

THE BEST PROGRAM DIRECTORS IN AMERICA

Program directors have enormous responsibilities these days. They must produce the best content in all of audio, because the competition for ears has never been greater. They have to find and teach and massage new local talent. And they surely must help produce a product the sales department can successfully sell so that fire-breathing GM can be calm, cool, and collected while sending that nice big piece of the cash-flow action back to corporate. Oh, and by the way, many PDs had the added aggravation this past year of that little bird called Voltair sitting on their shoulders and whispering in their ears, “PPM doesn’t really pick up your product all that well.”

Putting together this list every year starts with a nomination, typically from someone who ranks higher in the company than the nominated PD, maybe even the CEO. We go from there, with a questionnaire and a look at ratings, experience, awards, and several other factors. We reach out to programming experts in the industry for input, in all formats and in all market sizes, and we crunch the numbers. Then we crumple them up and crunch them again.

In addition to listing names next to numbers, we put this list together hoping each and every PD who appears will provide you with something to help your career grow. What helped them get to the top spot? What are they doing now to remain

successful? How are they positioning their stations in the community? And we can tell you, without a doubt, this year’s PDs have provided us – and you – with a gold mine of ideas. They were extremely open and willing to teach, to pass it on. This is an issue you’ll be hiding from your boss. In fact, we’ll be using some of what these PDs have provided us in several future issues – there was so much, and it was that good.

One of the biggest lessons we learned from the Best Program Directors in America: Do everything in your power to take care of your community.

Here are the 2016 Best Program Directors in America.

1



ARTURO SOSA

WSKQ-FM/New York
Spanish Broadcasting System

To reach number one in New York City is an amazing accomplishment. For a Spanish-language station to do it while competing against not only other Spanish-language stations, but every station in the number one market, is truly a historic accomplishment. And that's exactly what Arturo Sosa and his team have done in 2016. SBS CEO Raúl Alarcón said, "This is something that is historical in nature. We've been number one in New York in prior years throughout our history, but coming now, as it does, with all this competition for listeners' ears from digital and from the Internet and their own recorded music, the iTunes store, and all this kind of stuff, for a Spanish station in New York to have that premier position is something that I am obviously very proud of."

Arturo Sosa has been Mega's PD since 2013. He started as a programming assistant back in 2004, and now he's the captain of the ship for the top station in New York. "The most important thing with the programming is you have to know the city," Sosa tells *Radio Ink*. "If you are in New York, you have to recognize everybody. New York is like a little world, because everybody is here. Every nationality is here. When you know the city, you can control everything. Give the people listening what they want, and they love you. I think that's the one secret for the radio and for Mega, because Mega gives the people what they want."

2



CHRIS CONLEY

WLTW/New York
iHeartmedia



Ivey with Danish artists Lukas Graham

3

JOHN IVEY

KIIS-FM/Los Angeles
Also oversees all iHeart-Media Top 40 stations

John Ivey is a 40-year radio man and has some hefty responsibilities inside radio's biggest company. And KIIS-FM continues to be a leading station in Los Angeles in all the major demos, thanks to the leadership of Ivey and his team. What was his biggest accomplishment over the past year? "Having a successful transition in morning drive when Ellen K left the Seacrest show to do her own show at [AC clustermate] KOST," says Ivey. "KIIS now has a new co-host, former midday talent Sisanie, and a new midday host, Letty B, who started out on the street team over a decade ago. Love growing our own talent."

4

JIM RYAN

PD, WCBS-FM &
WNEW-FM/New York;
SVP/Programming,
CBS Radio

Jim Ryan is the only programmer ever to have programmed two stations to number one ratings in New York with two different formats. As program director of AC WLTW, he was number one in more than 30 quarterly rating periods, and he's been on top with Classic Hits WCBS-FM in over half a dozen monthly reports. WCBS-FM is a leading voice in New York for many causes, mostly through the Scott Shannon morning show; Shannon brought his famous Blythedale Children's Hospital benefit with him to WCBS when he arrived in 2014. Hot AC WNEW-FM supports events like the Susan B. Komen Foundation Race for the Cure.



5

KEVIN WEATHERLY

PD, KAMP, KCBS & KROQ/Los Angeles
SVP/Programming, CBS Radio



Weatherly is another longtime CBS programmer, with 40-plus years in the business and 26 years as a PD. He also serves as corporate SVP/programming. Under Weatherly's leadership, the CBS/Los Angeles cluster consistently has five of the top 10 stations in the 18-49 and 25-54 demographics, and the amount of money KROQ donated to local charities in 2015 – more than \$300,000 – was an all-time high. Weatherly was recognized as International Music Person of the Year at the 2016 MUSEXPO in April.

**6****RON
GLEASON**

Dir./News & Programming, WBBM (Newsradio)/Chicago
CBS Radio

Ron Gleason has logged 36 years in the radio business, 24 on the management side. He was the original PD of WSCR (The Score) when it started as a daytime station under Diamond Broadcasting. Gleason was at WSCR for just under a decade, through six ownership changes and two frequency switches, but he's been an all-News PD since 2005.

"Our only responsibility is to serve the community, providing the news, traffic, weather, sports, and business information Chicagoans want and need," Gleason says. "No other Chicago station can match WBBM's amazing staff of journalists, who work diligently to help keep people safe during emergencies while also keeping them informed on the topics that matter on a day-to-day basis. We view WBBM as a critical information source and take that responsibility seriously."

7**MARY
ELLEN
KACHINSKE**

WTMX-FM/Chicago
Hubbard Radio



Kachinske with Jason Derulo

Congratulations to America's best programmers.

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we have some small part in supporting the best.

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8

BEN MEVORACH

PD, WINS-AM (1010 WINS)/New York
Dir./News & Programming, CBS Radio

More people get their news from 1010 WINS than from any other radio station in the nation. Through the past 50 years, WINS has become part of the very fabric of the community it serves. The station's memorable slogans of "You give us 22 minutes, we'll give you the world" and "The news watch never stops" are known by generations of New Yorkers.

While celebrating the station's 50th anniversary, Mevorach and his team created a series of on-air and online engagements that were a huge hit with listeners and led to more than a million dollars in tied-in revenue. 1010 WINS is a three-time winner of the National Edward R. Murrow Award and an Ellis Island Medal of Honor recipient; past Ellis Island honorees include six U.S. presidents, Nobel Prize winners, professional athletes, and nationally recognized leaders of industry.



