

THE Bulletin

May 19, 2016

News and information for the Wisconsin newspaper industry

New overtime rules start Dec. 1

Salary standards to affect nearly 69,000 Wisconsin workers

BY JAMES DEBILZEN
Communications Director

The U.S. Department of Labor on Wednesday announced new overtime rules that double the level of pay a worker must receive before being eligible to be classified as a salaried employee.

The update to the Fair Labor Standards Act becomes effective Dec. 1, 2016, and increas-

es the salary threshold from \$23,660 to \$47,476. Employees who make less than the new salary standard will be eligible for overtime pay at 1.5 times their hourly wage.

"If you work more than 40 hours a week, you should get paid for it or get extra time off to spend with your family and loved ones," President Barack Obama said in an email to supporters. "It's one of most important steps we're taking to help grow middle-class wages and put 12 billion more dollars in the pockets of hard-working Americans over the next 10 years."

The updated salary limits

Employer Resources>>

The Department of Labor has created a website with links to additional information about the new rules and how they will be implemented. For more information, visit <https://www.dol.gov/WHD/overtime/final2016/>.

are expected to extend overtime protections to 4.2 million American workers and an estimated 68,838 employees

in Wisconsin.

Employers will have a few options to comply with the new rule, including increasing salaries to at least the new threshold for currently salaried positions; paying overtime to employees below the new threshold when they work more than 40 hours in a week; or reducing overtime hours worked by employees.

The new standard also permits employers to count nondiscretionary bonuses, incentives and commissions toward up to 10 percent of the required salary level, as long as those amounts are paid on at least a quarterly basis.

The new salary threshold is slightly lower than the original \$50,440 figure that was proposed by the Department of Labor. Under the new rule, the salary threshold will be updated every three years and will be maintained at the 40th percentile of full-time salaried workers in the lowest income portion of the country, according to the White House.

The next salary threshold increase will be in January 2020 is expected to surpass \$51,000 based on current wage growth projections.

Overtime protections were

See OVERTIME, Page 4

OPEN RECORDS LAWSUIT

Appeals Court rules in favor of *The News*, with exception

Dreps cites 'significant victory' for open records

BY RAYMOND T. RIVARD
rrivard@rivertowns.net

The District III Court of

Ruling may reduce redactions

Appeals court: Police can release full accident reports

Police hail decision nixing redactions

Court hands down mixed verdict on open records

Education, written requests needed for some following DPPA ruling

Last week, following a years-long effort by transparency advocates to return to a state of normalcy regarding police reports, the Court of Appeals released a decision that is expected to prompt just that (for the most part).

Ruling in the case of *New Richmond News vs. City of New Richmond*, the court's 30-page opinion stated that the Driver's Privacy Protection Act allows full disclosure of accident reports and only applies to incident reports when personal information is originally obtained using the DMV database. It can be presumed that the latter will happen very seldom.

And while we've so far heard no objection to re-



Julia Hunter Need to Know

leasing unredacted accident reports (some department's even [praised the court's decision](#)), a few have been reluctant to do the same with

incident reports.

Only in a perfect world would everyone get all the reports they requested, without redactions, all the time.

If you've experienced objections or stalling from your local police or sheriff's department, a great first step if often one that goes overlooked—just have a conversation. We've prepared a [summary of the ruling](#), highlighting key points where the judges provide direction.

It's not a one-size-fits-all decision. The court has instructed departments that they must determine where the personal information listed on incident reports came from. This could seem like a daunting task to some officers, but when considered

logically, it's not so hard.

"In the end, this requires a few more steps when you're talking about an incident report rather than an accident report," said Bob Dreps, legal counsel for the Wisconsin Newspaper Association. "But I have a hard time imagining many cases where the source of the name or the personal information—the original source—is going to be DMV records. All I can come up with is when all you've got is a license plate number."

