



**Start the countdown...
10 days until convention**

Register today for the 2016 WNA/AP Convention and Trade Show, Feb. 25-26 at the Madison Marriott West, Middleton.
<http://www.wnaconvention.com>

THE Bulletin

February 15, 2016

News and information for the Wisconsin newspaper industry

Early registration ends Friday

You don't want to miss this year's WNA/AP Convention & Trade Show. Register by Friday, Feb. 19 for discounted rates.

The 2016 Convention offers more than 20 educational sessions for publishers, editors, reporters, ad managers, sales reps and circulation managers! We've dedicated Thursday's training to newspaper managers, which will address financial issues, postal regulations, employment law, advertising and intellectual property law and more. Friday will offer an abundance of sessions for everyone, including students.

Attendees will also hear from former hostage and AP chief Middle East correspondent Terry Anderson on Friday morning and Madison Police Chief Mi-



Feb. 25-26, 2016 – Madison Marriott West, Middleton, Wis.

chael Koval on Thursday night. And of course, the convention wouldn't be complete without a celebration of your good work. We'll do this at the Wednesday night Hall of Fame dinner, the Thursday dinner, the Friday Honors Luncheon and the Friday Awards Banquet.

In between sessions and celebrating, we'll be having fun in the Trade Show area, where vendors offering products and services will be available to

members. Visit with enough exhibitors and you'll have a chance at prizes, some of which are valued in excess of \$300! The Wall of Wine and regional raffle baskets will be back by popular demand—great ways to give back to the WNA Foundation.

Register online at <https://www.regonline.com/2016w-naapconventiontradeshow> and read more about the sessions at www.wnaconvention.com.

CNN spotlights keynote speaker Terry Anderson

Terry Anderson, who will keynote the WNA/AP Convention in Madison, was featured by CNN in a piece that discusses how he survived captivity for nearly seven years and his life since he was released. Watch the story at <http://cnn.it/1TOfXW4>.

Anderson is the former AP chief Middle East correspondent who was held hostage in Beirut from 1985-91 by a group of Shiite militants until his release in 1991, being moved periodically to new sites. Anderson will address convention attendees at 9 a.m. on Friday, Feb. 26.



Terry Anderson

UW-O's Advance-Titan reaches \$50,000 challenge grant goal

Student newspaper looks to the future after raising funds to retire \$74,000 in debt

By Alison Herrmann
Advance-Titan

As part of a dollar-for-dollar challenge grant, the UW Oshkosh Advance-Titan raised more than \$54,000, \$50,000 of which will be matched by an anonymous donor, the paper announced Wednesday.

The paper was forced into deficit spending in the late 2000s due to the loss of its routine advertisements. Even after attempting spending cuts, attempts at increasing of advertisements sales and alternative funding, the A-T fell \$74,000 into debt.

The A-T worked along with UW Oshkosh Foundation to meet the challenge by the deadline of Feb. 11. Between the grant and the fundraiser, the A-T now has more than \$104,000 to use for debt resolution and the growth of the paper.

The anonymous donor said the A-T holds a vital role on the UW Oshkosh campus and the growth of future journalists.

"The Advance-Titan plays an important role in developing young writers for after-graduation career opportunities, as well as the role student writers provide various constituents: friends, alumni, par-



Vince Filak



ents, regarding current and timely issues impacting our University," the donor said. "It's important to have a viable student-managed newspaper on campus."

Chancellor Andrew Leavitt said completing the challenge grant gives the A-T a chance to have a sustainable future.

"This challenge grant opportunity was a great success and will help secure the Advance-Titan as a financially sound asset on our campus for the foreseeable future," Leavitt said. "A student newspaper is critical for our campus and I - along with the many donors who participated in the giving opportunity - certainly want to make sure

it's around for another 100-plus years"

A-T faculty adviser Vince Filak worked closely with Barbara Beuscher from the UW Oshkosh Foundation to raise money. Filak said donations for the #WeNeedTheAT fundraiser came from various groups of people.

"Everyone from recent graduates to people who almost predated the journalism program itself," Filak said. "We had family members of current staffers and recent graduates step up as well. We had some faculty, staff and administrators here at UW Oshkosh who also donated to our cause."

Convention

Students: Attend the WCMA Career Fair

The WNA Foundation and the Wisconsin College Media Association will offer an opportunity for WNA members to meet and interview aspiring young professionals during the 2016 WNA/AP Convention and Trade Show. The Career Fair will immediately follow the Honors Luncheon on Friday, Feb. 26.