9

THEA MITCHEM

WWPR/New York
EVP/Programming, Northeast Division
iHeartMedia

Thea Mitchem is kicking you-know-what and taking names in a world dominated by men. Mitchem is iHeart's EVP/programming for the Northeast Division, and program director for the influential Power 105.1 in New York City. She's been in radio for 21 years, programming for 15, and has experience in CHR, Urban, and CHR Rhythmic formats.

2015 was a great year for Power 105.1 in its very competitive battle with WHTZ (Z100) and WQHT (Hot 97) for 18-34-year-olds. Mitchem says, "Power 105.1 has become the station that listeners turn to to find out what is going on in pop culture, hip hop, and issues that affect its listeners socially and politically. We don't just report on the stories. Power 105.1 is part of the landscape, pushing the urban hip hop culture forward. We are the voice of New York City, with great talent who represent and are ingrained in the fabric of the city."

For years the station was considered the underdog in NYC, but thanks to the leadership of Mitchem, it has grown substantially over the past two years. Power was ranked number one 18-34 in New York for 2015, and that is a huge success with killer stations like Z100 and Hot 97 in town.

Mitchem has won the Ronnie Johnson Radio Mentor of the Year award (2010), the Living Legend Award (2008), and the National Association of Black Female Executives in Music and Entertainment Executive Milestone Award, and she was Urban PD of the Year in 2013 and 2014, CHR PD of the Year in 2010, and R&R Urban PD of the Year twice.

Digital subscribers can check out our extended interview with Thea Mitchem [HERE](http://radioink.com/2016/04/07/meet-one-of-radios-best-programmers/)
<http://radioink.com/2016/04/07/meet-one-of-radios-best-programmers/>

10

MARK CHERNOFF

PD, WFAN-AM & FM/New York
VP/Sports Programming, CBS Radio

The quiet voice behind the solid and consistent performance of WFAN in New York is CBS Radio's Mark Chernoff, now approaching 40 years in the business. With 30 years in programming, Chernoff has spent his entire radio career in the New York/New Jersey area. When we asked Chernoff what his biggest success was over the past year, he said it was putting 17,000 people into Yankee Stadium to raise money for the families of three fallen New York City police officers, with a portion of the proceeds also going into a fund for 9/11 families.

Chernoff believes The Fan has tremendous meaning for the New York community. Through the years WFAN has raised millions of dollars for Tomorrow's Children's Fund for children with cancer, the CJ Foundation for sudden infant death syndrome, and WhyHunger.com during annual hungerthons. A hockey event the morning show is involved with in New Jersey raises funds for the Christopher and Dana Reeve Foundation, which researches spinal injuries, and also for a local New Jersey kid who was paralyzed with a spinal injury from a hockey hit.

Chernoff is no stranger to being named one of the best: He was *Billboard* Program Director of the Year while at WNEW-FM/New York, and he was given a Man of the Year Award by his alma mater, Rutgers University. He's often listed as one of the top Sports programmers in the country (including in *Radio Ink*).



11

TIM SCHELD

WCBS-AM/New York
CBS Radio

Scheld has been news director at one of the country's most trusted new sources since 2003, adding PD duties in 2009. With its wealth of experience, WCBS-AM provides context to complicated stories, giving people not just headlines but the stories behind and beyond the headlines. The station took home the RTDNA National Edward R. Murrow Award for Overall Excellence in the large-market radio category last year. Scheld says, given the level of competition in that category, he was very proud and humbled to win the award.



12

LEE HAMMER

KGO, KNBR, KSFO & KTCT/San Francisco
Cumulus Media



Hammer has spent most of his two decades in programming at the helm of Sports stations, and in 2015, he was also named operations manager for News/Talk KGO and Talker KSFO. That same year, he was named one of the Most Powerful People in Sports in the Bay Area by the *San Jose Mercury News* (beating out SF Giants manager Bruce Bochy, Warriors coach Steve Kerr, and NBA Hall of Famer Jerry West, although all of them probably make significantly more money than he does). As part of KNBR's commitment to the Bay Area Sports Hall of Fame, Hammer also received the 2015 Lou Spadia Award, which "recognizes people that have significantly contributed to the overall mission of helping kids play sports" in the Bay Area.

Hammer says he's most proud of the fact that, aside from KNBR's core mission of ratings and revenue, his team has been able to work with various community organizations to help raise much-needed funds for charity. KNBR has long been a major sponsor of the Bay Area Sports Hall of Fame, hosting an annual full-day, on-air auction of sports experiences; over the past 20 years, KNBR has raised nearly \$3 million for BASHOF. The station also helped raise almost \$75,000 for the Giants Community Fund and supports the TLC for Kids Program, which raises money to refurbish dilapidated sports fields around the Bay Area; KNBR hosts an annual golf tourney and "Dinners with a Legend" to raise money for TLC. There are many other programs KNBR helps fund throughout the year thanks to the leadership of Lee Hammer.

CBS RADIO

PROUDLY

CONGRATULATES

MARK CHERNOFF
WFAN-AM/FM

RON GLEASON
WBBM-AM/WCFS-FM

JEFF KAPUGI
WUSN-FM

MICHAEL MARTIN
KMVQ-FM
KLLC-FM

BEN MEVORACH
WINS-AM

JAY MICHAELS
KVIL-FM
KJKK-FM

STEVE MOORE
KMOX-AM

TIM ROBERTS
WYCD-FM
WOMC-FM
WDZH-FM

REGGIE ROUSE
WVEE-FM

JIM RYAN
WCBS-FM
WNEW-FM

TIM SCHELD
WCBS-AM

MIKE THOMAS
WBZ-FM
WZLX-FM

KEVIN WEATHERLY
KROQ-FM
KAMP-FM
KCBS-FM

ON BEING NAMED TO RADIO INK'S

**THE BEST
PROGRAM DIRECTORS
IN AMERICA**

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MARK ADAMS

KIOI-FM & KYLD/San Francisco
iHeartMedia



Mark Adams has 25 years of programming experience under his belt, racking up successes in a number of very competitive markets across half a dozen or more formats. He's in the midst of a big battle in the Bay Area: KYLD (Wild 94-9) versus KMQV has been one of the most talked-about radio fights in the country this past year.

