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PUBLISHER'S NOTE

Last month, the BCE/Rogers Communications/Kilmer Sports (Larry Tannenbaum) trio won CRTC approval for its \$1.07 billion purchase of Maple Leaf Sports and Entertainment (MLSE). The deal closed within days and immediately, Rogers and BCE formed a holding company to govern their combined 75%.

But even as this transaction was approved, there remained a wide segment of the Canadian broadcast world that was fiercely opposed to another big deal; BCE's \$3.38 billion acquisition of Astral Media. This month of September is a watershed moment as the CRTC hearings into the purchase takes place in Montreal. The decision, when it comes, will likely have an unprecedented impact.

Coincidental to all this action, my eyes lit on a headline in James Heskett's blog—*Should CEOs Worry About 'Too Big to Succeed?'*

Heskett, a professor at the faculty of the Harvard Business School since 1965, was referring to the latest of several studies¹ in which a research team analyzed market capitalizations of firms in the U.S. over a 59-year period. They concluded that in a majority of cases, top dogs—those with the largest market caps in their industries—saw stocks underperform in their respective sectors over the next one-, three-, five-, and 10-year periods.

Top dogs, they concluded, only enjoy that status, on average, for less than 10 years.

By extending their study to Canada, Australia, France, Germany, Italy, Japan, New Zealand, and the UK, the researchers found that the top dog performance shortfall is both larger and more reliable than it is in the United States.

While the issue of 'Too Big to Succeed?' is valid since we live in an environment that requires organizations to be agile through continuous change. Equally valid, of course, is the older question: Too small to succeed?

¹ Robert D. Arnott and Lillian Jing Wu, "The Winners Curse: Too Big to Succeed," Social Science Research Network, Organizations & Markets: Structures & Processes in Organization eJournal, Vol. 4, No. 54, July 17, 2012

BROADCAST Dialogue

The Voice of Broadcasting in Canada

HOWARD CHRISTENSEN

Publisher and Sales Director
howard@broadcastdialogue.com
Direct: 705-484-0752

SUSAN WAHAY, Art Director
su@broadcastdialogue.com
Direct: 416-691-1372

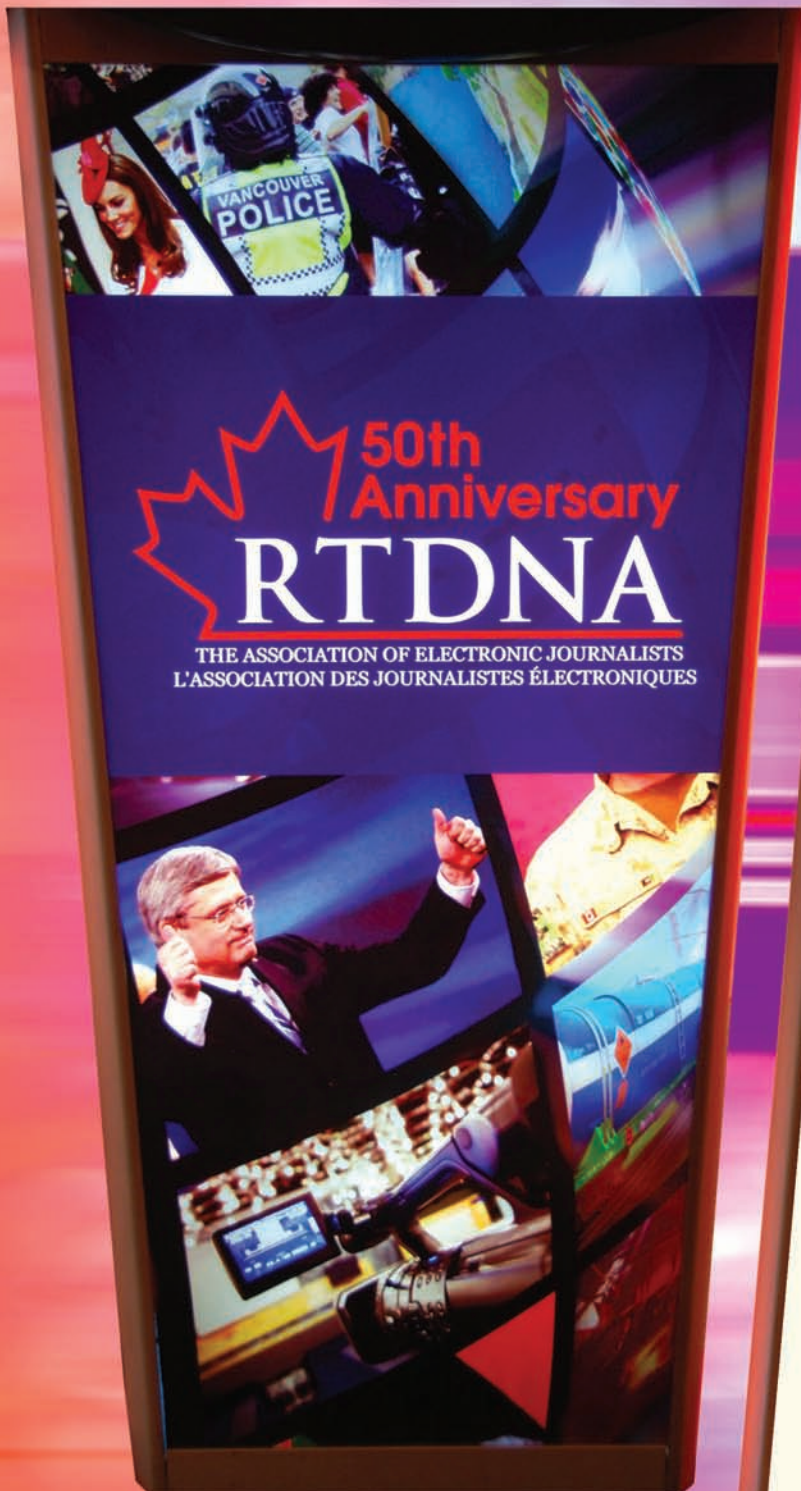
INGRID CHRISTENSEN, Editor
ingrid@broadcastdialogue.com
Direct: 705-484-0752

Broadcast Dialogue, a controlled circulation e-magazine, is published 10 times a year by Christensen Communications Ltd. The contents of Broadcast Dialogue may not be reproduced in whole or in part without written consent of the publisher.

Broadcast Dialogue
18 Turtle Path
Lagoon City ON L0K 1B0
Tel: (705) 484-0752
Email: howard@broadcastdialogue.com
www.broadcastdialogue.com
ISSN # 1480-9443

We invite story submissions.
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Leading change in a digital newsroom

by Dianne Collins

They're Bob Dylan's most memorable lyrics and the sentiment holds up (probably always will): "*For the times they are a'changin'*"!

In newsrooms that means thinking about how your audience is changing in the way it gets the news.

The good news is that the basic product has not changed. Journalism is still at the core of the broadcast industry, and having passion and curiosity are still the number one traits for anyone aspiring to be a reporter.

The technology does not trump journalism.

Journalists, however, must now have the skills to tell stories across platforms (radio, TV and the web) and understand what the technology can do.

Rachel Nixon, director of digital media, CBC News, said journalists cannot just be familiar with the technology: They must be practitioners. She advised news directors to organize themselves around the production of content on the platform where the audience is consuming the information. Having a smart assignment plan is key.

Not every story will end up on all platforms so letting the reporter know that before (s)he heads out the door will allow focusing on the



task at hand. Nixon also maintained that reporters must be given time to file stories and create content for each platform, given the proper training, and understand what it means to be an online journalist.

CTV digital evangelist Kevin Newman said news directors and other administrators are trying to force social media integration on people who are already overloaded. Newsrooms, he said, must stop introducing these changes too quickly and arbitrarily. Too many times, he said, we are not preparing the territory well enough to explain the whys. He believes too many newsrooms are still stuck on the TV model and not investing in the software to make multi-platform publishing easier. For some stations, when reporters are asked to tweet, for example, it is a cumbersome process.

Coming at the issue from a different direction was Richard Bloom, managing editor, CityNews.ca. In his newsroom, reporters are not told to think about the digital components to stories and not to put digital first. When they return to the station, that's when reporters are asked if there is a digital angle to their stories. A good example would be if the reporter was given a PowerPoint presentation; that could easily go on the web.

In a TV news story, chances are that would not be included so this is a way for anyone in the audience who wants to know more to go to the website and view that information.

How to handle breaking news is always a bit of a dilemma for many newsrooms. Andrew Lundy, director, Globalnews.ca, said you can't wait for the six o'clock or 11 o'clock news anymore. To think your audience may be hearing it for the first time on TV is not true. At Global, a story would be broken online first and developed during the day. But for the six p.m. news that story has to contain new information and be different from what is online. The audience, he



Clockwise from the top:

Rachel Nixon, Director of Digital Media, CBC News and Centres

Kevin Newman, CTV Digital Evangelist

Richard Bloom, Managing Editor, CityNews.ca

said, has a lot more control these days over what they consume and how they consume it.

Lundy said the role of mainstream media is still to provide context and depth, but the audience has more power to say what they want and to go elsewhere if it's not being given to them.

Mistakes made on the web are a huge problem for many newsrooms. All panelists agreed that if a mistake is made it must be handled immediately. You have to be transparent, apologize and make corrections.

The best advice is don't say things online that you would not say anywhere else. At this point, most media policies regarding the web are still evolving. It's important to educate staff that social media is still a work in progress.

On this subject, a question was asked about vetting material for Twitter in a breaking news situation. The panelists agreed that it is like a live hit on radio or television. You have to hire good journalists and trust that they can handle the situation.

As for best practices, here is the advice from the panelists:

- Don't say anything on Twitter or other social media that you would not say on a broadcast. Use common sense.
- Technology does not trump journalism.
- Do your due diligence.
- Don't be afraid to display your personality. It will help you connect to your audience.
- Be professional.



Andrew Lundy, Director, Globalnews.ca

Dianne Collins is an experienced broadcast journalist currently living in southwestern Ontario. She can be reached at dianne55@yahoo.ca.

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A photograph of four people standing together at a conference. From left to right: a woman in an orange dress and glasses, a woman in a dark blazer over a striped shirt, a man in a dark suit jacket over a light blue shirt, and a woman in a blue sleeveless dress. They are standing in front of a red backdrop with a metal truss structure above them.

Network anchors speak their minds

by Dianne Collins

The way broadcasters do their jobs has changed significantly in just the past 10 years. No one knows this better than those who sit in the anchor chairs. At the RTDNA's 50th anniversary conference in Toronto in June, two national network anchors and an investigative journalist talked about those changes.

They were asked what has changed the most in their day-to-day jobs.

