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**Podcasting: A new technology in search  
of viable business models**

**by Sheri Crofts, Jon Dilley, Mark Fox,  
Andrew Retsema, and Bob Williams**

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### Abstract

Podcasting has become popular as it allows listeners to time-shift content, *i.e.*, to listen — when it suits them — to radio-like programming on portable MP3 and related devices. Dissatisfaction with traditional radio — which has too much advertising and is perceived to have generic programming — is fueling interest in programming that better meets the individual needs and interests of consumers. Podcasting represents a shift from mass broadcasting to on-demand personalized media. We look at the development of podcasting technology, the social context within which this development has occurred, and outline the legal constraints that podcasters face. Then we examine some business models for podcasting.

## Contents

[Introduction](#)  
[Podcasting technology and its applications](#)  
[Social contributions to the growth of podcasting](#)  
[Legal constraints](#)  
[Toward viable business models for podcasting](#)  
[Discussion and conclusion](#)

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## Introduction

"It was revolutionary when listeners were able to take their music to the beach or the park, but in those days they still had to listen to whatever the radio stations were playing. Now, with podcasting, listeners can choose the programming they want to download from the Internet and listen whenever they want" (Nason, 2005).

The term "Podcasting" is derived from the iPod (Apple Computer's popular device for playing compressed audio files) and "broadcasting." Podcasting allows for audio files that would have been previously downloaded and played on a personal computer to be automatically

downloaded and listened to on portable music playing devices (such as the iPod and other MP3 players).

Much of the technological mindset behind podcasting has its origins in the world of blogging. In fact, some have referred to podcasting as "audio blogging." For many, podcasting is a logical next step from blogging. As Stephen Baker observes: "The heart of the podcasting movement is in the world of blogs, those millions of personal Web pages that have become a global sensation. In a blogosphere that has grown largely on the written word, podcasts add a soundtrack" [1].

The development of the RSS (Really Simple Syndication) file format made podcasting possible. The original intent of RSS was to automatically update blog postings, news headlines and other Internet content on local computers (Ambrogi, 2005). This meant that individuals who were interested in this content would not have to search for updates from the source sites—the software would do this for them, and provide them with any new or updated information. Software pioneer Dave Winer was later to adapt RSS software to handle audio files (Biever, 2005). This development was critical to inspiring Adam Curry, a former MTV video-jockey, to create podcasting software.

Podcasting software was developed after Curry saw the potential of RSS technology to help provide greater flexibility in finding and downloading audio files — that then could be listened to on his iPod. Curry was frustrated at the time it took to manually transfer files from his personal computer to his iPod (Biever, 2005). In August 2004, he sought ways to automatically put Internet radio and audio blogs from his computer onto his iPod (*Independent*, 2004). He was also frustrated at the time it took to search the Internet for new material that he was interested in downloading.

Initially, Curry taught himself AppleScript so as to create a program that would "identify MP3 files pointed to by RSS feeds, download them to his computer and place them in his iTunes folder so they would be delivered to his iPod for his listening convenience" (*Independent*, 2004). Curry created the first version of ipodder — a "podcatching" tool. Seeking to improve on this software, he made it available to open source programmers, who improved the program (see [ipodder.com](http://ipodder.com)) [2]. Other versions of this software would be developed, including jpodder. Both ipodder and jpodder are available for free [3]. With podcasting technology available, audio content was now easily distributed and located. This created an explosion in the popularity of podcasting (Affleck, 2005).

The time for podcasting was ripe as sales of iPods and other MP3 players were growing. By January 2005, Apple had sold around 10 million iPods, half of which were estimated to have been sold in the 2004 holiday season (BBC News, 2005).

Also of relevance to the growth of podcasting has been the development of MP3-type devices with larger storage capacity. For example, the first iPod (introduced in October 2001) had a five GB hard drive and could store up to 1,000 songs, retailing for US\$399 (Apple Computer, 2001). In contrast, today's iPods are available in a number of models (including — at the high end — a 60 GB model, capable of storing 15,000 songs, retailing for US\$399). A four GB model capable of storing 1,000 songs is also available for US\$199 (Apple Computer, 2005b). This illustrates that the cost of the devices has declined, and storage capacity has increased over time. The increased storage capacity of iPods and other MP3 players makes it more attractive to use these devices for purposes other than storing music — including for storing podcasts.