Adams tells *Radio Ink* that KYLD dethroned KMQV as the Bay Area's top-rated CHR station nine months ago. "Wild 94-9 had been trailing KMQV in the adult demographics (18-49 and 25-54) for several years prior to my arrival at the end of 2014. Within months we narrowed the gap to tenths, and then began to move ahead of them in every key demographic, including A18-34 and the previously mentioned A18-49 and A25-54. We've since swept them in all three demos for the past nine months in a row and are tracking to do so again."

Before making waves in the number four market, Adams helped produce record-breaking ratings success for iHeartMedia during his short tenure running its Portland, OR stations. He also worked for CBS Radio in Houston for six years, and became the only programmer ever to dethrone heritage CHR KRBE. He was also the programmer who battled the legendary KKRZ in Portland in the early 2000s, when he ran the independently owned and operated Rose City Radio cluster, which included Rhythmic CHR KXJM.

14

ROBIN BERTOLUCCI

KEIB & KFI/Los Angeles
iHeartMedia



When we asked longtime programmer Robin Bertolucci how long she's been programming radio, she jokingly answered, "Too long! I've been involved with radio since college, at KALX. It is the natural career path for a rhetoric major."

She also tells *Radio Ink* that KFI continues to be the home for free thinkers. "We are not conservative or liberal, but a 'call it like we see it' brand that has as many opinions as it does hosts. KFI is more stimulating, and that transcends political ideology. KFI is quintessentially Southern California. KFI was born here, spent its formative years in Koreatown and La Mirada, and most recently moved to Burbank. KFI reflects the attitudes, energy, and outlook of Southern California. KFI's connection to the community runs deep. Our news department covers it. Our shows talk about it. It is the where Southern Californians come to find out what's going on, what it means, and why it matters to them."

Bertolucci says the station is having a great year: Cume is up, AQH is up, but more importantly, KFI is a consistent brand leader in both the News and Talk space. That is a powerful one-two punch. She says, "Between Bill Handel in the morning, *John & Ken* afternoons, Tim Conway, Jr. at night, and our newest show, homegrown from within KFI news, *Gary & Shannon*, 10 a.m. to 2 p.m., there are some exciting and wonderful things going on, and the audience is listening."

15

JEFF KAPUGI

PD, WUSN-FM/Chicago
VP/Country Programming, CBS Radio

Yet another CBS program director who carries nearly four decades of experience — in Kapugi's case, 37 as a programmer. WUSN is Chicago. From the bowling alleys to the country concerts, to as many charities as the station can reasonably promote, US\$99.5 is all over the city and suburbs, integrating with the community of Chicagoland. And the total raised by US\$99.5 in its annual St. Jude Radiothon over the years just passed \$25 million.



Laurie Kapugi, Chris Janson, and Jeff Kapugi.

16

MICHAEL MARTIN

PD, KLLC & KMQV/San Francisco
SVP/Programming & Music
Initiatives, CBS Radio San Francisco



Steven Tyler and Michael Martin

CBS Radio's Michael Martin started out as an intern at KIIIS-FM in Los Angeles in 1987. Nine short years later, he was programming KYLD in San Francisco — radio executives knew how to spot programming talent when they saw it. In addition to being a great programmer, Martin is a wicked fierce competitor who knows how to find and keep outstanding talent. He's a music expert who has the skill to find the

hits before anyone else, and, most importantly in today's radio world, he understands how to create programming that is listener- and sales-friendly.

"We are stations made up of people," he says. "People who live where our listeners live. We have a sense of pride for where we live. We share the same concerns, fears, successes, and celebrations. We live in the moment and reflect what is happening locally and worldwide. When tragedy hits, we not only report, but we rally together with all affected. We open our airwaves and platforms to let people talk. All any of us want is to be heard and understood, especially in a time of need, debate, or celebration. We strive to be consistently present for all things happening in the lives of the Bay Area residents. It's like in any relationship — it's not what you say, it's what you do."



17

MIKE McMEARTY

WTOP/Washington, DC
Hubbard

WTOP = award-winning product, number one-rated station in the market, highest-billing radio station in America, compelling local content. And now Mike McMearty must keep that legacy going. No pressure.

WTOP has won two National Edward R. Murrow Awards for Overall Excellence in the past seven years, four NAB Crystal Radio Awards, numerous Marconis in the last decade, and is consistently named Outstanding News Operation by the Chesapeake AP Broadcasters.

And when he tells us this, McMearty also says he's burying the lead. "Our greatest success is the atmosphere we've created in our newsroom," he says. "The philosophy started with our former owners [Bonneville] and continues with our new owners, Hubbard Broadcasting – happy employees are productive employees. My former PD, Jim Farley, joked that I was too much cruise director and not enough news director. It can be a fine line, but it's one we walk well. Our newsroom is one of mutual respect, cooperation, and dedication to our mission. We like each other."

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DON PARKER

KMEL-FM/San Francisco
SVP/Programming, San Francisco Region
iHeartMedia

Don Parker has been around radio since 1983, when he was 15, and a program director since 1991. KMEL has been the dominant station with adults 18-34 and 18-49 for the last five years, and over the last 12 months, KMEL has ranked number one in both demos.

Parker tells *Radio Ink* KMEL has consistently been branded as "The People's Station" for nearly 30 years. "KMEL is 100 percent Bay Area," he says. "We probably break more local artists than virtually any other station in America. Beyond the music, we're heavily involved in the community through anti-violence campaigns and various fundraising activities throughout the year, and we go far beyond public service messaging requirements, including our weekly two-hour community issues program, *Street Soldiers*."



CONGRATULATIONS



MARY ELLEN KACHINSKE

101.9 FM, THE MIX
WTMX CHICAGO



MIKE McMEARTY

103.5 FM, WTOP
WASHINGTON, D.C.

To two of the

"Most Successful Program Directors in America"

– Your Friends and Colleagues at





Knight (2nd from l) and his family

19

CHUCK KNIGHT

WBEB-FM/Philadelphia
Jerry Lee Radio, LLC

Longtime WBEB PD Chuck Knight tells *Radio Ink* his station touches nearly 2 million listeners every week, nearly 40 percent of the Philly metro. "We're a dependable friend and companion," he says. "One people and families can listen to and feel good."