CBC's Diana Swain said the number of times you are required to file a story is a big one for her. It used to be you had one show and one deadline. Now the deadline is perpetual and journalists have to be sure they know their story. She said the advent of cellphones made it possible to get information out quickly and process it.

Lisa LaFlamme, chief anchor and senior editor at CTV National News remembers when Blackberries first came out and reporters had to hand them back in at the end of their shifts. They were very reluctant. She also pointed out that Twitter has made a phenomenal change to the news business and cited examples such as the revolution in Cairo where

Left to right:
Dawna Friesen, Global National;
Lisa LaFlamme, CTV National;
Seamus O'Reagan, CTV National
and moderator and Diana Swain, CBC

people were tweeting as things were happening. As a reporter on the scene, she said she was tweeting the details all day long and then when it came time to file her story, it felt like it was old. In cases like that reporters have to dig even deeper to provide context.

Dawna Friesen, anchor and executive editor of Global News, said the news cycle is the biggest change and that feeding the beast is exhausting for reporters. They now have very little time to gather the information they need for their stories and still speak to the people who are affected. Friesen also said there is not enough investigation of stories and not enough people are being hired to do original journalism. She believes the biggest challenge for journalists is



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having the confidence and experience to take a step back and analyze what is really valuable.

All of the panelists agreed that their biggest frustrations are not having enough time and journalists needing to take a step back to consider the information they've gathered.

It's easy, they said, to get sucked into Twitter and Facebook.

On the way to the conference, Friesen talked about a conversation she had with a 20-year old on the plane. He told her he follows news organizations such as Global, CTV and CBC but he doesn't like it when he gets Tweets that are, what he called, "nonsense" information. They don't take you anywhere, he said, nor give added value or they don't connect to a story that has some depth.

Friesen said it's encouraging to know that people still want depth, analysis and context. The fellow she spoke with told her he wants to trust the information he's getting.

That's something we all need to keep in mind, she said.

LaFlamme added that it is encouraging to know that younger folks are going to conventional media. It shows that it still matters and that credibility is important.

All of the panelists agreed that there is value in social media and gave many examples of how it has become a tool for journalists. It provides details that can't be had in any other way. But it is not without its dangers and follow-up and checking sources is vitally important.

With all of these changes, are there still stories that are not being told?

Yes. All agreed that policy stories are falling off the wall because they are not sexy enough and yet they probably mean more. Those stories could have an impact on the viewer's life but aren't covered because they're hard to tell on TV and they can't be easily tweeted for people to understand.

They are considered boring.

So where are we headed with this new technology? Swain said we're getting more mature with how we handle social media and getting better at figuring out what it means and the role it can play. She doesn't believe mainstream media is going to a dark place where it has no relevance. In fact, she said, it's actually bringing people "into the tent" in a way previously "untappable". It's attracting people who have not paid attention to journalism or thought of it as their parents' pursuit, or thought watching the news was for old people.

Dianne Collins is an experienced broadcast journalist currently living in southwestern Ontario. She can be reached at dianne55@yahoo.ca.

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Carolyn Jarvis, Chief Correspondent “16x9” and Moderator; Jennifer McGuire, GM and Editor-in-Chief, CBC News; Troy Reeb, Sr. VP, Sr. VP, Global News & Station Operations; Wendy Freeman, President, CTV News

The future of broadcast news

by Dianne Collins

You’ve been living in a cave if you haven’t heard the death predictions for mainstream media. It’s a dinosaur, the naysayers claim, on the brink of extinction.

But industry news leaders, vivid despite their alleged feebleness, aren’t buying.

In their panel discussion at RTDNA, CTV News President Wendy Freeman, Troy Reeb, the senior vice-president of Global News and station operations, and Jennifer McGuire, general manager and editor-in-chief at CBC News talked about the future of the business and the changes needed to survive and thrive.

McGuire said there are no separate newsrooms anymore, that the integration of radio, TV and the web is the key to success along with serving local markets. The CBC, she said, is making strides to get back to that model. CBC recently opened radio and digital operations in Hamilton and Kelowna, and there are plans to open more outlets in smaller communities.

Reeb said companies need to understand that news is not necessarily a profit centre. Rather, he said, it’s about making community connections. “When you make connections with communities, that

strengthens your brand as a news organization and grows your brand overall. That's where the value comes in."

The future for mainstream media news has never looked brighter to Freeman. With numerous daily deadlines rather than the previous single demand, reporters must now be media multi-taskers and feed all of the station's platforms. She believes TV news still matters and people are still watching.

Question: How do you compel viewers to tune in for your supper hour TV news?

The three national news leaders agreed that news is still about telling stories.



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If it's a good story, it can be developed all day on all platforms so that the audience will follow to the supper hour news.

Question: Does that mean the role of the six o'clock newscast has changed?

Yes, the panel responded, but it can be an advantage in a world where there are now endless information possibilities. We have to provide context for the viewer and separate facts from fiction. Audiences still turn to the conventional newscast as a trusted source.

Wendy Freeman said social media is the beginning of a revolution and everyone must be on board. She spends 75% of her day dealing with digital, including CTV's website, Facebook and Twitter. "It's more important than ever for news managers to be aware of what is going out on the digital universe and that it is correct," she said.

The news managers believe sites such as Twitter are going to become competitors for the already sparse ad dollars in the near future. Twitter recently announced it will soon start running ads.

Question: In the U.S., newspapers, e.g. the New York Times and Wall Street Journal, have put their content behind pay walls. To get content, users must pay a subscription fee. While CTV has some subscription programs, both Global and CBC don't. This fall, the Globe and Mail is moving behind a pay wall and broadcasters will be watching very carefully to see how it goes. Also in the U.S., many more broadcasters are hiring the one-man band, or journalists who can shoot, edit and report their own stories. Is more of that on the horizon for Canada?

Freeman said there are definitely more videojournalists at CTV stations while Reeb and McGuire said Global and CBC are going for a mix to provide reporters with more time for perspective on stories.

CBC also says it doesn't think it's the future for the Corporation as there are too many media maws to fill (radio, TV and the web).

It's difficult for a one-man band to serve all those masters.

New journalists were advised to be as broad-based as possible, to be media multi-taskers and to tell good stories.

McGuire, Reeb and Freeman said there are jobs out there if newbies take the time to hone their skills.

Dianne Collins is an experienced broadcast journalist currently living in southwestern Ontario. She can be reached at diannec55@yahoo.ca

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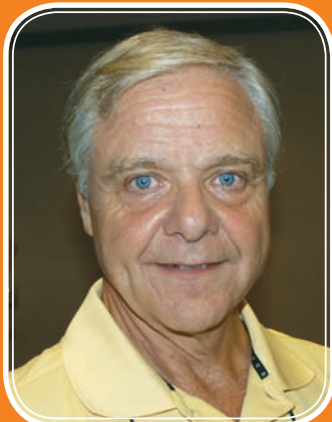
*Former RTNDA President
Don Johnston cuts the 50th
anniversary cake*



*Peter Angione, CTV Ottawa; Liz Travers, CTV Toronto; Andy LeBlanc, CTV Halifax;
Bernadette Lee, Marketwire, Toronto; Mike Omelus, Global Television, Toronto;
Michael Fulmes, Global Saskatoon; and Terry Scott, The Canadian Press, Toronto*



*Tim Parent,
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Robert Hurst, Huntsville



*Doriana Temolo, Global BC Burnaby
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*Marie Cassidey, Haliburton Broadcasting Caledonia;
and Zack Georgiey & Wendy Gray, Haliburton
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*Rich Horner, Newcap Halifax and Bryan Mullan,
Global Ottawa*



Scott Pettigrew, CKNX Wingham



*Wendy Gray, Haliburton Broadcasting, Niagara
Falls/Caledonia and George Gordon, CFRA Ottawa
(now at 680News Toronto)*



Past RTDNA Presidents: Andy LeBlanc, Halifax; Dick Smyth, Bracebridge; Don Johnston, Oakville; Gerry Phelan, St. John's; Dave Knapp, Oakville; Terry Scott, Toronto; Bruce Hogle, Edmonton; Hudson Mack, Victoria; Frank Flegel, Regina; Eric Rothschild, Toronto; Cal Johnston, London (face hidden behind Rothschild); George Clark, London; John Hinnen, Toronto; Eldon Duchscher, Calgary (face hidden behind Hinnen); and Jason Moore, Windsor



Andy LeBlanc presents Terry Scott, The Canadian Press, with the President's Award



John McKenna, CHCH-TV Hamilton



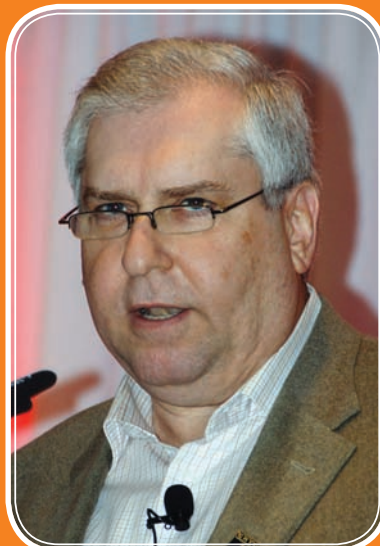
Gina Lorentz and Sheryl Plouffe, The Weather Network, Oakville



Steve McEown and Cindy MacDonald, Rogers TV Barrie



Andy LeBlanc, RTDNA president presents Peter Angione, CTV Ottawa with the Distinguished Service Award



Leonard Katz, CRTC Ottawa



Michael Fulmes, Global Edmonton and Mark Sikstrom, CTV Toronto

Lloyd Robertson: Reflections from a career at the centre

by Dianne Collins

Lloyd Robertson has retired...well, sort of. Often described as Canada's most trusted news anchor, Robertson walked away from the big desk but only slowed down marginally.

He is now a co-host at the network's W5 public affairs program, is writing a book about his life as a broadcaster, is in demand as a public speaker.

The 78-year old, whose voice is still "golden", says he left CTV National news because he wanted to go out on a high note.

In conversation with Canada AM Host Beverly Thomson during one of the sessions at RTDNA, he visited the topic of his retirement, gave advice to those just getting started in broadcasting, and made conversational stops through a range of topics.

With 41 years as a news broadcaster behind him, Robertson told a packed room of journalists that he misses being able to cover the big events such as the Queen's Diamond Jubilee and the NDP convention.

But, he emphasized, he doesn't miss working at 11 p.m. five nights a week.

Looking back to the whole concept of the TV news anchor, Robertson gives 100% credit to the late Walter Cronkite, describing his impact on broadcasting as "profound".



*Lloyd Robertson and
Beverly Thomson*

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It was Cronkite, he said, who incorporated the anchor role of doing news and hosting events such as political conventions.

