

TRENT RADIO BoD AGENDA
15 JANUARY 2019 – 6:00pm
at Sadlier House, 715 George St N

1. Chair's Opening Remarks and Agenda Approval
2. Presentation of Previous Board Minutes – December 8th, 2019
3. Election of officers
4. Financial Report
5. Fall End of Season Reports
6. KSAC – Letter of Support
7. Any other business
8. Set date for next BoD meeting
9. Adjournment

Trent Radio BoD

December 8, 2019

**MINUTES OF THE BOARD OF DIRECTORS MEETING at Sadleir House,
751 George St. N., Peterborough, Ontario on Sunday December 8, 2019**

Present: Alex Campagnolo, Angelica Cooper, Shannon Culkeen, Brazil Gaffney-Knox, Michael Gray, Alissa Paxton, Bill Templeman

Also present: Jill Staveley, DGM; Rob Hailman, BTA/LCPM

1. Notice of this meeting having been made to all the Directors, and a quorum being present, the meeting was declared duly constituted and called to order at 10:30am, with Shannon Culkeen acting as Chair, and Alex Campagnolo recording the minutes of the meeting.
2. The minutes of the most recent Board Meeting were presented. UPON A MOTION duly made, seconded and carried unanimously, the minutes of the most recent Board meeting, held 19 November 2019 were approved.
3. The Financial Review and Report of the Nominating Committee were presented. UPON A MOTION duly made, seconded and carried unanimously, the Financial Review was approved.
4. UPON A MOTION duly made, seconded and carried, all grant & funding applications to our regular funding bodies (CRFC, Theatre Trent, RVF, City of Peterborough, Canada Summer Jobs, Artsweek) and to any other new opportunities, deemed relevant and beneficial to Trent Radio are hereby approved.
5. There was no other business.
6. The next Board Meeting is scheduled for December 8th at 12:30pm at Sadleir House.
7. There being no other business, the meeting was adjourned at 10:48am.

Trent Radio BoD

December 8, 2019

**MINUTES OF THE BOARD OF DIRECTORS MEETING at Sadleir House,
751 George St. N., Peterborough, Ontario on Sunday December 8, 2019**

Present: Alex Campagnolo, Shannon Culkeen, Brazil Gaffney-Knox, Michael Gray, Alissa Paxton, Katie Pedlar, Bill Templeman

Also Present: Rob Hailman, BTA/LCPM

1. Notice of this meeting having been made to all the Directors, and a quorum being present, the meeting was declared duly constituted and called to order at 12:30pm, with Shannon Culkeen acting as Chair, and Alex Campagnolo recording the minutes of the meeting.
2. Informal introductions were done among the seven Board Members, DGM, and BTA/LCPM.
3. The interim Board President and Chair were appointed. Shannon Culkeen was elected Board President and Chair until the next Board meeting, where all positions will be elected for the upcoming season.
4. The interim Signing Officers were appointed. Alex Campagnolo, Shannon Culkeen, Rob Hailman, and Jill Staveley were elected until the next Board meeting, where this designation will be reappointed.
5. The Board particulars for charity returns were determined to be best gathered by email at a later time.
6. The next Board Meeting is scheduled for January 15th at 6pm at Sadleir House.
7. There being no other business, the meeting was adjourned at 1:02pm.

Trent Radio Comparative Balance Sheet (subject to adjustment and review) // prepared 10 Jan 2020 rhailman@trentradio.ca

