

March 9, 2002

**Mr. Lynn Martin, Owner
LM Communications, Inc.
PO Box 11788
Lexington, KY 40578**

Dear Mr. Martin,

Greetings! I hope all is well with you.

In case you are not aware, I am writing to formally inform you of my resignation from WCOO/COOL 105-5 radio station and your employee as of Wednesday, March 6, 2002.

I'd like to assure you that my reasons to leave have absolutely nothing to do with the arrival of Mr. Lee Kent as the new Program Director (PD) for COOL 105-5. In fact, hiring Mr. Kent is probably the BEST decision that your organization has made in regard to personnel matters, in quite some time.

I am certain that through his professional leadership, Mr. Kent will accomplish great things for both COOL 105-5 and LM Communications.

It is already evident that Mr. Kent is truly a radio professional and I am confident he will clean up what has become a very unprofessional and unorthodox work environment in the COOL 105-5 Programming department. It's about time someone put a stop to the nonsense.

To my dismay, Mr. Kent has arrived a few months too late for me to continue to endure, while he makes the necessary adjustments. However, I am grateful to have worked with him the short time I have and appreciate his mentoring.

However, what occurred prior to Mr. Kent's arrival is why I have resigned.

And, I am sure, you are not aware of the reasons why I have decided to leave. So, to distinguish the common place gossip of people who think they know what they don't know, I am providing you with my reasons, so there will be no mistake, confusion or misunderstanding in this regard.

Additionally, I am in the process of seeking counsel and advisement as to possible EEO violations and/or other violations as they pertain to FCC violations and business operational violations per the Secretary of State for the State of South Carolina, who grants businesses permission and licenses to operate in our State.

The reasons are as follows:

During my tenure with WCOO/COOL 105, in the Programming department, beginning October 2000 – March 2002, I was the only African-American female and Disabled Veteran in the department, working only on Saturday and Sunday.

Upon the departure of PD-Ken Carson, in February 2001, Ken informed me that I possessed the voice and personality of what COOL 105 needed. Additionally, based on my performance, if the “powers that be” listened to him, I should be going places within the Programming department very soon.

After approximately 5 months of doing weekends, the midday position became available shortly after our new PD-Mike Allen arrived. Based on my previous radio experience and college education in radio/TV broadcasting (radio concentration), and Ken Carson's remarks prior to his departure, I thought, surly, I would, at least, be given first consideration and/or offered the opportunity to accept or deny the midday position. But, I was not.

And, when I inquired as to why I was not, I was told that because I already had a full time job, paying more than what I could be offered by the radio station, it was assumed that I would not be interested in the position.

Additionally, I was told that Linda Logan (radio name), a former employee who had previously been fired/let go by Ken Carson, was being allowed to return to the midday position.

A few more months went by, and then the afternoon drive position became available. Again, I asked if I was being considered for this position. Again, I was told that the radio station could not afford to pay me any where near what they knew I was making at my, then, full time job.

At that time, I informed the PD-Mike Allen, that I felt I should, at least, be offered the position, and if it was something reasonable, even though it may be less than what I was making from my full time job, that I should be allowed to consider it and make that decision based on what I could or could not afford, not someone else's assumption on what I would or would not work for.

In retort to that, I was told that someone who had a lot of experience was being considered for the job. That person, as it turns out, was Skip St. John (radio name). Later Skip disclosed that the station was getting "a really good deal" by hiring him, because Skip who was disabled due to a previous stroke and rehabilitation, could not earn over a certain amount monthly (\$700 is what I recall as the figure that was used) in order for it not to affect his monthly disability.

All-the-while, I worked diligently and professionally, and tried to meet my personal goal of getting in the top five rating zone for the Charleston radio market, even if I was only working on Saturdays and Sundays, 3-7pm.

After all, as my letter of September 3rd, 2001, to you indicated (please see enclosure 1), I had already shown a considerable increase from the 2001 Fall book, over the 2001 Winter book to number six (5.9 share – 35-54 demo) and by the Spring Book, the ratings had increased to a number ONE (11.3 share) for Saturdays.

