

# THE Bulletin

July 28, 2016

News and information for the Wisconsin newspaper industry

## WNA advocates on behalf of public notices

Newspaper reps: Keep publication requirements

BY JAMES DEBILZEN  
Communications Director

Representatives of three local government associations called for the elimination of publication requirements for public notices during a hearing Tuesday at the state Capitol.

Meanwhile, Wisconsin newspaper advocates countered that the removal of public notices from newspapers would eliminate an important system of checks and balances on local governments.

Beth Bennett, executive director of the Wisconsin Newspaper Association, also spoke at length about the newspaper industry's substantial financial investment in [WisconsinPublicNotices.org](http://WisconsinPublicNotices.org). In 2005, the WNA began digitally archiving all public notices published in Wisconsin, making them publicly available online.

"I can say without hesitation that the Wisconsin public notice archive is one of the leading public notice archives in the country," Bennett said.

The testimony came during the initial meeting of the Legislative Council Study Committee on the Publication of Government Documents and Legal Notices, which is tasked with studying and making possible recommendations for changes to the Wisconsin's public notice laws to "reflect technological advances."

The committee is comprised of 11 members, including state legislators, clerks, a state archivist and newspaper publishers. It's one of eight committees being conducted before the next legislative session.

Representatives from the WNA - including Bennett, Lakeland Times and Northwoods River News Publisher Gregg Walker, WNA Media Services Director Denise Guttery and Wisconsin Free Press Publisher Andrew Johnson - outlined the industry's efforts to modernize

See **NOTICE**, Page 3



James Debilzen photos

*'What you're actually requesting is a reduction in the ability of citizens to have notice of what's happening in the government that they've elected to represent them and the activities that are going to affect them.'*

**SEN. MARK MILLER, D-MONONA**

Addressing representatives of the League of Wisconsin Municipalities



**ABOVE: Gregg Walker (left), publisher of The Lakeland Times in Minocqua and the Northwoods River News in Rhinelander, testifies with Andrew Johnson, publisher of the Wisconsin Free Press Group, before the 2016 Legislative Council Study Committee on the Publication of Government Documents and Legal Notices.**

**LEFT: Sen. Mark Miller of Monona (center), vice chairman of the 2016 Legislative Council Study Committee on the Publication of Government Documents and Legal Notices, and committee member Heather Rogge (right), publisher of the Daily News in West Bend, listen to testimony during a hearing on Tuesday at the state Capitol.**

### Bennett's testimony to study committee

*The following is the testimony by WNA Executive Director Beth Bennett to the Legislative Council Study Committee on the Publication of Government Documents and Legal Notices on Tuesday, July 26 at the state Capitol.*

I would like to begin by thanking Chairman Spiros for inviting the Wisconsin Newspaper Association to address the committee today to review and discuss the publication of public notices in Wisconsin newspapers.

By way of introduction, my name is Beth Bennett and I am the Executive Director of the Wisconsin Newspaper Association.

Also representing the Wisconsin Newspaper Association this morning are:

Gregg Walker, publisher and owner of Lakeland Publishing, which includes The Lakeland Times, located in Minocqua and The Northwood River News, located in Rhinelander. Gregg is a member of the WNA board of director's and serves on the board's executive committee.

Andrew Johnson, publisher and owner of Wisconsin Free Press publications

See **TESTIMONY**, Page 4

**Video >>**

WisconsinEye recorded the Study Committee on Publication of Government Documents and Legal Notices in its entirety. To watch, visit <http://www.wiseye.org/Video-Archive/Event-Detail/evhdid/10772>

# Member News

## Among Friends

### Milwaukee Journal Sentinel

Editors at the state's largest newspaper alerted readers to some changes to its content and print and digital products as the paper continues to integrate with its new parent company, Gannett Co.

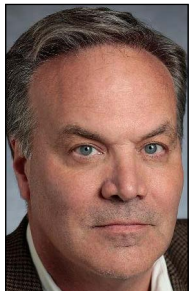
Milwaukee Journal Sentinel Editor **George Stanley** wrote in a column on Saturday that the JS' printing presses

were being converted to a new page width and the paper's website, [jsonline.com](http://jsonline.com), would receive a new look as the

newsroom shifted to Gannett's computer system.