In the last year podcasting growth has been dramatic. This growth is obvious when we look at the number of podcasts hosted by just one source of podcasts, [feedburner.com](http://feedburner.com): On 1 November 2004 there were an estimated 212 podcasts on this service (*Business Week*, 2005). By 10 January 2005 this number had reached 1,090. As of late August 2005 13,782 podcasts are hosted by feedburner.com.

Consumer interest in podcasting is also growing. At present, around 22 million people in the United States own iPods or other MP3 players (Rainie and Madden, 2005). Around six million of these people have downloaded podcasts and podcasting is expected to reach 12.3 million households by 2010 (Rainie and Madden, 2005; Forrester Research, 2005).







"Voice-tracking entails recording audio that can then be cut, pasted, and reassembled to simulate a live, local DJ when in fact it is prerecorded, nonlocal programming. Voice tracking has eliminated jobs for on-air talent and replaced them with board operator jobs that pay as low as \$6 per hour." [8]

Another way in which creativity is stifled by media conglomerates is through the practice of creating regional or national play-lists, thereby taking away the historic prerogative of disk jockeys to choose music for listeners. In contrast, it appears that podcasting provides listeners with a sense of discovery that has gradually been lost with the commercialization of traditional radio. As Fisher observes:

"[podcasts] can be painfully amateurish or delightfully quirky. They are a natural descendant of the mix tapes that music lovers made and traded in the early years of the cassette era in the 1970s." [9]

Partly as a response to consumer frustration with homogeneous programming, new technologies have allowed media fragmentation to occur.

#### *Media fragmentation/narrowcasting*

Technology increasingly gives us greater control over the programming that we consume. As a consequence media consumption is becoming increasingly fragmented. Podcasting and the use of devices such as MP3 players allows consumers to "create their own media environments — unique to each listener and unavailable to anyone else" (Nason, 2005). From the point of view of listeners, media fragmentation provides more choices, a greater feeling of control over their listening, and a greater sense of community and engagement with media providers and with others.

Media fragmentation is being fueled by the practice of individuals creating their own content and then sharing it with others. Podcasting also offers individuals control because they have the ability to create their own podcasts. Podcasting offers the means for anyone who wishes to have their own "show" the opportunity to do so (Affleck, 2005). These podcasts are relatively inexpensive and simple to create. As Lee Rainie, director of Pew Internet & American Life Project, observes: "It turns out that there are significant and growing numbers of people that want to hear their own voice and think that other people want to hear their voice. That's why the number of podcasts is growing, and the options to people have to download them is growing" (Kerner, 2005).

From the point of view of traditional broadcasters media fragmentation offers some very real challenges. For instance, in recent years, even as traditional radio has attempted to better target consumers they have faced increased competition from media that allow consumers even greater ability to personalize listening choices. These new media are likely to be detrimental to traditional radio. For example, David Ranii proposes that: "satellite radio and other competitors will do to radio what cable TV did to network TV; fragment its audience and reduce its share" [10]. On the other hand, the development of highly focused listening environments — which are driven by listeners own choices — offer opportunities for marketers to better target consumers who may be interested in their products. It appears that those consumers who gravitate toward what has been termed an "on-demand media environment" may be particularly lucrative to marketers. In this regard Arbitron/Edison Media Research have found that, "[t]eens, young adults and persons with an annual income of \$100,000 or more seem to gravitate on-demand media behaviors and attitudes" [11].

As we have just seen, a myriad of social forces have played a role in contributing to the rapid growth of podcasting. However, as we shall now discuss, this growth has to take place within the constraints provided by the law.



## Legal constraints

While podcasting is experiencing significant growth, further development is somewhat hampered by an uncertain legal environment — particularly with regard to copyright issues

[12]. This is leading many podcasters who use music as part of their podcasts to use songs that are in the public domain. On a positive note (at least for podcasters), they are not subject to the same FCC regulation as traditional broadcasters.