ASSETS	@ 30Nov19	@ 31Aug19	LIABILITIES	@ 30Nov19	@ 31Aug19
CURRENT ASSETS			CURRENT LIABILITIES		
Raffle & Bingo Acct	0.00	0.00	Accounts Payable	(1,885.18)	(1,281.03)
Boost & Freq Acct	0.00	0.00	Contract Obligation	0.00	0.00
General Funds Montreal	69,909.31	7,947.41	Deferred Income	910.00	935.00
ING Savings	3.62	5,896.97	Accrued Liabilities	3,250.00	3,250.00
Paypal	511.89	0.00	Trillium StudioC	0.00	0.00
Cash In Bank	70,424.82	13,844.38	CPP Payable	1,328.00	(24.60)
Petty Cash: Programming	110.00	100.00	UIC Payable	696.49	(44.79)
Petty Cash: Admin	0.00	(287.30)	Income Tax Withholdings	1,540.03	(0.00)
Petty Cash: Summer Admin.	0.00	0.00	Receiver General Net	3,564.52	(69.39)
Term Deposits	0.00	0.00	WCB Payable	0.00	0.00
Accounts Receivable	931.75	15,518.20	Health Benefit Payable	0.00	0.00
Doubtful Accounts	0.00	0.00	Other Withholdings Net	0.00	0.00
Receivables Net	931.75	15,518.20	TOTAL CURRENT LIABILITIES	<u>5,839.34</u>	<u>2,834.58</u>
Student Levy Receivable	0.00	0.00			
Prepaid Expenses	<u>500.85</u>	<u>2,105.17</u>	LONG TERM LIABILITY		
TOTAL CURRENT ASSETS	<u>71,967.42</u>	<u>31,280.45</u>	CO Long Term Loan	30,977.33	32,014.04
			Deferred Contribution	<u>0.00</u>	<u>0.00</u>
FIXED ASSETS			TOT. LONG TERM LIABILITY	<u>30,977.33</u>	<u>32,014.04</u>
Land	10,000.00	10,000.00	TOTAL LIABILITIES	<u>36,816.67</u>	<u>34,848.62</u>
Buildings	213,566.01	213,566.01			
Office Equipment	20,774.21	20,774.21	NON-SHARE EQUITY		
Technical Equipment	333,487.10	333,487.10	Retained Surplus/(Deficit)	124,235.84	67,767.85
Technical Renovations	9,913.00	9,913.00	Net Retained Surp/(Def)	124,235.84	67,767.85
Fixed Assets at Cost	587,740.32	587,740.32	Current Surplus/(Deficit)	<u>38,718.92</u>	<u>56,467.99</u>
Accumulated Depreciation	<u>(459,936.31)</u>	<u>(459,936.31)</u>	TOTAL EQUITY	<u>162,954.76</u>	<u>124,235.84</u>
TOTAL FIXED ASSETS	<u>127,804.01</u>	<u>127,804.01</u>			
TOTAL ASSETS	<u><u>199,771.43</u></u>	<u><u>159,084.46</u></u>	LIABILITIES AND EQUITY	<u><u>199,771.43</u></u>	<u><u>159,084.46</u></u>

Trent Radio Comparative Income Statement (subject to adjustment and review) // prepared 10 Jan 2020 rhailman@trentradio.ca