Furthermore, it was, and I believe it continues to be, the highest ranking EVER in ANY day part, since the inception of the COOL 105 format.

And, Sundays went from a tied third (6.5 share) to a number TWO (10.7 share) for 35-54 demographic. Persons 12+ on Saturday went from a six ranking to a three, and on Sunday went from a ten to a number four. Overall, all ratings increased for all demos and all were in the top five for both my day parts, Saturday and Sunday 3-7pm.

But, I soon began to believe that this great, *first*, accomplishment meant nothing to LM Communications. Especially after my year anniversary, when I asked if it would be possible to receive a raise, of which I was lead to believe it would be forthcoming, although it never did. Not even a bonus for a job well done!

Aside from the fact, that numerous people under your employee regard you as a cheap skating miser and speak of you terribly when you are not around, I was shocked to hear how your "valuable, high-rated employees" referred to you in that way ... but whenever issues about money came up, this is what you are called, or words to this effect.

The realization became even more painfully obvious when other part-timers were being hired at the same rate of pay that I had started and ended with, even though I had more experience and tenure with the radio station.

Furthermore, the so-called veteran radio announcers were:

Behaving unprofessionally; making numerous on-air mistakes; advertising their side businesses over the air and/or placing their side business in COOL Calendar promos updates; while music was playing you could hear them voice tracking over the music or having personal phone calls which went out over the air; among other chaotic activities, etc., it was very obvious that either no one was paying attention or this behavior was being condoned.

And, all because they were too lazy, or careless to pay attention to detail or too busy voice tracking what were supposed to be live air shifts which they were getting paid for as live air shifts, although they voice tracked the majority, if not all of their shifts. These were the same two air-shifts that I was not considered for as mentioned earlier.

Eventually, I grew tired of being associated with a small group of small minded individuals, whom through their CLIQUE association with the General Manager and the like, were being allowed to perform substandard work; make numerous mistakes with no consequences; and use crutch excuses for their mistakes, while embarrassing and downgrading the true capability of what should have been an outstanding radio station, in all day parts, all the time.

I could no longer condone this callous, and inappropriate disrespect to my music or my profession. Additionally, I also, grew tired of being used. Used to fill in for the day parts I was not suitable enough to be considered for on a full time basis, but good enough to be a “fill-in” when the others were out on vacation for the holidays or whatever. During the holidays, I began to take my consideration of leaving the station more seriously.

Furthermore, it affected me because, I am of African-American descent and I viewed my position as an opportunity not just a job. An opportunity to prove that I was able and capable of bringing in high ratings, as well as being accepted in the community on many levels.

Over time, I began to feel and realize that African-Americans, in all capacities, are being cheated by a station that is using their musical roots for profit while ignoring their contributions in the community and professional sector.

Additionally, while sitting in staff meetings, out numbered by the majority, a comment of curiosity as to why I had attained such high ratings was tossed about. I took the opportunity and made the comment that I believed the station as a whole would receive increased ratings if air shift personnel stopped voice tracking their shifts all the time.

The general manager then implied that this was not a significant issue and had nothing to do with the ratings. Later, I wished I had of thought to say to him, if he truly believed that, then perhaps he should have no air shifts at all, perhaps even, he should go home and just let the station run itself. How much money would that save the station!?! (rhetorical)

Later, I heard my fellow radio announcers complain about how they wished our format was more like Oldies 102.5; how they liked the “other” music much better; or how certain R&B songs got on their nerves, especially certain parts that were just nerve wrecking, or why didn’t we play more so-called, non-genre specific, beach music.

When I asked what defined “beach music,” it turns out to be genre specific oldies R&B, plain and simple. I guess “beach music” is considered a more acceptable term, rather than just saying oldies R&B.