#### *Avoiding Federal Communications Commission (FCC) regulation*

Podcasting communications are unregulated by the FCC. In an era when the FCC is being proactive about, for example, fining broadcasters when profanity is used, "[t]he borderless Internet ... allows people to enjoy freedom of speech without fearing retribution" [13]. Hence, it is not unusual to find podcasting content, such as *The Dawn and Drew Show*, that "go where even shock jock Howard Stern can't go" [14].

For those podcasters who fear that their content may offend (or be inappropriate for some listeners), one way that they can mitigate against inadvertently offending listeners is through disclaimers. For example, before being able to access the site further, the Dawn and Drew Web site requires that visitors click on a link saying that they agree to the following:

"By entering The Dawn and Drew Show! website and listening to any of our shows, in full or in part, you hereby acknowledge that it's just a conversation between a husband and wife. It's mostly funny stuff, but at times may be offensive, and if you get offended, you need to either lighten up or stop listening. Some of the things we say are nasty and raunchy, and some of it may not even be true. Most important though is that the things we say in no way reflect opinions of our family, friends or employers. This is our personal website and that's that. Entering the site also means that you're at least 18 years old.

So with that being said, and you still wish to continue and have a good laugh, click the link below and enjoy ..." (*Dawn and Drew Show*, 2005).

#### *Podcasting and the workplace*

Podcasting, like blogging, can impact the workplace. As noted by Littler Mendelson, the largest employment law firm in the U.S., "[employees] mistakenly believe if they shroud the blog or podcast with anonymity, they are immune from the consequences" (*Fresh News*, 2005). However, in most states employment is "at-will," *i.e.*, employers can fire an employee without cause. Both Google and Delta Airlines have reportedly fired employees for comments made in blogs (Crawford, 2005). One way that employers can help minimize the likelihood of employees misusing podcasts — or misusing company resources to create podcasts — is to incorporate podcasting into company policies regarding confidential information, trade secrets, and the use of company electronic resources [15].

#### *Copyright laws*

For those podcasters that rely on copyrighted material (typically music), the legal issues are complex and are still evolving. Contributing to this confusion is the fact that:

"... copyright law hasn't caught up to technology. While the music industry has created an efficient licensing system for music-streaming on the Web, which doesn't entail making copies, it hasn't cobbled together one for podcast-style music downloads" (Yang and Helm, 2005).

Even if one is to comply with the copyright regimes in place the costs — both financially and in terms of reporting/filing requirements — are likely to be burdensome. We will now discuss three copyright licenses that appear to be relevant to podcasting.

#### *Public performance rights*

In the U.S. three major performance rights organizations collect royalties for songwriters, composers and music publishers. These performance rights organizations have adopted licensing agreements for podcasting:

- American Society of Composers, Authors and Publishers (ASCAP): <http://www.ascap.com/weblicense/>
- Broadcast Music, Inc. (BMI): <http://www.bmi.com/licensing/podcasting/index.asp>
- SESAC: [http://www.sesac.com/licensing/print\\_license2.html](http://www.sesac.com/licensing/print_license2.html)

Because each of the above performance rights organizations represents different songwriters and publishers, licenses may be required from more than one of these organizations [16].



term "podsafe" refers to music that can legally be used in podcasts without concern for paying royalties. Increasingly such music uses licenses from Creative Commons ([creativecommons.org](http://creativecommons.org)) [23]. The downside of using such music is that it tends to limit podcasters to older, less commercial, and/or alternative music programming (although, for many, these characteristics would be seen as just the antidote to generic radio programming).



## Toward viable business models for podcasting

Podcasting is a low-cost method of transferring audio information. The costs of creating and distributing podcasts are significantly lower than the costs associated with traditional radio. This has led Green, *et al.* to suggest that:

"... a trend is afoot that could transform the \$21 billion radio industry. Consider the basics: With no licenses, no frequencies, and no towers, ordinary people are busy creating audio programming for thousands of others. They're bypassing an entire industry." [24]

The economics of podcasting have led to the development of nanocasting. Rather than view podcasting as a hobby or public service, nanocasters seek to provide podcasts that make a profit.

