

D12-1

144-A

**Date:** 3/10/02  
**To:** Lee Kent  
**From:** Linda Logan  
**Subject:** Air check memo and comments

Lee:

I find the "Programming Memo" that you gave me and copied to Charlie Cohn, Don Hallett, and my Personnel File to be full of assumptions, accusations and rude remarks. It surprises me that you would put such things in writing before you have checked out the facts.

Rather than going into minute detail about all the things that are wrong with your memo, let me begin by pointing out the things that were correct:

- **I voice tracked two breaks**, the 12:50 and 1:07pm breaks of my show and left the building to get myself something to eat. I had called ahead and the food was ready when I arrived. I did not leave without permission, I cleared my absence with the approval of Mike Allen before I left the building and was gone 17 minutes. On a daily basis, I order lunch and pick it up after I am OFF the air. The reason I did not do it this day was because I did not get off at 2:00pm. I was subbing for Skip (afternoon drive) and did not know what time I would be relieved. You had told me a few days before that you did not want me to voice track when I was in the studio and I had been following your wishes. **NONE** of the other breaks that day were voice tracked. If you feel that I need more than Mike's permission when you are not there, I will be sure to call you on your cell phone to get permission in the future.
- **I did miss doing my 10:35am weather break.** I apparently had a "senior" moment and forgot all about it. I assure you that I will do my best in the future to avoid this happening again.
- **I did say "what station plays your song" on the first 4 or 5 requests for the Cool Café.** I did not realize that the precise wording needed to be used. When you heard me saying that incorrect phrase and came in and corrected me, I had already recorded the breaks in question. I changed the way I was saying "the phrase" immediately to suit your wishes, but needed the breaks in question to fill up the Cool Café and played them. I am sorry that you listened to these calls and thought that I was deliberately ignoring you. I am unable to "pick and choose" callers yet, because most days I get less than the total of 12 requests that you require.
- **I use the clock on the wall to give the time.** You told me a week before to only use the clock on the wall, and I have been. I wear bifocals which makes it hard for me to read the clock and copy at the same time, I figured that if I was within 2 minutes of the correct time that I was acceptable. **NOTE:** Skip and I have been asking for a big digital wall clock to help us give more accurate time.
- **The Mellow Mushroom liners were longer than 10 seconds.** I did use the Mellow Mushroom as the Weather sponsor for one weather. I did this because I know that the Weather was what they originally bought when the contract was

D12-2

144-B

signed. I thought that it wouldn't hurt to give them an extra "plug" since they were loyal clients and you had cut back on their mentions so severely. The beer mention was because the client has ASKED for it. The Mellow Mushroom was voted as "Best selection of bottled beer in the Lowcountry" and the "Best selection of draft beer in the Lowcountry" by the readers of the Charleston City Paper, as well as "Best Gourmet Pizza" for two years running..

- **I did fail to give the time and temperature on some breaks.** I was caught off guard and hadn't checked the time, so I didn't give it. As I said before, my eyesight isn't the best and it takes me a moment to figure out the clock.

Now, on to what I found offensive with your memo to me. I have NEVER and WILL NEVER fix a contest as you have suggested in your memo. I have worked for this station over two years and feel a "personal" bond to it, as well as a "business" bond. I was the first mid-day person to work at the station when it had been on the air for 6 months. I have been the most consistent thing the station has had going for it until now. I love the station, I love the music and I have always done what I could to present the station in a positive manner.

The "fixing" of the contest, as you allege, was a technical glitch caused by computer malfunction. Earlier in my shift, the DCS was misreading the "Cool Calendar" and inserting music (Stevie Wonder's *Superstition*) instead of the Cool Calendar cart. I called Mike Allen into the Cool Control room because of this problem. We decided that it was being caused because Stevie Wonder's song was on DCS screen 2. Mike can attest to the fact that this happened. When the "fix" foul up occurred about an hour later, I was in the studio and noticed that the Cool Calendar on the lower screen had only the cart number (C699), but the title area was blank. I did the break for the contest and then depressed F-10 to set off the Cool Calendar and it apparently misread the cart and a winner's call from earlier in the day started to play. I immediately depressed F-10 to stop the cart. I redepressed F-10 to start the commercials playing and started answering telephone calls that were coming in for the contest. I got my winner and recorded it. I tried to reinsert the Cool Calendar into the end of the break since they are all now sponsored, but the same winner's call started to play again. I again stopped it and restarted so the jingle played. In the heat of these problems, I did not air the winner's call. A short time later, when Skip arrived, on two occasions, when he had a break and went to depress F-10 to start the computer again, it set off two occurrences...the Cool Calendar and a commercial playing at the same time. When this happened the second time, we put in a music CD and rebooted the computer. I don't know what caused these problems, but they all seem to have been associated with the Cool Calendar and were corrected after the computer was rebooted.

The memo says I did my contesting at the wrong times. You were unaware that the Café Windermere was the sponsor in the 10 and 11 o'clock hours and the Mellow Mushroom was the sponsor in the 12 and 1 o'clock hours. You blast me for not doing the Mellow Mushroom giveaway during the twelve o'clock hour, but since the promotion did NOT END until 2pm, I was giving the certificate away in the 1:50 break. Since then, I have told you the true circumstances of BOTH contests and you told me to keep on doing the contesting as I had done it before.

D12-3 (144-C)

Now that the Café Windermere is dropped until their check is good, I am doing the Mellow Mushroom sponsorship in the 11 and 12 o'clock hours with the giveaway occurring during the Cool Café from 12 to 1pm.

Since the majority of what was written in the memo and air check is incorrect, I do not believe that it should be placed in my personnel file. Since copies were sent to Charlie Cohn and Don Hallett, I believe that a letter of retraction should be written to them both. From now on, I expect that you will come to me when you have a problem with me and ASK what happened. I will tell you the truth. If, after you have spoken with me, you feel that it is necessary to put an entry in my personnel file, then do so. At least then, it should be accurate.

I am always willing to accept any constructive criticism regarding my delivery and board performance so that my presentation can improve. However, I feel that your memo in this regard is counter productive. From a purely business standpoint, it is hard for me to believe that memoranda written to belittle and intimidate the air staff is productive and professional, especially when said memo is written in the heat of the moment without benefit of pertinent information which was easily obtainable. The rude personal remarks were totally unnecessary and highly unprofessional.

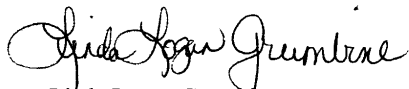
Therefore, I feel I have no recourse but to insist that a letter of retraction be sent to the parties originally copied in regard to the unfounded accusations on my character which have since been found to be totally false.

Since I received the original document with such haste, I feel it only right that I be given a copy of this retraction in the same timely manner.

I believe that this document constitutes harassment, and violates several state and federal statutes. If placed in my file, I will be forced to seek legal assistance in having it removed. Rude comments about this being radio for "humans" and assumptions of "booking dance parties" are personal and have no place in a business document.

I have been a radio professional for over 20 years and expect to be treated as such.

Regards,



Linda Logan Grumbine