In 1963, when President John F. Kennedy was assassinated, Cronkite worked three full days non-stop on air. The producer of 60 Minutes, Don Hewitt, coined the term “anchor”, or the person who carries the baton.

It passes to him, he passes it on, puts it together and draws perspective for the viewers and pushes the conversation forward.

That is what Hewitt intended. It changed the news business for those who were considered newsreaders or newscasters. In Canada, CTV was the first to catch on to this concept with people such as Peter Jennings in the 1960s. For Robertson, his status at CBC’s The National remained as simply an announcer. He could not write any material, only read it on-air.

It took a long time to break through those old barriers, he said.

“Being at the centre of what is going on is what journalism is all about. You have to be curious about life, interested in people, enjoy the parade passing and the flow of what’s happening around you.”

Robertson said he couldn’t imagine doing anything else. It allowed him to grow and, he said, if you’re a journalist you must grow more wisdom and carry that on your shoulders as you move forward. This growth is essential for those who would aspire to anchoring, being capable of putting things in perspective because that person would then have some life history. Such people will carry the country’s history in their heads and that’s where an anchor becomes more useful, he said.

On the subject of graphic information and how to handle it, Robertson cited the Lucca Magnotta and Daniel Pearl stories: “The question we have to ask ourselves is how much is too much, but we don’t want to sanitize the story. In the 1950s, ’60s or ’70s, a story like Magnotta’s would not have been touched on the news.”

He feels the public and broadcast journalists were dragged into a form of tabloid journalism with the O.J. Simpson trial. Journalists such as Peter Jennings didn’t want to lead their shows with that story. “There was a huge debate in the U.S. as to whether or not mainstream journalists should do this kind of thing at all. It was Tom Brokaw and NBC that went for it and now we have to be on these stories; there’s no choice. We have to be concerned about ratings and commercials. We also must talk about what people in our audience are talking about. It is very competitive.”

Robertson believes that the 11 p.m. news has some leeway for these kinds of stories but it is still a matter of being responsible and putting them into context for the viewer. “There are times when you have to use material that may be offensive to show the real grit of a story and you must warn your audience this information is coming.”

Question: “Do you believe changes to our industry like 24-hour news coverage and more competition has strengthened journalism?”

Robertson calls it an arguable point. In his view it has drawn broadcast journalists into the “pit” of tabloid journalism where news people are always “feeding the bear”. The danger in that is there isn’t enough time for context or reflection and commentary, details the audience needs to make sense of a story.

While there is a need to be first, journalists should take time to put things in context: get it first, but get it right. The audience wants to trust and believe you and you must take it seriously, he said. Journalists have to be accurate, fair and balanced. It is important to keep an eye on Twitter and other sources but that information needs to be checked. It can't be trusted. The audience still needs someone to distill the information. It is critical, a big challenge that causes us to rethink how we do things.

Question: "What do you tell students and parents about getting into journalism as a career?"

"It's a tough game. Don't expect to have a normal life or be home for dinner at six o'clock. There will be times when you will miss family events, but it is a great life. You are at the centre of everything. If you are curious about life, it's a great job."

He cautioned young people not to go into journalism if they want to be a star. News people are personalities but not stars, he said. They carry the public trust and that's a responsibility that must be taken seriously.

Question: "Do you remember a time when management spent money on newsrooms?"

"Yes, in the 1960s and '70s. CTV had two anchors for a 20-minute and then a 30-minute newscast. It was a small industry early on and the money was flowing. It was great fun!"

Question: "But how do we get managers today to open up the wallet?"

"Present them with business models that work and stop complaining. If we have passion for what we do, we must give them ideas to retain what we've built."

Dianne Collins is an experienced broadcast journalist currently living in southwestern Ontario. She can be reached at dianne55@yahoo.ca.

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Terry Scott's impact on the Canadian broadcasting scene over the past thirty-seven years has been significant. — RTDNA Canada President Andy LeBlanc.

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2012 National & Network Award Recipients

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Bert Cannings Award – Best Newscast

- CBC North for *Northbeat* (Small Market)
- CTV Barrie for *CTV News at Six* (Medium Market)
- CTV Edmonton for *Slave Lake Disaster* (Large Market)

Adrienne Clarkson Award – Diversity

- Global Saskatoon for *Accessible Saskatoon, Not!*

Charlie Edwards Award – Spot News

- CP24 for *In The Line Of Duty*

Dan McArthur Award – In-depth/Investigative

- CTV Montreal for *Dirty Little Secret*

Dave Rogers Award – Short Feature

- CKPG News for *Mackenzie Hockeyville* (Small Market)
- CTV Regina for *Project First Goal* (Medium Market)
- Global Toronto for *Generation Inspiration – Filling The Silence* (Large Market)

Dave Rogers Award – Long Feature

- Rogers TV Simcoe County for *In Focus: My Christian Island* (Small Market)
- CTV Regina for *Return To Willow Bunch* (Medium Market)
- CTV Montreal for *Caught In A Trap* (Large Market)

Gord Sinclair - Live Special Events

- CBC Manitoba for *Manitoba Flood 2011*

Ron Laidlaw Award – Continuing Coverage

- CTV Edmonton for *Slave Lake Fires*

Trina McQueen Award - News Information Program

- CTV Saskatchewan for *Chasing Normal*

Hugh Haugland Award – Creative Use of Video

- CTV Montreal for *Path To Parenthood*

Sam Ross Award – Editorial Commentary

- CKNW for *From Hell To Hope – A Personal Journey Through Depression*

Digital Media Award

- CBC New Brunswick for *Fractured Future*

NATIONAL RADIO WINNERS

Byron MacGregor Award – Best Newscast

- Mix 106.5 for *The 7 O’Clock News* (Small Market)
- News 95.7 for *The Morning News – Billion Dollar Shipyard Deal* (Medium Market)
- News 1130 for *5:30am News – Post Riot* (Large Market)

Best Use of Sound Award

- CBC Vancouver for *The Early Edition – Security 911: The New Normal*

Charlie Edwards Award – Spot News

- CKOM NewsTalk 650 for *Plane Crash In Saskatoon*

Dan McArthur Award – In-depth/Investigative

- CBC Calgary for *The Not-So-Grand Prix*

Dave Rogers Award – Short Feature

- CBC North for *Gold Range Trailbreaker* (Small Market)
- News 95.7 for *Will and Kate on PEI* (Medium Market)
- CBC Vancouver for *Gail the Golden Age Goalie* (Large Market)

Dave Rogers Award – Long Feature

- CBC Radio for *Cornering Gas* (Medium Market)
- CBC Toronto for *The Indignity of Aging – Ontario’s Home Care System* (Large Market)

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- CKNW for *Stanley Cup Riot – From Excitement to Mayhem*

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- CBC Calgary for *Murder On The Sunchild Reserve*

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- CBC News, The National for *Back In Time*

Charlie Edwards Award – Spot News

- CTV News for *Bodies Discovered*

Dan McArthur Award – In-depth/Investigative

- CTV W5 for *Above The Law*

Dave Rogers Award – Short Feature

- CBC News, The National for *From Madrassa To Murder*

Dave Rogers Award – Long Feature

- Global 16X9: *The Bigger Picture for Getting Into Cirque*

Gord Sinclair – Live Special Events

- Global National for *911: Ten Years Later*

Ron Laidlaw Award – Continuing Coverage

- Global National for *Egypt In Crisis*

Trina McQueen Award – News Information Program

- CBC News for *Connect in Afghanistan* with Mark Kelley

Hugh Haugland Award – Creative Use of Video

- Global 16X9: *The Bigger Picture for Getting Into Cirque*

NETWORK RADIO WINNERS

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- CBC News for *CBC News: World Report*

Best Use of Sound Award

- The Canadian Press for *Clamour At Camp Mirage*

Charlie Edwards Award – Spot News

- The Canadian Press for *Stanley Cup Fury*

Dan McArthur Award – In-depth/Investigative

- CBC News for *Canada, Guns, And the Arms Trade*

Dave Rogers Award – Short Feature

- CBC News for *Surviving In Noda*

Dave Rogers Award – Long Feature

- CBC Radio One, The Current for *The First Ladies of the RCMP*

Gord Sinclair Award – Live Special Events

- CBC News World Report for *The Royal Wedding*

Peter Gzowski Award – News Information Program

- CBC Radio One, The Current for *The Loss Of Steve Jobs*

Ron Laidlaw Award – Continuing Coverage

- CBC News for *Civil War in Libya*

Adrienne Clarkson Award – Diversity

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- CBC News for CBCNews.ca/Shatila (*Exile Without End: Palestinians In Lebanon*)



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Michelle Billman, CBC The National, Toronto



Laurie Few, Kirk Neff and Carolyn Jarvis, 16x9 Toronto & Mike Omelus, Global News Toronto



Lisa LaFlamme and Dave Hughes, CTV National Toronto



Ruth Anderson, CTV Barrie



Corinne Seminoff, CBC The National Toronto



Allison Vuchnich, Global Toronto



CTV Delegates



Jed Kahane, CTV Montreal

In a mission-critical world, there is the expectation for continuous service availability and consequently a large portion of operational budgets is spent on failure management. The challenge of the plant manager is creating a maintenance plan that is a balance between reliability and diminishing budgets. Knowing the usable lifespan of a component or device would revolutionize plant management.

The impact is on your profit line and on your business-to-business reputation.

Predicting a failure and taking corrective action before loss of a service has been a manager's dream. Just-in-time preventive maintenance is more cost-effective than corrective action or the build-out of extensive redundant system configurations. Predicting when a fault will occur enables maintenance teams to schedule corrective action in a timely manner. Your calls out costs are reduced. Spare parts can be consolidated and spares inventory minimized. You can achieve 100% system

The revolution of plant management



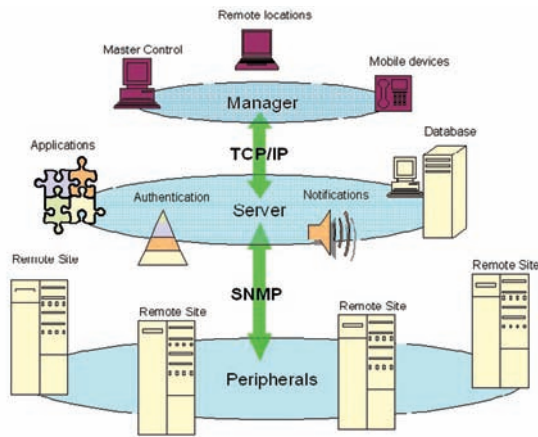
by Howard Tulloch

availability at the most effective cost.

This type of fault management capability is gradually becoming an option for small and mid-size organizations. Ethernet access to remote sites and the capability of more devices to provide detailed operational information has revolutionized fault management techniques. No longer is remote control of your plant limited to a few measurements and alarm status points accessed over an analog POTS line.