The Boston Bruins' Brad Marchand with Mike Thomas



20

MIKE THOMAS

PD, WZLX & WBZ-FM/Boston
VP/Programming, CBS Radio Boston
VP/Sports Programming, CBS Radio

Thirty-year Classic Rocker WZLX is the station lots of Bostonians grew up on, while WBZ-FM (The Sports Hub) has been around for six years and is already the home of the Bruins, Patriots, Celtics, and Revolution. WBZ-FM is a consistent ratings leader with men in Boston, and WZLX always performs well with men 25-54.

Mike Thomas has developed a powerful one-two punch in the city and racked up a shelf full of awards for himself and the stations: The Sports Hub won the 2011 and 2014 NAB Marconi Awards for Sports Station of the Year and was nominated in 2013, while WZLX won the 2013 NAB Marconi Award for Rock Station of the Year after also being nominated in 2012. Thomas was named *Radio Ink's* number one Major Market Program Director in America in 2014.

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PETE SPRIGGS

WSB/Atlanta
Cox Media Group



22

BILL WESTON

WMMG & WMMR/Philadelphia
Greater Media

Who hasn't heard of WMMR? As PD Bill Weston puts it, "WMMR is the primary soundtrack to nearly everyone's musical 'Wonder Years.'" It's one of the few Rockers around the country that has remained vibrant and delivered ratings. And that is thanks in no small part to Bill Weston, who over his 32 years wearing a PD hat has programmed Rock, Top 40, Classic Rock, Classic Hits/Oldies, and Alternative.

Weston says his two-time Marconi-winning station is beloved throughout Philadelphia. "Consider the teenagers and 20-somethings who heard WMMR sign on in 1968 are part of three generations that have all had the same experience of WMMR exposing new music, passionate presentation with an off-center approach. And always with commitment to the greater good for the communities served." An example of just what Weston means, WMMR morning stars Preston & Steve led the way in collecting 1 million pounds of food and over \$100,000 in cash in just one week during Campout for Hunger last year.

Weston and Philadelphia Phillies mascot the Phillie Phanatic



23

JAY MICHAELS

KJKK-FM & KVIL-FM/Dallas
CBS Radio

Jay Michaels has been doing great radio for 25 years, 15 of those as a PD. And his hard work has certainly paid off. He won the 2014 award as Employee of the Year at KVIL, and in 2015 took the same title for the entire CBS Dallas cluster. Both KVIL and KJKK are live and local, and the stations execute tons of charity events year round. Michaels credits his most recent success to two things: KVIL's evolution with a diverse celebrity airstaff, and its achievement in becoming a top three digital Hot AC for CBS and a top 10 CBS digital station overall – in one year! KVIL is also the only station with an all-female afternoon show to stay in the top three in women for an entire year. Afternoon personalities Leigh Ann Adam and Courtney Kerr also host a CBS podcast, *Leigh Ann and Courtney Kerr Uncorked*.





Chiang with a young patient at the Cure Kids Cancer event.

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JOHNNY CHIANG

KGLK, KHPT, KKQB & KTHT/Houston
Cox Media Group

Chiang is one of CMG's top programmers and is regularly recognized on this list and *Radio Ink's* Country PD list (usually near the top). He has 27 years in the business and 17 as a programmer, and Market Manager Mark Krieschen says Johnny is a terrific leader, adding, "He is also committed to serving our local communities throughout Houston. Johnny reaches across all departments within the radio station to assist and make sure we superserve all our customers: the listeners, the advertisers, and our own employees."

Chiang tells *Radio Ink* that, regardless of format, it's CMG Houston's mission to be live and local so they can be fully ingrained in the community. "Just playing our listeners' favorite music isn't enough," he says. "We entertain, we inform, we strive to make the lives of our listeners a little bit better each day."

In 2013, KKQB was awarded the Marconi for Country Station of the Year, and in 2014, it took Marconi honors as Major Market Station of the Year. And last year CMG Houston raised \$591,000 in its 12th annual Cure Kids Cancer Radiothon benefiting Texas Children's Hospital in Houston.

L-r: CBS St. Louis SVP/Marketing Manager John Sheehan, KMOX personality Charlie Brennan, and Steve Moore.



25

STEVE MOORE

KMOX/St. Louis
VP/News & Talk Programming, CBS Radio

KMOX is known as "The Voice of St. Louis" and is celebrating 90 years serving the city and the region with news, entertainment, talk, and sports play-by-play. Moore says, "KMOX is more than a radio station in St. Louis; it's part of the identity of this community. The signal can be heard in 44 states and parts of Canada and serves as a source of pride locally. When KMOX General Manager Robert Hyland made the decision in 1960 to eliminate the music in favor of talk, he created the most dominant radio station in St. Louis and the benchmark for stations across the country. KMOX remains the most listened-to spoken-word radio station in St. Louis."

The keys to success? "KMOX has a fully staffed newsroom and sports department that provides local news every hour of the day, and a commitment to interrupt with breaking news whenever necessary," says Moore. "KMOX remains the community's first choice for weather and traffic information. The programming staff is experienced, and the vast majority of our programming is locally produced, seven days a week. In addition to the news and talk programming, KMOX is the flagship of St. Louis' two professional sports franchises: the St. Louis Cardinals and St. Louis Blues. Programming consistency and continuity are two key reasons KMOX has been successful for decades."

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KEN WEST

WBOS & WROR/Boston
Greater Media



Ken West started in radio in 1992, eventually making his way to WROR as APD in 2002 and getting the top job in 2005. He added additional PD duties at WBOS in 2009.

In 2015 WROR had its best year ever, spending the entire year in the top five both P6+ and P25-54. For eight months it was number one P6+ and for four months it topped P25-54. "The best compliments I get involve people telling me listening to the stations feels like being with family, or the station somehow got their family through tough times together or brought them closer through a charitable endeavor we were involved in," says West. "These stories are 'why we do it' and are bigger and more rewarding than any metric."

27

JEFF CATLIN

KTCK-FM/Dallas
Cumulus Media

Spoken-word is his specialty, as you can tell if you listen to the professional sounds of KTCK-FM (The Ticket) in Dallas. It is the dominant station in Dallas-Ft. Worth with men 25-54, regularly finishing number one in its target demo. The KVIL heritage morning show also finishes number one men 25-54 with shares in the double digits – all but unheard of in a market the size of Dallas. KTCK-FM is also a two-time Marconi Award winner as America's Best All Sports Station (2007 & 2013).