REVENUE	01Sep19-30Nov19	01Sep18-30Nov18	EXPENSE	01Sep19-30Nov19	01Sep18-30Nov18
GOVERNMENT GRANTS			PERSONNEL		
Federal Grants	0.00	0.00	Programming Wage	11,193.00	20,562.99
Provincial Grants	0.00	0.00	Technical Wage	0.00	6,552.00
Municipal Grants	0.00	0.00	Publicity Wage	0.00	0.00
TOTAL GOVERNMENT GRANTS	0.00	0.00	Administrative Wage	11,193.00	13,730.78
			TA Payroll	12,711.33	11,337.90
FUND RAISING			Benefits	2,315.06	3,092.51
Corporations	0.00	0.00	CPP Expense	1,379.41	2,140.88
Foundations	12,168.00	32,500.00	EI Expense	795.95	1,206.92
Private	20,834.01	580.00	Total Wages & Benefits	39,587.75	58,623.98
Leadership	0.00	0.00	Programming Fees	550.00	2,970.85
Donations "In Kind"	0.00	0.00	Technical Fees	180.00	0.00
Net Donations	33,002.01	33,080.00	Publicity Fees	0.00	0.00
Trent Student Memberships	56,493.28	117,333.92	Administrative Fees	950.00	440.00
Commercial & Non-profit	200.00	500.00	Total Fees	1,680.00	3,410.85
Individual Memberships	600.00	875.00	TOTAL PERSONNEL	41,267.75	62,034.83
Discretionary M'ship Exp	0.00	0.00			
Net Memberships	57,293.28	118,708.92	SUPPLY & EXPENSE		
Special Events	0.00	0.00	Publicity & Promotions	0.00	148.29
Special Events Expense	0.00	0.00	Equipment Rental	0.00	0.00
Net Special Events	0.00	0.00	Line Rental	950.85	1,299.30
Fundraising	0.00	70.00	Rental Other	0.00	0.00
Fundraising Expense	0.00	0.00	Net Rentals	950.85	1,299.30
Net Fundraising	0.00	70.00	Postage & Delivery	1.90	10.80
TOTAL FUND RAISING	90,295.29	151,858.92	Office Supplies	345.44	258.46
			Telephone	227.84	228.44
EARNED REVENUE			Utilities	1,060.95	1,008.93
ON AIR Sponsorship	1,750.00	1,100.00	Programming & Licence	1,781.75	1,616.35
ON AIR Sponsorship Expense	(80.00)	0.00	Building R & M	3,022.58	1,257.41
Net ON AIR Sponsorship	1,670.00	1,100.00	Building R & M Upper Apt	0.00	0.00
Net "RADIO PAPER"	0.00	0.00	Technical R & M	251.39	0.00
Net Other Sponsorship	0.00	0.00	Net Repair & Maintenance	3,273.97	1,257.41
Tape Sales	0.00	0.00	Professional Fees	0.00	0.00
Tape Sales Expense	0.00	0.00	Insurance	4,133.93	4,371.81
Net Tape Sales	0.00	0.00	Travel & Conference	0.00	0.00
Rental Income	2,829.10	2,784.00	Volunteer Expense	82.92	530.94
Mgmt Services Gross	0.00	8,735.86	Bank Charges	67.00	81.25
Mgmt Services Nonpersonnel Expense	(1,500.00)	389.30	Mbanx Loan Interest	659.70	1,378.72
Net Misc Sales & Services	181.89	213.72	Net Interest	659.70	1,378.72
TOTAL EARNED REVENUE	3,180.99	13,222.88	Depreciation	0.00	0.00
			GST Paid	0.00	0.00
MISCELLANEOUS REVENUE			HST Paid	910.86	661.33
Interest Income	7.50	140.17	Bad Debts	0.00	0.00
Micellaneous Revenue	0.00	25.00	Miscellaneous	0.00	961.27
Amortisatn Dfrd Contribtns	0.00	0.00	TOTAL SUPPLY & EXPENSE	13,497.11	13,813.30
TOTAL MISC REVENUE	7.50	165.17	TOTAL EXPENSE	54,764.86	75,848.13
TOTAL REVENUE	93,483.78	165,246.97	NET INCOME	38,718.92	89,398.84

Director of Programming Report – Fall 2019

Prepared by Jill Staveley for Trent Radio BoD 2020 January 15

Season/Operating Dates:

Aug17-Sep02 Summer/Fall Shut Down (2 weeks)

Sep03-Sep21 Fall Pre-Season (3 weeks)

Sep22-Dec13 Fall 2019 Broadcast Season (12 weeks)

Dec14-Dec22 Shut Down/Off Air (1 week)

Dec23-Jan04 Entre Season (2 weeks)

05Jan – Spring Season Start

Notable Dates/Activities:

Sep04 – Radio Drama Remote Broadcast @ T TOK

Sep05 – Programme Proposal Workshop @ Sam's Place

Sep09 – OPIRG Remote Broadcast – SCI Panel @ Student Centre

Sep11 – Clubs & Groups Day

Sep13 – CUST4041H start (Friday Mornings @ 10am)

Sep13 – Open House, Programme Proposal Deadline, Operator/PSC Planning Meeting

Sep14 – Programme Selection Committee Meeting

Sep16 – Intro CUST2035 for class participation

Sep18 – Levy Council Meeting

Sep22 – Fall 2019 Season Start

Sep26 – CFGP Grant Application Submitted (not approved)

Sep27-Oct18 – GCT Elections Canada Traffic (Ads)

Oct9 – ArtsVote Remote Broadcast w/EC3 @ Nexicom Lounge

Oct17 – Levy Council Meeting

Oct 21 – NCC Living Library Recording Session #1

Nov01 – Showplace Lounge named in honour of Sean Eyre (& bday party)

Nov04 – NCC Living Library Recording Session #2

Nov04-Nov28 – CUST 2035 training and production for 7 students

Nov06 – NCC Living Library Recording Session #3

Nov07 – Met with Sylvie from Trent French Department to Arrange Radio Opportunities as Academic Credit for Year Abroad & Placement Students

Nov11 – NCC Living Library Recording Session #4

Nov18 – NCC Living Library Recording Session #5

Nov28 – Levy Council Meeting

Nov25-30 – Union of Ontario Indians Traffic (Ads)