Was the report documenting a theft of gas, for which the only information that was gathered was the license plate number? Was an abandoned car found? Simply, did

See DPPA, Page 4

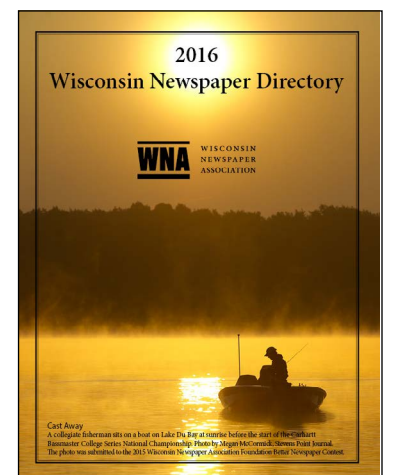
Directory being released Friday

The 2016 Wisconsin Newspaper Directory will be available for download on Friday from the WNA website, www.wnanews.com.

The directory includes newspaper listings by city and county; circulation and readership figures; contact information; Wisconsin newspaper groups; Wisconsin College Media Association members; newspaper industry resources and more.

The completed directory will be made available to WNA members for free as a downloadable PDF. Links and password information will be provided to members by email.

Non-members can purchase access to the directory for \$65.



Member News

Last chance to register for MPI watchdog seminar

Journalists have until Friday to register for Mid-America Press Institute's Watchdog Journalism seminar Tuesday, May 24, at the Milwaukee Journal Sentinel.

Led by Investigative Reporters & Editors Training Director Alex Richards, the one-day seminar will run from 9:30 a.m. to 3 p.m. Registration is \$25 and includes lunch. To register, email MPI Executive Director John Ryan at jmryan@eiu.edu.

The Wisconsin Newspaper Association and the Milwaukee Journal Sentinel are co-spon-

soring the seminar.

Richards will lead sessions on using the web and social media to assist in investigative pieces, digging deeper with data and keeping track of non-profits and charities. Ellen Gabler of the Journal Sentinel will lead a session on FOI and open



Alex Richards

records.

Joining IRE in December 2014, Richards had been a reporter with the Chicago Tribune, specializing in investigative data journalism. He was a Pulitzer Prize finalist in 2011 and was awarded the Goldsmith and the Scripps Howard Farfel investigative reporting awards, among others, for the Las Vegas Sun series "Do No Harm" with ProPublica's Marshall Allen. More recently, he shared IRE's FOI medal for a series on Chicago's truancy epidemic.

—30—

Marilyn K. Stobbione

Marilyn K. Stobbione, (nee Christenson), 71, died Tuesday, May 10, 2016, at Rosewood Care Center under Joliet Area Community Hospice care after a brief illness.



Marilyn Stobbione

She was born in Elkhorn, Wis., on Feb. 22, 1945. Stobbione worked for various newspapers as a circulation district manager

until leaving in the early 90s; she then sold real estate for a number of years.

She is survived by her husband, Dante Stobbione; her son, Wes (Kelley) Huggert and their children, Wesley, Christie and Brendan; her son, Wade Huggert; step-daughter, Danette (Reble) Pearce and their children, Matt, Marissa and Reble Jr.

Visitation was held at the Carlson-Holmquist-Sayles Funeral Home, 2320 Black Road, Joliet, IL, on Monday, May 16, 2016. For more information, call (815) 744-0022 or visit www.chsfuneral.com.

We Are The WNA



Submitted photo

This photo includes the entire news staff from Journal Community Publishing Group. Pictured (not in order): Scott Peterson, Debi Eimer, Amy Nixon, JR Radcliffe, Liz Paulsen, Larry Hanson, Darryl Enriquez, Jon Olson, Marilyn Jozwik, James Riccioli, Chris Kuhagen, Steve Tietz, Tom Skibosh, John Rech, Evan Frank, Amy Butterfield, CT Kruger, Todd Ponath, Matt Colby, Amber Bak, Matt Unrau, Peter Zuzga, Scott Ash, Scott Rieser, Abby Nitta, Shanon Venegas, Mary Raebel, Bob Dohr, Donna Frake, Steve Martinez, Jeff Rumage, Erik S. Hanley, Ty Schmidt, Rachel Minske, Jane Ford-Stewart, Geoff Bruce, Carol Spaeth-Bauer, Andrea Tritschler.

Meet the Lake Country Reporter

Name of Newspaper: Lake Country Reporter

Year Founded: 1954, when Delafield Gazette, Hartland News and Pewaukee Post merged. Oldest of those dates to 1894.

