

THE Bulletin

July 7, 2016

News and information for the Wisconsin newspaper industry

Urgent

Help us protect public notices

On July 26, the Wisconsin legislature will hold the first in a series of public hearings that will examine the future of newspaper publication of public notices.

The WNA will, of course, provide testimony on behalf of its members and the merits of continuing to publish public notices in newspapers.

That testimony will be greatly enhanced if the WNA can demonstrate the ongoing support of its members in promoting the importance of public notices.

Your support can be easily demonstrated by utilizing the tools that the WNA has developed for its members for the promotion of public notice readership and the newspaper industry's statewide public notice website (WPN) www.wisconsinpublicnotices.org

Please consider taking the

See **HELP**, Page 4

#ThrowbackThursday

Public records access slashed

Joint Finance Committee recommending sweeping limits | HOW TO CONTACT TOP STATE OFFICIALS

Open records changes blasted

Opposition mounts to records bill

Republicans on budget panel pass new restrictions



Public records laws in Wisconsin under attack

Bill an 'assault' on state open records law

End state's witless attempt to hide records

Wisconsin newspapers investigated the early July 2015 attack on Wisconsin's public records law, as seen in these headlines and an editorial cartoon by Phil Hands of the Wisconsin State Journal that ran July 6, 2015.

That time legislators tried to gut the open records law

Newspapers fought back during 2015 Independence Day assault

EXCERPTS FROM THE BULLETIN

June-July 2015 Edition

Wisconsin's newspapers scored a decisive Independence Day victory for the public's right to know after stopping a surprise attack on the open records law.

Newspapers sprang into action the evening of July 3 (2015) as the State Senate's Joint Finance Committee introduced language gutting open record laws in a 999 omnibus bill. The proposal sought to remove from public record legislators' inter-office communications and bill-drafting activities, effectively obscuring how laws are made.

Wisconsin's newspapers continued their long tradition of recording state history by vigilantly defending the public's right to know. Newspapers took legislators to task, particularly Senator Alberta Darling and Rep. John Nygren, who introduced the legislation and then refused to comment on its origins or even the bill itself.

Newspaper journalists aptly noted that, were this proposal to be passed, no one would be able to ferret out the source of any legislation in the future.

The minute the secretive legislation was introduced, newspaper reporters were making the information available to the public. Newspapers alerted the public via social media and then

worked around the clock from late July 3 until public pressure led legislative leaders and Gov. Scott Walker to rescind the proposal fewer than 24 hours later.

Newspaper editorial boards followed up with July 4 editorials that detailed what was at risk. They admonished legislative leaders for attempting to pull the wool over citizens' eyes during a holiday that commemorates independence from a government that similarly obscured its law-making activities. Print and online newspaper editorial pages provided Wisconsin citizens with a place to vent their frustration with the proposal and read what other views. Newspapers took legislative leaders to task for not claiming responsibility for introducing transparency-shrouding legislation on the eve of a holiday that commemorates the American tradition of demanding government accountability.

Wisconsin's newspapers were ground zero as national news sources, including The New York Times, Washington Post, The Chicago Tribune, Huffington Post and USA TODAY, took notice of the attempt to break time-honored open government laws.

At a time when some are skeptical of the role of newspaper journalism, the WNA congratulates and thanks its 222 members for upholding the foundations of democracy in service of its readers and citizens of the state of Wisconsin.

Today's state of 'your right to know'

In the year following the state Legislature's brazen attempt to hide their activities from scrutiny under Wisconsin's open records law, the fight to preserve the "public's right to know" has been ongoing for advocates of government transparency.

Wisconsin newspapers continue to lead the charge against attempts to limit access to public information, including a little-known modification to the records retention schedule for "transitory records" and a new legislative study committee that will review the publication requirements for public notices.

Here's a recap of what has transpired in the world of open government in Wisconsin during the last 12 months:

July 29, 2015:

Nearly 225 journalists, records custodians and law experts gathered for Attorney General Brad Schimel's Open Government Summit at the Madison Concourse Hotel. The event was hosted by the attorney general's office and planned with support from the WNA. During the summit, experts said Wisconsin's Public Records Law has been versatile for more than 30 years, but some clarification was needed with the advent of emails, text messages and social media.