College students are encouraged to visit each newspaper's table, equipped with resumes and portfolios to share with prospective employers.

Employers that will be attending include:

- Baraboo News Republic
- Daily Citizen, Beaver Dam
- Dodge County Pioneer
- Journal Community Publishing Group
- La Crosse Tribune & Lee Enterprises
- Portage Daily Register
- USA Today Network - Wisconsin (Formerly

Member News

Legislature approves workers' comp. changes

Old provision ran contrary to current practices

The Wisconsin Newspaper Association prevailed in its effort to clarify the state's workers' compensation act as it pertains to the status of newspaper carriers.

The WNA amendment to AB 724 was adopted unanimously and the bill was voted out of the Assembly on Feb. 9 by a vote of 97-0.

The Wisconsin Worker's Compensation Advisory Council sent a letter to all members of the legislature on Feb. 8 specifically addressing the newspaper issue. The letter clarified that the council rep-

resentatives for business and labor supported the adoption of the newspaper amendment.

The WNA amendment to AB 724 and its companion SB 536 deletes a provision in the Wisconsin Workers' Compensation Act requiring that any individual delivering a newspaper be considered an "employee" for the purpose of workers' compensation coverage.

The language defining an employee was enacted in 1937 during a time when the majority of people delivering newspapers were minors working on a part-time basis. Identical language was enacted at the same time for the state's unemployment insurance law; however, the Legislature later removed the provision from

the unemployment insurance statute without addressing the workers' compensation statute.

Removing the section from the state's workers' compensation law gives newspapers the option to consider carriers independent contractors if the carriers meet a nine-point test already outlined in the same statute. Many WNA members have historically assumed the nine-point test and the employee definition were interchangeable, meaning a carrier was considered an employee but could qualify as an independent contractor if they met the nine-point test.

AB 724 will be voted on by the Senate on Tuesday, Feb. 16 and sent to Gov. Scott Walker for his signature.

Among Friends

BizTimes Milwaukee

BizTimes Media announced it has hired Arthur Thomas as a reporter who will cover manufacturing and technology for the BizTimes Milwaukee magazine and BizTimes.com.

Previously, Thomas was the managing editor of The Waukesha Freeman. He started working for the Freeman in mid-2013 as a reporter covering multiple beats, including several communities, education and politics. In April of 2014, he was promoted to managing editor.

Prior to joining the Freeman, Thomas was an intern for WisPolitics.com and an education reporting intern at the Milwaukee Journal Sentinel.



Albert Brown

647 editions of the column "Tracking the Seasons" for Lake Country Publications.

After leaving the Enterprise, Brown worked at Miller O'Connell Printing in Waukesha for the next 22 years. He also became the president and owner of Sportsworld Sporting Goods in Oconomowoc and in 1982 became the owner and president of Parker Printing in Hartland. He sold the business and retired in 1996.

Wilmot High School

Wilmot High School student Abigail Barman will attend the 2016 Washington Journalism and Media Conference at George Mason University in July as a national youth correspondent.

Barman will join students from all over the country for an intensive study of journalism and media. She was chosen based on academic accomplishments and a demonstrated interest and excellence in journalism and media studies.

Oconomowoc Enterprise

Albert Brown, a former pressman, business owner and longtime outdoor journalist, died Jan. 16 at his home in Ixonia. He was 84.

Brown worked for the Oconomowoc Enterprise as a pressman for nine years and his first outdoors column appeared in the newspaper in 1953. During his career, his writings on the outdoors appeared in several magazines and newspapers and he wrote

Kickboxing bill prompted by reporting moving through Capitol

Milwaukee Journal Sentinel — A bill that would extend state regulation to all unarmed combat sports that involve blows to the head continues to work its way through the state Legislature.

The measure was introduced after the death of amateur kickboxer Dennis Munson Jr. in Milwaukee in March 2014. Munson, 24, collapsed after his fight at the Eagles Club and later died of complications from head trauma, according to the medical examiner.

An investigation by the Journal Sentinel uncovered a series of errors by the officials responsible for safety during



the unregulated fight - part of the fast-growing world of combat sports.

Officials in charge of the three-round bout failed to stop the match despite what a dozen independent experts who reviewed the fight video at the request of the Milwaukee Jour-

nal Sentinel said were obvious signs of distress. The news organization's investigation documented numerous other failures that delayed care for Munson.

