



Pulitzer Prize winners coming to Wisconsin

Journalists from two reporting teams who earned Pulitzer Prizes Monday will participate in the Center for Journalism Ethics conference - Race, Ethnicity and Journalism Ethics - on April 29. **Page 2**



Celebrating Watchdogs

Photo highlights from Wednesday night's Wisconsin Watchdog Awards in Madison. **Page 4**

THE Bulletin

April 21, 2016

News and information for the Wisconsin newspaper industry

Dreps honored as 'Distinguished Watchdog'

Attorney recognized as transparency advocate

By James Debilzen
Communications Director

The longtime voice of the WNA's Legal Hotline was honored Wednesday night as the 2016 recipient of the Distinguished Wisconsin Watchdog Award.

Attorney Robert "Bob" Dreps received a standing ovation at the recognition ceremony at The Madison Club for his contributions toward

promoting open government and serving as legal counsel for Wisconsin's media organizations during the last 30 years.

The award was presented during the sixth annual Wisconsin Watchdog Awards by the Wisconsin Center for Investigative Journalism, the Wisconsin Freedom of Information Council and the Madison Pro Chapter of the Society of Professional Jour-

nalists.

Dreps was nominated for the award by his colleagues at Godfrey & Kahn and by Wisconsin Newspaper Association Executive Director Beth Bennett on behalf of the state's 221 daily and weekly newspapers.

"To the members of the WNA, Bob is more than their attorney," Bennett said during the ceremony. "He is their trusted confidant and their friend. Bob has been the voice

See **DREPS**, Page 5



James Debilzen photo

Bob Dreps laughs as his colleague, James Friedman (not pictured), tells stories from the podium Wednesday night prior to Dreps receiving the Distinguished Wisconsin Watchdog Award at The Madison Club.

Mr. President: Get to know Brian Thomsen, publisher and WNA's new leader

By James Debilzen
Communications Director

As a child, Brian Thomsen was fascinated by the machinery used to produce his grandparent's newspaper, The Valders Journal, from the linotype to hot type.

Thomsen described himself as the "ankle-biter" around the Journal office back then, watching his grandparents work long hours and running off his own publications on the proof press when he was in elementary school.

"I remember doing a one-page sports newsletter that I sold for like 5 cents," Thomsen said. "I sold it to my parents, the neighbors. Whatever my grandparents had for the high school sports that week in the Journal, I'd kind of steal that and then write a story about the Packer game from the perspective of a young kid."

Thomsen is now the publisher of The Valders Journal, carrying on the legacy started by his grandparents, Fred and Marion Brockman, when they founded the paper in 1940. The Journal currently serves about 2,500 households in the area surrounding the small Manitowoc County community of roughly 1,000 residents.

Producing the weekly newspaper is only part of the busy life Thomsen leads. Thomsen also recently began a new role as the president of the Wisconsin Newspaper Association Board of Directors. He succeeds Carol O'Leary, publisher of The Star News in Medford.

Thomsen attributes his work ethic to his grandparents. His grandmother, for instance, worked at The Journal until she was 98 years old and stopped only weeks before her



Mary Callen photo

Brian Thomsen, publisher of The Valders Journal, makes his first appearance as WNA President on Feb. 26 during the Better Newspaper Contest Awards banquet in Middleton. His term will run until the next WNA Convention and Trade Show in February 2017.

death.

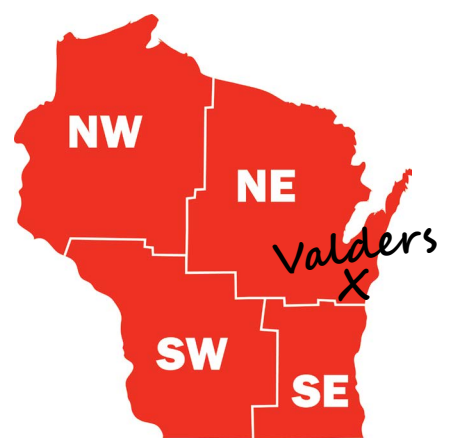
"In the end, she was coming in part time and doing some proofreading," Thomsen said. "She was an old English teacher, but she really believed in me through those years and really wanted to be there to help. I kind of get my work ethic from them, how dedicated they were to the community and then to me."

Thomsen began working for his grandparents in high school and often came home from college at UW-Eau Claire on weekends to help at the

newspaper. He returned to Valders after receiving his journalism degree in May 1981 and was named editor of The Journal within a year. His grandfather died in the fall of 1982.