Dec5 – NCC Living Library Recording Session #6

Dec6/7 – In From The Cold Recording

Dec8 – Trent Radio AGM & Community Feast

Dec9 – NCC Living Library Recording Session #7

Dec11 – Visit from PACE ESL Class (Live Broadcast & Tour)

Dec13 – Season End @ Noon

Dec13-22 – OFF AIR, Studio Deconstruction, New Floors

Dec16 – Submitted Support Letter for KSAC's application to Canadian Heritage Anti-Racism Action Program for the proposed Odenabe Youth Centre and Outreach Hub

Dec23 – Studio Reconstruction, Back ON AIR

Dec25 – Christmas Themed Playlist (monitored from home) including IFTC and other Trent Radio Programming

Dec26 – Boxing Day (Rachelle Sauve & friends) Radio Project Day/Entre Season

Dec27 – Entre Season (Aedan Shaughnessy, Rob Hailman, Alex Karas as Operators)

Jan01 – Entre Season (Dave Hawkins as Operator)

Jan03 – Install & Set Up Space for basic Programming Purposes

Jan03 – Entre Season (Alex Karas as Operator)

Challenges/Failures/Points to Continue working on:

Programmer Reviews were not as functional and effective as I would like.
Lack of Operator Meetings – would like to revitalize this somehow.
Lack of skill building workshops for Programmers.
Lack of Community/Volunteer events to promote connection and activity.
Decreased Community Remote Broadcast Production Activities.
Low Sponsorship Investment.
Need more Programme Promos and current BackUp Shows.
Still working on organizing PSRV Archives as an effective and accountable resource for Programmers.

Successes and Joyful Moments:

Completed a Fridge Friendly Schedule and submitted it to Arthur for publication.
Membership payments and accounts feel more organized.
Programmers on Self Support are calling me at home when the logger isn't working or there are technical issues (this means they are checking the logger!!!!)
New Merch is awesome.
Almost all programmers are consistently filling out music sheets and signing programme logs.
We got a new floor.
We got new chairs.
Operators are stepping up to help with admin tasks list psa email and binder.
We have a tonne of keys out in the community right now – which in one way is kind of scary, but on the other hand – it means that we have a tonne of community members invested, accountable and committed enough to come in and run trent radio during their shift. This is wonderful!

People/Numbers:

Number of Volunteers & Producers	107
Number of Programmes	77
Trent U	30
Community Members	59
Clubs/Groups	7
Operators & Self Support Programmers	25
TWSP, TI & Placement	6

TWSP Admin Assistant – Nick Taylor
TI Local Content Production Assistant – Daniela Taylor
TWSP Local Content Production Assistant – MG Murphy
TWSP Physical Plant – Scarlett Palmer
TWSP Incoming Music Archivist – Nic VanBeek
TES Placement Student – Katelyn Hemstreet
Operators & Self Support Programmers – Ayesha Barmania (PIP), Aedan Shaughnessy, Tammy Bunce, Hannah Collins, Em Minthorn, Chris Lawson, Rachelle Sauve, Patrick Walsh, Scott Somerville, Anthony Moniz, Jacob Hanna, Charleigh Chomko, Zachary Barmania, Aditi Sharma, Dave Hawkins, Ryan Purdon, Tristan Moher, Jess Grover, Shan Culkeen, Alex Karash, Wes Grist, Barbara Holtmann, Jackie Marie Hough, Greg Cannon, Allie Heigh-Roper

2019FALL Broadcast Season STATEMENT OF PERFORMANCE 22Sep19-13Dec19:

Overall, it is my opinion that:

- 1) Trent Radio's programming is balanced, and
- 2) Trent Radio's programming is in compliance with its broadcast license.

Hard copy programme logs for each broadcast day are to be completed and kept for one month.

Programmers are reminded to initial the programme log and to check for sponsorships.

All sponsorship sheets are completed and kept for one year.

All music sheet data is kept on file indefinitely as a resource for backup shows and archives.

Programmers are reminded to account for all music played noting Canadian content and other information.