Aug. 24, 2015: The Public Records Board cut back on requirements to maintain some

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Registration Now Open

The WNA Foundation's Trees For Tomorrow Retreat will be held Aug. 18-19 in Eagle River. The deadline to register is Aug. 8.

Register Online

Member News

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 that explores the growing body of research that shows severe poverty can diminish children's ability to learn long before they enter school. The findings, including key studies conducted by the University of Wisconsin-Madison, bolster calls for early intervention in the lives of poor children to help close Wisconsin's worst-in-the-nation racial achievement gap.

The story was written by former Center intern Abigail Becker, who is now a reporter for the Cap Times newspaper in Madison. Becker found that both Republican and Democratic lawmakers in Wisconsin are beginning to recognize the importance of efforts to raise the standard of living among Wisconsin poorest students.



We all know that Wisconsin is "America's Dairyland" – it even says so on our license plates. But did you ever stop and think about just how many products, in addition to dairy, Wisconsin is responsible for? These farms, highlighted by **Discover Wisconsin**, are family-run and very successful, giving us a reminder of just how impressive Wisconsin's land, animals and people really are.



WISTAX Facts discusses the lottery, which was "pitched" to voters as property tax relief. Since 1989, the state provided relief in six ways. Today, only one remains due largely to a 1992 state Supreme Court decision holding that programs funded with lottery money must explicitly reduce property taxes.



Matt Pommer State Capitol Newsletter

In his State Capitol Newsletter, WNA columnist **Matt Pommer** asks, "Could the more than a quarter-billion dollars in annual income-tax breaks for manufacturers and agriculture producers, now drawing headline attention, affect Wisconsin politics leading up to the November election?"

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.

July ADVISER ready for download

The ADVISER provides sales teams with fresh ideas to introduce to advertisers and to enhance current promotions.

ADVISER is also a great source of inspiration for graphic designers who want to refresh tried-and-true-promotions or create new ones. ADVISER ads are also full of ideas of new industries to tap into.

Check out this great batch of advertising ideas from Wisconsin Newspaper Association member publications, compiled by Gail Johnson.

- [Collection 1](#)
- [Collection 2](#)
- [Collection 3](#)

Thank you to the following newspapers spotlighted for their outstanding work:

- Post-Crescent, Appleton
- Baraboo News Republic
- Daily Citizen, Beaver Dam
- Banner Journal, Black River

Sign Up >>

Sign up to receive the ADVISER by email (or for any of the WNA's other email lists) at <http://eepurl.com/bFFIVT>.

- Falls
- FYI Northwoods, Boulder Junction
 - Dodge County Pioneer, Mayville
 - Burlington Standard Press
 - Edgerton Reporter
 - Daily Jefferson County Union, Fort Atkinson
 - Green Bay Press-Gazette
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 - La Crosse Tribune
 - Milwaukee Business Journal
 - Oak Creek Now
 - Oshkosh Northwestern
 - Park Falls Herald
 - Times-Villager, Kaukauna
 - Ozaukee Press, Port Washington
 - Kenosha News
 - Platteville Journal

THE Bulletin

Published weekly by the staff of the Wisconsin Newspaper Association

ADDRESS	CONTACT	OFFICE HOURS
34 Schroeder Court Suite 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

News Tracker Team Leader
Dianne Campbell | 608-283-7625
Dianne.Campbell@wnanews.com

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

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

Communications Director
James Debilzen | 608-283-7623
James.Debilzen@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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WNA LEGAL HOTLINE

Keep this number handy: (800) 362-2664. The WNA Legal Hotline means help is just a phone call away!

WNA-member editors, reporters and advertising staff may call toll-free to ask an attorney for immediate help when they face challenges to Freedom of Information (FOI) principles.

Ad staff may also use the Hotline when questions arise about the legality of an ad.

Member News

Among Friends

Wisconsin State Journal, Madison

Larry Avila, the former business editor of the Post-Crescent in Appleton, has joined the Wisconsin State Journal as its new business editor.

Avila, 48, directed the Post-Crescent's business coverage between 2006 and 2013. He has also held management positions for New North B2B, a business-to-business publication in Oshkosh; The Naperville (Illinois) Sun; and The Business Ledger of Naperville.