"My responsibilities grew quite a bit at the paper," Thomsen said. "... In the mid-'80s, the paper was growing and we needed some extra help, so we hired a full-time reporter to work with me. We basically doubled the size of the paper. We're still talking small, but we'd gone from tiny to small. I worked hard at

Where in Wisconsin?



building the circulation of the paper."

The staff today isn't much bigger than it was when Thomsen took over in the 1980s. In addition to himself, the staff roster at The Valders Journal includes his wife, Mary, as the part-time editor, a full-time reporter, a full-time production employee and a couple of part-time workers.

Looking ahead to his year as WNA president, Thomsen said he aims to find new ways the association can assist other independent weekly newspaper publishers like him by providing more training opportunities, particularly involving business issues.

"I'm fully committed to doing the best job I can as WNA president for this year," Thomsen said. "... I think things are certainly headed in the right direction."

Member News

Fellowship Follow-up

The effects of Islamophobia at home

Editor's note: The following was written by Natalie Howell, a junior at UW-River Falls who traveled to Washington D.C. in March to serve as the WNA's representative in the National Newspaper Association Foundation's Fellowship Program. Fellows, accompanied by professional mentors, spent an intense two-and-a-half days interviewing Washington experts, focusing on the theme "Understanding the War on Terrorism." This article draws on her experiences to address the theme.

By Natalie Howell
UW-River Falls

Growing up in a Muslim community in Iowa, Talal Adam was not really exposed to Islamophobia when he was young.

He said he first became

aware of discrimination when he was a senior in high school when he noticed that his mother had stopped wearing her hijab. Talal had lived his whole life up to that point seeing his mother wear her hijab, so when she stopped, he was really confused. When he approached her, however, she seemed to evade the question. "She kind of, you know when there's a personal thing people don't want to answer," said Talal. "So that's kind of when I noticed that something was wrong." Talal learned that although he grew up without experiencing discrimination because of



Natalie Howell

his religion, his community and even his family was not immune to Islamophobia. When Talal was younger, his mom would wear her hijab to work. When she was at her job however, she would be exposed to unwanted stares and negative comments. Talal said that this played a factor into becoming fed up and eventually deciding to stop wearing her hijab.

"When Muslims don't want to show their religion it's usually out of fear and they don't want people to think negatively of them," said Talal. "[Muslim women] are easy targets, especially when they have the headscarf. Stigma is automatically on them."

Talal is a senior at the University of Wisconsin-River Falls, majoring in biology with a double minor in chemistry and philosophy. Talal grew up in the United States, but

said that sometimes he feels as though he is an outsider, not fully accepted by his home country, because of his beliefs.

"This is America. America talks about freedom of religion," said Talal. "You shouldn't be afraid to practice your religion."

There are about 3.3 million Muslims in the United States, which makes up about one percent of the population. According to a study done by the Pew Research Center in 2015, 46 percent of Americans say that the Islamic religion is more likely than other religions to encourage violence among its believers.

Talal said that he is lucky, because he has not experienced much of this Islamophobia throughout his life. He attributes this to the communities he has been a part of, in Iowa and now at UWRF.

However, he said that he is still constantly having to explain and defend himself and his religion. Although he said most of the time he enjoys informing people about Islam, he said at times it can get redundant and tiring, especially if the questions that are being asked are meant to be malicious.

A football player at UWRF, Talal compared continuously having to explain himself as a Muslim to being instructed to do two hundred push-ups by his coach, only to realize upon completing the exhausting activity that his coach wasn't watching and he would have to start over.

"When these ignorant, fear-mongering comments come at you, you get tired, you know?" explained Talal.

See **FELLOW**, Page 5

Free Content

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



Gilman Halsted | Wisconsin Public Radio

Beverly Walker, whose husband, Baron, is serving time at Fox Lake Correctional Institution, told a Madison gathering organized by the faith-based advocacy group Wisdom in February that she has heard "horror stories" from inmates about the water. She said her husband buys bottled water from the prison canteen at Fox Lake.

WisconsinWatch.org

PRODUCED BY THE WISCONSIN CENTER FOR INVESTIGATIVE JOURNALISM

The Wisconsin Center for Investigative Journalism has made available the latest installment of our ongoing Failure at the Faucet investigation into risks to Wisconsin's drinking water. This report reveals that the drinking water at two Wisconsin state prisons is tainted with lead and copper, which can cause serious illnesses in adults.