Coverage Area: Waukesha County's Lake Country: includes Hartland, Delafield, Pewaukee

Owner or Parent Company: Gannett/Journal Community Publishing Group/Lake Country Publications

Publisher: Steve Lyles

Editor: Scott Peterson

Circulation: 4,356

Publication Schedule: Tuesdays and Thursdays

Does the newspaper have a mission statement or motto? "We are where you are" is our slogan, to reflect not only our availability on multiple news platforms, but also to reflect our dedication to being OF the community.

What do you see as the main role for the newspaper in your community? To be OF the community, bonded with the community, to offer timely content and



display that is surprising and engaging to our readers. We report news that is interesting and informative for our readers in social media, online, in video and in print.

What are your newspaper's biggest strengths? Our staff. We have some great people working for us, including our

eldest, Chuck Delsman, who has been writing sports for us for 45 years.

What are your newspaper's biggest challenges? The same that face all of our industry, to find new ways to sell quality journalism, to find good people and to remain the go-to place where people turn to for news in our communities.

What was your newspaper's biggest accomplishment during the last year? For the second straight year, our newsroom, which produces about 20 editions each week, earned more awards than any newsroom in the state. In total, we have won 94 national, state and regional awards for two straight years.

What are the newspaper's top goals during the next 12 months? To learn from our recent merger with Gannett and become an even better media outlet for our audience.

Newspaper Address: Journal Community Publishing Group offices, 1741 Dolphin, Waukesha, WI 53186

Phone: (262) 367-3272

Website: www.lakecountrynow.com

Email: scott.peterson@jmg.com

News Brief

Nominations sought for Correspondents Board

The Madison pro chapter of the Society of Professional Journalists is seeking nominations for the Wisconsin Capitol Correspondents Board.

The board provides the Wisconsin Legislature with a list of recommended criteria for credentialing media for access to the state Assembly and state Senate floors during legislative session, as well as the Capitol press room. Members serve a two-year term starting July 1 of even-numbered years. The five-member board is made up of:

- A representative for television stations.
- A representative for radio stations and radio networks.
- A representative for wire services that routinely have material published through news outlets of general interest.
- A representative for paid, subscription-based information services published on a regular basis.
- A representative for newspapers of general circulation.

According to the board's bylaws, "members (with the exception of the Paid, Subscription-based representatives) shall not be credentialed journalists regularly covering the legislative floor action."

Persons interested in serving on the board should notify Mark Pitsch, SPJ Madison president, no later than June 1 by phone at 608-252-6145 or email at mpitsch@madison.com. The SPJ Madison executive committee will appoint board members.

Member News

Among Friends

Milwaukee Journal Sentinel

Elizabeth “Betsy” Brenner, who has guided the Milwaukee Journal Sentinel through perhaps the most challenging period in the news organization’s history, is retiring as its president.



Betsy Brenner

Brenner will leave on June 30. Her departure opens the door for Gannett Co.

Inc., which bought the Journal Sentinel last month, to appoint a new top executive for the paper.

Brenner, 61, who became president and publisher in late 2004, said the decision to leave was hers.

She has presided over a period of exceptional journalism that has seen the Journal Sentinel win three Pulitzer Prizes and many other national awards. The paper has been widely recognized as one of the nation’s best regional news organizations, particularly for its investigative work.

Brenner is being treated for cancer, which figured in her decision to step down but wasn’t the main reason, she said.

A native of Washington state, Brenner said she will remain in Milwaukee and hopes to continue her work on the boards of local nonprofit organizations. She and her husband, Steve Ostrofsky, live downtown.

After graduating from Northwestern University — she earned a bachelor’s degree in journalism and a master’s degree in management — Brenner held newsroom and management jobs at various papers. She came to Milwaukee from The News Tribune, in Tacoma, Wash., where she was publisher.

The Northwestern, Oshkosh

Katie Schaefer, currently the news editor at the Waushara Argus and Central Wisconsin Resorter based in Wautoma, will take over as editor of The Northwestern in June, USA TODAY NETWORK-Wisconsin Vice President of News Joel Christopher announced Friday. She begins June 13.

Schaefer has been the news editor for the Waushara Argus since the beginning of 2014. She joined the news team based in Wautoma in 2013

as a reporter and copy editor, and she interned at the Argus in 2005. She’s also worked in Washington D.C. in various journalism, communication and public relations roles.