As the State Journal's business editor, Avila will oversee business news and feature coverage throughout south-central Wisconsin, including the area's diverse array of agricultural, biotechnology, health and manufacturing sectors, retail stores and companies from promising start-ups to heavy industry. He can be reached at 608-252-6155 or by email at lavila@madison.com. Follow him on Twitter at @LarryAvila.

A native of Saginaw, Michigan, Avila lives in Waukesha with his wife, Lori.



Larry Avila

Brookfield-Elm Grove Now

Sports reporter **Tom "Sky" Skibosh** retired on June 30 from Now Newspapers. Skibosh had held the position for 14 years, covering sports in Brookfield, Wauwatosa and New Berlin.

In a farewell column, Skibosh said he intends to continue writing in retirement as a freelancer and for the Brewers Game Program. He also has a few projects lined up, including an audiobook version of his book "If You Wanna Have Fun, Go Somewhere Else" and launching a new website this fall called "Sky's The Limit, Preps2Pros." The website will have blogs and columns on the Brewers, Packers and Bucks.



Tom 'Sky' Skibosh

Germantown-Menomonee Falls Now

Brittany Seemuth has been hired as a reporter at Germantown-Menomonee Falls Now.

Seemuth – a 2016 WNA Foundation Future Headliner – recently graduated from Mount Mary University in Wauwatosa with a bachelor's degree in English and a minor in communication.

Seemuth's previous experience includes an internship at the Campbellsport News and Kewaskum Statesman and serving as the editor-in-chief of her college magazine, Arches News.



Brittany Seemuth

STATE

Continued from Front Page

records it deemed "transitory." Following the change, requests for records including text messages related to a \$500,000 WEDC loan and visitors logs for the governor's private residence were denied based on the claim they didn't have to be maintained because they were transitory. Examples of transitory records included "emails to schedule or confirm meetings or events, committee agendas and minutes received by members on a distribution list, interim files, tracking and control files, recordings used for training purposes and ad hoc reports for individual use."

■ **Dec. 17, 2015:** The head of the Wisconsin Public Records Board said the agency would revisit its Aug. 24 decision to modify the definition of "transitory" records following an uproar from open government advocates. In a statement,

Chairman Matthew Blessing said the board acted on what was "believed to be relatively routine and uncontroversial" items during the August meeting. "However, public concern over the management of transitory records has led the board to re-evaluate the matter," Blessing wrote.

■ **Jan. 11, 2016:** The Public Records Board rescinded its Aug. 24, 2015 action changing the definition of transitory records. Approximately 1,900 letters and emails — nearly all of which were in opposition of the August decision — were submitted to the Public Records Board prior to the meeting, and approximately 15 people testified regarding their concerns. The administrative records retention schedule still includes language regarding transitory records, but the definition reverted back to its prior version, which was adopted in 2010. Members of the Public Records Board said that it was not their intent to narrow the

scope of what was released to the public — in fact, they had hoped to do the opposite.

■ **March 11, 2016:** Gov. Scott Walker issued Executive Order No. 189 ahead of the start of Sunshine Week to promote open and transparent government through the implementation of standardized response processes and to publicly track agency performance to open records requests. The executive order directed all state agencies to implement standardized best practices in the processing of public records requests, as well as new "Agency Performance Dashboards" to enable citizens to track state agencies' performance in their key program areas. This focuses on implementing standard response times for small, straightforward requests; requiring more up-front clarity as to the costs of requests; and requiring public records training for all state employees.

■ **May 2016:** The Joint Leg-

islative Council approved the creation of the "Study Committee on Publication of Government Documents and Legal Notices." The committee's goal is to update state law regarding public notices "to reflect technological advances and remove obsolete provisions," including a review of "qualifications for official newspapers" and the possibility of allowing "for information to be made available only electronically or through nontraditional media outlets." The legal notice study committee is one of seven being formed in 2016.

■ **June 17, 2016:** Three Wisconsin Newspaper Association representatives were approved as public members of a legislative study committee that will review laws regarding the publication of government documents and legal notices. Members of the committee include: Tim Lyke, former WNA president, publisher of the Ripon Commonwealth Press and a member of the WNA

Foundation Board; Heather Rogge, publisher of The Daily News in West Bend and secretary of the WNA Board; Mark Stodder, president of Xcential Legislative Technologies and a member of the WNA Foundation Board; Matt Blessing, library/archives division administrator for the Wisconsin Historical Society and chair of the Public Records Board; Caroline Burmaster, Onalaska city clerk; Michael Schlaak, Calumet County treasurer; and Maribeth Witzel-Behl, Madison city clerk. The committee is chaired by Rep. John Spiros, R-Marshfield, with Sen. Mark Miller, D-Monona, serving as vice-chairman.