Hearing these remarks offended me. To an African-American listener, and demographic listener, that certain part of the song was the heart and soul of the song for us! It irritated me to realize that these other announcers were not concerned, and did not care about the music or the African-American listeners. In fact on several occasions they indicated that if the music couldn’t be shagged to they didn’t care about it and weren’t that familiar with it anyway. Perhaps, in part, this is why the ratings continue to stagnate.

On several occasions, I asked friends to call in and request certain songs. Upon doing so, they were told the music was not available or that the station didn’t play that particular artist. When in actuality, the station did play the artist and the song. The particular announcer just was not familiar enough, did not like the artist/song or was just too lazy to bother to look for it. All three applied on a regular basis.

Which leads me to wonder, how a station that operates an urban R&B format and not have obvious, African-American representation, would ever expect to achieve higher ratings?

There are no sales associates that are African-American and now there are no African-Americans in the Programming department, either. The only full time African-American employed by the station is the receptionist.

In realizing COOL 105-5 "uses" an urban R&B format for profit and to attract listeners, the majority of its listeners are African-American. And, no matter how much you try to close that gap, they will always be the majority of listeners in this case. In part, because the music being played is the foundation of the African-American soul and there's nothing anyone can do to change that, without changing the format completely.

My last straw came on December 30th, 2001. That's when upon arriving to the station at my usual time (30 mins before my air shift), I noticed that Linda Logan had not paid attention to the posted schedule or music log and voice tracked into my first hour.

When I arrived, Linda was at the station. However, upon noticing that she had voiced tracked into my first hour, I tried to find her to bring this to her attention, but she had left the building.

I then, as a professional courtesy, looked outside the building to see if I could catch her in the parking lot, she was gone. As another professional courtesy, I spoke with Michael Hanahan, from our sister station that was working in the production room, about the situation.

Together, Michael and I tried to find an out-break for Linda, which there was none, but there should have been. So, the only thing left to do was to announce her departure during my opening break. After doing so, I called Linda to inform her as to why I had done so. As I began to explain, Linda proceeded as follows:

"Fuck you Trish!" In effort to curb the tone of the conversation back to a professional one, I explained to Linda that I'd been starting on Sunday at 1pm for several weeks now and asked had she forgotten. Linda proceeded to be unprofessional, vulgar and nasty in tone by saying, **"You're so fucking greedy ... You want every fucking thing for yourself"** and then she hung up the phone.

I proceeded to call the PD-Mike Allen, and while waiting for him to come to the phone, realized he was on his cell phone with Linda. Mike and I spoke briefly and agreed I would come in early the next morning to discuss the situation with him further.

Upon doing so, I expressed, to Mike, my disgust with Linda and the remarks she had made. I asked Mike to inform Linda to keep her distance from me and not to say anything to me, at all, unless it was strictly professionally related, as Linda's remarks to me were unprofessional, unacceptable, unwarranted, unprovoked, and I would not tolerate them in the future.

Nor, would I accept the "I was frustrated or I didn't take my Prozac today" excuse because it was my belief Linda meant to say what she said, and obviously had been wanting to make the statements for a while now.

Mike also suggested that I not discuss this matter with anyone else. I informed him that I had already told Michael Hanahan, Ray, Bobby Collins, and Stevie Byrd the Sunday afternoon of the incident, and to Mr. French that Monday morning. Mike asked me not to talk to anyone else about it and that he would handle it.

My belief of Linda's true intent was further substantiated, on Wednesday, February 27th, after a meeting with the new PD-Lee Kent, Linda saw me in the hallway and asked if she could speak with me on the back stairs. This would be the first time we'd had a conversation since the December 30th incident.

During our conversation, Linda indicated to me that she'd heard I was thinking about leaving the station and wanted to ask me if I was sure about my decision because she'd hate for me to leave and be unhappy.

I assured Linda that whenever I decided to leave the station, I would not feel unhappy afterwards as I always have something positive to do. And, I further assured her that her unprofessional remarks to me earlier in the year was only a small factor in my decision to leave, and the only thing it did was cause me to decided to leave sooner than I had planned. Also, that the level of unprofessionalism displayed within the station and petty gossip and innuendo had set a negative tone to an environment I had once enjoyed being in.