About a dozen Fox Lake Correctional Institution inmates told the Center that the water is sometimes brown or yellow, contains dark sediment and has a bad taste. The prison is under a 2014 consent order from the state Department of Natural Resources to reduce the levels of copper and lead in the water. One inmate is suing the state, claiming Fox Lake's drinking water is making him sick, violating the U.S. Constitution's Eighth Amendment ban against cruel or unusual punishment.

At Waupun Correctional Institution, a top union official said the management has done little to alert staff to the high levels of lead at the prison, which violated the federal Safe Drinking Water Act in 2014 and, as of September, continued to see high levels of lead in some water samples. Corrections officials say they have added water treatment and other fixes to bring down lead and copper levels, contamination that is caused by corrosion from aging plumbing.

This week's **Discover Wisconsin** column highlights seven of the state's best farmers' markets in Madison, Beloit, Oshkosh, Appleton, Eau Claire, La Crosse and River Falls.



Matt Pommer

In his State Capitol Newsletter, WNA columnist **Matt Pommer** examines the Wisconsin Supreme Court and its "highly politicized" character.

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.

wistax
Wisconsin Taxpayers Alliance
www.wistax.org

WISTAX Facts looks at the significant changes made to Wisconsin's income tax during the last decade.

Pulitzer-winners join ethics conference

Online registration for the event ends Friday

Journalists from two reporting teams who earned Pulitzer Prizes Monday will participate in the Center for Journalism Ethics conference April 29.

The conference - Race, Ethnicity and Journalism Ethics - will explore critical questions surrounding how journalists reflect and represent racial diversity through news coverage.

One important intersection between news and race involves coverage of education. Lisa Gartner of the Tampa Bay Times will discuss her team's "Failure Factories" series, which earned a 2016 Pulitzer for Local Reporting. The series explored political decisions that resulted in degradation of a county's schools, with disastrous consequences for black students.

An Associated Press team of journalists won the 2016 Pulitzer for Public Service for a deep investigation into slave labor in the international seafood trade. The team's careful consideration of risk and ethical choices in reporting also earned them the Center's Anthony Shadid Award for Journalism Ethics. Reporters Martha Mendoza and Robin McDowell will receive the award on behalf of the entire team and reflect on their reporting and decision-making during a luncheon session at the conference.

Online registration for the conference, which includes the luncheon, is open through Friday, April 22. Visit <http://go.wisc.edu/ethics2016> to

register. In addition to these prize-winning journalists, 15 expert panelists are on board to address key questions through four panels.

■ Representing Race: Language, Imagery, Sources and Issues for Journalists

■ Education Matters: Covering Racial Dynamics and Examining Journalism's Role

■ Questions of Justice: Crime, Inequality and News Media

■ Tomorrow's Work: Moving Forward on Race and Journalism

The panelists will join Nikole Hannah-Jones, who will deliver the keynote address at 9 a.m. Hannah-Jones reports on racial injustice for the New York Times Magazine and recently won a George Polk Award for a "This American Life" series on school integration and resistance to it.

The conference is supported by generous donations from the Gannett Foundation, the Evjue Foundation, the Wisconsin State Journal, the Ethics & Excellence in Journalism Foundation, WPS Health Solutions, the Wisconsin Broadcasters Association and the Wisconsin Newspaper Association.

This is the eighth annual conference of the Center of Journalism Ethics, housed in UW-Madison's School of Journalism and Mass Communication. Founded in 2008, the Center's mission is to foster vigorous debate about ethical practices in journalism and provide a resource for producers, consumers and students of journalism.

For a full slate of panelists and registration information, visit <http://go.wisc.edu/ethics2016>.

Member News

Watchdog journalism seminar May 24 in Milwaukee

Sponsored by MPI, IRE, WNA and the Journal Sentinel

Mid-America Press Institute and Investigative Reporters & Editors are teaming up for a Watchdog Journalism seminar Tuesday, May 24, at the Milwaukee Journal Sentinel.

Co-sponsored by the Journal Sentinel and the Wisconsin Newspaper Association, registration for the seminar is \$25. Journalists can register by emailing MPI Executive Director John Ryan at jm-ryan@eiu.edu.

The one-day seminar will run from approximately 10 a.m. to 3 p.m. and include lunch.