The Legislative Council Study Committee on Publication of Government Documents and Legal Notices will hold its first meeting at 10:30 a.m. on July 26 in Room 411 South at the state Capitol in Madison. The WNA has been asked to provide testimony during the meeting.

FOIA reform bill becomes law

BY RICHARD KARPEL
NNA Public Policy

WASHINGTON—Generally speaking, public policy in Washington is a game of inches. Move the ball forward a little, consolidate your gains, and then do it again. Keep pushing your agenda until you eventually reach the goal line.

When the U.S. House voted on June 13 to approve the Senate version of the FOIA Improvement Act of 2016, it

wasn't a revolution in open government. But the legislation takes several meaningful steps that will help requesters pry information from the tight clutches of the executive branch of the U.S. government.

Perhaps most importantly, it codifies the presumption that information produced by the government belongs to its citizens. In his first day in office in 2009, President Obama issued an executive order

instructing federal agencies to follow that presumption. Now it is a matter of law. It means agencies may withhold information only if they have a good reason to believe that disclosure would cause "specific, identifiable harm" to an interest otherwise protected by FOIA.

FOIA will also have a more forceful advocate in the newly empowered Office of Govern-

See FOIA, Page 6

WNA-Sponsored Training

The U.S. Department of Labor's New Rule on Overtime

Thursday, July 14 | 1-2 p.m.: On May 18, 2016, the U.S. Department of Labor finalized its proposed rule to increase the salary threshold necessary to be classified as exempt from overtime. When the final rule goes into effect on Dec. 1, 2016, the salary threshold will more than double. In this session, Michael Zinser will educate you on the new rule, as well as how your company can manage its new requirements. Zinser serves as a resource for SNPA's Legal Hotline and has recently addressed questions about potential exemptions under the new rule, which he will cover in further detail during this presentation. These include an exemption for small newspapers with circulation numbers under 4,000; a creative professional exemption for journalists and photographers; and a Section 13(d) exemption for district managers. With over 40 years of experience in labor and employment law and over 250 newspaper clients stretching geographically from Hawaii to New York, Zinser is uniquely qualified to help your company address this complex new legal development. Register **FREE** here: <http://www.onlinemediacampus.com/2016/06/new-labor-rule/>

Strategies to Increase Reader Engagement

Thursday, July 28 | 1-2 p.m.: Are you wondering

how to make your coverage more successful in ways that will grow audience and engagement? In this session, Liz Worthington, content strategy program manager for the American Press Institute, will highlight research from 50+ publishers across the country that have made strategic decisions to cover content differently. Worthington says the audience is in charge and that changing consumer habits indicate one group in particular — Millennials — is leading the way to new business models. This presentation will also showcase findings from API's Metrics for News program, which unlike conventional analytics, can help publishers build empirical, modern news strategies by quantifying the nature of the content they produce as well as how and why audiences engage with it. Register here: <http://www.onlinemediacampus.com/2016/06/reader-engagement/>

Revamping Your High School Sports Coverage

Friday, July 29 | 1-2 p.m.: Presented in partnership with GateHouse Media. While game stories are important, adding new features and better coordination to your overall prep coverage plan can help maximize your resources. In this session, we'll discuss devising a weekly schedule and implementing alternate story formats. We'll also offer strategies on how to beef up sections with a limited staff. Register here: <http://www.onlinemediacampus.com/2016/06/hs-sports/>

Industry News



Wisconsin Government
Keeping You Informed

To know more read the public notices in today's newspaper or go to **WisconsinPublicNotices**
www.wisconsinpublicnotices.org

A public service provided by this Newspaper and the Wisconsin Newspaper Association

HELP

Continued from Front Page

following actions in your own newspaper for your community:

■ **Post a Link to WisconsinPublicNotices.org on Your Newspaper Website:** Make sure that the link to WPN is on the landing page and not behind a paywall!