The state Assembly passed the bill on Feb. 9 and it passed a Senate hearing unanimously on Feb. 10. Supporters of the bipartisan bill hope it will go before the full Senate early this week.

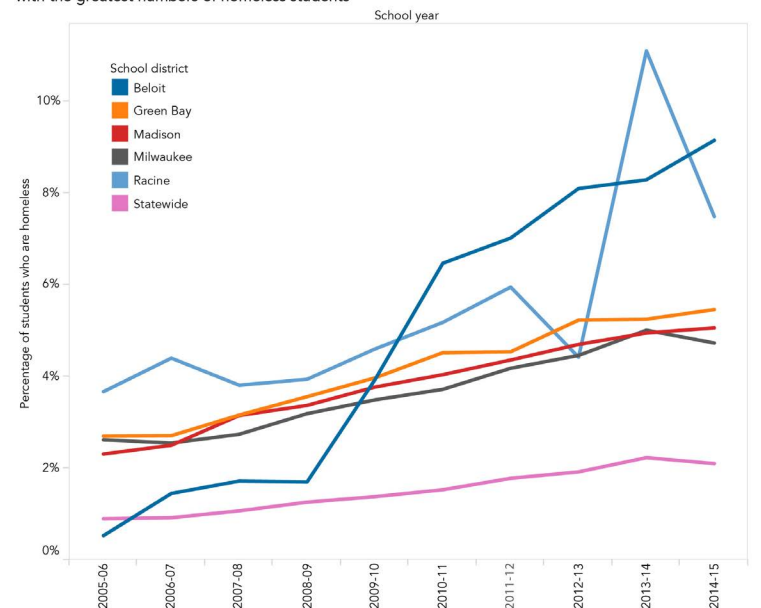
To read coverage from the Journal Sentinel's "Death in the Ring" series, visit <http://www.jsonline.com/watchdog/watchdogreports/kickboxing-death-285740151.html>.

Free Content

This weekly free content, accessible at <http://tinyurl.com/WNAfreecontent>, is available for use at no cost to WNA members.

Numbers of homeless students rise in past decade

Listed are percentages of students lacking stable housing arrangements in five Wisconsin school districts with the greatest numbers of homeless students



Source: Wisconsin Department of Public Instruction, Education for Homeless Children and Youth Data. Yearly comparison report of homeless student enrollment by year and district. Under the federal McKinney-Vento Homeless Assistance Act, homeless students are defined as those who lack fixed, regular and adequate nighttime residences. Credit: Reporting and charts, Abigail Becker, Wisconsin Center for Investigative Journalism.



PRODUCED BY THE WISCONSIN CENTER FOR INVESTIGATIVE JOURNALISM

The Wisconsin Center for Investigative Journalism has made available a story that explores one strategy that could help close Wisconsin's racial achievement gap. Community learning centers provide families with stable housing in subsidized apartment complexes in Madison and Milwaukee, as well as on-site learning centers that offer support to students and their parents. An Edgewood College researcher who has studied the so-called anti-poverty model says it is "worth celebrating and duplicating."

The story by Center reporter Abigail Becker is a followup to the Center's Children Left Behind series kickoff story in December, which investigated the state's persistent racial and economic achievement gaps.



This week's **Discover Wisconsin** column highlights eight dining destinations in Wisconsin that are incredibly unique. In Dairyland, we are blessed to have four seasons of great weather to savor them.

In his State Capitol Newsletter, WNA columnist **Matt Pommer** examines the changes to Wisconsin's 110-year-old civil service law, which now allows for faster hiring and firing of state employees. Pommer, known as the "dean" of State Capitol correspondents, has covered government action in Madison for 35 years, including the actions of eight governors - Warren Knowles, Pat Lucey, Martin Schreiber, Lee Dreyfus, Tony Earl, Tommy Thompson, Scott McCallum and Jim Doyle.



Matt Pommer



WISTAX Facts discusses how Wisconsin is one of 19 states that does not have an age limit for justices of the state Supreme Court.

Member News

News Briefs

Slimp requesting survey participants

A few times each year, the Institute of Newspaper Technology conducts research related to the health of the newspaper industry. Kevin Slimp, director of the Institute, is requesting that newspaper executives take a few minutes to answer a brief multiple-choice survey found at <http://tinyurl.com/hvg7sb7>

All responses are completely anonymous. This information will be gathered and shared in newspaper association publications and at industry-related conferences this year.