Alex Richards, an IRE trainer, will lead the seminar, which will center on using the Internet in deadline and long-term investigations.

WNA Online

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



Accuracy is the paramount principle of trust. Eighty-five percent of Americans rate it as extremely or very important that news organizations get the facts right, higher than any other general principle.



What makes people trust and rely on news?

This study shows that trust and reliability in news can be broken down into specific factors that publishers can put into action and consumers recognize.

AMERICANPRESSINSTITUTE.ORG

Share

Don't miss out on the conversation:

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



WNA-Sponsored Training

Best Breakouts for Daily Reporting

Friday, April 22 | 1-2 p.m.: Presented in partnership with GateHouse Media. Whether you're using them to share data and statistics or to provide background on a story, making use of breakouts can help trim your stories and provide a better experience for your readers. In this session, we'll cover a rundown of effective breakouts and tips on how to implement them into your everyday reporting. Register here: <http://www.onlinemediacampus.com/2016/03/breakouts-daily-reporting/>

Advertising is NOT Marketing!

Thursday, April 28 | 1-2 p.m.: When clients are working with you, they're expecting a strong sales strategy that will help guide them to a healthier bottom line. In this session, marketing pro Stuart Arnold will help you understand the basic tools for creating an impactful strategy, messaging and marketing for your clients. The return on their advertising investment will increase, and so will their trust in you! Register here: <http://www.onlinemediacampus.com/2016/03/advertising-not-marketing/>

Three-Call Sales System: Proven process for closing sales quickly

Thursday, May 12 | 1-2 p.m.: You may have heard the statistic that 80 percent of sales are made after the fifth call – and in some cases well beyond the fifth call. In a day and age where time is money, we want to help you save time and increase revenue by fine-tuning your sales approach. This webinar will walk through the how and why of a three-step sales process to close more sales in less time. Presenter Bob Berting tried and tested

this system over 15 years with a leading suburban newspaper chain where he averaged two cold contracts a week. This session will benefit new sales professionals as well as industry veterans. Register here: <http://www.onlinemediacampus.com/2016/03/three-call-sales-system/>

Creating Focus on Enterprise News: Best practices for digging deeper

Thursday, May 19 | 1-2 p.m.: Presented in partnership with GateHouse Media. The Medford Mail Tribune's recent participation in GateHouse's Better Journalism Project revealed several best practices for consistently creating enterprise news, as well as developing a highly visible campaign for readers. In this session, learn how to plan for, execute and promote enterprise journalism on a weekly basis. Register here: <http://www.onlinemediacampus.com/2016/04/enterprise-news/>

How to Market and Sell in Brutally Competitive Environments

Friday, June 3 | 1-2 p.m.: Today's marketplace is simultaneously the best and worst in the history of human civilization. It's the best because untold and unprecedented opportunity awaits savvy and sharp-eyed professionals. It's the worst because there has never before been a market so loud, crowded and full of competing distractions jockeying for your clients' attention. In this presentation, award-winning author Jeff Beals shows you how to unearth what your clients truly value while building trusting, career-long relationships. Register here: <http://www.onlinemediacampus.com/2016/04/brutally-competitive/>

About The Bulletin

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

Contact

34 Schroeder Court #220, Madison, WI 53711
Phone: 608-283-7620
Toll Free: 800-261-4242
Fax: (608) 283-7631
Office Hours: Monday-Friday, 8 a.m.-5 p.m.