■ **Link directly to your newspaper notices:** Each newspaper can make its public notices the first public notices that its readers see when they access the WNA's statewide public notice website: www.WisconsinPublicNotice.org. Make it easy for your readers by giving them access to your local public notices by using your own unique link to the public notices that you upload to the WisconsinPublicNotice.org website. Your readers will be able to view all of the notices your newspaper has uploaded on a daily, weekly, 30-day, 60-day or even 90-day basis.

For simple instructions on how to link directly to your newspapers notices email Denise Guttery at Denise.Guttery@wnanews.com.

For Student Media Advisers

Journalism teach-in being held in Minn.

The Scholastic Journalism Division of the Association for Education in Journalism and Mass Communication invites student media advisers to attend its annual Teach-In on Wednesday, Aug. 3 at the University of Minnesota beginning at 8 a.m.

The Teach-In is free and open to all high school and college student media advisers in the local and surrounding Minnesota area. Join us for sessions designed to empower your students, publications, and programs.

Featured sessions and facilitators are:

■ "Another Few Reasons for Taking Journalism"

Examine what national data say about how high school journalists compare to their peers who aren't in journalism. Hint: high school journalists are better citizens than their non-journalism friends.

Facilitator: Peter Bobkowski, University of Kansas

■ "Managing Press-Freedom Controversies"

Students want, and need, to talk about sensitive social issues that can be lighting rods for administrative censorship. We'll review some recent case studies of teachers who've successfully navigated school and community blowback over controversial topics, and deal with some of the most common myths and misconceptions about student press rights.

Facilitator: Frank LoMonte, Executive Director, Student Press Law Center

■ "More than Marshmallow Fluff"

It's not necessarily a bad thing to print or broadcast lighthearted, fluffy stories, BUT if that's all your students suggest when signing up for the next publication's topics, they may need some suggestions on why and how to cover stories that make a difference. Learn about how to help your students so they can and will report on issues that can change your school and your community for the better.

Facilitators: Candace Perkins Bowen and John Bowen, Kent State University

■ "Lunch with Mitch: It's All About the Culture"

One key to building a successful media program is creating a classroom culture of empowerment and empathy. Journalism classrooms should be like no other on campus, engaging students in high

Register >>

Registration is open to any high school or college student media adviser.

energy, innovative and fun activities.

Keynote Address: Mitch Eden, Kirkwood High School (Mo.) Dow Jones News Fund 2015 National High School Journalism Teacher of the Year

■ PANEL: "Youth, Media, and Citizenship: The View From the Classroom"

Expert high school journalism advisers will share their observations about how young people today use media to effect change in their communities.

Facilitator: Peter Bobkowski, University of Kansas Panel: Lori Keeley, Mitch Eden, and an adviser volunteer

■ Documentary Film and Discussion: "Taking the Lede"

This 45-minute documentary tells the story of courageous high school journalists who, over the past 20 years have published stories that created waves when they were published. Profiled are a young editor who in the mid-1990s took on Focus on the Family — and won; an investigative journalist who forced the Pentagon to shut down its recruiting; a trio of student-journalists who had to report on tragic event happening in real time at their school; and two students who felt the sting of censorship in a state where their First Amendment rights are supposed to be protected.

Facilitator: Jeffrey Browne, University of Colorado

The Teach-In starts at 8 a.m. and concludes at 4 p.m. Registration is open to any high school or college student media adviser. View the full schedule here.

Registration is easy. Just send your name, school affiliation, email address and phone (optional) to Karla Kennedy, Vice Head of the Scholastic Journalism Division at kkennedy@fiu.edu. Registration is open until Wednesday, July 27.

For more information please contact Karla at kkennedy@fiu.edu or Jeffrey Browne, Head of the Scholastic Journalism Division at jeffrey.browne@colorado.edu. Additional information about the Division can also be found here.

The WNA website has several resources to help promote WisconsinPublicNotices.org, including print and Flash-based house ads like the one above. To download, visit <http://www.wnanews.com/index.asp?menuid=639>.

The U.S. Department of Labor's New Rule on Overtime

Don't miss out on this incredible opportunity to learn about an issue critical to the newspaper industry **AT NO COST TO YOU!**

Thursday, July 14

2:00-3:00 p.m. EDT

1:00-2:00 p.m. CDT

Registration Deadline: July 11

Confused about new overtime regulations? This **FREE WEBINAR** will show you how the new rules will impact your company.