Every plant manager should be familiar with Simple Network Management Protocol (SNMP) and appreciate the advantages of implementing an SNMP remote monitor and control system. You need to know how SNMP works, how to enable it within your plant and be confident in preparing a programming plan to initiate and adapt the Network Management Software.

Created in 1988, SNMP is a manager/agent protocol that has enabled remote control and monitoring compatibility



between equipment manufacturers. The SNMP manager provides the interface between the human plant manager and the management system. The SNMP agent provides the interface between the SNMP manager and the physical device(s) being managed. The SNMP manager and agent use an SNMP Management Information Base (MIB) file and a relatively small set of commands to exchange information.

The standard has evolved through three versions. SNMPv1 defines commands to retrieve parameters or set operations. SNMPv2c provides an expanded messaging command set with enhanced error responses by agents. SNMPv3 is the most recent version and provides improved security including user authentication.

Each managed device within the plant will require a MIB file. The MIBs are text files that describe data objects within a device to be managed by the SNMP agent within a device and are the topic of conversation between SNMP managers and agents.

The SNMP MIB file is organized in a tree structure (similar to a computer filing structure) with individual objects (variables), such as status points, descriptions and control points being represented as leaves on branches.

Each MIB object definition has a unique numeric tag or OBJECT IDENTIFIER (OID) (dotted listed of integers) that is used to distinguish each variable by manufacturer, equipment type, device function and query or command format.

For example, "1.3.6.1.2.1.25.3.6.1.4".

These OIDs can be analysed by viewing the MIB file using normal word processing programs, such as WORD or NOTEPAD or with specific SNMP applications.

SNMP uses five basic messages to communicate between the SNMP manager and the SNMP agent. The GET, GET-NEXT, GET-RESPONSE request messages are used to retrieve information. The SET message is used to re-configure the equipment. The TRAP message is sent by the agent when a user-defined event occurs.



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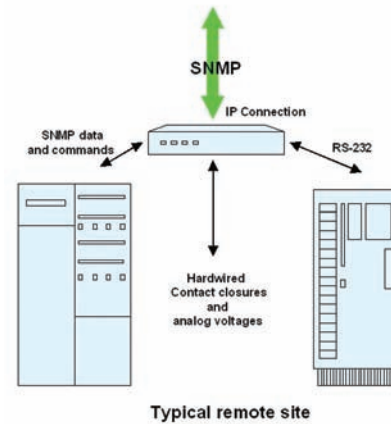


Beware, not all equipment has implemented SNMP effectively.

When selecting new equipment such as a TV/FM transmitter, RAID system, UPS or Air handling system you should review the associated SNMP MIB file. This file will define what you can or cannot manage within the equipment. Care should be taken to determine that the parameters available are sufficient for the desired remote control.

Furthermore, manufacturers have a habit of supplying one MIB file to cover all of their models of equipment. Searching through the MIB file to find the OIDs that apply to your particular model can be a time consuming exercise.

In some cases the equipment may not have an OID for the control or parameter that you require. The solution is to deploy an external SNMP interface that can convert the contact closures or analog measurements to a SNMP compliant OID.



The final step in SNMP implementation is to select the system manager software to communicate with all the equipment connected to it over the Ethernet network. This software maintains a powerful centralized database of all events, distributes the alarms to key personnel and can be used to predict trends based on historical data.

This software offers a secure hierarchical GUI-based user interface that is used to systematically navigate through the many levels of the plant.

Investing in the implementation of an SNMP-based plant monitoring and control system will improve the efficiency of your maintenance and operational plan. Analysis of the logs will provide the accurate information that is required to support your budget preparation and ultimately offering the most cost-effective solution for 100% reliability.

Howard Tulloch is Central Sales Manager at Novanet Communications Limited. He can be reached at 905-686-6666 x112 or htulloch@novanetcomm.com.

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Four generations – four approaches to work: A synopsis

As small and large businesses alike seek to become more high-performing, the challenge is to engage a diverse workforce. Senior leaders and managers have often been working in the sector their entire careers, and as younger employees enter the field the differences in expectations and behaviours between Traditionalists and Baby Boomers on one side and Gen Xers and Gen Ys on the other, has become more apparent.

These four generations break down in ages as:

Traditionalist	1922–1945	67 - 90 Years
Baby Boomer	1946–1964	48 - 66 Years
Gen X	1965–1980	33 - 47 Years
Gen Y	1981–2000	11 - 32 Years

Generational cohorts possess unique values, behaviours and skills based on their experiences of life-defining events. The commonality of these shared events creates generational identities. The generational identities shape the viewpoints that each cohort has on life and work. These characteristics are important to understand because they affect individual, team and organizational performance.

For Traditionalists, the effects of the Great Depression and the world wars caused them to be a generation of institution-builders, with deep-rooted values of honour, loyalty, dedication and sacrifice. They transfer these qualities into the workplace where they are stable, detail-oriented and hard-working. They are loyal to the organization and are focused on building a legacy.

Baby Boomers were raised in the optimistic post-Second World War era. Because of their sheer number (9.3 million in Canada), society catered to their needs by building suburbs, hospitals and schools. However, the numbers that worked for them prior to entering the workplace to

by Adwoa K. Buahene

create social change (marches about gender equality, multiculturalism etc.) worked against them when they entered into the workplace. When this cohort entered the workplace, they were faced with high competition and the need to constantly prove their value in order to move ahead. They are known for their strong commitment to their careers, organizational political savvy, and drive to add value.

Gen Xers grew up in less optimistic times. High rates of divorce and witnessing the effects of corporate downsizing caused this generation to be very independent. Since organizations could no longer guarantee stability, Gen Xers pledged to take care of themselves. This cohort is constantly seeking to learn new marketable skills as a way of controlling their future. In the workplace, they are eager to work on multiple projects that are focused on producing results and are determined to have a work-life balance.

While Gen Ys have been exposed to negative socio-historical events such as 9/11 and school violence, they are being raised in extremely positive environments, both at home and at school. Many are raised in a peer-to-peer relationship by their parents where their opinions are solicited, listened-to, and acted upon. In school, the philosophy is to build self-esteem. Gen Ys enter the workforce with high levels of confidence, and expect managers to treat them as colleagues and peers.



	Traditionalists 1922-1945	Baby Boomers 1946-1964	Gen Xers 1965-1980	Gen Ys 1981-2000
Attitudes, Values and Expectations	<ul style="list-style-type: none"> ❖ Loyalty ❖ Respect for authority ❖ Dedication ❖ Sacrifice ❖ Conformity ❖ Honour ❖ Privacy ❖ Stability ❖ Economic conservatism 	<ul style="list-style-type: none"> ❖ Optimism ❖ Involvement ❖ Team-orientated ❖ Personal growth and gratification ❖ Youthfulness ❖ Equality ❖ Career-focused 	<ul style="list-style-type: none"> ❖ Independence ❖ Self-reliance ❖ Pragmatism ❖ Skepticism ❖ Informality ❖ Balance 	<ul style="list-style-type: none"> ❖ Confidence ❖ Diversity ❖ Civic duty ❖ Optimism ❖ Immediate access to information and services
Key Characteristics	<ul style="list-style-type: none"> ❖ Compliant ❖ Stable ❖ Detail-orientated ❖ Hardworking ❖ Dedicated ❖ Fiscally frugal ❖ Trustworthy ❖ Risk averse ❖ Long-term focused 	<ul style="list-style-type: none"> ❖ Driven to succeed ❖ Team player ❖ Relationship-focused ❖ Eager to add value ❖ Politically savvy in the workplace ❖ Competitive 	<ul style="list-style-type: none"> ❖ Techno-literate ❖ Flexible and adaptable ❖ Creative ❖ Entrepreneurial ❖ Multi-tasker ❖ Results-driven ❖ Individualistic and creative 	<ul style="list-style-type: none"> ❖ Techno-savvy ❖ Collective action ❖ Expressive and tolerant of differences ❖ Eager to accept challenges ❖ Innovative

With such different values, behaviours and expectations, it is no wonder that on a team there might be generational conflict. But why should you care about meeting the needs of all four generations?

As many media organizations face an aging workforce, it is becoming increasingly important to get the right person in the right job at the right time so as to facilitate the required knowledge transfer, training and leadership succession.

Why is it so hard to engage most of your employees most of the time? In part, you may not be looking at your workforce from a generational lens. By adopting this perspective you will be able to create management techniques and strategies that are effective at engaging all employee groups. Research has proven that an engaged employee is a more productive employee.

Organizations need to find strategies that engage and retain the experienced worker, while creating a work environment that is appealing to new entrants to the workforce. The experienced generation holds your organizational memory and can serve as great mentors and coaches. You need to re-engage experienced workers by demonstrating the value that they continue to bring to your organization. Often taken for granted, organizations and managers do not specifically focus on rewards, recognition nor interesting work assignments that engage the more experienced worker.

To create an environment that will be appealing to younger entrants in the industry, you must have an organizational culture which will entice them to be a part of it. First, your organization should survey existing employee expectations to determine what your current culture is like. Is your culture formal and defined by rules and policies? Is your culture highly structured, where 'paying your dues' by working long hours is expected?

If so, then these are a couple of indicators that your culture may be Traditionalist- or Baby Boomer-dominated so you need to evaluate what in your culture may need to adjust so as to also attract younger employees.

This recommendation is not implying that you need to change your culture entirely. Rather the key is to expand both your formal and informal culture such that it speaks to the values, motivations and expectations of all four generations. Colleagues from each generation have to recognize the strengths and the differences of others. Younger colleagues who enter into your organization need to understand the organizational history and the value more senior generations bring to the team. Conversely, the experienced generations need to understand that the younger generations often demonstrate strong competency and possess different and useful skill sets earlier in life.

Leaders are the front line of defence to recruitment and retention. A leader who effectively engages a multi-generational team has a high-performing team. As a manager you should evaluate your existing management practices and policies to gauge how effective you are at driving performance from your team. Invest in understanding generational values, expectations and behaviours and adapt your work style,



management style and communication style to drive greater engagement. Each individual manager must assume greater accountability for creating stronger team collaboration.

Ultimately, creating an engaged workplace requires the collaboration of everyone—from senior leaders who make strategic decisions to front-line employees who work on multigenerational teams every day. By focusing on how to maximize the strengths of each generation while managing conflict points, recruitment, retention and, most importantly, engagement can be improved.