Average Weekly Stats (excluding RFP)

Content Category	CRTC Required	TRadio Required	FALL19/weekly stats	FALL19 total stats (12weeks)
CATEGORY 1 – SPOKEN WORD	MIN 15% of all programming	MIN 25% of all programming	40% (OF ALL PROGRAMMING)	
11 – NEWS			-	
12 – S/W Other			50.5HRS/WEEK	606
CATEGORY 2 – POPULAR MUSIC		MAX 60% of all music	45% (OF ALL MUSICAL SELECTIONS)	
21-pop rock & dance	At least 20% of CAT2 must be other than 21		34HRS (63% OF CAT 2 SELECTIONS)	408HRS
22 - country & country oriented			10HRS/WEEK	
23 – acoustic			7HRS/WEEK	84HRS
24 – easy listening			3HRS/WEEK	36
CATEGORY 3 – TRAD & SPECIAL INTEREST	MIN 5% of all selections	MIN 5% of all selections	29% (OF ALL MUSICAL SELECTIONS)	
31 – concert			1.25HRS/WEEK	15hrs
32 – Folk & Folk Oriented			5HRS/WEEK	60HRS
33 – World Beat & International			.25HRS/WEEK	3HRS
34 – Jazz & Blues			1HRS/WEEK	12HRS
35 – Religious			5.4HRS/WEEK	64.8HRS
36 – Audio Art			8.6HRS/WEEK	103.2HRS
HITS PLAYED	No specification	MAX 5%	Below TR MAX	Below TR MAX
Station Produced	Minimum 42hrs	Minimum 42hrs	126HRS	126HRS
Advertising & Sponsorship		MAX 252 minutes	Below TR MAX	Below TR MAX
CAT1 total hrs			50.5HRS or 40% of programming	606
CAT 2 total hrs			54HRS or 43% of all musical selections	648
CAT 3 total hrs			21.5HRS or 17% of all musical selections	258

Average weekly broadcast hours (6:00 – midnight daily)

Total live b.casting hours / week (average)	87HRS
Red Morning Radio	4hrs
*RFP b.casting hours/week (average)	35HRS

Prepared by Jill Staveley, Friday January 10th, 2020

Director of Operations Report – Fall 2019

Prepared by Rob Hailman for Trent Radio BoD 2020 January 19

Broadcast Technology

Christmas broadcast: As in past years, Jill prepared a playlist to be broadcast from StudioV on Christmas, featuring In From the Cold, a selection of Christmas-themed programming from the fall broadcast season, local music, and the Trent Radio production of “A Child’s Christmas in Wales”. It was a challenge to reverse-engineer how John had automated this in years past; in the end I was not able to quite figure out how he had set it up, but was able to cobble together a series of scheduled jobs that worked without issue on Christmas Day.

Broadcast interruptions: Between September 1 and December 31, 2019, we had 6 broadcast outages totalling 22 hours and 4 minutes. The majority of this time was a single Cable Cable outage at the transmitter site on October 10th.

<i>Cause</i>	<i>Duration (Observed)</i>	<i>Occurrences</i>
<i>CableCable service down at TX site</i>	18:14	1
<i>RFP failure</i>	2:56	1
<i>Power loss at SX</i>	0:47	1
<i>Power loss at TX</i>	0:06	2
<i>Cogeco service down at SX site</i>	0:01	1
<i>Total</i>	22:04	6

Local Content Management Project

Web server crash: TROUT02, the web server for the LCMP, failed in late October due to an operating system issue. Steve McNabb saved the day, and restored the system to full operation.

At the same time, he updated the audio player used by the LCMP from Flash to HTML5, making it more mobile-friendly and compatible with modern browsers. I am hoping to find time to continue working with Steve to improve the LCMP site through the coming seasons.

Vinyl archives: In the aftermath of the flooring installation, our vinyl archive is somewhat chaotically in Studio B and the basement. Top priority is restoring access the blues/jazz and classical collections. After that, we will need to develop a policy for culling the pop collection – both in terms of which records to keep, and what to do with the ones we are not keeping.

Production – “In Concert” project

Our CRFC project for this year is well under way, with 2 successful shows at Sadleir House and one in-studio performance recorded & broadcast so far. Mixing & mastering the recordings from Sadleir House with a quick turn-around for broadcast is proving to be a joyful challenge.

IT at Trent Radio

Apart from the issues with TROUT02 mentioned above, no major issues this season.