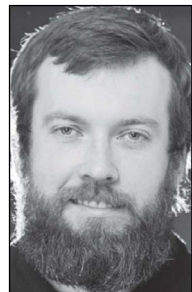


Katie Schaefer

Schaefer replaces former editor of The Northwestern, Donovan Atkinson, who left the company in March.

Daily News, West Bend

Alex Beld has joined the Daily News in West Bend as the paper’s newest staff reporter.



Alex Beld

Originally from Madison, the 25-year-old University of Wisconsin-Oshkosh graduate majored in journalism with emphasis on writing, editing and visual, and minored in environmental studies. He graduated in December 2013. At Oshkosh, he wrote for the school’s student newspaper — the Advance-Titan.

At the Daily News, he will cover local business, the West Bend School District, Moraine Park Technical College and the University of Wisconsin-Washington County.

Free Member Content

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



The Wisconsin Center for Investigative Journalism has made available a story reveals the poor safety record of an Iowa frac sand mine that also recently opened a mine in Wisconsin. Pattison Sand Co.’s Iowa mine has been cited 934 times since 2005 by the Mining Safety and Health Administration — the most violations of any industrial sand mine in the United States, according to a data analysis by the Center.

We are offering a 1,350-word story, which was written and reported by Center reporter Haley Henschel and Bridgit Bowden, Wisconsin Public Radio’s Mike Simonson Memorial Investigative Reporting Fellow, who is embedded in the Center’s newsroom during her fellowship.



“Where’s a hidden gem in Wisconsin?” Eric Paulsen and Mariah Habberman of **Discover Wisconsin** say the state as a whole is one big hidden gem full of underrated communities. This week, they present 10 great places to visit that tend to fly under the radar.



WISTAX Facts says Wisconsin’s top income tax rate ranks seventh in the nation.



Matt Pommer State Capitol Newsletter

In his State Capitol Newsletter, WNA columnist **Matt Pommer** examines the recent push for “no-confidence” votes against the University of Wisconsin Board of Regents and UW System President Ray Cross by faculty at several campuses. 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.

THE Bulletin

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ADDRESS	CONTACT	OFFICE HOURS
34 Schroeder Court #220 Madison, WI 53711	Phone: 608-283-7620 Toll-Free: 800-261-4242 Fax: 608-283-7631	Monday through Friday 8 a.m. to 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

Media Services Director
Denise Guttery | 608-283-7630
Denise.Guttery@wnanews.com

Communications Director
James Debilzen | 608-283-7623
James.Debilzen@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

Office Coordinator
Daryl Blumer | 608-283-7624
Daryl.Blumer@wnanews.com

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.

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Industry News

WNA-Sponsored Training

Growing Your Online Presence Using Social Media

Thursday, June 2 | 10-11 a.m.: You don't have to be a big newspaper to make social media work for your publication. In this session, learn how Enterprise Publishing Company in Blair, Neb. has used social media to both engage its audiences and entice more community members to read its publications—both online and in print. Associate Publisher Chris Rhoades will share his tips for using social media for a full range of promotional and engagement efforts. Register here: <https://www.regonline.com/Register/Checkin.aspx?EventID=1843992>

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/>

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The most overused word in advertising

I can imagine this scene playing out hundreds of times every day. A sales person sits in an advertiser's office and says, "Let's talk about your next ad campaign. What are your thoughts?" That's a sensible conversation starter. Ask an open-ended question, hear the other person's ideas and go from there.

Let's say the advertiser answers, "Quality. We've got to let people know we believe in quality." That sounds like a harmless comment, but it's an example of where bad ideas come from. If the sales person does not probe for an explanation, "We believe in quality" will end up as theme of the advertising. And that ad campaign will get lost in a world of other vague advertising claims.

I believe that "quality" is the most overused word in advertising. It's everywhere. Advertisers boast of quality products, quality customer service, quality people, quality selection, quality traditions and quality reputations. They act as though consumers automatically understand what they are talking about. But in reality, the word "quality" is trite and has little meaning in today's marketplace.

