

DECLARATION OF JAN HUTCHINSON

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I, Jan Hutchinson, respectfully state as follows.

1. I am a resident of Manchester, Missouri in St. Louis County. I have been a Manchester, Missouri resident since January, 1986. Professionally, I am a Vice President/General Manager for P&C Media, a national transit advertising company headquartered in Langhorne, Pennsylvania. I am the Chairman of the Public Relations Committee for the Tree of Lights Campaign with The Salvation Army. I also serve on the Mayor's Task Force to reduce drugs and crime in the City of St. Louis.

2. Before coming to P&C Media to work in the transit advertising industry, my career jumped to a headstart with my first position in the radio business at KSHE in 1978. I was a copy writer and production assistant. In 1982 I moved to KADI as Production Director and Public Service Manager. In 1983, I worked for Contemporary Productions, the Midwest's largest concert promoter, on an international radio contest program. After a brief rest from the fast paced position at Contemporary Productions I sought a sales position in radio. My first Account Executive position was with KFUE-FM in 1984. KFUE-FM has only been a commercial station since 1982. The General Sales Manager, Tom Jackson, hired me to cover local sales. I had previous sales experience in the photographic field so with my radio background in production, I was able to realize quick success in selling the classical music format, even though I had no classical music knowledge. Radio is radio, no matter what the programming format. After about a year, Tom Jackson left KFUE-FM and I remained in my position handling all commercial sales for the station for almost a full year. Even though this was my first radio sales position, I was able to make a very nice living with the highest annual income I had ever experienced thus far in the radio industry. I applied for the position of General Sales Manager after having held that position for quite some time. However, an older gentleman was hired even though he had no radio background whatsoever. Bern Hentz didn't last long in that position, he did hire two other women, Judy Mc Murtry, who also had no prior radio experience. And Beverly Brandt who was fresh out of college and had completed an internship at Kenrick Advertising. To my knowledge, neither had classical music training or sales experience.

A new manager was found, Tom Lauher, who I had been acquainted with during my years at KSHE. Tom did not have a radio background either, but had owned an advertising agency, Eastman-Lauher. Beverly and Judy moved on to other positions outside the radio industry and Tom hired several new Account Executives. Tom Koon, Jr. had some sales experience but was very young. Tom Koon's father had radio experience, so Tom knew a little about the industry. Charlotte Akin was a very young woman who had only worked as a waitress and had no direct sales experience. The only qualified sales person hired was Cari Perez who had worked in the television industry in Miami. Of these three new employees, I don't believe anyone had any sort of classical music training. Working conditions deteriorated as the new management forced stiff rules upon the sales staff. Daily call reports were mandatory. Daily sales meetings were also the new order of the day.

2

Page 2.

As working conditions worsened, so did moral. It was becoming very obvious that Tom Lauher wanted me to leave. His patience was so short, he even resorted to foul language and name calling directed at me. He threatened to fire me and I don't know why he didn't, but his hatred was so strong that I began searching for a new position at every opportunity. Tom continued to belittle me and curse at me during sales meetings, in the hall ways, even while I sat at my desk. The entire sales staff overheard most of his foul language which embarrassed me on several occasions. I felt it was my responsibility to bring Tom's unprofessional behavior to the attention of upper management at the owners level. I wrote to Paul Devantiere on several occasions describing Tom's verbal abuse and my dismay at the religious ties the station held. Upper management took no action with Mr. Lauher, to my knowledge.

Finally in 1988, I found an Account Executive position at KXOK/KLTH and I moved on to work in a more professional atmosphere where I could be more productive. KXOK/KLTH was sold a year later and I landed the General Sales Manager position at WIBV. I knew I would never have an opportunity for advancement into management at KFYO, so it was best for me to make a lateral move to KXOK/KLTH and forget the verbal abuse and embarrassment in order to get on with my career. I stayed in radio until 1991 when I found my current position in transit advertising.

I worked at eight radio stations in a fourteen year period, each with a different format; rock, classical, talk, jazz, even country. Radio is radio, if you can sell the intangible "air" you can sell anything. I learned how to be a better person by Tom Lauher's horrible example. But I never could figure out why a religiously owned radio station would allow such unproductive, unprofessional behavior to exist within one of their divisions.

I declare under penalty of perjury under the laws of the United States of America that the foregoing Declaration is true and correct to the best of my knowledge and belief.

Executed: May 31, 1994

  
Jan Hutchinson 5/31/94

Leonard Slatkin, Music Director and Conductor  
David Hyslop, Executive Director

The Saint Louis Symphony Society  
Operating The Saint Louis Symphony Orchestra,  
The Saint Louis Symphony Chorus  
& Powell Symphony Hall.

August 26, 1988

3

Jan Hutchinson  
Classic 99/KFUO-FM  
85 Founders Lane  
St. Louis, MO

Dear Jan:

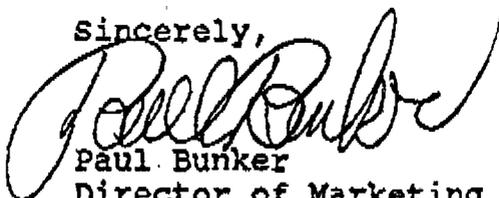
Please accept my sincere thanks for all your hard work that made our open house such an overwhelming success! During the 11 hour period, we sold \$21,000 in season and single tickets; that is a 34% increase over what we brought in during last year's open house.

What's even more impressive is the fact that we sold \$5,000 worth of tickets during the normally slow period between 2:00 p.m. and 4:00 p.m. The sales during those two hours can be directly related to the excellent promotions KFUE provided during that time period.

The Symphony is deeply indebted to you and KFUE for your outstanding efforts and cooperation. Thank you for making our open house so successful.