Linda went on to state the she and some others at the station had felt, that I acted like I thought that I was "better than anybody else." I promptly informed Linda, that these thoughts are in her mind or whoever else's mind that wants to think about it. However, I did indicate that I do carry myself in a professional manner at all times and I take what I do professionally and personally very seriously.

Furthermore, I do not intend to "ever" lower my standards to fit in to a group that accepts substandard and any old excuse for being substandard will do ... as the "norm."

Nor, have I ever or would I ever treat anyone without dignity or respect, use vulgarities like they do on a consistent basis, nor use some lame excuse to do so. All I have ever done is come to work, be respectable, do my job as professional as possible, don't bother anyone, and when my shift is complete, clean up behind myself and go on about my business.

As recent as today, during the Charleston's Promise Children's Festival at Brittle Bank Park, Linda Logan along with her husband, came to where I was playing music for the festival. I thought she had come to promote the station.

But there, while I was working on the platform, playing the music for the children's festival, Linda approached the platform and proceeded to rant and rave about how angry she was with Lee Kent. Linda told me that Lee Kent is a "fucking asshole" and proceeded to tell me how Lee had written her a four page Memo and air check, as well as about the Memo Lee had written to Skip, who by the way is taking his to an attorney.

Linda stated she was wondering if I'd resigned because I'd received a Memo from Lee also. I informed her that I had already told her the week before, when she asked to speak with me, that I'd been considering leaving and that I had not received any Memo from Lee.

Linda then proceeded to take the Memo from her purse and show it to me by saying, "Here, you need to read this crock of shit!" Then she started talking about how Lee had really "fucked up" by "pissing" Bruce, the Engineer off, and that Bruce had quit the station and had thrown his keys and cell phone on or at Charlie's desk and that now they were going to have to contract for his business and that because of "Lee's stupidity," Lynn Martin was getting ready to "pay out the ass" because Bruce was "really going to charge them for his services now."

My musical colleague was standing near by while Linda was telling me all of this and stated that he would continue to play the music so I could take a break. I then, began to read the Memo to Linda from Lee Kent, dated March 4, 2002. As I read, I found myself agreeing with just about everything that Mr. Kent had indicated in his Memo, as these are typical patterns of how Linda does things. I imagine she's gotten away with it for so long that even she is oblivious to what she does.

In addition, I personally, heard Linda do several sloppy breaks on Thursday, March 7th, during the COOL Café, where she obviously voice tracked and didn't bother to edit the recorded calls to fit the time segment she was in, as well as having spells of dead air?

Additionally, while playing back a lengthy recorded call in, a male listener asked if it was too early in the morning to request a song for the COOL Café. Linda replied it was not too early, even though it was approximately 12:30 pm when she aired the segment. The listener proceeded to request the song "My Girl" by the Temptations. Linda repeated the song, talked a little about the song and then after asking the caller "what station plays your song?" had cued and played Rainy Night In Georgia by Brook Benton instead.

Later that evening, a few of my friends told me they too had heard the same break and some of the other errors as well. They also inquired as to how Linda is allowed to frequently mess up and still be on the radio. I could only reply, I guess it's all in who you know and what they don't know.

And, later that same afternoon, I heard Skip St. John tell Jessica Mickey and Martha (Skip's girlfriend) after the traffic break "now you two can go on and talk to each other" then there was approximately 5 seconds of dead air before an element kicked off. Again, not paying attention to detail or focusing on what you are there for.

These are perfect examples of the unprofessional, unconcerned, unorthodox work ethic that has been going on for well over a year.

No one has time to do the professional business the right way, but everyone has all the time to do the unprofessional personal business thing on professional time, and get paid for it while the station continues to sound bad in spite of positive efforts because the announcers don't care enough. Oh, they put on a good pretense, but that's all it is and I've seen right through it on too many occasions.