All the accolades and awards are great, but Catlin says programming great radio is bigger than that. "Even though the Ticket can sometimes be an edgy 'guy talk' station, we take our commitment to helping our audience and community seriously," he says. "With the help of our very loyal audience, in the last year alone we have raised over \$850,000 for charity, including a one-day radio-a-thon that contributed over \$400,000 and a station-led golf tournament that raised \$50,000.

"We are also able to quickly mobilize fundraising efforts in the event of a local emergency. It may sound silly to say this as an all-Sports station, but there is a very strong and very real bond that all of our long-term talent have developed with our audience. Not too long ago we celebrated our 20th anniversary and we asked our audience to tell us what their favorite moments of listening were in the station's history. The number one answer far and away was the job our guys did in the days following the 9/11 tragedy. They were able to relate to the listeners and speak to them like good friends."





Brophey with
Cole Swindell

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MIKE BROPHEY

WKLB/Boston
Greater Media

Mike Brophey is another regular on this list, as well as our top Country PD list. He has the ear of country artists and labels, and they all want to know him because of how powerful WKLB is in the Boston market under his leadership. "We've been delighted to have maintained a sizable distance between any competitive challenges," says Brophey. Forty-three years of consistency in the business and two decades of programming Country radio will get you that respect.

Brophey says, "Country 102.5 WKLB has been a community-focused radio station for many years. The radio station is woven into the fabric of the community, and people look to the station as a solid entity in terms of charitable efforts. Our involvement is expected, and that is an honor. We are particularly proud of our Healing Tour, which brings country artists to visit children at Floating Hospital for Children at Tufts Medical Center. I think overall, Country 102.5 means consistency, dependability, and the 'go to' place for information."

Steven Tyler and Tim
Roberts

29

TIM ROBERTS

WDZH, WOMC & WYCD/Detroit
CBS Radio

CBS Radio's Tim Roberts is a regular on *Radio Ink's* Top PDs list, recognized every year as one of the industry's best. And that was clear from the start: He's close to logging four decades in radio, with only one of those years outside a PD chair. That's called consistency, and he's pretty much programmed every format in existence.

In Detroit, the three stations Roberts runs are always near the top in the ratings, and they partner with multiple charities, working to raise millions of dollars. Detroit is a city that's been hit hard by poor management and hard economic times. The WOMC radiothon for Gleaners Food Bank this year raised \$1.3 million for hungry children, and all stations took part in an Operation Flint Water campaign, sending nine semi-truckloads of bottled water to the city. WYCD's St. Jude Radiothon raised over \$500,000, and the stations worked with the Life Remodeled nonprofit, which rebuilt 21 houses in Detroit, cleaned up 372 blocks of urban decay, and rebuilt a high school roof in an effort that involved 10,000 volunteers. Life Remodeled is recognized worldwide as a model for rebuilding inner cities.

In 2015 Tim Roberts was inducted into the Country Radio Hall of Fame.



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REGGIE ROUSE

PD, WVEE-FM/Atlanta
VP/Urban Programming,
CBS Radio

Reggie Rouse started his career with the great Donnie Simpson, as morning show producer at WPGC in Atlanta. He was promoted to APD and eventually moved to WVEE (V-103) 11 years ago as PD. The 26-year radio vet, also CBS Radio's VP of Urban programming, has 18 years under his belt as a programmer now. Of course, V-103 in Atlanta is well known as "The People's Station"; it is the voice of the African-American community, with a mission to educate, inform, and entertain. Under Rouse's leadership, V-103 was named an NAB Crystal Award Finalist in 2014. The station won the Marconi Award for Best Urban Station in 2010 and 2013.



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Michael Martin
Charlie Cook
Leslie Whittle
Lee Hammer
Bill Hess
Jeff Catlin
Peter Bolger
Maurice DeVoe
Rick Gillette
Mike Brophey



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LESLIE WHITTLE

KRBE/Houston
Cumulus Media

KRBE is where Houston listeners get their favorite music, learn about what's going on in Houston and in pop culture, and sometimes get a good laugh — and occasionally even a good cry. KRBE is also a heritage station and has been a leader in the community for decades; Houston knows KRBE will serve and reassure listeners no matter what's happening. It's the difference between a station that's liked by the community and a station that's genuinely beloved.

Cumulus/Westwood One SVP/Content & Programming Mike McVay says KRBE/Houston PD Leslie Whittle is a model programmer. "Leslie has been able to accomplish with one radio station what takes most operators a large cluster," says McVay. "She manages a highly talented morning team, is blessed with great talent all day, connects to the market, and is intuitive as to what music to play."

Taylor Swift and Leslie Whittle

Whittle is a programmer with an advertising background — a perfect mix to become a successful programmer in a sales-driven business like radio. In 1993, Whittle was an advertising major at the University of Texas when she applied for an internship not at an agency, but at a Clear Channel station in Austin. After the internship, Whittle worked part-time, and after graduation she was hired as the assistant promotions director for the cluster. She then became research director (they ran an in-house call center) and later music director, and eventually was promoted to PD at KHFI.

In 2000, it was on to Houston as the APD for powerhouse KRBE, and in 2006, she was promoted to the top programming job at the station. Cumulus Houston Market Manager Alex Cadelago says, "Leslie is a passionate leader and a master of her trade. Her extensive knowledge of music, meticulous attention to detail, business acumen, and ability to connect with our audience make her the best PD I've had the pleasure of working with."

Digital subscribers, for an extended interview with Leslie Whittle, CLICK HERE:
<http://radioink.com/2016/04/12/a-great-radio-programmer-with-an-advertising-background/>

32

RICK GILLETTE

WPLJ/New York
Cumulus Media

With 41 years in the business and 33 as a PD, Gillette is now behind the wheel of one of radio's best-known sets of call letters. WPLJ is legendary in the Tri-State, but more for its outreach than its longevity, according to Gillette. "In the past year we have launched greater community outreach projects, and last year was our inaugural year with our Apple a Day program," he says. "Spearheaded by Todd & Jayde host Jayde Donovan, we acquire and distribute iPads to children hospitalized with life-threatening illnesses."