Please forward this message to your publisher (or other appropriate manager) or complete the survey if you are the appropriate manager at your newspaper.

DNR appointees screening some open records requests

The Milwaukee Journal Sentinel reports political appointees at the Wisconsin Department of Natural Resources are screening some open records requests by journalists and environmentalists.

The DNR is already facing a public records lawsuit from an environmental group, but the new information will cause more scrutiny of cases in which political appointees have given the additional sign off on document releases already vetted by agency staff, according to the Journal Sentinel.

In one case, the DNR stalled for three weeks while staff waited for a former assistant deputy secretary to weigh in on a response to a records request by an Appleton Post-Crescent reporter. The reporter asked for any hunting licenses taken out by U.S. Senate candidates Russ Feingold and Ron Johnson. Ultimately, it turned out there were no records to release and no story was written.

The DNR's spokesperson, George Althoff, told the Journal Sentinel the agency was following the law in all cases.

"The practice of notifying agency leadership about the impending release of sensitive open records requests is intended to ensure that DNR's open records process has been followed and that the documents have undergone proper internal legal review," Althoff said. [Read more >>](#)

WNA-Sponsored Training

Personalizing the Customer Journey

Thursday, Feb. 18 | 1-2 p.m.: Personalization is the key to a great ROI. When businesses send their customers relevant information, they drastically increase their chances of making the sale. Newspapers can use personalization in the same way. During this webinar, national speaker and sales trainer Allan Barmak will show you the personalization tools that are available today along with examples of how other newspapers and publications are leveraging this technology. You will learn how to build a "customer journey" which will engage your readers and add new revenue streams. Register here: <http://www.onlinemediacampus.com/2016/01/personalizing-customer-journey/>

Resisting Regurgitation: Proactive Storytelling for Today's Readers

Thursday, Feb. 25 | 1-2 p.m.: Presented in partnership with GateHouse Media. Do you feel like you're always writing recaps instead of original news stories? This presentation is designed to help you take your stories to the next level – instead of just telling readers what happened. Tim Schmitt, with GateHouse Media, will share tips on how to make your stories multifaceted and people-focused, rather than just regurgitating the information you receive. Register here: <http://www.onlinemediacampus.com/2016/01/proactive-storytelling/>

**SHARE YOUR NEWS
IN THE BULLETIN**

**Staff changes, promotions
Celebrations, milestones
Your success stories**

Send an email to:
James.Debilzen@wnanews.com

WNA Online

What's trending on social media and at www.WNAnews.com.

WNA Wisconsin Newspaper Association
February 9 at 10:50am · Madison ·

Terry Anderson, who will keynote the WNA/AP Convention later this month in Madison, was featured today by CNN in a piece that discusses how he survived captivity for nearly seven years and his life since he was released.



Hostage Terry Anderson savors freedom, 'very good life' - CNN.com

Terry Anderson has done a lot since 1991, when he was freed after seven years as a hostage -- charity work, teaching, business and reconnecting with loved ones...

Share

Mary Callen, Michael Gouvion, James Debilzen and 2 others like this.

Don't miss out on the conversation:

Click the icons to reach our social media pages and engage with us!



CAREER

Continued from front page

- Gannett Wisconsin Media)
- Woodward Community Media (The Oregon Observer, The Stoughton Courier Hub, The Verona Press, The Fitchburg Star)
- Daily Jefferson County Union, Fort Atkinson
- Hometown News Limited Partnership (Lodi Enterprise, Poynette

- Press, Waunakee Tribune, DeForest Times-Tribune, Sun Prairie Star, Waterloo-Marshall Courier, Lake Mills Leader, Cottage Grove/Monona Herald-Independent, McFarland Thistle, Cambridge News, Deerfield Independent and The Milton Courier)
- Conley Media, Waukesha
- Morris Newspapers, Lancaster
- Wisconsin Newspaper Association

About The Bulletin

The Bulletin is published weekly by the staff of the Wisconsin Newspaper Association.

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Created by and for Wisconsin's newspapers, WNA exists to strengthen the newspaper industry, enhance public understanding of the role of newspapers, and protect basic freedoms of press, speech and the free flow of information.