"Nanocasting aims to deliver programming profitably to very small but highly interested audiences. Using radio effectively in nano markets requires very different strategies and opens the door to programming that would have been unthinkable and unsustainable under the broadcast model" (International Nanocasting Alliance, 2005).

Nanocasting has some philosophical foundation in current marketing trends — where we are seeing a move away from mass marketing to individual (one-to-one) marketing. However, it is a mistake to assume that because many consumers are using a new technology that there is money to be made. Dave Winer echoes this word of caution when he observes that: "The assumption is [that podcasting] must be exactly like every other medium that has come before. It's different. It has different economics ... Why invent something new if it has to be like everything else that came before?" [25]

Clearly, the Internet boom (and subsequent crash) show the problems of focusing on technology and hype, while ignoring business fundamentals [26]. For those interested in co-opting podcasting for commercial ends, two related questions need to be answered: First, is there money to be made from podcasting? And, if so, what business models are viable in pursuing this end? Cameron Reilly, a co-founder of the Podcast Network, proposes that:

"We don't see podcasting as 'revolution,' but simply as an 'evolution.' Podcasting is a viable commercial medium because it has the same characteristics of more traditional mediums such as radio but with the added benefits of time-shifting, portability, user control, and global coverage" (in Claburn, 2005).

Now, we will discuss some of the business models that may be adopted for podcasting [27]. Needless to say that the adoption of any of these models will largely be dependent upon the size of a podcaster's audience, the demographics of that audience, the perceived value of the podcast to audience, and the willingness of listeners to directly (*e.g.*, through electronic tips) or indirectly pay for podcasts (through, for example, listening to advertising).

### *Sponsorships*

For popular podcasts, sponsorships makes good business sense — assuming that the sponsor provides a good fit with the podcast. Hence, it seems logical that we see Volvo sponsoring a podcast at Autoblog.com (<http://autoblog.com/>) and Gatorade sponsoring Enduranceradio.com (<http://enduranceradio.com/>). Sponsorships have a long history in traditional radio. Steve Rubel (2004) suggests that they have the potential for generating revenue for podcasters:

"[Sponsorships are] a throwback to the Golden Age of Radio when a single company would sponsor an entire hour of variety programming. Such sponsorships might closely resemble TV product placements where the ads become part of the content in some meaningful way. For example, it's possible a podcast sponsor might be able to embed a full audio news release right into a program, provided it is consistent with the show's content."

Sponsorships tend to be less intrusive than advertising. This makes sponsorships of podcasts more acceptable to listeners. Well-matched sponsorships can appear to be quirky, fun, or subversive to listeners. For example, Durex has sponsored the *Dawn and Drew Show*. The sponsorship was reported to increase Web traffic to [www.durex.com](http://www.durex.com) threefold after the company decided to sponsor the show (Restivo, 2005). While this is impressive, companies that sponsor podcasts will no doubt be looking to see benefits in terms of increased sales and profits.

#### *Advertising*

The term "podvertising" has been created to refer to advertising that is part of content that is then downloaded to portable MP3 players. In the United Kingdom, Virgin Radio was one of the first stations to use podvertising. Virgin Radio created a podcast version of the popular Pete and Geoff Show:

"Virgin Radio has become the first commercial radio station to create a 'podcast,' making highlights from the Pete & Geoff breakfast show, along with advertising, available on portable music players such as Apple's iPod.

The service will be free, thanks to the advertising, with a deal negotiated by OPerA. COI [Central Office of Information] Communications, with its Home Office police specials campaign, and online travel agent Expedia are the first two 'podcast' advertisers" (Whitehead, 2005).

Advertising has long been the major source of revenues for traditional broadcasters. Fox and Wrenn in talking about the application of the broadcasting model to the music industry observe that:

"the [broadcasting] model starts with the premise that the real value derives from the audience that consumes the music, rather than from the product itself. Put another way, the audience is the product that is delivered to marketers." [28]

This same principal applies to podvertising — the listeners are the product being delivered to advertisers.