*Adwoa K. Buahene, who presented “Four generations – four approaches to work’ at this year’s Western Association of Broadcasters annual convention in Banff, is a co-author of *Loyalty Unplugged: How to Get, Keep & Grow All Four Generations*, and *Upgrade Now: 9 Advanced Leadership Skills*. Learn more through www.ngenperformance.com.*



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A first: Taking ATSC Mobile



for a test drive at CCBE



Demonstrations of broadcast products and services are, for the most part, conducted in controlled environments, e.g. trade show booths, vendor premises and, occasionally, in touch-it, feel-it real life situations.

Central Canada Broadcast Engineers attending their annual conference this month—thanks to a cooperative effort by systems integrator Spectrum Expert, Rohde & Schwarz and Solutions Broadcast RF—will get a first-hand opportunity to experience ATSC Mobile as both the programming audience and as prospective customers.

A broad range of CCBE events will see ATSC Mobile cameras tagging along, from Friday night's hospitality suite events to Saturday's golf tournament to that evening's Awards Banquet. A full demonstration of ATSC Mobile is in the works for delegates.

There will be cameras, monitors in golf carts, a transmitter atop the highest hill and staffers from Spectrum Expert, Rohde & Schwarz and Solutions Broadcast RF putting the Mobile show together.

Spectrum Expert's truck will house the Rohde & Schwarz ATSC transmitter while Solutions Broadcast RF will provide 70 small-screen RCA ATSC Mobile receivers for each of the carts in the golf tournament plus the wireless cameras.

One camera will remain at the 18th hole while another will rove throughout the course, shooting images and video of the players in real time, sending it back to the truck and then broadcasting in Mobile so that the players can see what's going on with everyone else's game.

No, it's not a "real broadcast" in terms of what you might expect from broadcast golf coverage. Rather, says Francois Gauthier of Spectrum Expert, "we're going to have some fun while demonstrating that ATSC Mobile can work with small receivers in moving situations," e.g. rolling golf carts.

During the Saturday golf tournament, one of the channels in the golf carts will offer a playback of the previous night's events.

The intent of this demonstration is to expose ATSC Mobile to the broadcast community and to differentiate it from ATSC, that the two standards do exist and that they work. ATSC Mobile, said Gauthier, is a "killer application that can push ATSC." Further, he said, "there is a second wave of ATSC coming."

Portable and cellphone devices will easily accommodate it, he said.

A Saturday morning session will feature Gauthier and his partner, Patrice Lemée, explaining in detail the equipment being used and how the whole set-up works.

This year's convention, as it has been for the previous 14 years, will be held at the Horseshoe Resort, one hour north of Toronto.

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MDCL – Worth a second look?

A while ago I wrote about the power savings available to AM broadcasters by upgrading from standard AM transmission to a more complex form called MDCL, or Modulation Determined Carrier Level. Sometimes it's also called DCC or Dynamic Carrier Control.

In the time since then, quite a few U.S. broadcasters have experimented with MDCL, in markets large and small. In our own backyard, CHNL Kamloops has been doing some of its own research as well, using their new Nautel NX25. There may in fact be other Canadian broadcasters which have tried this but their efforts haven't yet reached my ears (so if you're up to something here please let me know!).

The Short Story

There are two main schemes, AMC and DAM. Each of them has a couple of sub-schemes or settings that can be adjusted for those who just can't leave well enough alone.

AMC, developed by the British Broadcasting Corporation, starts with standard full-power AM when the modulation is zero and gradually reduces carrier level as modulation is increased. This is done in a fashion that is intended to trick AM receiver AGC circuits into increasing their gain at the same time the carrier is reduced, which will increase audio output and conceal the transmission trickery!

At 0% modulation, full power ramps back up, giving the station as much quieting, and coverage, as it would have with standard modulation. The thinking is that any electrical noise in fringe receive areas will be masked by the modulation, and not noticed.

DAM, developed by Telefunken, weirdly does almost the opposite to the same end result—it starts with a (somewhat) suppressed carrier level but that increases as modulation level goes up. In many respects, this is like a hybrid form of suppressed-carrier double sideband and it sounds a lot like the old Kahn Powerside scheme.

From all the reports I've seen, those who have experimented



by Dan Roach



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with the two methods have preferred the AMC algorithm. It's said to be more transparent-sounding. It's also said that emergency generator supplies very much prefer AMC to the "herky-jerky" power demands of DAM. It's also worth considering that all these schemes were originally developed for shortwave broadcasting, and so for speech modulation. A music-driven format would not see as much power-saving with DAM for the simple reason that the modulation is sustained at a higher level (so there's less carrier suppression).

Any MDCL scheme will require a waiver of FCC or Industry Canada rules regarding carrier shift as, by definition, there will be a lot of carrier shift happening. But temporary experimental waivers are said to be easily available and permanent ones not much harder. By all reports, anyone who has tried this experiment has taken steps to make the change permanent.

Results

Everyone who has taken the plunge reports immediate and significant results. Transmitter power consumption drops 40% or so. Depending upon how much of the power bill is used by the transmitter (and not by tower lights and building cooling fans, for instance), site power bills drop from 20% to about 40%. Every published account states the same thing: astonishingly, there are no audible artifacts from switching to AMC.

I recently had the opportunity to visit CHNL's transmitter and to listen to both standard AM and AMC modes both at the site and on the road. I can confirm this: there doesn't seem to be any deterioration in sound or coverage by adopting AMC.

Depending on your transmitter's age, conversion costs for solid state transmitters range from free (as simple as selecting an option from your transmitter's menu) to a few thousand dollars for some internal hardware.

In an unforeseen development that underscores just how much money can be involved, one of the published anecdotes related just how much extra it was costing to run the (non-MDCL) standby transmitter

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occasionally—even a few minutes use resulted in high demand power charges for the month.

In this case, these extra charges were all that was required to justify purchase of a second MDCL kit for the standby transmitter!

As newer transmitters are purchased, I predict we will see more and more use of MDCL techniques. The costs can be trivial and the payback is immediate, with no discernable downside: the biggest surprise is that the migration to MDCL didn't take place long ago.

Dan Roach works at S.W. Davis Broadcast Technical Services Ltd., a contract engineering firm based in Vancouver. If you have a question or comment, contact him at dan@broadcasttechnical.com.

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The advertisement features a blue and white Davicom AM/FM Broadcast Monitor (FMBM) device. The device's LCD screen displays 'Freq 106.30 MHz' and 'Dev 119 kHz MO'. To the right of the device, a golden retriever puppy is sitting and wearing large black headphones. A QR code is located in the upper right corner of the advertisement. The Davicom logo is in the bottom right corner.

Supply LINES



Al Mitchell, the President of *PPD—Post Producers Digital* in Toronto, has closed the company. Mitchell, an editorial contributor to *Broadcast Dialogue*, is now with post production studio *Urban Post*, also in Toronto.



Avid Technology will close its Madison, WI, operations by Sept. 30, ending the jobs of 36 employees. The reductions were announced July 2 and were to be phased in over three months. Ten of the 46 Madison employees will keep their jobs but will work from home. In other Avid news, the company is divesting its consumer businesses in favour of focusing on its media enterprise and post and professional customers. Its consumer video editing line—including *Avid Studio*, *Pinnacle Studio* and the *Avid Studio App* for the Apple iPad—is being sold to Ottawa-based *Corel Corporation*.



Seven world mobile operators, **Rogers Communications**, KPN, NTT Docomo Inc., SingTel, Telefónica, Telstra and Vimpelcom, have entered into a memorandum of understanding to form an alliance to support a single, global platform that multinational businesses will leverage to enable connected devices in multiple countries. The goal of the global alliance is to create efficiencies for manufacturers and enhance the end-user experience by enabling delivery of a global product with a single SIM, eliminating roaming costs in the countries of participating operators.



New Rohde & Schwarz group company **DVS Digital Video Systems GmbH**, now operates under the name **Rohde & Schwarz DVS GmbH**. The hardware and software specialist in the field of professional film and video post production will remain an independent organization within the Rohde & Schwarz group... At IBC, Rohde & Schwarz DVS GmbH exhibits its new SpycerBox for implementing customers' disaster-recovery strategy. The SpycerBox family is for both broadcast and post production. The Spycer integrated content-control system also simplifies data distribution. Also from Rohde & Schwarz, its latest primer on digital oscilloscopes gives insight into the most important specs to consider when using one—beyond the banner specs. It's free and available at <http://rohde-schwarz-scopes.com/primer>.



Electronics Research, Inc. has completed the relocation of its television filter/combiner and RF component production from Gray, Maine to corporate headquarters in Chandler, Indiana.



Ross Video has expanded its openGear partnership with UK-based *Rascular Technology*, which offers a software application that controls equipment from a diverse set of manufacturers in an on-air environment. Helm, Rascular’s flagship product, is a fully user-configurable, PC-based application providing either mouse-driven or touchscreen control and monitoring via TCP/IP for a wide range of broadcast equipment workflows... Still with Ross Video, **Julian Fraser**, a 14-year veteran at *Applied Electronics*’ Calgary office and who most recently held the Regional Manager position there, has moved to Ross as regional sales manager for Western Canada. He remains in Calgary.

Ottawa-based *WiLAN* has acquired a global portfolio of more than 40 patents and applications from *Siemens AG* related to telecommunication network management and mobile multimedia. Terms of the agreement were not disclosed.



Stingray Digital has an agreement to acquire *Musicoola*, a Tel-Aviv based digital music broadcaster. With this addition, the company now will have presence in 50 countries.

Native North Broadcasting Yukon (NNBY) has adopted *Digigram*’s IQOYA STL solution throughout the Yukon. NNBY deployed 22 Digigram IQOYA Link and Link/LEs to provide multilingual coverage.



Accessible Media Inc. (AMI) has improved accessibility at its website, www.AMI.ca, with *BrowseAloud* text-to-speech software. It’s geared toward visitors who have vision loss, dyslexia and/or other perception difficulties. The natural-sounding voices, in both French and English, also serve as a teaching aid for those wishing to learn another language.



Marathon’s everRun MX provides fault tolerance that ensures zero downtime and zero data-loss for *ENCO Systems*’ newly launched ENCO1 Virtualized Automation System—recent winner of Radio World’s “Cool Stuff” Award.



Carol, Ted and Ron Paley have purchased the assets, trademarks, the Canadian and American user base, and the intellectual property of *Digital JukeBox*. Since they purchased the assets rather than the company, a new Ontario-based corporation, called *DJB Software Inc.*, was formed. Exclusive distribution rights in Canada are owned by *Oakwood Broadcast* and *Ron Paley Broadcast*. The move takes the Paleys back into the radio automation business.



Looking for a product or service provider? Click [HERE](#) for the *Broadcast Dialogue SupplyGuide*.

Mobilizing communities

Virgin Radio (CKZZ-FM) 95.3 Vancouver morning Hosts **Nat and Drew** captured the hearts and minds of listeners who chipped in \$66,000 to help end animal cruelty. The effort was spawned after a two-year-old German Shepherd was found in a dumpster gravely injured. It died the next day. The dog's owner has been arrested by Vancouver police on an unrelated matter.