When we asked Gillette to list his accomplishments, he summed it up in one sentence: "The legendary call letters with whom I have been associated — and their successes — are my trophies." Enough said.

CONGRATULATIONS

TO OUR EXCEPTIONAL PROGRAMMERS,
WHOSE CREATIVE VISION AND INTUITIVE SENSES
SHAPE OUR STATIONS INTO WINNERS

Charlie Cook
Leslie Whittle
Lee Hammer
Bill Hess
Jeff Catlin
Peter Bolger
Maurice DeVoe
Gillette

NASH 103.3, Nashville
104.1 KRBE, Houston
KNBR/KTCT, San Francisco
WMAL-AM/FM, Washington, DC
The Ticket 103.3./KESN-FM, Dallas
WLS-AM, Chicago
Magic 107.3/KMJK-FM, Kansas City
95.5 WPLJ-FM, New York



CUMULUS

Kaplan with his sister and niece, and "Flat Mike," created by the KYSR morning show.



33

MIKE KAPLAN

KYSR/Los Angeles
iHeartRadio

Mike Kaplan has programmed CHR, Hot AC, Classic Rock, AAA, and Alternative formats in his 18 years as a PD. And now he's cemented the Alt 98.7 brand as the new alternative music and lifestyle leader in Los Angeles with fresh talents *The Woody Show* in morning drive and Harms in afternoons. His original ideas and events in L.A. continue to generate buzz year after year. "We're the new millennial music-discovery station for alternative fans in Los Angeles," says Kaplan. "Led by our morning team, *The Woody Show* – an authentic, irreverent, and engaging cast of characters coming from diverse backgrounds, all finding a common sense of humor in their desire to entertain their loyal tribe of listeners."



34

ADAM DELEVITT

WMVP-AM (ESPN1000)/Chicago
ESPN O&O

All 18 years of Adam Delevitt's radio life have been at ESPN1000, where he's held just about every position at the station and has been PD since 2010. ESPN1000 is the top-rated Sports station in Chicago, according to Delevitt, and top five in every male demo. And it was awarded Station of the Year by the Illinois Broadcasters Association's Silver Dome Awards in 2014 for community involvement.

"I take great pride in consistency in our lineup that has been together for more than 10 years – in some cases, 15 years – and in the programming department," Delevitt says. "We have had no turnover in the production department in more than five years."

Delevitt says one of his greatest accomplishments was building the State Street Studio. "Not only does it brand us in front of 200,000 people per day, but we also sold a sponsorship north of a million dollars for the naming rights – when I first asked about it, they thought I was crazy!"

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DOC

WYNTER

KRRL/Los Angeles
iHeartMedia



ESPN CONGRATULATES ADAM DELEVITT

ONE OF RADIO INK'S
**2016 BEST PROGRAM
DIRECTORS IN AMERICA!**
THANKS ADAM, FOR
MAKING ESPN 1000
THE #1 SPORTS TALK
STATION IN CHICAGO!

ESPN
CHICAGO
(1000 AM)



36 (TIE) KEVIN CALLAHAN
KBZT, KIFM, KSON & KSOQ/San Diego
Entercom

Callahan has 26 years of radio under his belt, 21 as a programmer, including the Country, CHR, Alternative, AC, Hot AC, Modern AC, Smooth Jazz, and Active Rock formats. KSON has been San Diego's Country station for more than 50 years, and has a strong connection to the large military population in the city. You can find KSON at ship homecomings, military-only country concerts, even broadcasting live from the deck of an aircraft carrier, all while supporting the troops that are working hard to keep our nation safe.

36 (TIE) BILL HESS
WMAL-AM & FM/Washington, DC
VP/News Talk, Cumulus Media

All but three years of Bill Hess's 38-year radio life have been spent wheeling around in a PD chair. He's worked his magic in the News/Talk, Sports, AC, Hot AC, Country, and Oldies formats, and now he's at the wheel at WMAL. WMAL is a legendary station in the DC market, with a rich history of solid news coverage, big personalities, and community service. WMAL was involved early on with the Fisher House Foundation, and listeners have donated nearly \$5 million in the last 10 years through annual radiothons. Fisher House provides free local housing for military families whose loved ones are being treated at military or VA hospitals.



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**37****PETER BOLGER**WLS-AM/Chicago
Cumulus Media

Peter Bolger has been in the industry he loves for 44 years now; he got his first PD gig in 1979. He's been the programmer at WLS since 2013, and the station has certainly seen some changes and challenges. As Bolger puts it, "Much cheese has been moved." He adds jokingly, "Being able to keep the team positive and focused on the prize means a great deal to me. But perhaps even more important: Since he returned to WLS in October of 2014, Steve Dahl has not had an incident."

WLS has served Chicagoland for over 90 years, and while formats and fortunes may have wobbled over the years, it's always had great local news and bigger-than-life personalities. For many, WLS is "The Big 89," the soundtrack they grew up to. It's also the place Chicagoans have learned to depend on for two-way talk about what's important to them. Chicago expects entertainment and information from WLS, but connects for companionship, validation of opinions, and a shared experience.

Bolger tells *Radio Ink* that for a good portion of his early life, WLS was *his* station. "Chicago is the best radio market in the world," he says. "I understand and respect WLS's great heritage, its place in Chicago radio history, and what it means to so many people. The vision is to reimagine WLS from conservative talk to a full-service, Chicago-centric brand. For me, to be able to work with Dahl and Jonathon Brandmeier is almost an out-of-body experience; adding play-by-play from the White Sox and Bulls are both bucket-list items. This is clearly a work in progress, but every month, we continue to track up year-over-year. Lots to do, but *nothing* can be more satisfying than helping to rebuild the great WLS!"

**38****SCOTT MASTELLER**WBAL/Baltimore
Hearst

Masteller is a man with experience, and he's now at an iconic station. He has 39 years in the business, over 20 as a PD, and seven years as senior director of content at ESPN Radio on his resume. WBAL is all about Baltimore, and as Masteller tells us, that means it's all about live and local. "WBAL airs locally produced content Monday-Friday from 4:30 a.m.-10:30 p.m. The station also has local content on Saturday and Sunday. It has a strong commitment to news, talk, and sports. The station has a full-time news department and produces long-form news in morning drive from 5-9 a.m., plus in afternoon drive from 3-7 p.m. The talk shows during the day are all locally produced, plus there's a local sports talk show in the evening. WBAL produces and airs the Baltimore Ravens.