There is, however, some disagreement about the role of advertising in podcasting. Griffith Jones, a former media and entertainment consultant at IBM notes:

"For radio, people are used to advertising, but when it comes to podcasting and they have to go through the trouble of downloading it and uploading it into their mobile device, I tend to think people will be less tolerant." [29]

Benjamin Walker, an independent radio producer, does not see a problem with advertising and podcasts, but admits that the audience size does not yet support the idea, "I would love to have a sponsor, and put one 30-second ad at the top of the show. That wouldn't bother me at all. But I just don't see it, until the numbers get higher." [30]

While there are clear openings for the use of advertising with podcasts, advertisers need to consider whether this is worthwhile. At present, Podcasting audiences are still small relative to the traditional broadcasting formats; however, this premise does not deter many podcasting advocates who propose that "that so-called narrowcasting isn't necessarily a bad thing" (Acohido, 2005). Furthermore, "[t]he beauty of podcasting is that you target your messages specifically to the people you want to reach, and the people who want to hear what you have to say actively seek out information." [31] This narrow focus could potentially result in better marketing outcomes for each advertising dollar spent.

Consumers are more likely to respond positively to advertising when "is personalized and delivered in an environment that is a central part of their lifestyle." [32] Podcasts, by their very nature, are more likely to meet the interests and lifestyles of consumers. In the context of radio in general, it has been found that listeners trust stations to bring them relevant content, including advertising (Radio Ad Effectiveness Lab, 2004). When advertising does not fit with listener needs or expectations, listeners are likely to be disappointed or angry (Radio Ad Effectiveness Lab, 2004). However, radio advertising is thought to benefit from the personalized connection people feel with radio — at least compared to many other forms of media:

"Radio ads, like the programming that contains them, are seen as 'speaking to me,' and radio advertisers are associated with 'trying harder to reach me personally.' That translates into an open door to a listener's emotions, which we know to be key to advertising effectiveness ... Radio ads need to speak to individuals, not to the general population. And they need to be compatible with their surroundings; effective radio ads must be just as targeted as the programs which contain them." [33]

From the point of view of marketers, the problem with advertising in podcasts is that listeners can skip over advertisements. Also, if — as we have proposed earlier — podcasting is partly a response to listener frustrations with too much advertising on traditional radio, then podcasters who adopt advertising may lose listeners who view historically hobbyist podcasters as going "mainstream" rather than being an alternative to traditional radio programming.

#### *Listener donations*

A number of listener donation schemes have been proposed, including pledgcasts (where podcast subscribers pledge to give donations) and electronic tip jars. Tip jars allow podcast listeners to donate money to podcasters, if they so wish. Tip jars are often operated by a service such as PayPal, that allows credit card payments or funds to be deducted from a PayPal account [34].

The advantage of the listener donation model is that people can give according to their level of appreciation for the service provided, or according to their means. The downside is the free-rider problem — many listeners are likely to not give at all, hoping that the service continues to be supported by others.

#### *Cooption*

Under the cooption model existing broadcasters (including traditional radio and television) make podcasts of their programming available. Often the motive behind the cooption strategy is to promote and market their terrestrial station to iPod and other MP3 device users. Acknowledging this perceived benefit, John Marino, a spokesman for the U.S. National Association of Broadcasters, states that: "[Podcasting] technology is not a threat to us, but rather a way to attract more listeners by providing new ways to access programmes" [35]. The *Washington Times* illustrates this point in a recent article:

"Los Angeles station KCRW recently began podcasting its news and public affairs programs. The station's Web master, Jason Georges, told United Press International that, for now at least, podcasting is a relatively cost-free proposition. 'The money involved in producing the podcasts is no more than the money we spend on our existing online budget for bandwidth and staffing ... If it grows exponentially, then we'll have to look at buying more bandwidth' (Nason, 2005).

The cooption model has already been adopted (or is being experimented with) by National Public Radio, the British Broadcasting Corporation, Canadian Broadcasting Corporation, and ABC. As mentioned earlier print media, including *Business Week*, *Harvard Business Review* and *USA Today*, are also experimenting with podcasting.