WNA Staff

Executive Director

Beth Bennett | 608-283-7621
Beth.Bennett@wnanews.com

Member Services Director

Julia Hunter | 608-283-7622
Julia.Hunter@wnanews.com

Communications Director

James Debilzen | 608-283-7623
James.Debilzen@wnanews.com

Media Services Director

Denise Guttery | 608-283-7630
Denise.Guttery@wnanews.com

News Tracker Team Leader

Dianne Campbell | 608-283-7625
Dianne.Campbell@wnanews.com

Search Technician

Ruzica Dzanic | 608-283-7626
Ruzica.Dzanic@wnanews.com

WNA Office Coordinator

Daryl Blumer | 608-283-7620
Daryl.Blumer@wnanews.com

Sales and Marketing Director

Susan Patterson Plank
 800-227-7636 ext. 140
spattersonplank@cnaads.com

Board of Directors

President

Brian Thomsen
 Publisher, Valders Journal

First Vice President

John Ingebritsen
 Regional Publisher
 Morris Newspapers, Lancaster

Second Vice President

Sidney "Skip" Bliss
 Publisher
 The Gazette, Janesville

Third Vice President

Paul Seeling
 Publisher
 Woodville Leader

Secretary

Heather Rogge
 Publisher
 Daily News, West Bend

Treasurer

Gregg Walker
 Publisher
 The Lakeland Times, Minocqua

Past President

Carol O'Leary
 Publisher
 The Star News, Medford

Director

Kevin Clifford
 Associate Publisher
 Watertown Daily Times

Director

John Humenik
 President and Publisher
 Wisconsin State Journal

Director

Scott Johnson
 President and Publisher
 Green Bay Press-Gazette and
 PG Media

Director

Steve Lyles
 Publisher
 Journal Communications, Inc.

Director

Jeff Patterson
 President/Publisher
 APG Media of Wisconsin

Director

Patrick Reilly
 Publisher
 Dodgeville Chronicle

Director

Kris O'Leary
 Publisher
 The Tribune-Phonograph,
 Abbotsford

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.

Member News

Scenes from the Watchdog Awards

James Debilzen photos



WNA Executive Director Beth Bennett, pictured here with James Friedman, highlights the career of Bob Dreps during Wednesday night's awards ceremony.



Wisconsin Center for Investigative Journalism Director Andy Hall recognizes the Wisconsin Newspaper Association for its sponsorship of the Wisconsin Watchdog Awards.



Attorney Bob Dreps addresses the state of open government while accepting his award.



Bill Lueders, president of the Wisconsin Freedom of Information Council, uses visuals to present the "terrible" and "terrific" events involving open government during the last year.



Paul Ferguson of the Wisconsin Department of Justice accepts the Wisconsin Freedom of Information Council's Political Openness Award ("Popee") on behalf of Attorney General Brad Schimel.



Milwaukee Journal Sentinel Editor George Stanley chats with Robert Wills, former editor of the Milwaukee Sentinel and the first president of the Wisconsin Freedom of Information Council. Stanley, while receiving the FOIC's Media Openness Award ("Mopee"), said Wills had hired him at the newspaper more than 30 years ago.

Member News

DREPS

Continued from front page

of clarity and reassurance at the end of the WNA Legal Hotline for more than three decades. He's been a true champion of open government and assisting reporters and editors at newspapers and other media organizations of all sizes with issues regarding access to public records and open meetings, as well as libel and First Amendment issues."

Dreps was also admitted to the Wisconsin Newspaper Hall of Fame by the WNA in February.

While accepting the award, Dreps said he was honored to have held "the best legal job in Wisconsin for more than 30 years."

"I think it's the best job in the state because arguing in favor of free speech and open government has meant that my cause was always just, even if courts sometimes ruled against my client," Dreps said. "Because of the high quality journalism in this state, I never had to question my clients' good faith. Even when mistakes were made, they were just trying to get the story right."

Dreps graduated first in his class in 1984 from the University of Wisconsin Law School in Madison and became a private attorney after serving as a clerk in the U.S. District Court for the Eastern District of Wisconsin. During his career, he represented the WNA, Wisconsin Broadcasters Association, the Wisconsin Freedom of Information Council and dozens of news media organizations in court cases and before the state Legislature.

"Bob really devoted his career in particular to championing open government, and he did that not just through litigation," said James Friedman, Dreps' colleague



James Friedman

at Godfrey & Kahn. "He did that through counseling, he did that through the hotline, he did that through holding people's hands through the open records process, he did that through teaching and continuing education at the law school and in newsroom seminars. Bob often was your voice before the legislature when they were looking at access issues, making sure they got it right."

Dreps is retiring from full-time practice at Godfrey & Kahn, but insists he isn't going away entirely.

In his speech, Dreps said he was proud to report that his firms' media law team had successfully defended against nearly three dozen defamation lawsuits during his career, with none of his clients having to face a jury. He also said his favorite part of the job was answering calls

Bob Dreps

Media Law Attorney

"I think it's the best job in the state because arguing in favor of free speech and open government has meant that my cause was always just, even if courts sometimes ruled against my client. Because of the high quality journalism in this state, I never had to question my clients' good faith. Even when mistakes were made, they were just trying to get the story right."

on the WNA Legal Hotline.