A contest at **Newcap's 90.3 AMP Radio (CKMP-FM) Calgary** on what to do with \$10,000 cash—give it away or burn it—had its motivation derailed by one caller who was about to attend his ex-wife's funeral with his 12-year-old daughter. The caller wanted to know how to save some money for his daughter's future. After being prompted, he told morning Host **Ryan Lindsey**, on the air, about the woman's death. Upon the telling, Lindsey made the decision on-air to scrap the contest and pledge the money to the man and his daughter. PD **Paul Kaye** backed up the decision, saying that the station stood by Lindsey's decision; that the story was too powerful not to award the money then and there.



Shaw Communications, BC Children's Hospital Foundation and members of British Columbia's South Asian community, through their *A World of Smiles* telethon, raised \$360,810 for **BC Children's Hospital**, **Sunny Hill Health Centre for Children** and the **Child & Family Research Institute**, supporting research, equipment and clinical care needs.



"A World of Smiles" upon the announcement of the total raised for BC Children's Hospital

Capital FM Edmonton listeners gave just over \$70,000 to support its second annual **Capital Cares Radiothon for Make-A-Wish Northern Alberta**. All money raised goes toward granting the wishes of children with life-threatening medical conditions.



Jungle Jay Hamilton; Audie Lynds; Kris Burkholder; Rob Christie; and Shane Michaels during the radiothon

In November, 2011, **KICX 91.7 Sudbury** launched a five-year \$250,000 fundraising campaign to support the Neo-natal Intensive Care Unit/Pediatrics Unit at Health Sciences North. The recent first annual **KICX For Kids** radiothon raised over \$38,000, bringing the total to \$145,000 in just seven months. The contributions have been put toward three pediatric ventilators.



Brad Hulme, mornings; Brenda Folz, Marketing Director, New Sudbury Centre; Trinette Atkinson, KICX 91.7 Program Director; and Leanne Hulme, mornings

Mobilizing communities

Shaw Communications has wrapped its second national *Fill the Food Banks Campaign*, raising awareness and donations for food banks across the country. Together, Shaw employees, customers and members of the community donated 1.2 million pounds of food and more than \$630,000 to food banks between Victoria and St. John's.



"Whether sleeping out overnight in a public park for pledges, building structures out of food or bringing in thousands of pounds of food individually, we've been amazed by the work of our employees to raise donations for food banks across Canada," said Brad Shaw, Chief Executive Officer, Shaw Communications. Shaw also donated \$250,000.

Rock 94 (CJSD)/91.5 CKPR/103.5 The Thunder (CFQK) Thunder Bay raised \$268,217 for victims of flooding that put the north-western Ontario city under a state of emergency. The money, raised immediately after the destruction, went directly to **The Salvation Army's Thunder Bay Flood Fund**. Over 1,200 homes were damaged, some severely.



Dave Turecki; Taylor Miazio; Mark Tannahill; Brad Hilgers; Perron Goodyear (Divisional Disaster Services Director with the Salvation Army); Major Mervyn Halvorsen (Executive Director with the Salvation Army); Bill Malcolm; Bill Hogan; Danny Foresta; Laura Zaina; Lisa Ierullo; Crystal Shields; Kayla Donaldson; Bailey Halvorsen; Alissa Skinner; Alicia Piccinin; Allie LeBlanc; and Cora Cambly

Newstalk 1010/boom 97.3/99.9 Virgin Radio Toronto raised \$1,825,132 for the **Sick Kids Foundation** during a day-long radiothon. Over the past 26 years, the Toronto stations under **Astral** and previous owner, **Standard Broadcasting**, have raised more than \$40 million to support the **Hospital for Sick Children**.



Afternoon drive host John Tory with a Hospital for Sick Children patient

Over 100 staff members, families and friends of the Toronto, Calgary and Vancouver branches of **Fairchild Radio** walked at the same time to raise money for a cure for Crohn's disease and colitis, a type of inflammatory bowel disease. Rightly named "**Gutsy Walk**", the 5 km fundraising jaunt took place at over 80 locations across Canada June 10, including the three cities where Fairchild Radio operates. The stations raised over \$9,000 for the **Crohn's and Colitis Foundation of Canada**.



CALGARY

TORONTO

VANCOUVER

Mobilizing communities

Global BC's 2012 Miracle Weekend raised \$17,939,688 in support of *BC Children's Hospital*. This is the 25th annual *Miracle Weekend*. Since 1998, over \$187 million has been raised through the campaign.



Applauding the miracle of generosity

Crossroads Christian Communications, the operators of *Crossroads Television System* (CTS-TV), celebrated its 50th anniversary June 2. It began at *CHRO-TV Pembroke* when 25-year old **David Mainse** approached the station's GM in hopes of getting some airtime. On June 2, 1962, Mainse began with a 15-minute Christian program on Saturdays following the late newscast.



David Mainse hosting the weekly *Crossroads* program in September, 1964, from CKSO Sudbury (CNW Group/Crossroads Christian Communications Inc.)

—BD



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Chuck McCoy, after 23 years with *Rogers Radio*, will retire at year's end. McCoy, the Exec VP, Rogers Radio Toronto, Kitchener & London, held a variety of roles over the years beginning in 1989 as VP/GM of *CKKS-FM* (now *CKLG JACK fm*) *Vancouver*. In 2008, he received the *Lifetime Achievement Award* and was inducted into the *Canadian Music Week Hall of Fame*. He's widely regarded as a Founding Director of *FACTOR*... GM/GSM **Carley Caverly**, who nursed *WIRED 96.3FM Saskatoon* onto the air five years ago, has resigned. She will leave the *Harvard Broadcasting* organization after a successor has been found. Caverly, who had been with *CBC-TV Regina* as Sales Manager and Partnership Manager and, before that, with *Craig Broadcasting* in sales and marketing, says she will own and operate a corporate concierge business. Her pre-launch stunt of putting 24 Santas on Saskatoon streets in April, 2008—promoting an “*All Christmas all the time*” format, earned the yet-to-be-launched *WIRED FM* coverage on local *CTV* and



Chuck McCoy



Carley Caverly



Rick Hodge & Lori Love



David Pratt



Robin Stickley



Gina Lorentz

Global newscasts and the front page of the *Saskatoon Star-Phoenix*... **Rick Hodge**, ex of *Roger, Rick & Marilyn* at *CHUM-FM Toronto's* morning show, has succeeded **Jack Peets** in *105.7 EZ Rock St. Catharines* mornings. After nine years of *Jack & Lori*, it's now **Rick & Lori**. Peets moves to 9-Noon... **Mike Melnik**, after 35 years on-air, is moving on. The *KRUZ FM Peterborough* morning show co-Host will leave the *Corus* station in November (after the Fall book) to focus his attention full-time on *Impact Communications*, his Peterborough-based media production/media relations company... **David Pratt**, known for his afternoon show at *TEAM 1040 Vancouver*, and who left the station in a contract dispute last September, is now Host of a sports talk show at *CKNW Vancouver*... **Robin Stickley**, the weekend Anchor of *Global BC News*, has moved to become *Global National's* Washington Correspondent. Her last day on-air in Vancouver was Aug. 26... **Gina Lorentz** is now a Professor of Broadcast



Jack Peets



Mike Melnik

Journalism at *Fanshawe College* in London. Her background includes *CTV Kitchener* where she was Assignment Editor/Videographer, Brand Director at *105.7 EZ Rock/Newstalk 610 CKTB St. Catharines* and PD/morning co-Host at *101.7 The ONE (CKNX-FM) Wingham...* **Scott Fox** is back as morning show co-Host at *Z103.5 Toronto* where he worked from Feb. 13, 2000 to April 29, 2011 before moving to *Kiss 92.5 Toronto*. He is joined by **Kat Callaghan**, who had been afternoon drive Host at *Kool FM Kitchener* while also doing weekends and swing at *CHUM-FM Toronto... Fly-FM Kingston MD/afternoon Drive Announcer Candace Drover*, after five years in Kingston, moved up the highway to become MD/midday Announcer at *Majic 100 Ottawa...* **Michel Morin** has completed his five-year term as a *CRTC Commissioner*. Before his Commission appointment, Morin had been with *Radio-Canada...* **Harold Lowe** became GSM at *The River (CKRI) Red Deer* Aug. 1. He had been an Account Exec at *Jim Pattison's BIG 105/106.7 The Drive Red Deer...* Meanwhile, **Brent Young**, the PD at *Clear Sky Radio's CJOC Lethbridge* and *CJCY Medicine Hat* for the last year and a-half, left at the end of August in favour of becoming an Account Exec at the *Jim Pattison Red Deer* cluster. He succeeded **Harold Lowe...** At *Harvard Broadcasting's The River Red Deer*, **Colin Schertzberg**, ex of *Newcap's Zed 99/KG Country Red Deer* has been appointed Creative Director.



Scott Fox & Kat Callaghan



Candace Drover



Harold Lowe



Brent Young



Larry & Willy

Larry (Hennessey) and **Willy (Percy)** are no longer doing the *JACK FM Vancouver* morning show although they're under contract to the station until November of next year. The impetus for the parting of the ways were issues related to staffing and content control... **Rick Ringer** is now GM at *92.3 The Dock Owen Sound*. The five-year *Bayshore Broadcasting* veteran—Ops Mgr at *97.7 The Beach (CHGB-FM) Wasaga Beach* and at *89.9 Sunshine (CISO-FM) Orillia*—is, in a sense, moving home. His wife is a business owner in the community... Also at the *Larche Communications* Owen Sound station, **Linda Young** has assumed the GSM position while retaining her responsibilities as GSM in Simcoe County (*The Dock Midland* and *KICX FM Orillia*)... **Jacquie Beckett** became the new PD at *Bell Media Radio Kingston* Aug. 1, returning to the operation where she was MD from 2002 through 2008. For the last four years, she's been with *Rogers Radio Kingston* as MD... **Tarzan Dan** has joined **Niki (Reitmayer)** in mornings at *Kool 101.5 Calgary*. Dan, whose history in Canadian radio includes stops in Kelowna, Toronto, Vancouver and Calgary, began at *Kool 101.5* Aug. 7... **Tracy Hamilton** has become GM/GSM at *Vista Radio-owned CJSU 89.7 Sun FM Duncan*. She had been GM/GSM at the station from 1994-2001 when it was *CKAY 1500* and owned by **Dick Drew**. Since being out of radio, Hamilton has been a concert promoter and operator of her marketing company... Also at *Vista*, **Darren McPeake** is now PD for the *Kootenay Group (Mountain FM Castlegar/1035 The Bridge Nelson)* and *Mountain FM* morning co-Host. His background includes *Clear Channel*, San Francisco, *Cumulus Media* and *The Q Victoria...* **Dale Davies** is the new PD at *Hot 103 Winnipeg*, succeeding **Ace Burpee**. Burpee continues as Host of the morning show. Earlier this year, Davies became PD/MD at *Energy 106 Winnipeg*. Before that, he was APD/MD at *Bob FM/Fab FM Winnipeg...* **Paul McKnight**, VP Client Services for *RCS (Radio Computing Services)* in White Plains, NY—after 20 years with the company—has retired. He began with *RCS Canada* in North Vancouver in 1992, relocating to head office in 1998. McKnight may be reached at paul@paulmcknight.ca...