The advantage of the cooption model is that it leverages existing brand awareness (including the reputation of hosts) and makes programming available at times when it is convenient for listeners to hear.



include — or involve a combination of — experience in different geographical settings, experience in different timeslots, and experience in different in formats:

- Geographic — from small town radio station to small city to larger city to major city.
- Timeslot — from midnight-to-dawn to late night to afternoons to mornings to PM drive, to AM drive.
- Format — from, say, journalist to talkback host, or from music programmer to on-air performer.

Podcasting could act as another filtering mechanism of sorts with success in this mechanism allowing for talent to emerge and be measured — though, for example, subscription numbers and demographics of listeners. Then, successful podcasters may be given contracts by traditional radio stations, or by other media outlets that wish to build upon the success and reputation that the podcaster has developed.



## Discussion and conclusion

### *Technology and the growth of podcasting*

Given consumer interest in personalized media we are likely to see podcasting gain further public acceptance. This growth will be fueled by the convergence and enhanced capabilities of devices such as cell phones, personal digital assistants (PDAs), and MP3 players. If consumers crave convenience, then having multiple devices for different purposes does not meet this need. As Ted Schadler, Vice President of Forrester Research, observes, "[c]onsumers want to listen to what they want, when they want, on the device of their choosing" (*Podcasting News*, 2005). Given this, it is not surprising that we are starting to see cell phones take on the role of MP3 players. Software has been developed to allow downloading of podcasts to cell phones via the wireless network (Sanders, 2005). Efforts are also being made to enable the creation of podcasts on cell phones (Sanders, 2005).

### *Traditional radio and podcasting*

Traditional radio is responding to the assault from podcasting. The industry is launching a US\$28 million dollar campaign that claims it is "the primary source for news, music, and compelling audio entertainment" (*Podcasting News*, 2004). In addition, radio is exploring high-definition radio, which will provide CD-quality sound, an edge over the competition. By 2010, 2,500 stations are expected to have this capability. Over the next few years HD technology will provide the ability to store music and news, as well as offer on-demand content, allowing it to compete with the podcasting market (Green, *et al.*, 2005).

Other radio stations are taking a slightly different approach. Realizing the growing importance of podcasts, they are starting their own. For example, Infinity Broadcasting Corporation converted an underperforming station in San Francisco to an all-podcast network (Sutel, 2005). This station will provide screened material submitted by its listeners (Sutel, 2005).

Inasmuch as traditional radio provides immediacy and the possibility for interaction it does offer several unique benefits over podcasting. We do not believe that the radio industry is in any great danger of losing significant market share to podcasting, but we do believe that radio stations should start podcasting at least some of their most popular programming. We believe that by doing this they will gain (or add to) customer loyalty and be able to better market to their audience, thereby increasing revenue.

Podcasting appears to be a complement to traditional forms of media, including radio. Ted Schadler, of Forrester Research, claims: "If radio and music executives can successfully shift their thinking to embrace new audio-delivery methods, both industries will benefit from new revenue streams and increased customer loyalty over the next several years" (*Internet Week*, 2005). For now, consumers have shown that, despite their frustrations with traditional radio, they will continue to listen. However, it will become imperative for satellite and traditional radio alike to implement new models and experiment with emerging technologies. Just as podcasting poses a risk to the radio industry, it also promises many opportunities.

### *Independent podcasters*

Given the ease with which podcasts can be created, the only true barrier to entry — or at least a barrier to generating a sizable listener base — is product differentiation. Given the ease with which podcasts can be subscribed to and discarded, consumers are only going to tolerate podcasts that appeal to them. This creates a challenge for new podcasters — how to differentiate their podcast from the thousands of others already on the Internet. Clearly focusing upon a niche area in which one has significant expertise is one means of doing this. However, as with traditional radio, insightfulness, entertainment, and creativity will be necessary to create audience interest and a listener base of any significant size. 

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This article was developed from a project completed by Sheri Crofts, Jon Dilley, Andrew Retsema and Bob Williams for the MBA's capstone Business Policy course at Indiana University South Bend. This course is taught by Mark Fox.