"First, every call had the potential to be more interesting than what I happened to be working on at the time," Dreps said. "More importantly, of course, was that each call presented the opportunity to give the right advice, to get the record open, to open the meeting, how to write the story to minimize the risk of liability of defamation or invasion of privacy, and it is this time-sensitive challenge answering such a wide variety of newsgathering and reporting questions and seeing that it was reported that makes representing journalists the best legal job in Wisconsin."

Dreps said he believed Wisconsin still deserved its reputation for open government and he believed that reputation could be maintained despite the present political climate, referencing attempts by the Legislature to obliterate the state's open records laws in 2015.

"I would be the last to discount the present threat to Wisconsin's tradition of open government," Dreps said. "... Far from being pessimistic about the future, however, the public response to that sneak attack provides the strongest of all evidence that the law's promise to provide them with the greatest possible information regarding the affairs of government will be maintained and even strengthened. The public spoke with one voice on a political issue for the first time in five years.

"... Some public officials will never stop trying," he added. "But I have great hope for the future because we have more allies and resources than ever in the struggle for open government."



Stan Schwartz photo

Natalie Howell, a student at UW-River Falls, receives a certificate from Steve Haynes, president of Haynes Publishing in Oberlin, Kan., commemorating Howell's participation in the NNA News Fellows program in March at the National Press Club. Howell was sponsored by the WNA Foundation.

FELLOW

Continued from Page 2

Mohammad Battah is also a senior biology student at UWRF. Having grown up Muslim, he said that sometimes the stigma and discrimination are obvious, and other days it is not. However, he said, it seems to be always there, and he never knows when it might affect him or his relationships with others. He said that he does his best on a daily basis to avoid certain situations. What kind of situations?

"Dangerous ones, ones that get you shot at or ones that will get you beat up in a way," said Mohammad. "I'm here to live my life and be safe."

Mohammad said he tries to stay away from Islamophobia by avoiding the news. He said that if a terrorist attack happens, he will learn about it, but he doesn't want to hear more about the actions of Islamic extremist groups. He said he condemns the violence of such groups like ISIS and the use of Islam to do it.

"I think we shine a light on these people and we continue to let them do what they want to. Because they use a name we allow them to continue doing it," said Mohammad. "I don't care if you call yourself god, you cannot go around killing people. I don't care what name you're hiding behind."

Even with this tactic, Mohammad has not been able to

tune out the damaging language brought on by Republican presidential candidates and other politicians. In the same study done by the Pew Research Center, 77 percent of conservative Republicans said that Islam is more likely than other religions to encourage violence among its believers, while 21 percent of liberal Democrats agreed.

"In the recent elections, I'm appalled at how we're allowing [politicians] to speak in such a way and how we haven't as a society said you can't do this," said Mohammad. "You absolutely cannot go out and say these things."

Mohammad said that growing up enveloped in stigma takes a very large psychological toll, one that does not go away easily. He compared it to being bullied as a child, and how that feeling of isolation never really goes away.

"This is a lifelong bully system by U.S. citizens and non-citizens. By everyone who is and is not Muslim," said Mohammad. "It's gotten to the point that now we even question our own self."

Mohammad said that the best way to combat Islamophobia in the United States as well as around the world is through education. He explained that if people took the time to learn about Islam, the beliefs and practices of the religion, that the distrust and misplaced fear would begin to diminish.

Mohammad also said that schools and universities, such as UWRF, should take five

or ten minutes to talk after a terrorist attack happens. He said that if students were able to talk out why the act of terror happened and their feelings about it, they would be able to better understand the difference between terrorism and Islam.

"A lot of those feelings come from anger, uncertain anger. They don't know why they have it, but it's because somebody died and they saw a picture of somebody dying," said Mohammad. "And the media tells us in big, bold words: Muslim."

Common misconceptions about Islam, such as that Islam promotes violence and oppresses women, can also be changed through education. Although violence and oppression does happen in the name of Islam, Talal said that given the size of the Muslim religion, it is easy for people to attribute violence in the Middle East to the religion instead of the culture. That belief then carries over to Muslim Americans.

Talal said that to understand something, one should put their preconceived notions behind them and not be afraid to ask questions. For Muslims, it's important to answer those questions and express the love that is in their religion.

"If someone has a religion and they believe it 100 percent, they should believe it can do goodness to the world," said Talal. "That's what I believe with my religion."

