

## Paragon Radio Division Gets New Manager & Other Management Changes

### Michael Henderson Hired To Lead Radio Division

### Sandy Chlumsky & Jay Randall Promoted

### Paragon Opens California Office

Paragon Research announced a host of changes to support the company's growing radio division.

- Industry veteran Michael Henderson joins Paragon Research as Vice President/Radio. In the newly created position, Henderson will oversee Paragon's radio research and consulting division.
- Sandy Chlumsky is promoted to Vice President/Operations and is responsible for managing Paragon's internal operations.
- Jay Randall is appointed Director/Music Research and will direct Paragon's music research services.
- Paragon opens a new office in Monterey, California, where Vice President/Radio Research Larry Johnson will be based.

Mike Henry, Paragon's Managing Partner, commented on the changes. "Seeing Paragon's radio division grow to this level has been incredibly rewarding. Our dedicated radio research and professional staff have finessed Paragon through consolidation with exceptional planning and execution. Even in this environment, we have had several record-setting years. At the same time, Paragon continues to grow outside radio in other traditional and new media industries. Since my role has expanded with Paragon's growth in all media, these changes will provide necessary management support."

Regarding Henderson, Henry commented, "I'm confident that Michael Henderson will lead the radio division to even greater accomplishments. Michael's varied experience in radio station management, ratings, and research is a perfect fit for Paragon's management needs. He inherits the most talented radio research staff and clients in America, so he better not screw it up!"

Henderson added, "Beside being the top radio research firm in the country, Paragon is really like a family. Its good to be back home."

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Most recently, Henderson was Vice President/Market Cluster Manager for Citadel Communications in Binghamton, NY. His previous positions include Vice President/Affiliate Sales for Jones Radio Network, Vice President/Sales for Paragon Research, General Manager for radio stations in Seattle, Minneapolis and Kansas City, and General Sales Manager for stations in Detroit, Baltimore and Pittsburgh. Henderson also held management positions with Arbitron and brokerage firm Blackburn & Associates.

On the promotions for Chlumsky and Randall, Henry said, "In three years Sandy Chlumsky has gone from Business Manager to Operations Manager and now to Vice President/Operations. She provides invaluable management expertise to lead our growing day-to-day operations. Jay Randall has managed many of our music research projects and software for the last several years. In this newly defined position, Jay will oversee all of Paragon's different music research techniques."

Regarding the new Paragon office in Monterey, Henry commented, "This gives us offices in three time zones and on both coasts, so our ability to serve clients is enhanced even more. Having the new office allows Larry Johnson to migrate back to California, where he belongs!"

Paragon Research is a Denver-based media research and strategic planning firm. Paragon's radio division maintains over 100 radio industry clients. Paragon's radio clientele include major radio groups, stations, and networks in the United States, Canada and the United Kingdom.

Paragon's media division serves major media clients in cable, television, video, internet, music recording, and print. Paragon clients include AT&T Cable, AT&T Broadband, Blockbuster Video, Epic Records, Starz!-Encore Movie Channels, Rogers Media (Canada), and many others. Paragon provides clients with strategic and tactical research, strategic planning, and consulting.

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