen Charlebois, President/U.S. Media Services, Arbitron: I believe 2004 is going to be a great year for radio. The ad economy appears to be finally turning the corner, with some fairly optimistic projections for growth in industry revenue for the coming year. I am also excited by the industry's increased commitment to the Radio Ad Effectiveness Lab. Arbitron is proud to have been involved in the creation of the RAEL, and we believe this initiative will help radio become more accountable and will increase advertiser confidence in radio as an advertising medium. I also look forward to working with industry leaders in 2004 as radio considers the transition from diary to electronic audience measurement.



Owen Charlebois

John David, Exec. VP/Radio, NAB: My New Year's resolution is to try to convince the CEOs of some of the major radio broadcast companies that having their managers participate in outside conventions like the NAB,



John David

spending 2004 not worrying about anything. It's the "I like to have died" syndrome that I plan to carry forward.

I wish the best for all my pals in radio, and I hope they realize that sitting in a little room fretting over numbers is not the single most important thing in the world. It's important, but it ain't brain surgery.

George Hyde, Exec. VP, RAB: I'd like to make time for more physical exercise, including, but not limited to, golf.



George Hyde

satellite radio and cable TV, there are numerous outlets providing solid entertainment programming to young and older listeners alike. And they're making money.

Instead of "fixing" formats that aren't broken, like Oldies, radio needs to learn how to market its unique listener groups to advertisers that are already spending media dollars but are ignoring radio. Radio's intrinsic value still lies in its ability to reach diverse, highly specialized audiences. Instead of signing on more Hot ACs in the new year, let's return to what got us to the dance. Maybe then we'll get our fair share of revenue dollars and some of the screaming at sales managers and salespeople will abate — or at least focus on what's important — and we'll finally start expanding that revenue pie. Happy New Year and best wishes to all.

Pat Paxton, Sr. VP/Programming, Entercom: My resolution is pretty simple to state and more difficult to do. My resolution is to help Entercom continue to be the industry-leading performer but also to maintain balance in my life. Family and friends are critical to a healthy lifestyle, and a healthy lifestyle is critical in all aspects of our lives, including our careers.

RAB, R&R, CRS and *Radio Ink* meetings is not detrimental to their company philosophy and actually helps expand the knowledge base of their great managers.

Gerry House, air personality, WSIX-FM/Nashville: After three brain operations and having my head examined in late 2003, I plan on

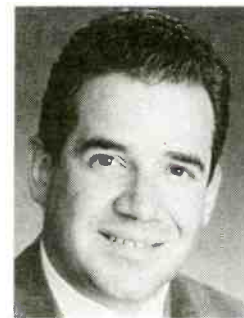


Gerry House

Fred Jacobs, President, Jacobs Media: My resolution for '04 is for radio to finally figure out the reason why we're still gnawing on only 7% of the media pie. Simply put, we've allowed advertisers to narrow our scope. By accepting 25-54 as the demographic of choice, we have systematically conceded 12-24s and 55+ listeners to other media. When you look at competitive media, like



Fred Jacobs



Pat Paxton



Neil Portnow

Neil Portnow, President, the Recording Academy: My resolution is to strive to create a good balance between my work and personal interests. Having just completed my first year as Recording Academy President, I can see how easy it is to be completely immersed in the job to the exclusion of all else. A healthy, objective perspective on life requires diversity, so I'm planning to work on achieving that special balance.

My wish for our industry is for us to find ways to work together on solving the many incredibly complex and serious issues that face us all. We cannot afford to take isolated and narrow-minded views of issues; we need to join together in finding solutions to big-picture problems, and that will likely involve sacrifices and compromises on the part of many different interest groups. The Recording Academy hopes to play a role in creating the appropriate forums and opportunities for such dialogue in the future.

Warm wishes to all for a happy, healthy, peaceful holiday season and new year.

Jeff Smulyan, Chairman of the Board, President and CEO, Emmis: I resolve to work for the good of the industry; to continue to be always mindful of the best interests of my shareholders, employees and audiences; and to remember every day why I got into this business more than 30 years ago, because this is a vital industry with a great tradition of reaching people wherever they are to give them the information and entertainment they want and need. And besides, when you've got a family like mine and a company like Emmis, life really can't get much better.



Jeff Smulyan

Harvey Wells, VP/GM, WCKG, WUSN & WXRT/Chicago: I have five resolutions. 1) Quit smoking ... the competition and sell the benefits of our truly great medium instead of diving for the radio piece of the pie. 2) Exercise ... good judgment when spending "teachable moments" with the staff by leaving them motivated and keeping staff morale high. 3) Lose weight ... of the excess clutter on-air by not running that extra promotion for a buy that I know we can live without. 4) Read more ... about what makes successful people and successful companies and about the businesses that we are trying to help. 5) Spend more quality time with family. No explanation needed. And one New Year's wish: that there will come a day in 2004 when all station newscasts lead with



Harvey Wells

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The Principles of Radio Research

“RESEARCH MUST BE ACTIONABLE, not just ‘interesting.’ If strategic research does not deliver a clear-cut plan of action, it has not achieved its objective!”

“DATA IS JUST THE BEGINNING of successful research...”

“ANALYSIS IS CRUCIAL to turn numbers into insight and action.”

“OBJECTIVITY IS ESSENTIAL. Researchers must be receptive to whatever listeners tell them, even if it doesn't fit conventional wisdom or preconceived notions.”

“AGENDAS KILL OBJECTIVITY. Researchers should not promote specific formats or strategies. They should be open to all of them.”

“CONFLICTS OF INTEREST ARE DEADLY.
Researchers should not have syndication to sell you,
They should not own stations that compete with you.”

“HONESTY IS A MUST.
Researchers have to tell the truth, even if it hurts!”

“RESEARCHERS ARE NOT ALL THE SAME.
They must have the experience, methods and vision
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