Physical Plant

Flooring: Whelan's installed our new flooring during the week immediately following the fall season, from December 16th to 20th. Troy and Dale were great to work with and rose to the challenges of working around our infrastructure and in an old building.

Due to a misunderstanding when our quote was prepared, the wrong material was ordered for the floors in Studio B so that room has not been completed. Arrangements are in progress with Whelan's to make that happen, it is yet to be determined whether that can happen without going off air during the process.

Fence: We are planning to have Durable Fence install fencing between Trent Radio and the townhouses in the spring, once whether permits.

Phone and electric strike: After returning in January, the electric strike for the main entrance was not functioning, and the kitchen phone line was damaged causing line 1 to be off-hook whenever the answering machine was plugged in. Calls to Pro-TECT and Nexicom got both of these issues sorted – it appears in both cases the cause was lines getting snagged when the trim was reinstalled in the kitchen.

Attic squirrel: We seem to have a squirrel friend in the Trent Radio attic. As a first / minimal intervention, Steve from Orkin placed an ammonia-soaked rag up there in the hopes that the scent would convince it to leave, but without success so far.

Student Choice Initiative

The situation with the Student Choice Initiative remain uncertain. After being found unlawful on November 21, the province filed an appeal on December 9 – although the details of the appeal, or when the case will be heard, are not yet known.

In light of this, Trent did not run the opt-out period for the winter term, so we can expect to receive our full levy for at least that one term, which should be around \$85,000.



Trent Radio 92.7 CFFF FM

715 George St North
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Attn: Canadian Heritage,
Anti-Racism Action Program

December 3, 2019

RE: Canadian Heritage, Anti-Racism Action Program: Support letter for Odenabe Youth Centre and Outreach Hub

To Canadian Heritage,

I am writing from Trent Radio in support of *Odenabe Youth Centre and Outreach Hub*, a Project proposed by Kawartha Sexual Assault Centre for Canadian Heritage's Anti-Racism Action Program.

As a Registered Charity, Trent Radio's mandate includes providing the diverse communities within Peterborough access to education in Broadcasting & Communication Arts. We provide this service through training, support and access to production and live broadcast studios, and by delivering workshops, production and remote broadcast opportunities locally.

According to the Pan-Canadian Joint Consortium for School Health, effective youth engagement leads to positive outcomes for young people at three levels:

1. *The Individual Level:* e.g. increased personal skills, healthy choices, and sense of identity.
2. *The Social Level:* e.g. stronger positive connections with friends and adults, and a larger support network.
3. *The System Level:* e.g. greater civic engagement, policies and programs responsive to the needs of young people, and new creative ways to govern.

For newcomer and refugee youth, racialized youth, and Indigenous youth, the school environment may not be the safest place to become engaged due to xenophobia, racism and a colonized system. These youth need safe and accountable spaces that will nurture their resilience and healing through cultural teachings, music as therapy, sound engineering as skills building, and youth outreach pathways that meet them where they are at. The Odenabe Youth Centre is an anti-oppressive/anti-racist youth hub for downtown Peterborough-Nogojiwanong youth engagement.

Through our partnership with this project, our organization will have the opportunity to:



Trent Radio 92.7 CFFF FM

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- Design youth programming in the space in partnership with the Centre Coordinator
- Collaborate on youth education initiatives
- Benefit from a flexible space for youth engagement with quality sound for live music, music lessons, and sound capture
- Grow and learn with other practitioners dedicated to youth engagement
- Sit on the steering committee and support the ongoing design and sustainability of this space

Should *Odenabe Youth Centre and Outreach Hub* be successfully funded, we will support its development and implementation in the following capacities:

- We will support the growth of the Centre through an Anti-Racism/Anti-Oppression framework and apply a Gender Based Analysis (GBA+) lens to all programming
- We will work in partnership on the steering committee and with the Centre Coordinator to support development and implementation of the project goals
- We will contribute to the programming and outreach opportunities in the space from a local music, community based and hands-on education lens for the purpose of exploring the power and potential of radio and accountable community engagement as a tool for youth engagement.

We strongly support the plans outlined in Kawartha Sexual Assault Centre's proposed Project. If you would like to contact us about our proposed support and role in the Project, please do not hesitate to contact us at info@trentradio.ca, or by phone at 705-741-4011

Sincerely,

Jill Staveley

Director of Programming, Trent Radio

Rob Hailman

Director of Operations, Trent Radio