Rick Ringer



Linda Young



Jacquie Beckett



Tarzan Dan



Tracy Hamilton



Darren McPeake



Paul McKnight

Following the merging of *High Fidelity HDTV* and *GlassBOX Television* under *Blue Ant Media*, here is an updated list of management people: CEO—**Michael MacMillan**; COO—**Robb Chase**; CEO, Television & Digital—**Raja Khanna**; EVP Programming & Marketing—**Vanessa Case**; EVP Business and Legal Affairs—**Asha Daniere**; SVP, Publishing and Business Development—**Simon Foster**; SVP, Technology—**Wayne Scrivens**; EVP and CFO—**Frank Bertolas**; VP Television Sales—**Anna Carbone**; VP Digital Sales—**Ryan Fuss**; and VP Content Distribution & Partnerships—**Andrew Irwin**. **Jeffrey Elliott**, Founder, President and Chief Strategy Officer, GlassBOX Television, left his position to focus on digital media and next generation television applications. He remains a shareholder in Blue Ant Media and

continues to work with the company on a consulting basis. **Ken Murphy**, CEO and co-Founder and **John Panikkar**, co-Founder, High Fidelity HDTV, left their positions. Both are shareholders of Blue Ant Media while Murphy joins the company's Board of Directors... **Ross Jacobs** is the new GM/GSM at *Newcap's 100.5 K-ROCK Fort McMurray*. His background is varied, from being on-air, a MD, an APD, a newsman and a technician. Jacobs, who began in broadcasting at the age of 16, has worked for *Standard*, *CHUM*, *K-ROCK Kingston*, *OK Radio* and *CBC*... **Don Lehn** is the new ND at *The Hawk Chilliwack*. Lehn, a former Anchor/Reporter at *News1130 Vancouver*, began as morning news Anchor at The Hawk in Sept., 2010... **Dave Storey**, the Director of Engineering at *CTS Television* in Burlington, is no longer with the religious TV broadcaster. He'd been with the station since May, 2006... *News1130 Vancouver* Anchor and Managing Editor of Web/New Media, **Erin Loxam**—who was also a panelist at this year's *BCAB* conference on social media—has left the *Rogers* stations to become a "free agent" and "see what's out there"... *CNN* CEO **Jim Walton** has announced his resignation after 10 years at the helm, calling for new leadership as the news net suffers through poor ratings. It's now #3 to *Fox News Channel* and *MSNBC* in prime time. Walton will stay through



Ross Jacobs



Don Lehn



Dave Storey



Erin Loxam



Kathleen Petty



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calendar year-end as CNN searches for his successor... **Kathleen Petty** will remain with **CBC Radio Ottawa** rather than move to Alberta as Host of the **CBC Radio Calgary Eyeopener** morning show. She returns to the air this fall as Host of **Ontario Today**, a Noon hour call-in show... **Jennifer Holgate** has become VP, Digital Sales & Operations, at **Rogers Digital Media**. Holgate served as Sr VP, Digital, at **Starcom MediaVest Group Canada** and, before that, was with **Canwest**... After a three-year tenure, **Phil Mossman**, PD at **CILS FM Victoria**, the French-language community station, has resigned... **Jacques Bouliane**, Senior Manager International Services at **CBC Transmission Montreal**, left July 31 after 32 years. Bouliane graduated in Electrical Engineering at Laval University in 1979 and earned his MBA at UQAM in 2001. He intends completing his PhD in Public Administration by 2015... **Antony Robart** and **Rosey Edeh** are Hosts of **Global Toronto's** new midday **News at Noon**. Robart had been an Anchor/Reporter with Global Toronto for over seven years. Edeh began her career as a weather and entertainment Reporter with **Global Montreal** before moving to **CNN's American Morning**, and later **MSNBC's Early Today** morning program. Edeh spent seven years as a senior reporter for **ET Canada**. She's also an athlete who has competed in the Summer Olympic Games three times.

Changes at **Blackburn Radio** include: **Terry Regier**, who had been with Blackburn Group's **Netmar** division from July 1981 through May 1997, and then as GM for Blackburn's Windsor and Leamington stations since Dec., 1997, is no longer with the organization. **Ron Dann** has been promoted from his GM position at **Blackburn Radio Sarnia** and London to VP for the stations at Sarnia, London and Wingham. **John Weese**, who had been GM at **CKNX/The Bull Wingham**, is now VP Operations and responsible for the Chatham, Leamington and Windsor stations. Several employees, including five on-air people and staffers in management, marketing and information technology were laid off from the Blackburn stations in Windsor and Leamington. Company VP Operations Weese said cost-cutting was necessary because of a drop in national ad sales. **Matt McIntyre**, aka **Matty B**, is the new afternoon drive Host at **Virgin Radio Vancouver**. McIntyre's last stop was **102.3 FM NOW! Edmonton**... **Kate Tinnerman** is the new Director of Sales and Affiliate Relations for **Stornoway Communications Toronto**... **Jennifer Stewart** has joined the **ACCT** as Director Marketing & Development. Stewart has spent more than 17 years in the film and television industry, most recently as Senior Director of Acquisitions and Development with **CBC**. With Stewart's arrival, **Suzan Ayscough** becomes the Academy's Director Communications... Changes to programming at **The Mix 96.7 (CHYR-FM) Leamington**, **The Rock (CKUE-FM) Windsor** and **Country 95.9 (CJWF-FM) Windsor/Leamington** were said to be forthcoming... Musical morning chairs at **Bell Media Radio Winnipeg**: **Beau**, ex of **FAB 94,3**, is now partnered with **Dez** at **BOB FM**. Succeeding Beau at FAB as **Frazier's** co-Host is **Kelly Parker** who moved from BOB... **Ashley Greco** is the new afternoon drive Host at **CHUM FM Toronto**. She had been the morning show Co-Host at **Z103.5 Toronto**. Greco succeeds **Joey Brooks** who returned to the U.S. ... **Clear Sky Radio's 102.1 CJCY Medicine Hat** has launched **The Davies and Amirault Show** in afternoon drive. **Renn Davies'** previous gig was with **Q99 Grande Prairie** doing the mid-day show while **Courtney Amirault** transitioned from the CJCY newsroom. The morning News Anchor at **CFRA Ottawa** moved to **680News**



Jennifer Holgate



Phillip Mossman



Jacques Bouliane



Antony Robart & Rosey Edeh



Matt McIntyre



Jennifer Stewart



Suzan Ayscough



Beau & Dez



Frazier and Kelly

Toronto. **George Gordon's** last day at **Bell Media Ottawa** was Aug. 3. He began at **Rogers Toronto** Aug. 13, succeeding long-time p.m. Anchor **John Ross** who retired... New Producer/co-Host at **SONiC (CFUN) FM 104.9 Vancouver's** morning show is **Chelsea Hobbis**. She moved from **All Traffic CHMJ Vancouver** where she was On-Air/Promotions Coordinator... **Craig Jackman**, after 28 years at **CHEZ/KISS FM Ottawa**, is moving onto the educational side. He left **Rogers Ottawa** July 30 to become a Professor—Radio Broadcasting at Belleville's **Loyalist College**... **Wendy "Boomer" Bouwma** is the new morning co-Host at **94-9 The Rock (CKGE-FM) Oshawa**, along with **Craig Robertson**. Bouwma had been doing afternoon drive at **KIX935 Kingston** and was Ass't MD for the **Rogers** cluster there... **Nick Crowe** has been promoted to Director of Original Factual Content, overseeing development and production of new series and specials from indie producers for **History Television, TVtropolis, and Global Television**. Most recently, he was a Factual Production Exec... **Natalie Larivière** has been appointed Exec VP/COO of Montreal-based **V Interactions**, the former **TQS (TV)**. She moved to the position from **TC Media** where she'd been President since 2006... **Darryl Kornicky**, afternoon Host at **106.9 The Bear Ottawa**, is no longer with the station. He joined **939 BOB FM Ottawa** as Evening/Weekend Announcer.

Sally Matschke, a 30-year veteran of **BBM Canada** in Toronto, is no longer with the company. Her position at departure was Senior Member Services Exec & Project Lead... **Darryl Adams**, the PD at **Variety 104.5 Cornwall**, adds those same duties at **101.9 CJSS Cornwall**. He succeeds **Rob Seguin** who moved to sister stations at **Corus Peterborough**. Adams has been with the stations since 1993, first with previous owner **Tri-Co Broadcasting** and then Corus... More moves within the **Rogers Radio** chain. This time it's **Joël Lamoureux**, after 20 months as morning co-Host at **EZ Rock 100.5 FM North Bay**, he moved down the highway to become PD/MD at **Y101 Ottawa**, succeeding **Doug Anderson** who retired. Lamoureux was MD at Y101 from 2002 to 2005... **LIFE 100.3 Barrie** morning show host **Ben Davy**, who had been with the station since it launched in 1999, is no longer there. Succeeding him is PD **Steve Jones** who now co-hosts mornings with **Maria Lopez**... **Mike Brough**, ex Ops Mgr at **98 The Beach Port Elgin** and **1049 The Beach Goderich**, has left **Bayshore Broadcasting** to become morning show Host at **The Bull Wingham**. Succeeding him at Port Elgin