Presenter Michael Zinser will explain the new rule and talk about potential exemptions for small newspapers, district managers and some journalists and photographers.

ABOUT OUR PRESENTER: Michael Zinser has more than 40 years of experience in labor and employment law and more than 250 newspaper clients nationwide.



Online Media Campus provides high-quality, low-cost web conferences that help media professionals develop new job skills without leaving their offices.

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After registering, you will receive instructions for logging on to the webinar.

Online Media Campus is brought to you by Southern Newspaper Publishers Association and the WNA Foundation.

Free Member Exchange

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@innews.com

Ads from non-members are 25 cents 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.

Help Wanted

OUTSIDE SALES ACCOUNT EXECUTIVE—Customized Newspaper Advertising, the sales affiliate of the Wisconsin Newspaper Association seeks a professional, goal-oriented and self-motivated outside sales account executive that can consult with current clients and agencies in Wisconsin and secure new clients. The sales account executive will primarily sell print and digital advertising on behalf of member newspapers and digital sites in Wisconsin and across the country, prepare presentations for clients, and provide clients and advertising agencies with the information necessary to place advertising in member newspapers and digital sites. The ideal candidate will have a minimum of five years of outside sales experience, a bachelor's degree and exceptional communication and presentation skills. The ideal candidate will have a passion for clients, be able to nurture and build relationships, provide exceptional customer service and be digitally savvy. Some travel is required, with minimal overnight trips. Your earning potential has no limit and we provide an outstanding benefits package and work environment. Customized Newspaper Advertising (CNA) serves as a one-stop shop for national newspaper and digital planning and placement solutions. CNA facilitates multi-newspaper and digital media buys by providing current advertising rates, audience information, and demographic data in markets in a single state, regionally or nationally. CNA provides a one-buy, one-bill service from a qualified, experienced and customer-focused staff! If interested please send resume and cover letter to bsteemken@innews.com

POLITICS REPORTER - Telegraph Herald, an employee-owned daily newspaper in Dubuque, Iowa, with a Sunday circulation of 28,000, seeks a talented politics reporter to join our news team. Be part of a hard-working, aggressive newsroom working to produce the best newspaper in the state, both in print and online. We are looking for a confident journalist comfortable handling everything from features to hard news, and who is as adept at breaking a story on our website in the middle of the afternoon as on the front page the next morning. Our politics beat is one of the most important at our paper and provides an opportunity for a diversity of stories and trend pieces. This reporter primarily focuses on local state and federal lawmakers and the impacts of their work on citizens in our coverage area. Our location means that we keep an eye on the political scenes in Iowa, Illinois and Wisconsin. This reporter

also covers one of our smaller local cities. A bachelor's degree or equivalent and three years of experience in a newspaper setting are preferred, but we are willing to consider any talented journalist. Recent graduates are welcome to apply, particularly if they have any political reporting experience. Primary responsibilities include writing news and feature stories, taking video and using social media to gather information and inform readers. Joining our team offers more than just the daily grind of churning out small stories, though. Reporters have time to tackle Sunday centerpieces on larger issues and to craft strong series. Investigative reporting and data-driven work also is encouraged. Our salaries are very competitive with others in the industry. In addition, our employee-owned paper offers the possibility of raises after one year, and current employees earn shares in the company annually that vest after five years, providing another significant financial benefit. Additionally, due to our local ownership, the important decisions about our products are made by people who live and work in our community. Learn more about us at thmedia.co. Want to know more about our Tri-State area on the Mississippi? Visit the Greater Dubuque Development Center at www.greaterdubuque.org/gddc. APPLY ONLINE AT www.wcnet.com/careers. The Telegraph Herald is powered by TH Media is a division of employee-owned Woodward Communications, Inc. (WCI). WCI is an equal opportunity employer. (0804)