Free Member Exchange

Help Wanted

NEWSPAPER DESIGN INTERN – Lee Enterprises is seeking a Design Intern to work at its design center in Madison, WI to produce designs and products with an emphasis on meeting tight deadlines, following process efficiencies and troubleshooting issues. This position will produce pages for newspapers throughout the United States. You will produce assigned pages from provided plans and budgets, manage work and plate flow to meet assigned deadlines for multiple editions and publications. You will work with outside editors' to ensure pages meet their expectations. Knowledge of Adobe InDesign CS5 or comparable skill is required. Must be able to effectively communicate with internal and external customers as well as coworkers and management. To apply go to <http://lee.net/careers/> and select Lee Design Center – Madison using the location search menu. This is an hourly position. The hours are part-time and will be based on student availability during the school year. Night and weekend availability is preferred. Deadline to apply is March 12, 2016. 2001 Fish Hatchery Road, Madison, WI 53713. Equal Employment Opportunity/Affirmative Action Employer – Pre-employment drug testing applies. (0312)

NEWSPAPER PAGE DESIGNER – Lee Enterprises is seeking a Designer to work at its remote design center in Madison, WI to produce designs and products for publications in a 365 day-a-year environment with an emphasis on meeting tight deadlines, following process efficiencies and troubleshooting issues. We are also looking for a design intern to work part-time during the school year, or full-time over the summer. This position will produce pages for newspapers throughout the United States. You will produce assigned pages from provided plans and budgets, manage work and plate flow to meet assigned deadlines for multiple editions and publications. You will work with outside editors' to ensure pages meet their expectations. Knowledge of Adobe InDesign CS5 or comparable skill is required. Must be able to effectively communicate with internal and external customers as well as coworkers and management. In this position you must be willing to work a varied schedule with night hours and weekend shifts. Most shifts are 4:00pm – midnight or 5:00pm – 1:00am. This is a full-time hourly position. Deadline to apply is March 12, 2016. To apply go to <http://lee.net/careers/> and select Lee Design Center – Madison using the location search menu. 2001 Fish Hatchery Road, Madison, WI 53713. Equal Employment Opportunity/Affirmative Action Employer – Pre-employment drug testing applies. (0312)

PREPRESS SPECIALIST – Lee Enterprises, an innovative publishing company, is looking for highly motivated, well organized individuals with good communication skills to join our energetic digital prepress team. Ideal candidates will thrive in a fast paced and evolving environment. This job offers a great

FREE FOR WNA MEMBERS:

There is no charge for WNA members to place ads in the Free Member Exchange.

WNA's Free Member Exchange features "Help Wanted," "Give Away" and "For Sale" ads submitted by WNA member newspapers. The Free Member Exchange is updated frequently and available online on the [Employment page](#) in the Industry Resources section of the WNA website and also distributed through a weekly email, sent to more than 800 subscribers with an interest in the Wisconsin newspaper industry.

Members may submit ads via email to: James.Debilzen@wnanews.com. Member-submitted ads will appear on this page for four weeks and are included when Bulletins are distributed.

WNA members may also list help wanted and internship ads in the Iowa Newspaper Association Bulletin at no cost. Send your ad to jhulbert@innews.com

Ads from non-members are 25¢ per word with a \$50 minimum per month of publication.

Submit your resume

If you are seeking work in the Wisconsin newspaper industry and would like to have your resume included, please:

- E-mail your name, the type of position you're seeking (i.e., editorial, advertising, business, etc.), and your resume in PDF (preferred) or Microsoft Word.
- Include "Resume" in the subject line of your e-mail.

Your resume will remain online for up to three months, unless you request removal sooner.

The Wisconsin Newspaper Association reserves the right to decline resumes, and is not responsible for inaccurate resume information sent by applicants.

opportunity to learn a wide variety of prepress, publishing and printing related skills. To be successful in this entry level position you will need good general computer skills (better than basic for sure since the job is all computer driven!), and have a strong customer service focus. This job requires getting others involved to come up with what will get the best outcome for the internal customer. We are looking for someone that gets energized from working within a strong team environment, is flexible and calm under pressure, and has a love for creative problem solving. Some experience in graphic design, desktop publishing and the printing industry is beneficial. This is a full-time hourly position and will require a flexible schedule that will include nights, weekends and holidays. We offer competitive compensation, an excellent benefits package and a great working environment. To apply go to <http://lee.net/careers/> and select Lee Design Center – Madison using the location search menu. Deadline to apply is February 25, 2016. Lee Enterprises' has 58 daily newspapers and also publishes 300 weekly newspapers, shoppers and classified and specialty publications. In addition, Lee provides a wide variety of associated online services. 2001 Fish Hatchery Road, Madison WI 53713. Affirmative Action/Equal Opportunity Employer. Drug test

screening applies. (0225)