As promised, I have enclosed the information sheets on the prize winners.

Sincerely,



Paul Bunker  
Director of Marketing  
and Public Relations

PB/bj

Enclosures

# Saint Louis Symphony Orchestra

POWELL SYMPHONY HALL AT GRAND CENTER  
718 NORTH GRAND BOULEVARD, ST. LOUIS, MISSOURI 63103  
PHONE: (314) 533-2500  
TELEX: 434450 STLSYMORCH STL

Leonard Slatkin, Music Director and Conductor  
David Hyslop, Executive Director

The Saint Louis Symphony Society  
Operating The Saint Louis Symphony Orchestra,  
The Saint Louis Symphony Chorus  
& Powell Symphony Hall.

4

August 30, 1988

Tom Lauher  
Classic 99/KFUO-FM  
85 Founders Lane  
St. Louis, MO 63105

Dear Tom:

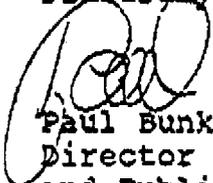
I realize I don't have to tell you this, but you should be very proud of Classic 99 and the fine people who work so diligently for the station.

The results of our recent open house are the results of a comprehensive promotional effort that relied heavily upon Classic 99's impressively loyal listenership. The open house earned an impressive 34% in season ticket income over last year during the 11-hour event. What is really astounding is the fact that we sold \$5,000 in tickets during the normally "dead" sales period between 2:00 p.m. and 4:00 p.m. The only reason we sold tickets during that time can be directly related to the excellent promotions that Classic 99 offered during that time slot. Joe Niehoff really went out of his way to make that two-hour period profitable, and it paid off handsomely.

The other people on your staff who gave so much for this effort need to be mentioned. This includes Bob Evans, John Clayton, John Roberts, and Jan Hutchinson. Without their assistance and support I can honestly say that the open house would not have been nearly so successful.

Once again, many thanks to you and Classic 99 for assisting the symphony in such an important way.

Sincerely,



Paul Bunker  
Director of Marketing  
and Public Relations

PB/bj

# JAN HUTCHINSON

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September 2, 1988

5

Mr. Tom Lauher  
KFUO-FM  
85 Founders Lane  
Clayton, MO. 63105

Dear Tom:

In light of the current account switching, I'd like to make my feelings known. I have expended my own time and money to develop numerous accounts now missing from my list. If in any way I was not performing on those accounts at an appropriate level, you should have helped me correct the situation. Instead you and Bill decided to reduce my income by creating drastic changes in my account list. I received little or no explanation as to why those currently billing accounts were taken away and new non-billing accounts were given to me. This lack of communication about managements perception of a client's status undermines any sales persons desire to build accounts.

Over the course of the past year it's been increasingly frustrating due to the type of supervision I have received. In many instances members of management, including the Program Director, have gone out of their way to reduce my efforts to be an ethical and professional sales person. I have tried to overlook the way you have resorted to screaming, foul language and derogatory comments. These actions have also been a detriment to others in the sales department and they also have complained. In some cases I responded to your management tactics in a negative way and if in any way I have added to the frustration that was put upon me, I apologise.

The reduction in my income over an arbitrary decision is absolutely unfair. This is not the kind of unprofessional management I wish to be a part of. The environment here has declined continually during the past year. These demotivating circumstances are not acceptable or profitable.

During my time here I have given 100% and feel that in many ways it was not returned to me nor appreciated. I have served in this position for a total of three years with an excellent attendance record taking only one week for vacation and only a few full days off due to illness. I have provided a major contribution towards the stations income when there was no management. I personally produced half of last fiscal years income. Since you state "that is not good enough", I have secured a new position.

I expect to receive my commissions in full for the accounts I have contractually completed. My date of resignation will take effect

*Saint Louis*  
*Wanamaker Orchestra*

POWELL SYMPHONY HALL AT GRAND CENTER  
718 NORTH GRAND BOULEVARD, ST. LOUIS, MISSOURI 63103

Federal Communications Commission

Docket No. 94.10 Exhibit No. 7

Presented by NABCF

945 } Identified 6.23.94

Di. position } Received 6.23.94

Rejected

Attorney A.W. Shover

Date 6.23.94

# JAN HUTCHINSON

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September 2, 1988

Rev. Paul Devantier  
Lutheran Church Missouri Synod  
1333 South Kirkwood Road  
St. Louis, MO. 63122

Dear Paul:

I am sorry to have to leave KFUO-FM but my enclosed resignation clearly states some of the problems that exist at the station. The comments are true and not exaggerated. There are witnesses to the unfair treatment that I and others continually receive.

I had great hopes for the station's success and was determined to be a part of it. However, it is now impossible for me to continue to tolerate the unprofessional management which also includes the head of the programming department.

I have been in the St. Louis radio market over ten years and have never seen such disrespectful treatment. KFUO-FM is owned by the Lutheran Church which makes me wonder how these people can get by with being so unkind, using foul language and screaming at another human being.

I have had many ideas on how to make improvements at KFUO-FM, but because I do not hold a management position, I have been ridiculed and laughed at. My ten years experience are in the radio industry, not a related business. Ten years is a long time and I deserve respect and consideration for that accomplishment.

I wish you luck in your endeavor to make KFUO-FM successful. - I do not believe that will be possible under the current management.

Regards, My Very Best Regards,  
*Jan Hutchinson*  
Jan Hutchinson

# JAN HUTCHINSON

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September 2, 1988

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KFUO-FM  
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*Saint Louis*  
*symphony orchestra*

POWELL SYMPHONY HALL AT GRAND CENTER  
718 NORTH GRAND BOULEVARD, ST. LOUIS, MISSOURI 63102