My primary reason for bringing this to your attention is because I care about how a station is using my cultures musical sounds and that it, the music, is being represented properly. And, I've always cared about it this way. That's why I could not stand by any longer and see it misrepresented this way. And even though I am no longer an employee, I am still a demographic listener and now my vote and my influence with others FINALLY COUNTS and matters!

Making money is great, Mr. Martin. But, in case you've been in Kentucky too long, and listening to consultants that listen from another State and who really don't know the community of people in this area, let me just share something that should be of interest to you, Sir ... and that is ... the African-Americans of the LowCountry are not as naive as one may wish to believe.

And, if you don't choose to believe me ... get someone you do trust to make some home tape recordings of your midday and p.m. drive radio announcers. Or, I can just send you some that I have if you'd like. I always say proof ... leaves no room for doubt.

But what am I talking about? You have Lee Kent now!!! I'm sure from that Memo he gave to Linda, which she totally deserved, (and had no business showing it to me by the way, just another example of her unprofessionalism because under no circumstances are Linda and I in any capacity friends or allies) Lee has obviously become aware of most of the unprofessional activities that have been going on for a long time now, and just in the short month or so that he's been at COOL 105-5. And, I didn't have to say a word.

What a BLESSING for COOL 105-5, to have Lee Kent to clean up the cancerous virus mess that lives within the bowels of COOL 105-5!

And finally, I'd like to suggest that you take more consideration toward your employees regarding paydays. If pay day is the 10th and the 25th of the month, then employees should be allowed to pick up their checks prior to 5pm on paydays, in other words BEFORE the banks close.

Not allowing checks to be picked up before the banks close on the 10th and 25th, means that, in actuality, payday is not until the 16th and 26th of the month. The 10th and 25th after 5pm is merely the day employees can pick their check up, not payday. This needs to be corrected.

Furthermore, if the so-called payday, which is really only a pick up your check day, falls on the weekend, then employees should be allowed to receive their check on the Friday before, and not until after 2pm on the Monday after the day has come and gone.

In the past, it's been stated that your organization does not deposit the money in the bank in time for it to post on the stations so-called payday. I believe Mr. Martin, as the owner of the company, it is your responsibility to ensure funds are available on the day your company designates as payday. It seems something this simple could be remedied very easily.

Therefore, you would need to either ensure the deposit be made the day before the scheduled employee payday, so that the employees may pick up their checks at a reasonable time during the day allowing plenty of time for them to be cashed on the stations designated pay day, or change the day of payday to a day that it can all be accomplished the way it's supposed to be accomplished. That's what payday is supposed to mean ... it's the day you can pick up your check and cash it at the bank.

Mr. Martin, having informed you of all of this, I hope you have a better understanding at to why I felt it necessary to resign from your company's employment.

Mr. Martin, I assure you, I have only provided you with this information to enlighten you, and in no way is it intended to be disrespectful. Take it as a valid objective, unbiased assessment of some of the stations shortcomings as seen by a former employee, if you will.

Having been a supervisor in the military for over 13 years, I have been trained to notice certain professional inadequacies. However, I was also in a position to train personnel and correct those inadequacies, and as part of my responsibilities, I was expected to make those corrections in a professional manner.

At no time, was I allowed to discriminate, disrespect or humiliate a fellow soldier in the process. And, if reasonable corrective measures were not achieved through written documentation or proper training, then other measures were taken to include disciplinary action, if warranted.

I, professionally and personally expected more from my co-workers, employer and the radio station(s) of LM Communications in the Charleston market.

And Sir, unless I'm grossly mistaken, so does the EEO, FCC, the Secretary of State and the people "all of them" of the LowCountry.

After consideration of advisement from my attorney, I will notify you of my course of action regarding the matters mentioned during my tenure with WCOO, LM Communications.

Mr. Martin, thank you for your time.

Respectfully,



Patricia Thompson
Former WCOO/COOL 105-5
Radio Announcer

cc: Mr. Charlie Cohen, General Manager, WCOO/WYBB
Mr. Lee Kent, Program Director, WCOO
Linda Logan and Skip St. John (radio names)