DESIGN TEAM LEADER – We are looking for a team leader in our design center to help facilitate the page design of newspapers across the United States. This position will provide organization and professional leadership to newspaper designers serving on central desk. You will manage and produce designs and products for publications in a 365 day-a-year environment with an emphasis on meeting tight deadlines, following process efficiencies and troubleshooting issues. You will train designers on customer service and page design. We are looking for someone who will be able to build strong relationships with the editors you will be working with on a daily basis. Knowledge of Adobe InDesign CS6 or comparable skills is required. We are looking for someone who can effectively communicate with internal and external customers as well as coworkers and management. To be successful you must have the ability to provide guidance and insight for designers seeking help with pages. In this position you must be willing to work a varied schedule. To apply go to <http://lee.net/careers/> and select Lee Design Center – Madison using the location search menu. The deadline to apply is February 25, 2016. This is a full-time exempt

position. 2001 Fish Hatchery Road, Madison WI 53713. Equal Employment Opportunity/Affirmative Action Employer. Pre-employment drug testing applies. (0225)

MANAGING EDITOR OF OPERATIONS – The Lee Enterprises Madison Design Center is looking for a highly motivated, organized Managing Editor of Operations to help plan and coordinate design work for our team. This is a crucial leadership role for managing and motivating employees and serves as a slot editor to maintain timely and consistent design production. This position will be responsible for managing night and weekend operations and supervisors; scheduling staff and coordinating efforts to produce myriad publications – magazines, daily broadsheets and tabloids; and upholding quality standards for clients in our Design Center, which serves newspapers and media centers for Lee Enterprises' organizations around the country. This position also must assist in defining, developing and implementing new ideas and technologies to further serve our customers. Our ideal candidate has at least 3-5 years of newspaper or business management experience; has the ability to manage several tasks simultaneously; and is experienced in analyzing data and making data-driven decisions. Candidates also must display a strong instinct for problem solving; an assertive, deadline-minded work ethic; and a passion for news. Experience with Adobe InDesign and Microsoft Excel is preferred. To apply go to <http://lee.net/careers/> and select Lee Design Center – Madison using the location search menu. The deadline to apply is February 25, 2016. This is a full-time exempt position. 2001 Fish Hatchery Road, Madison, WI 53713. Equal Employment Opportunity/Affirmative Action Employer – Pre-employment drug testing applies (0225)

MANAGING EDITOR OF DESIGN – The Lee Enterprises Madison Design Center is looking for a highly motivated, creative Managing Editor of Design to help plan and coordinate design work for our team. This is a crucial leadership role for managing and motivating design employees and serves as a key liaison to newsroom editors for content planning and coordination. This position will be responsible for communicating with other editors in story planning; supervising and producing visual concepts and creative approaches for pages; identifying and implementing design training programs for continued employee development; and upholding design quality standards for publications in our Design Center, which serves newspapers and media centers for Lee Enterprises' organizations around the country. Our ideal candidate has at least 3-5 years of newspaper management experience; has the ability to manage several tasks simultaneously; and is experienced in visual storytelling and information design. Candidates also must display a strong instinct for representing concepts visually; an assertive, deadline-minded work ethic; and a passion for news. A journalism degree or comparable experience is a

must; extensive skill with Adobe InDesign, Photoshop and Illustrator is preferred. To apply go to <http://lee.net/careers/> and select Lee Design Center – Madison using the location search menu. The deadline to apply is Feb. 25, 2016. This is a full-time exempt position. 2001 Fish Hatchery Road, Madison, WI 53713. Equal Employment Opportunity/Affirmative Action Employer – Pre-employment drug testing applies (0225)

DIGITAL AND NICHE PRODUCTS ADVERTISING SALES SPECIALIST – Wolf River Media, L.L.C. has an opening for a digital and niche products advertising sales specialist. The successful candidate will have 1-2 years of sales experience, demonstrating the ability to develop strategies and sales plans which lead to the attainment of sales goals. Experience in ad sales preferred. This individual must also possess good communication and presentation skills, a valid driver's license, and proof of insurance. Compensation includes a base salary and a performance-based bonus opportunity. Additional benefits include 401k, vacation, dental, and life insurance. Wolf River Media, L.L.C. is committed to diversity and proud to be an EO employer. Email resume to rbakeberg@wolfrivermedia.com or mail to Human Resources 1464 E. Green Bay St. Shawano, WI 54166. (0308)