Ashley Greco



Renn Davies & Courtney Amirault



George Gordon



Craig Jackman



Wendy Bouwma



Nick Crowe



Natalie Larivière



Darryl Kornicky



Sally Matschke



Darryl Adams



Joël Lamoureux



Doug Anderson



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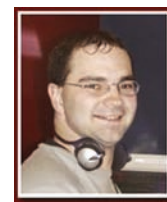
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and Goderich is **Ian Solecki** who transferred from Bayshore's *Sunshine 89.1 Orillia*... *Vista Radio* continues changes to personnel in anticipation of CRTC approval for its purchase of *Haliburton Broadcasting*. **Doug Zackodnik** has become GM/GSM of the *Vista Coast Group* (98.9 *Jet FM Courtenay/Comox*, 99.7 *The River Campbell River*, 1240AM *Port Hardy* and 95.7 *Sun FM Powell River*). He had been the GM/GSM of *Border Rock 106.1 The Goat Lloydminster* and 99.7 *The Wolf Bonneyville*. Succeeding Zackodnik as GM/GSM in Lloydminster/Bonneyville is **Marvin Perry**, the Senior Sales Manager. **Justin (Drex) Wilcomes** transferred from being PD/afternoon drive Host at 103.9 *The Juice Kelowna* to PD for the *Vista Coast Group*. He's also the morning show Host for *Jet FM Courtenay*. Prior to *The Juice* he was PD/Host at *Mountain FM Castlegar* and 1035 *The Bridge Nelson*. Wilcomes joined Vista in October, 2009, after having moved to Canada from Australia. In early August, **Gary Long** became GM at *The Rush/The Wolf Williams Lake*. Previously, he'd been PD at 94X *Prince George* and APD/Morning Show Host at 103.9 *The Juice Kelowna*. **TJ Connors** moved into mornings and as PD at *The Juice*, moving from PD at *Mountain FM Castlegar/The Bridge Nelson*... Host **Cal Gratton** of *FM Country CJVR Melfort* moved to *XM 105 Whitecourt*. Gratton's promotion puts him in as morning show Host/PD at the *Fabmar Communications* station. He succeeds **Andrew Joseph**. Also at Whitecourt, **Chris Colwell** has become Assistant ND, succeeding **Gino De Paoli**... Morning Host **Dave Burgess** is no longer with *K106.3 Sarnia*, a *Blackburn Radio* station... **Steve Hodgins**, an Account Manager at 102.3 *BOB FM London* with 33+ years in broadcasting, has retired. Hodgins spent the first part of his career at *CFOS Owen Sound* and *CKNX Wingham* before moving to a 20-year career at *CFPL London*... **Pierre Duchesne** who, until June, was a *Radio-Canada* TV Reporter covering the Quebec national assembly, is a *Parti Quebecois* candidate in this month's provincial election... **Alex Hindmarch** succeeds **Rhubarb Jones** as afternoon drive Host at 92.5 *JOE FM Edmonton*. Hindmarch had worked for over six years at *Q107 Toronto* before leaving for *Newcap* stations in PEI and Halifax. His new gig is a return to *Corus Radio*.

Gary Dorosz is the new GM/GSM at *Country 95/B-93 Lethbridge/Taber*, succeeding **Rod Schween** who was promoted to President of the *Jim Pattison Broadcast Group*. Dorosz adds his new responsibilities to his National and Retail sales management duties for JPBG... **Will Woytowich** has been promoted



Steve Jones



Ian Solecki



Doug Zackodnik



Marvin Perry



Justin Drex Wilcomes



Gary Long



TJ Connors



Steve Hodgins



Alex Hindmarch



Rhubarb



Gary Dorosz



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to Retail Sales Manager at **Corus Radio Winnipeg**. The former Account Manager began with the station cluster in 1999... **Fiona Conway** is the new Exec Director of Programming, **CBC News and Centres**. Most recently, she was the Exec Director of **ABC News Services** and Client Services. She began her career at **CFRA Ottawa** before moving to **Global** and then on to **CTV**... **Jeff Woods**, the former PD at **CFOX/ROCK 101 Vancouver** who moved there from **Q107 Toronto** back in late 2003 and who, in June of 2005, became Programming and Content Director for **Corus Radio Interactive**, is now with **Q107 Calgary** and doing afternoon Drive. Woods continues to host the syndicated weekly hour-long show, **Legends of Classic Rock**, as well as **Legends Lunch**... **Jenny Norush** is the new Director of Marketing at Toronto-based **Stornoway Communications**, owner-operator of **ichannel**, **The Pet Network** and **bpm.tv**. She moved from the **Toronto International Film Festival**. Previously, Norush was with **Canwest Media**, **Citytv Toronto** and **CP24 Toronto**... **Joe Leary**, a co-Host of **boom 99.7 Ottawa's** morning show, is no longer with the station... APD/MD **Kevin Zahara** left **Newcap** from his base at **The Eagle (CFXE-FM) Edson** to become Press Secretary for Alberta's Minister of Aboriginal Relations. While also an afternoon drive Host, he held the APD/MD responsibilities for Newcap's North West Group... Sales Manager **Mike Worsley** has stepped back from that role at **Astral Radio Atlantic Fredericton**. He remains an Account Executive at the cluster... **Rob Scarth** is now on the Board of the **Canada Media Fund**. His background includes Director, Reg. Affairs at **CBC**; VP, TV at the **CAB** and at **Nordicity** as a consultant.

Craig Oliver is no longer an Anchor of **CTV's Question Period**. Instead, he's a regular on the show's media panel. As well, the 73-year-old Canadian news icon remains as a Parliament Hill Reporter. Succeeding him as **Question Period** Anchor is **Kevin Newman**, who moved to the show last year... **John Hinnen**, VP of News for **Rogers Radio** and VP/GM of **680News Toronto**, has taken on added responsibilities. He's now VP of News for **Rogers Media** Television and Radio. He continues oversight at 680News and all news content for the 55 Rogers radio stations... **Robert (Bob) Collins**, who began at **Fanshawe College** in London 38 years ago, retired from his post as Professor in the Radio Broadcasting and Broadcast Journalism Program... **K97 Edmonton** Promotions Director **Brent Shelton**, who returned to the station in November, has been given added duties



Fiona Conway



Jeff Woods



Craig Oliver



Kevin Newman



John Hinnen



Robert Collins



Brent Shelton

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as Assistant PD. He left in the mid-2000s for **SONIC Edmonton**... After 16 years with **880 CKLQ/94.7 Star FM Brandon**—39 years in the radio industry—ND **John LoRegio** left the station cluster for the **Brandon Sun**... **Karyn Pugliese** joined **APTN** as the Director of News and Current Affairs. Her 15-year broadcast journalism background includes **ichannel**, **VisionTV**, **CBC** and an earlier stint with **APTN**... **SOCAN** has elected **Stan Meissner** as its new President/Chair. He succeeds **Earl Rosen** who held the position since 2009. Meissner was Treasurer of **SOCAN** (2003-2009), President of the **SOCAN Foundation** (2006-2012), President of the **Songwriters Association of Canada** (2000-2006) and a member of the board of directors of the **Canadian Songwriters Hall of Fame** (2000-2006)... The Heritage Minister has appointed **Remi Racine** as Chairperson of the **CBC/Radio-Canada** Board of Directors for a five-year term. He's been a board member for five years... **Kevin Woldum**, a 27-year veteran with **CBC Yellowknife**, has been promoted to Manager, Media Operations and Technology. Woldum started as a Maintenance Tech with **CBC Yellowknife** in May 1985 after graduating from the **SAIT Broadcast Electronics Program**... **John Keogh**, Senior General Counsel at the **CRTC**, has retired after 23 years with the Commission. He had held this position for 15 years. Prior to that, he had been Legal Counsel, Senior Legal Counsel and General Counsel, Broadcasting.



John LoRegio



Karyn Pugliese



Stan Meissner



Kevin Woldum

courtesy Jamie Duple

SIGN-OFFS:

Emil Adamyk, 79, in palliative care near his Bradenton, FL, home of a brain tumour. Adamyk, the founder of broadcast supplier **Comad, Inc.** also maintained a home in Ottawa and was a regular at **CCBE**, **WABE** and **NAB** conventions. His background in avionics (aviation electronics) at **Canadian Pacific Airlines** led him into the broadcast field. His hobby involved his own **Twin Commanche** which he piloted back and forth from Florida. Adamyk is survived by his wife and business partner, **Françoise**.



Emil Adamyk

Gord Ballantyne, 80, died in Mississauga of kidney failure. The bulk of his career was spent with **Applied Electronics** in Mississauga. He was praised by the **Stechly** family as the guy who brought them to the dance. "It was his company," said **Sue Stechly** who, along with brothers **Paul** and **John**, inherited **Applied** after their father's passing. They give full credit to Ballantyne for steering the company ship as they grew into it. Ballantyne and his wife, **Edie**, were the long-time Hosts of the annual **Canadian Suite** during **NAB** conventions in Las Vegas.



Gord Ballantyne

Kevin McGowan, 58, suddenly in Toronto. The former Ottawa broadcaster—and 35-year broadcast veteran—had worked at **1290 Fox Winnipeg**, **CFCF Montreal**, and **KOOL-FM Ottawa** where he was teamed with **Sandy Sharkey** as morning co-Hosts. Later, he moved to **BOB-FM Ottawa** before resigning in 2004. He worked in Kelowna for a while before returning to the Ottawa Valley and **myFM Radio** in both Renfrew and Pembroke.

William Langworthy (Bill) Fox, 94, in Qualicum Beach, near Vancouver. Fox was **CKNW Vancouver's** first PD and was an Announcer there from 1944 through 1963.

Garry Robertson, 72, after facing serious health issues over the last few years, in Winnipeg. Robertson is considered by many at **CJNU Winnipeg** to be the “*founding spirit*” of the station since it first went on the air in late 2006. His first radio job was at **CKRC Winnipeg** in 1959, then he went to Brandon, Yorkton and Kenora. He is remembered by most for his years at **CJOB Winnipeg**.

Louise Charette, 53, of cancer in Winnipeg. The long-time **CBC** News Reporter joined **CBC Radio** in Manitoba in 1993 and covered both local and provincial politics.

Gene Kern, the long-time **CKWX Vancouver** Announcer and Production Specialist, after a lengthy disease compounded by a recent severe infection and pneumonia. Kern began his career in 1942 as a track and field Reporter at **CKUA Edmonton**, then worked at several stations during that decade before moving to CKWX in 1952. He retired from 'WX in 1991.

Gordon Walburn, 86. In Saskatoon. Walburn's was one of the first voices of **CKOM Saskatoon** when the station signed-on in 1951. He was also GM of the **University of Saskatchewan's** FM Station, **CJUS**.

Ida Clarkson, 85, of lung cancer in Victoria. The veteran radio and TV personality launched her career as a Creative Writer at **CJVI Victoria**. Later, she moved to **CHEK TV Victoria**, where she stayed for 30 years, beginning as a Copy Editor. She became the Host of a live daily program and evolved it to *The Ida Clarkson Show*, platforming local community groups and artists.

Russell Edwin Bower, 95, in Langley. He began with **CBC** in 1953 and, among other accomplishments, designed a new telecine chain that earned him a **CBC President's Award**. Bower took retirement in 1980.

Ken Lowe, 86, in Vancouver. The retired **CBC-TV Vancouver** Broadcast Engineer joined CBC-TV in 1953, becoming a TV Technical Producer in 1974 and Supervisor of Technical Operations in 1980.

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