FULL-TIME GENERAL ASSIGNMENT REPORTER - If you have a passion for covering smaller communities and using all of the skills of a community journalist, the River Valley Media Group would like you to join our team covering the communities of La Crescent, Minn., Onalaska, Wis., Holmen, Wis., and West Salem, Wis., for the Houston County News, Onalaska-Holmen Community Life and the West Salem Coulee News. We have an opening for a complete community journalist - a driven writer, photographer and storyteller, who knows that protecting the people's right to know is as important as capturing the spirit of a community festival. An interest and ability to cover local government is key. As a member of the RVMG's weekly editorial team, you'll be working with one of the most experienced, award-winning groups of seasoned journalists in the Midwest. We thrive on doing hometown journalism. Our aspirations are to give our communities the best coverage possible. We are truly looking for someone who relishes the role of a multi-faceted journalist and has a passion for weekly newspapers and community

journalism. You'll be living life adjacent to the Mississippi River in a greater community steeped in healthy living, education and personal growth. We're looking for a journalist who has already cut their teeth in newspapers and is looking to stamp their mark in the world of community journalism. Exceptional college graduates are also encouraged to apply. If you can cover a regional spelling bee with the same enthusiasm that you have for covering an election or a trial, and you enjoy publishing your work both in print and digitally, we'd like to talk to you about joining our team. The right candidate will be enthusiastic, responsible and able to meet deadlines, and the candidate must be able to cover evening and weekend assignments. Candidates must have a good driving record and provide their own insured vehicle. Lee Enterprises offers a great benefit package to its full-time employees, which includes retirement, medical, dental and vision plans, flexible spending and health savings accounts, life insurance and long-term disability. For consideration, please complete

our online application at www.rivervalleynewspapers.com/workhere. Applications should include a cover letter, resume, three references and five clips of your work. Application deadline: Friday, July 29, 2016. Equal Opportunity Employer. (0729)

WRITER-REPORTER—Full time opening for Writer-Reporter for The Thorp Courier weekly newspaper. Duties include covering City Council, School Board meetings, school events, feature items, and more. Contact Mark at 715-669-5525. (0728)

SPECIALTY PRODUCTS/SERVICES AND EVENTS MANAGER—THMedia is seeking a dynamic individual to lead our specialty publications, products, services and events team to increase sales, profitability and brand value. In this position, you'll help lead magazines like BizTimes, HER, DBQ and more. In addition, you will help oversee events like Salute to Women, Rising Star,

See EXCHANGE, Page 6



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EXCHANGE

Continued from Page 5

the TH Junior Tour and more. The ideal Specialty Products/Services and Events Manager candidate will be: A creative thinking team player; Dedicated to leading salespeople to reach budgeted goals while collaborating with multiple departments; Able to thrive in a "customer first" environment; Highly visible in the business community with a commitment to participating in networking events and activities. Candidates should possess a college degree or equivalent successful career experience, including a minimum five years in advertising, marketing, media or business field. Must have a valid driver's license with a good driving record. If you are ready to join a progressive, employee-owned company with more than 180 years of history, submit your application and resume today at: www.wcinet.com/careers (0728)

GENERAL ASSIGNMENT REPORTER—The Ozaukee NOW Publications is accepting resumes and work samples for a full-time General Assignment 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. We are searching for a motivated, productive individual to provide coverage for our suburban communities. The ability to write engaging stories and a local column expected. We also expect our staff to serve as an ambassador for our newspapers and web sites in the community. 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. Please forward resume and work samples to sue.sattler@jmg.com (0722)

GRAPHICS/PRODUCTION—The Daily Jefferson County Union and Hometown News Limited Partnership are seeking two part-time graphics/production specialists. Hours are noon to 5 p.m. Monday through Friday. Duties include ad positioning on pages, importing completed ads to the pages, and sending the finished pages

to the printer. Additional duties include paginating classified advertising pages, shoppers and special advertising pages. For the right candidates, layout and design of special newspaper sections and magazines will also be a part of the duties. Skills required include Adobe Creative Cloud (InDesign and Photoshop). The Daily Union and Hometown News, headquartered in Fort Atkinson, publish one daily newspaper, nine weekly papers, four advertising shopper publications and a variety of feature sections and magazine titles. To apply, email resume to Robb Grindstaff at rgrindstaff@dailyunion.com. Equal Opportunity Employer. (0721)