"The station is well known for being a major part of the community. The governor of Maryland, the mayor of Baltimore, and all other local community and civic leaders appear on our station when there's news the community cares about. During major events that are taking place locally, listeners come to WBAL to be informed and then participate in the community conversation. It truly is an honor to be program director for this radio station."

39**ANDREA BECERRA PRADO**Regional Brand Manager
Entravision

Prado has been in radio since she was 11 years old and joined her mom – who was promotions director of KLOK-AM in the Bay Area – on remotes. When she was 17, Prado began assisting PDs and worked as an executive assistant to the VP of programming. That experience led to her getting a PD gig for Entravision's Jose network (Spanish Adult Hits) in 2008. In 2012, she was named PD for the company's Regional Mexican brands La Tricolor and El Gato, and she's been there ever since.



**40****KEITH HASTINGS****KISS & KTKX/San Antonio**
National Format Leader, Rock & Classic Rock
Cox Media Group

Thirty-nine years in the business, with 30 as a programmer, for Keith Hastings, who has experience in AOR, Classic Rock, Active Rock, Rock, and Alternative. Market Manager Ben Reed says, "Keith's excellence is demonstrated every day, both at work and with his character. His success is unmatched in the rock world. KISS is one of the top-rated Rock stations. He's resurrected the KISS brand to new heights in San Antonio. It has been his vision and creativity that has taken our Rock station to the top."

KISS finished 2015 with its highest PPM ratings ever and a first place finish 25-54 adults total week. KTKX also set a record high in the fall, ranking as high as number four 25-54 adults total week. Hastings says, "When I hear broadcasters say, 'Rock is dead,' I just smile."

He goes on, "It's incredibly exciting and challenging to have one hand in the present and the other busy predicting the future. Cox Media Group excels at challenging us to operate with that mindset, spurring innovation and embracing smart risks that help us keep pace with the ever-changing audience."

41**MAURICE DeVOE****KMJK-FM/Kansas City**
Cumulus Media

Maurice DeVoe is a 30-year radio vet, with 16 years as a PD. He's had a hand in programming Top 40, Rhythmic Top 40, Mainstream Urban, and Urban AC formats. And KMJK-FM in Atlanta has a particularly close relationship with the community, according to DeVoe. "We are a voice for the community in Kansas City," he says, "and we are there in times of need. Over the years KMJK has established a very good relationship with the community, and we strive to be a part of their lives. This year we were very happy to receive the Diversity Advocate in the Community Involvement Award from the Olathe Chapter of the NAACP in Kansas."



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**JOWCOL**
"BOOGIE D" DOLBY**Operations Manager**
Radio One St. Louis**BILL BLACK****Operations Manager**
Radio One Cleveland



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BOOGIE D

WFUN & WHHL/St. Louis
Radio One
25 years in radio, 20 as a PD



43

(TIE) DREW ANDERSSSEN

WDBO-AM & FM/Orlando
News/Talk Format Coordinator
Cox Media Group

Seventeen years programming during a 21-year radio career for Drew Anderssen. He's dabbled in CHR, Rhythmic CHR, Alternative, News/Talk, and now Sports/Talk. And, he adds, "I pretend to program Country because I love the format." Over the last 12 months, according to Anderssen, WDBO-FM (News 96.5) has performed at its highest level in over five years in its target demo. "We're up three shares in men from where we were in 2012, during the last election cycle," he says. "I'm really proud of the way we've continued to innovate our brand (and format) to attract more listeners who are under the age of 50. We have an incredible team whose members continue to grow personally and professionally, affording News 96.5 WDBO the incredible honor of being one of the youngest 'heritage' News/Talk stations in the nation, where the cume on the younger end outweighs the cume on the older end."

43

(TIE) CHARLIE COOK

WKDF-FM & WSM-FM/Nashville
Cumulus Media

Everybody knows the name Charlie Cook, and everybody knows the power and success he enjoys programming Country radio. Soon Cook will be on the north side of 45 years in the business, with 40 of those years in the PD chair. He was inducted into the Country Radio Hall of Fame in 2011 and won the CRS President's Award in 2010.



Charlie Cook and Chris Stapleton

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celebrates our Most Successful Program Director honorees:



PETE SPRIGGS
WSB Atlanta



JOHNNY CHIANG
KKBQ Houston



KEITH HASTINGS
KISS/KTKX San Antonio



DREW ANDERSSSEN
WDBO Orlando

They are the power behind these Superbrands!



44

GERONIMO (MICHAEL ARPAIO)

KFCO-FM/Denver
Max Media

KFCO-FM is a “Cool Station That Cares,” under the leadership of a PD who usually goes by the single name Geronimo. Through its outreach, KFCO helps the communities where listeners live and raise their families. Geronimo says, “We joined forces with our benevolent listening audience to stuff a school bus with school supplies for children from low-income families and teamed up with Brandon Marshall of the Denver Broncos for our ‘Toyz in the Hood’ toy drive to put smiles on the faces of underprivileged children – a campaign that won the Colorado Broadcasters Association Award of Excellence for Best Community Service Campaign – in addition to working with the Epworth Foundation on the 2016 Thanksgiving Feed-a-Family drive. Our staff and DJs cooked and served jambalaya at the ‘100 Men Who Cook’ event in support of community nonprofits focused on youth education and development. We’ve also worked with the Food Bank of the Rockies on staff and listener volunteer drives and supported the Denver Rescue Mission through holiday food donations and awareness campaigns.”

And already, the station is racking up the awards: It’s won Station of the Year from the Colorado Broadcasters Association. In its first year on the air in Denver, KFCO won the CBA Awards of Excellence for Best Afternoon Show, Best Evening Show, Best Station Personality, Best Community Service Campaign, Best On-Air Contest, and Best Station Imaging Campaign. And it edged out market heritage News/Talk 850 KOA to win Station of the Year.



45

BILL BLACK

WENZ, WERE, WJMO &
WZAK/Cleveland
Radio One
26 years in radio, 20 as PD



Keith Dakin, former Hartford Whaler Bob Crawford, APD Allan Lamberti, and Market Manager Kristin Okesson.