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## Notes

1. Baker, 2005, p. 116.
2. Wikipedia (2005) defines open source software as "software [that] has freely available source code, which lets anybody create a new version of the software. Such access to the source code allows anybody to build a package of the software and sell it [or provide it free of charge]."
3. Podcasting software is offered either free of charge, or at a relatively low cost. iPodder, iPodderX Lite, and PlayPod are free. PoddumFeeder costs US\$5, while iPodderX costs US\$20 (Affleck, 2005).
4. Acohido, 2005, p. 1B.
5. Clear Channel said that it would not air commercial breaks longer than four minutes, with a maximum of six commercials per break. Before the adoption of this policy, Clear Channel

- stations averaged three to eight breaks per hour, with no regulated policy regarding the length of commercials (Kovach, 2004).
6. In fairness to Clear Channel we should note that they dispute allegations that they engage in abuses of market power. Clear Channel also disputes assertions that they hold significant market power (see Clear Channel, 2004).
  7. Consolidation took place in the radio industry following the Telecommunications Act of 1986, allowing media companies to own more stations (see Drushel, 1997).
  8. Richardson and Figueroa, 2004, p. 88.
  9. Fisher, 2005, p. N09.
  10. Ranii, 2005, p. A1.
  11. Arbitron/Edison Media Research, 2005, p. 29.
  12. For a more a more comprehensive examination of legal issues associated with podcasting, see Fox and Ciro (forthcoming).
  13. Waterstone quoted in Murphy, 2005.
  14. Evangelista, 2005, p. E1.
  15. A sample Electronic Equipment and Internet Access Policy is provided in Fox, *et al.*, 2003.
  16. Some arguments have been made that podcasting does not involve public performance of a musical work — but merely the transfer of bits over the Internet, and therefore public performance rights should be challenged (see Cross, 2005; Phillips and Moore, 2001).
  17. Harry Fox Agency, 2005, p. 3.
  18. Harry Fox Agency, "Definitions," 2005.
  19. Rose, 2002, p. 321.
  20. Phillips and Moore, 2001, p. 173.
  21. Recording Industry Association of America quoted in Caslon Analytics, 2005.
  22. When podcasters conduct interviews or discussions with guests then — to avoid copyright issues — written permission (a release) should be obtained to use this content in a podcast. Collegiate Broadcasters (2005) observe that: "If a broadcast station conducts a live interview on-air or a podcaster records an interview or discussion group for posting as a podcast, the station or podcaster should make sure to receive permission from the guest to convert the interview to a podcast. Conducting an on-air or in-person interview does not necessarily give permission to convert the interview to a podcast. A release is a short legal document that waives a person's right of privacy (the right to be left alone) or right of publicity (the right to control how one's image, voice or persona is used to sell things). Failure to obtain a person's permission or a release to podcast an interview could be a violation of his or her publicity and performance rights."
  23. For sources of "podsafe" music see PodSafeAudio (<http://www.podsafeaudio.com>), CommonContent (<http://commoncontent.org>) or CommonTunes (<http://www.commonTunes.org>). For a discussion of Creative Commons licenses see Fox, *et al.*, 2005.
  24. Green, *et al.*, 2005, p. 32.
  25. Winer quoted in Kirsner, 2005, p. 5.
  26. Readers interested in reading more about business models for e-commerce should see: Daniel, *et al.* (2004); De, *et al.* (2001); Dhillon, *et al.* (2001); and, Fairchild, *et al.* (2004).
  27. Readers who are interested in reading more about business models for podcasting should see Kaye (2004); Knowledge@Wharton (2005); Rubel (2004); and, Searls (2005).

28. Fox and Wrenn, 2001, p. 114.
29. Jones quoted in Logan, 2005, p. 1.
30. Kirsner, 2005, p. 5.
31. Maruggi, 2005, p. 21.
32. Fries, 2004, p. 10.
33. Radio Ad Effectiveness Lab, 2004, p. 19.
34. For an example of a tip jar see "G'Day World" at [http://www.thepodcastnetwork.com/gday\\_world](http://www.thepodcastnetwork.com/gday_world). For guidelines on how to set up a tip jar, see Coggins (2005).
35. Marino quoted in Bieber, 2005, p. 24.
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[Contents](#) [Index](#)

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Podcasting: A new technology in search of viable business models  
*First Monday*, volume 10, number 9 (September 2005),  
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