"Quality" is not the answer to a question. It's another question. It's your cue to dig for information. Pretend you're a lawyer on a search for evidence to prove your point. Find where your advertiser's unique



John Foust
Ad-libs

quality comes from, and let that become the idea.

Generally speaking, there are two types of evidence that can be used in advertising: product proof and human proof. The right choice can define quality and make it come to life in the consumer's mind. Let's take a closer look:

1. Product proof. To find this kind of evidence, make a list of features and benefits. Then narrow it to the most relevant information. Are there special ingredients? Is there a unique manufacturing procedure? What about guarantees? Is there a story of a customer who is still using the product after an impressive number of years—or miles—of service?

This approach presents the product as a hero. If you face a specific problem, don't you want the product that will save

the day? When you want certain benefits, don't you want the product that is proven to deliver those benefits?

2. Human proof. There are two ways to use human proof: (1) a testimonial from a happy customer or (2) a statement from someone who works for the advertiser.

When an advertiser says, "We're really good," that's just another marketer bragging about themselves. But it means something when a real live customer says, "They're really good, and here's why." That's the power of a customer testimonial.

A statement from someone representing the advertiser is what I call an in-house testimonial. For example, the technician who tells you that — when you buy a car from his dealership — you can count on his 24 years of experience to keep your car in tip-top condition. Or the chef who tells you she would be honored to prepare a meal for your special event.

Proof can make "quality" statements come to life.

John Foust has conducted training programs for thousands of newspaper advertising professionals. Many ad departments are using his training videos to save time and get quick results from in-house training. Email for information: john@johnfoust.com. © Copyright 2016 by John Foust. All rights reserved.

OVERTIME

Continued from front page

first established by the Fair Labor Standards Act in 1938, but have undergone only one comprehensive update since the 1970s. The number of full-time workers who qualify for overtime based on their salaries has dropped from 62 percent in 1975 to 7 percent

in 2016, the Obama administration said in a press release announcing the changes.

Opponents in Congress — including House Speaker Paul Ryan, R-Wisconsin, and Senate Majority Leader Mitch McConnell, R-Kentucky — have vowed to fight the new regulations, stating they believe the changes will do more harm than good by prompting employers to cut hours and

positions.

"This regulation hurts the very people it alleges to help," Ryan said in a written statement. "... By mandating overtime pay at a much higher salary threshold, many small businesses and non-profits will simply be unable to afford skilled workers and be forced to eliminate salaried positions, complete with benefits, altogether."

DPPA

Continued from front page

identifying information for an individual only arise after searching the DMV database? Probably not. In most cases, the information was obtained directly from suspects or witnesses and then only later verified through the database. The context of the report should indicate where the information came from.

Hopefully, if you're dealing with a reluctant police department, a helpful discussion will provide positive results. If not, it's important that you file your request in writing.

In order to mount a strong argument against their position, getting their objection in writing is crucial.

"I think we need to force somebody to articulate in a written denial why they think this isn't covered by the ruling," said Dreps. "I can't poke holes in newspaper com-

ments."

We'd like to know your experiences—good or bad—obtaining accident and incident reports following the recent ruling. Email me at Julia.Hunter@wnanews.com.

Julia Hunter is the member services director of the Wisconsin Newspaper Association and a former watchdog reporter. She can be reached at 608-283-7622 or julia.hunter@wnanews.com

Free Member Exchange

Help Wanted

COMMUNITY EDITOR — Hudson Star-Observer - RiverTown Multimedia, a subsidiary of Forum Communications Co., is hiring for a community editor in Hudson, Wisconsin. The right candidate will be responsible for assigning stories and overseeing workflow in a newsroom. He or she will coordinate web posting activity and manage the content of the newspaper and website. The community editor will work in conjunction with the Regional Editors and News Director and will contribute stories to Forum News Service and collaborate with other Community Editors/Editors within FCC.

Essential job duties and responsibilities:

- Responsible for overseeing assignments and scheduling of stories.
- Upload content to the newspaper website and expertly utilize social media platforms.
- Write breaking news stories and create multimedia content for web and print.
- Write columns and/or feature stories for the newspaper and specialty publications.
- Review stories, cleanly edit local, wire and contributed copy for both online and print.
- Write headlines, proofread pages and contribute new design ideas.
- May coordinate newsroom's activities and staff to cover newsworthy events in the community.
- Review articles and photos to ensure they are appropriate for publication both online and in print.
- Other duties as assigned.