46

KEITH DAKIN

WDRC-AM & FM, WEZN-FM, WFOX-FM & WPLR FM
Connecticut
Connoisseur Media

Keith Dakin is a standout programmer for Connoisseur Media. His GM, Kristin Okesson, says Keith is an exceptional talent coach, especially with morning shows: “He manages two big shows, one of which, *Chaz & AJ*, is syndicated on three stations. He excels at providing constructive feedback in a way that allows the talent to be open to feedback and change in a non-threatening way.”

WPLR was nominated for a 2015 NAB Crystal Award, and WPLR and WFOX have won just about every local radio award in Connecticut from area newspapers, websites, and magazines. And under Dakin’s leadership, back in 2011 WPLR was nominated for Best Rock Station at the Marconis. Dakin also helped create and develop standalone website CTBOOM.com; last year the site hit 3 million page views.

Dakin says that to stand out from Pandora, Apple Music, and Spotify, radio stations have to be at the center of their communities. “When you think New Haven, you should think pizza, Yale, and WPLR,” he says. “We have the same attitude in Hartford, Bridgeport, and Stamford-Norwalk. We care about this so much, we made a Love CT program that attends all the charity runs, walks, and events we can get involved in. At the end of the year, Love CT awards money to local charities.”



47

DENNIS GLASGOW

WCLY, WCMC & WDNC/Raleigh
Capitol Broadcasting

With 22 years in radio and 17 years as a PD, Glasgow’s focus has been on spoken-word, and now he’s at the helm of three Sports stations for Capitol. Glasgow says his stations are an entertainment and information pipeline for listeners that allows them to keep up on-air, online, and through social media with what’s happening with their local and national teams, and to discuss the things that matter to them with first-class presentation by talented personalities. “The corny line of ‘With great power, comes great responsibility,’ well, that applies to us being the only game in town,” he says. “We need to hit it out of the ballpark every day. And it’s paid off with making our quarterly and annual sales goals, and being number one in the market for over a year now.”

WCMC was the 2014 North Carolina Broadcasters Association Station of the Year, and afternoon personalities Adam Gold and Joe Ovies were named Show of the Year.



Brown with Miranda Lambert and his daughter Kaitlin

48

FLETCH BROWN

WXFL-FM/Florence-Muscle Shoals, AL
Big River Broadcasting

Now with a decade as a programmer, Brown is most proud of the fact that WXFL-FM was just nominated for its fifth consecutive ACM Award for Small Market Station of the Year, and its second consecutive nomination for ACM Small Market Personality. This time it was midday personality Sherry St. John, who is celebrating her 40th year as a broadcaster this year. WXFL is a consistent number one station in the Florence-Muscle Shoals, AL market.

49

TUCKER YOUNG

KNDE-FM (Candy 95)/College Station-Bryan, TX
Bryan Broadcasting

Young started as a board op at age 16 and is now in his eighth year as a PD, all at KNDE-FM. Candy 95 won the NAB Crystal Radio Award back in 2012 and has been a finalist four more times, including this year. It's also been a finalist for the NAB Marconi Award for Small Market Station of the Year for the past two years, and has been honored six times with the Texas Association of Broadcasters Bonner McLane Award for Excellence in Public Service.

Young says credit for the station's success goes to how tied in it is with the community. "In 2015 we worked with more than 80 local non-profit groups to get their message out to the listeners," he says. "We don't just run PSAs, we work them into programming, design promotions for them, staff those promotions and events, and work to make what we do as a radio station part of what they do as an organization that is working to make life better where we live. Practicing true localism and being laser-focused on what matters to our listeners right now is what keeps us more current and relevant than any playlist or syndicated solution could. My goal has always been to make Candy 95 irreplaceable in the local media landscape, and I believe we continue to succeed on that front."



CONGRATULATIONS FLETCH
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PROGRAM DIRECTORS OF 2016
YOU ROCK!!

Fletcher Brown, WXFL/WLVS
Florence / Muscle Shoals, AL





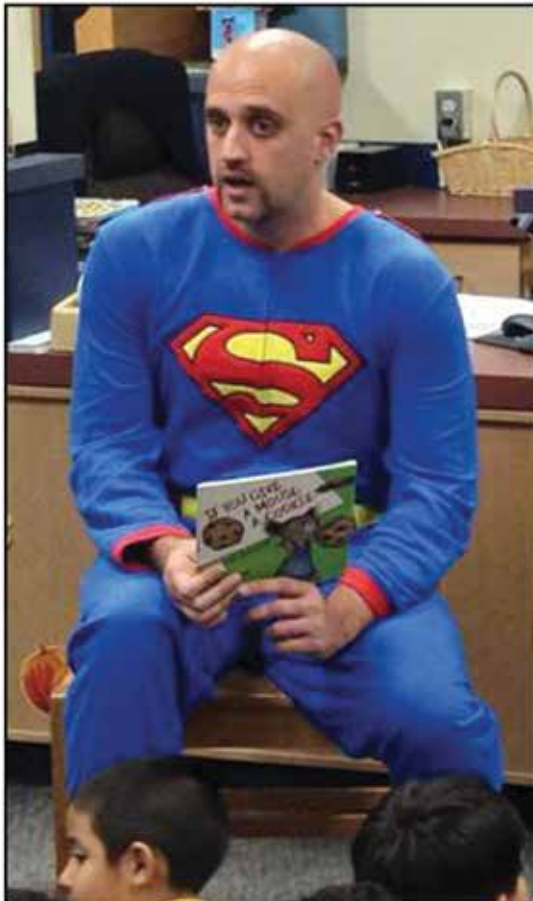
50

ROB COLLINS

WCKQ-FM/Campbellsville, KY
Forcht Broadcasting

Rob Collins is a record-breaker: He's been working for WCKQ-FM in Campbellsville since 1992, 26 years. He became PD and morning man in 1997. Collins says, "I'm holding the record for hosting the morning show and am grateful for the many opportunities I've enjoyed during this time."

Collins has won two awards for his support of music education in Kentucky's public schools, and he produces a regular feature that promotes area musicians who are part of the local school systems. WCKQ – in small Campbellsville, KY – typically raises around \$20,000 per year for local Toys for Tots children's charities.



Bryan Broadcasting proudly congratulates

Tucker "Frito" Young

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