ASSISTANT EDITOR – The Ladysmith News is looking for a qualified candidate to fill an open part-time assistant editor position. Editorial duties will include coverage of government, courts and, on occasion, community events. Camera skills are a must. The applicant should be proficient with a computer and have experience with InDesign® and Photoshop®. The applicant must have good people skills and be motivated to work with a staff dedicated to putting out an excellent newspaper. Please send resumes and writing samples to: Ladysmith News, P.O. Box 189, Ladysmith, WI, 54848. The Ladysmith News is an equal opportunity employer. (0307)

CITY AND COUNTY GOVERNMENT REPORTER – The Capital Times (captimes.com) is seeking a prolific and versatile reporter who can provide sharp and in-depth analysis about public affairs and politics in and around Madison, Wisconsin. We are looking for someone who is agile, creative and who can build a following among politically interested readers. This reporter will work to produce a range of stories for our digital-first newsroom, from daily news and features to analytical pieces, profiles, curations and investigative articles. In addition, our newsroom has a strong commitment to covering issues of race in the community, and is seeking someone who will find such stories challenging and valuable. While we continue to publish a widely distributed weekly tabloid, our focus and future is digital and the spirit of innovation that comes with it. We have dramatically grown our digital audience, with a major emphasis on social media, and have begun to host community events. The successful applicant will have at least

Free Member Exchange

EXCHANGE

Continued from Page 4

two years of significant journalism experience, proven writing skills and demonstrated fluency with social media. In this changing digital media environment, flexibility, an innovative mindset and an optimistic attitude are essential. A bachelor's degree in journalism or a related field is preferred, and extensive knowledge of Madison, Dane County and Wisconsin politics is a major plus. To apply, please submit a resume, cover letter, and email five writing samples to Cap Times City Editor Katie Dean at kdean@madison.com. This is a full-time hourly position. The deadline to apply is February 18, 2016. (0218)

COPY EDITOR INTERN – The Wisconsin State Journal is looking for a full-time summer intern to assist on its night news copy desk. Primary responsibilities will include editing stories, writing headlines and proofing pages for the news, business and features sections. Days of the week may vary and will include some weekends. The ideal candidate will be currently enrolled in a journalism-related degree program and have at least two semesters of experience editing for a college newspaper or other publication. Additionally, the position requires a basic knowledge of libel, the ability to work under deadline pressure and a strong command of spelling, grammar and AP style. To apply online, go to <http://lee.net/careers/>. Use the search tool menu and select Wisconsin State Journal. You must apply online to be considered for this position. As part of your online application, please attach writing/editing/headline writing samples. This is an hourly tempo-

rary full-time position. The deadline to apply is Tuesday March 1, 2016. Wisconsin State Journal, 1901 Fish Hatchery Road, Madison, WI 53713. Affirmative Action/Equal Opportunity Employer. Pre-employment drug testing applies. (0301)

OPINION/FEATURES EDITOR – The La Crosse Tribune is seeking a dynamic Opinion/Features editor who can help coordinate reader-focused local and syndicated content for the Tribune and assist our sister papers in the River Valley Media Group. This editor will uphold our heritage of developing award-winning Opinion pages that highlight a variety of local voices and opinions. You'll also coordinate feature and Sunday advance pages with local, reader-focused content, including coordinating syndicated material and freelance contributions. Communication skills – both internal and external – are key, as well as a commitment to imaginative presentation on print and digital platforms. We need someone who can effectively and professionally communicate with colleagues, readers, letter-writers and community columnists to create great opinion content both in print and online. We offer a competitive salary and benefits package that includes medical, dental, vision, 401(k) plan and more. Apply online at www.lacrossetribune.com/workhere. Search for this position by searching jobs in La Crosse, WI. Equal Opportunity Employer. (0226)