ASSISTANT EDITOR—The Cambridge News/Deerfield Independent is seeking a part-time assistant editor, approximately 24-28 hours per week. Duties include: Cover local news stories, events, topics of interest, and meetings such as city council, school board, and other public meetings throughout the area through reporting, photography, and writing news and features stories. Write news and feature stories. Assist with page layout design each week, including selection of photos, page design, writing headlines and cutlines. Assist the managing editor with other duties as needed. The preferred candidate will have experience or education in journalism, communications, or a related field, but we will provide training to candidates with the right skills and attitude. Key requirements are: Exemplary people skills; writing and editing skills; written and verbal communication skills; computer skills including Microsoft Office suite, InDesign and Adobe. The Cambridge News/Deerfield Independent is a community newspaper serving the Cambridge and Deerfield communities with a paid circulation weekly newspaper, website, feature sections and niche publications. Equal Opportunity Employer. To apply, email your resume, cover letter and references to: Nicole Poley, Managing Editor, Cambridge News/Deerfield Independent, cambridge.deerfield@hng-news.com. (0721)

Seeking Work

Posted June 2016
[Blake Gumprecht](#) — Former journalist seeking editor position or weekly to buy

Posted April 2016
[Chris Walker](#) — Opinion writer

Posted March 2016
[Phillip A. Humphries](#) — General assignment reporter/investigative reporter/feature writer

Posted December 2015
[Evan Halpop](#) — Reporter/photographer

FOIA

Continued from Page 3

ment Information Services. The bill ensures that OGIS speaks with an independent voice, eliminating the requirement that it seek input from other agencies and the Office of Management and Budget before making its recommendations for improving FOIA available to the public.

The FOIA Improvement Act also impels the executive branch to modernize by creating a single FOIA web portal to accept requests for any agency; requires agen-

cies to submit annual FOIA processing statistics in time for Sunshine Week; and limits the ability of agencies to keep internal deliberations confidential to a period of 25 years.

The House approved a bill (S. 337) that passed the full Senate March 15. The House had originally passed its own FOIA reform bill Jan. 11, and it contained a few provisions that were not included in the Senate version. NNA and its allies in the Sunshine in Government Initiative pushed for the House to accept the Senate version to avoid the delay and uncertainty of the conference committee that would

have been required to work out the differences between the two bills. In the past, conference committees have often served as the graveyard of FOIA reform bills, despite widespread support in both chambers.

On June 23, the bill was sent to Obama, who had previously announced that he would sign the bill. His statement noted that the White House "continue(s) to believe that extending FOIA to Congress would serve as another important step in increasing government transparency."

The President signed the bill on June 30.



69th Annual WNA Trees Retreat

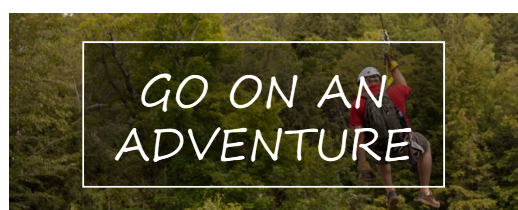
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When you're not **catching up with old friends** around the campfire, honoring those we've lost during the **Memorial Pylon ceremony**, visiting the **WNA Press Forest** or participating in **top-notch education**, we encourage you to go explore the beautiful Northwoods—or maybe extend your trip? Here are some suggestions.

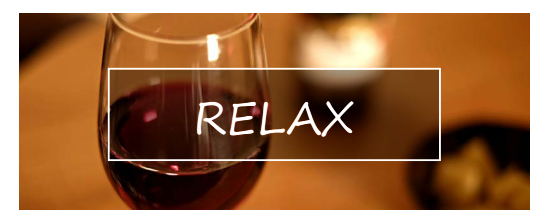
For a complete list of all the Eagle River area has to offer, visit the **Eagle River Chamber of Commerce** at eagleriver.org or in person at 201 N. Railroad St.



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[Bond Falls Scenic Site](#) | [Chequamegon-Nicolet National Forest](#)
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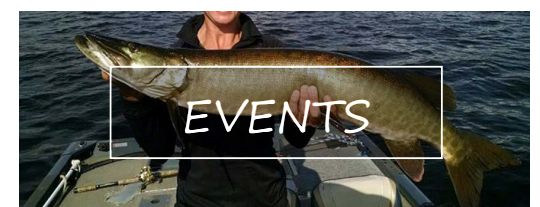
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