**SHARE YOUR NEWS
IN THE BULLETIN**

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

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

Free Member Exchange

Help Wanted

ADVERTISING SALES REPRESENTATIVE - The Tomahawk Leader, a family-owned weekly in the beautiful Northwoods of Wisconsin, is seeking a full-time advertising sales representative. Comes with an established account list with lots of room for growth. Help businesses and organizations reach and motivate customers through newspaper/print and online advertising opportunities. Work out of our Tomahawk office with some week-day travel to neighboring communities. Sales/marketing experience desired and compensated. Job is deadline driven. Must be able to multi-task multiple projects. Good math and organizational skills. We offer a base salary, plus commissions, travel expenses, bonuses/incentives ensuring hard work is rewarded. Simple IRA employer match and dental plan options available. Family atmosphere. Our work setting is relaxed yet energetic. New ideas encouraged. Send cover letter, resume and references to kathy@tomahawkleader.com or Tomahawk Leader, P.O. Box 345, Tomahawk, WI 54487. (0510)

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 (0504)

INTERN - Spend the summer in Door County and gain writing experience for your portfolio! The Washington Island Observer newspaper is providing a unique opportunity for the right candidate to enjoy the summer on beautiful Washington Island at the tip of the Door Peninsula. The Observer is seeking a summer intern with a journalism or writing background to write articles about community events, meetings, and other issues as they arise. The right candidate will be an independent self-starter who is comfortable interacting with residents and visitors, meeting weekly deadlines, and uncovering additional opportunities to ensure timely and accurate news coverage. The Observer is published 30 times a year (every-other week in winter, every week in summer), with each issue distributed to more than 1,000 readers on the Island and around the U.S. This is a new position for the paper, but it is expected that the intern will work approximately 15-20 hours per week. Benefits are negotiable and may include lodging on the Island during the intern's term of employment (June through August, with flexible start and end dates) and a ferry stipend. Send resume and cover letter to editor@washingtonislandobserver.com. (0502)

REPORTER - Veteran journalist looking for new challenges, recent December graduate or anticipating spring graduation, we want to talk to you. An immediate opening has occurred at our award-winning newspaper-most recently recognized for investigative and team in-depth reporting-and we want to fill it quickly. The highest priorities on our to-look-for list are energy, enthusiasm and a positive, competitive drive for excellence. We offer the opportunity to join an experienced, solid team in a news-rich environment, along with outstanding quality of life near Chicago, Milwaukee, Madison and Rockford. Competitive pay and benefits; equal opportunity employer; Respond with cover letter, resume, clips, references and salary history to Editor Bill Barth, Beloit Daily News, 149 State St., Beloit, WI 53511, or bbarth@beloitdailynews.com (0419)

OPINION PAGE EDITOR - The Gazette in Janesville, Wis., is looking for its next Opinion page editor to continue the section's award-winning tradition as part of an award-winning newspaper. We are a 20,000-circulation, family-owned publication named the best daily in Wisconsin. Our newsroom is a good mix of fresh youngsters and wise veterans. We're looking for a smart, well-organized, hard-working and sparkling writer who can turn out clear, compelling editorials for almost every edition. We value

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.

Seeking Work

Posted April 2016

[Chris Walker](#) - Opinion writer

[Arnie Tucker](#) - Copy editor

Posted March 2016

[Phillip A. Humphries](#) - General assignment reporter/investigative reporter/feature writer

Posted December 2015

[Evan Halpop](#) - Reporter/photographer

For Sale

For Sale - Two profitable weekly newspapers in Wisconsin. Owner financing with 10 percent down! Contact james.debilzen@wnanews.com or 608-283-7623.

For Sale - Two Northwoods weeklies. Asking \$175,000. County seats. Gross sales \$395,000 last year. Net income \$40,000 after owner's salary. Call (715) 622-0543.

TECNAVIA *Celebrating 40 Years Experience* **NEWSMEMORY Bluebird**

2-in-ONE APP

ONE PARTNER FOR 360° OF SERVICE

Metered Paywall | Single Sign-On | e-Tear | e-Archive
Native Apps | e-Clipping | Advanced Marketplace | e-Commerce

more than an e-edition, **new** and **advanced products** to meet all your needs!



RESPONSIVE WEB DESIGN



Reshape your news!

NEWSMEMORY

WWW.TECNAVIA.COM - info@tecnavia.com - call. 866.311.2538

Get noticed! Advertise in The Bulletin!

Contact James Debilzen at 608-283-7623 or james.debilzen@wnanews.com for email and display advertising rates