REPORTING INTERN – The Wisconsin State Journal is seeking a general assignment reporting intern to assist the city desk over the summer. Under the direction of the city editor and other reporters, this person will write news stories and briefs, help other reporters gather

information or conduct research, and answer phones. This position offers several opportunities to participate in major breaking news stories and develop solid A1 clips. Candidates should be enrolled in college and working toward a journalism degree. Experience on a college newspaper is desired. Qualified candidates must be able to write clearly and concisely, translate complicated information into stories of broad interest, and represent the paper with tact and professionalism. Excellent spelling and grammar skills and a demonstrated ability to communicate effectively are required. Must have access to a vehicle. The internship will be a hourly full-time position, June through August. Times and days of work vary but may include nights and weekends. To be considered for the position applicants must apply online at <http://lee.net/careers/> opportunities. As part of your online application, please attach five samples of your work or links to five recent stories. The deadline to apply is Monday, Monday, Feb. 15, 2016. Wisconsin State Journal, 1901 Fish Hatchery Road, Madison, WI 53713. Affirmative Action/Equal Opportunity Employer. Pre-employment drug testing applies. (0215)

REPORTER – CNI/NOW Newspapers, located in Waukesha, Wisconsin is accepting resumes and work samples for a full-time Reporting position. We plan to fill this position with an energetic journalist with solid reporting and writing skills who can produce quality copy. The ability to meet deadlines is critical. This general assignment role includes city government, school district, police and fire, human-interest features, issues and trends, and occasional project reporting with other duties as assigned. Bachelor's

degree, preferably in Journalism, newspaper experience, including college programs, preferred. Must be able to communicate and work effectively with internal and external customers, staff and supervisor. Must have demonstrated writing and reporting skills. Skills in photography, video, audio and social media (especially Twitter and Facebook) helpful. Due to the creative nature of this position, work samples are required to be considered for this role. Please include either your website where samples can be viewed or attach a document to your profile (you will be prompted to do this). Mailed submissions are not accepted and cannot be returned. Apply to: sue.sattler@jmg.com (0216)

NEWSPAPER EDITOR – The Independent-Register has an immediate opening for an editor. This position is based at our Brodhead office. This weekly newspaper serves Green and Rock Counties, with an emphasis on Brodhead, Juda, Albany and Orfordville. This position reports to the general manager. A staff of reporters and photographers report to this position. J school or an english degree preferred. Send resume with clips and salary expectations for immediate consideration. Randy Johnson,

general manager, Rock Valley Publishing, L.L.C. rjohnson@rvpublishing.com. 815-654-4850 (0304)

Seeking Work

Posted December 2015

Evan Halpop – Reporter/photographer

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Phillip A. Humphries – General assignment reporter, multi-media journalist, columnist

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A-T GRANT

Continued from front page

Filak said donations also came from many student media outlets, wanting to help the newspaper.

"The student media world was incredibly helpful as well, with advisers from other publications, the head of the Student Press Law Center and the leaders at the Associated Collegiate Press all giving us help," Filak said. "It really was a team effort when it came to donors."

Editor-in-chief Katie Knox said the vast number of donations shows the importance of student media.

"Completing the challenge grant not only shows how much of an impact the A-T has on the community and the outreach we have, but also means that we can continue to provide a paper for the students of UWOC," Knox said. "It means we can give future journalists a chance to dive into the field."

According to Knox, along with a sense of relief, completing the challenge grant allows the A-T to increase revenue of advertisement sales.

"This challenge grant has been a huge blessing, between people giving up time, energy and money for us, we've also had an increase in interest for ads," Knox said. "Through

Katie Knox

Advance-Titan Editor-in-Chief

"This challenge grant has been a huge blessing, between people giving up time, energy and money for us, we've also had an increase in interest for ads. Through ad sales and the yearly Titan Guide, I know we can keep the paper out of the red."

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Filak said the surplus money, after paying off the debt, is planned to go to opportunities for the A-T staff, present and future.

"One donor noted that he wanted to give so that students could get the experience of go-

ing to a college media convention and experiencing the kinds of things that inspired him as a student," Filak said. "There is now money for us to enter contests, so that our staffers can see how they measure up against competition from around the state and across the country."

Beuscher said the most rewarding part of working on the #WeNeedTheAT campaign was seeing how much the A-T has affected people in a positive way.

"We have an impressive list of over 125 donors and that is a great response from the A-T alumni and friends of the A-T," Beuscher said. "One alum that made a significant gift said that the amount of his gift could never repay what he got from his A-T experience."

A new business model will be executed as the paper goes forward to prevent the paper from falling back into debt.

"Our new model incorporates a few things that will be helpful," Filak said. "First, the chancellor has pledged support in the form of a subscription to the paper, which will provide us with a standing block of revenue on which we can rely each year. In addition, we are working with a company that provides us with free distribution racks and will pay us to place them on campus."



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