Education and experience:

- Must have a journalism degree, or similar, from a four-year college.
- Must have at least one year of journalism experience at a newspaper.

Certificates, licenses and registrations:

- Must possess a valid driver's license and a driving record that is insurable by the company.
- Must carry an acceptable level of vehicle insurance as required by the company.

Apply here: https://www.appone.com/MainInfoReq.asp?R_ID=1306900 (0615)

REPORTER — RiverTown

FREE FOR 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@inaneews.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.

Multimedia, a subsidiary of Forum Communications Co., has immediate openings for reporters. We have nine award-winning publications in our group. On the Minnesota side, we have publications in Woodbury, Cottage Grove, Farmington, Hastings and Red Wing. In Wisconsin, we have publications in Hudson, River Falls, New Richmond and Ellsworth. The right candidate will be responsible for generating news and feature content for multiple platforms under daily deadlines to serve web and print readership. He or she will be responsible for producing video, developing and contributing to broader RiverTown Multimedia reporting projects, utilizing social media sites and contributing to multimedia content. This position may be assigned to one or more departments within a newsroom.

Essential job duties and responsibilities:

- Receives assignments and develops own ideas into relevant news content.
- Covers all breaking news with urgency and accuracy with the goal of always being first to report im-
- Important, accurate, developing news on our digital platforms, including a heavy focus on video from scenes.
- Follows prescribed editorial style and format standards, for multiple platforms.
- Shares stories to FCC properties and collaborates with others on stories of regional interest.
- Stays attuned to local, regional and state issues and their effects on local communities.
- Attends community events and local and regional civic meetings as assigned.
- Collaborates with the newsroom's visual and design teams to ensure stories are presented to readers in the best possible way. May assist with page layout.
- Use video, cellphone and camera equipment in reporting of stories.
- May be responsible for blog content and contributes to relevant social media accounts.
- Other duties as assigned.

Education and experience:

- Bachelor's degree in journalism, mass communication or a related field.
- Professional experience writing, AP style preferred.

Certificates, licenses and registrations:

- Must possess a valid driver's license and a driving record that is insurable by the company.
- Must carry an acceptable level of vehicle insurance as required by the company.

Apply here: https://www.appone.com/MainInfoReq.asp?R_ID=1306783 (0615)

REPORTER — Due to the upcoming retirement of a long-time employee, and internal job transfer, the Tomahawk Leader is accepting resumes for a full-time (40 hour per week) Reporter position. We're seeking an energetic, curious, thorough news and feature writer with a passion for community. Coverage includes general news, city, county and school government, human interest stories and events; some evening and occasional weekend hours required. Must be comfortable and preferably creative with photography. Page layout experience a plus. Degree, ideally in Journalism, with newspaper or related experience preferred; strong writing and interviewing skills. Job is driven by deadlines. Pay commensurate with demonstrated skills and experience. Benefits available. Opening exists as of mid-June. The Northwoods of Wisconsin is a wonderful place to work and play! Great fishing, silent sports, hunting, outdoor recreation and friendly people. Good schools and medical facilities. Live where others come to vacation! Send resume, cover letter, writing samples to kathy@tomahawkleader.com or Tomahawk Leader, P.O. Box 345, Tomahawk, WI 54487. (EOE) (0608)

REPORTER — Join the six-member news staff of an award-winning weekly newspaper that is part of the APG-Wisconsin regional news and information team. We are looking for a reporter with the skills and desire to work as both a print and digital journalist. Some experience is a plus, but we will consider a recent graduate with the right talents. The job will entail work on a wide variety of stories for our weekly newspapers and daily website. Successful applicants must be familiar with the AP style guide and be conversant in social media, such as Facebook, Twitter, In-

stagram, etc. Basic photo and video capture skills, including editing also are desired. APG-WI provides the full range of job benefits, including 401K match. Pay rate will be commensurate with experience and demonstrated skill. Send resume and brief portfolio of work to newsroom@chronotype.com or Chronotype Publishing, P.O. Box 30, Rice Lake, WI. 54868, Attn: Sam Finazzo. (FN)

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