Stanley also reported the merger of "the two premier beat reporting teams covering the Packers – the Journal Sentinel's Bob McGinn, Tom Silverstein and Michael Cohen with the Green Bay Press-Gazette's Pete Dougherty, Ryan Wood and Richard Ryman."

Journal Sentinel Sports Editor **Mike Davis** wrote that the staples of the paper's Packers coverage wouldn't change, but the new "team of journalists will bring you closer to the stories, the players and our reporters through more video, chats, live coverage, immediate reports from the locker room, podcasts and news from around the NFL."



**George Stanley**

## 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 about a decision Thursday by a Dodge County Circuit Court judge to deny a prison hunger striker's request to halt force feeding.

Inmate Cesar DeLeon is among a handful of prisoners who are hunger striking to bring an end to a long-term form of solitary confinement known as administrative confinement in which some Wisconsin inmates have been held for years – even decades. Dodge County Circuit Judge Steven Bauer continued the force-feeding order for DeLeon, citing medical testimony that his health would be endangered if he were allowed to resume his hunger strike.

The story also explores the ethical dilemmas caused by force feeding, which has been condemned by major medical groups including the American Medical Association, the World Medical Association and the International Committee of the Red Cross.



Deep-fried food, exhilarating rides, flashing lights, fascinating magic shows, adorable petting zoos, winning oversized teddy bears in carnival games and locals coming together to celebrate the season ... what's not to like? **Discover Wisconsin** explores six fairs you won't want to miss this summer.



**WISTAX Facts** says in 1992, when the first gaming compacts were signed between the state and Wisconsin's native American tribes, tribal casinos in Wisconsin collectively realized \$142.7 million in net revenue (revenue after paying winnings), and paid \$350,000 to the state. Today, casinos collect eight times what they did in 1992, and pay 150 times as much.



### Matt Pommer State Capitol Newsletter

In his State Capitol Newsletter, WNA columnist **Matt Pommer** says Gov. Scott Walker still harbors the ambition to become president of the United States, and it stirs memories of the late Harold Stassen who ran nine times for the White House. At the recent Republican National Convention, Walker wouldn't rule out another presidential run in 2020, 2024, or even 2036. 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.

## Trees Retreat



## Go golfing, support WNAF

Heading to the Northwoods for the WNA's Trees For Tomorrow Retreat?

Early arrivals on Aug. 18 are invited to participate in a golf outing fundraiser for the WNA Foundation at St. Germain Golf Club. The cost is \$85 per person for 18 holes, cart included. Tee times begin at 1:56 p.m.

Sign up for the golf outing when registering for the Trees Retreat or contact Julia Hunter at [Julia.Hunter@wnanews.com](mailto:Julia.Hunter@wnanews.com) or 608-283-7622.

The deadline to register for the Trees For Tomorrow Retreat is Aug. 8. Register online at <https://wnanews.formstack.com/forms/2016wnatrees>.

### Hotel deadline Aug. 1

Lodging is available at both the Trees For Tomorrow campus in dormitory-style bunks and the Days Inn Eagle River.

The WNA has booked a block of rooms at the Days Inn between Aug. 17-19. For reservations, call 715-479-5151 and ask for the "Trees For Tomorrow" room block by Aug. 1 to receive the WNA's discounted rate. Room rates are \$89 for Aug. 17 and 18 and \$98 for Aug. 19.

### Shirt deadline Aug. 1

Order your monogrammed Trees polo shirt by Aug. 1 in order to receive it at the Trees Retreat. Orders can also be placed after the deadline for post-event delivery.

Place your order while registering for the Trees Retreat or contact Julia Hunter at [Julia.Hunter@wnanews.com](mailto:Julia.Hunter@wnanews.com).

■ Women's sizes: Small, medium or large, \$30; Extra large, \$33; Extra extra large, \$36.

■ Men's sizes: Small, medium or large, \$30, Extra large, \$33; Extra extra large, \$36.

# THE Bulletin

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

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# Member News

## Post reporter barred from Waukesha campaign event

A reporter for The Washington Post was patted down by security and removed from a campaign event for vice-presidential candidate Mike Pence on Wednesday in Waukesha.

The Post – one of several media outlets denied press credentials by the campaign of Republican presidential candidate Donald Trump – said the incident occurred as reporter Jose A. DelReal attempted to cover a rally at the Waukesha County Expo Center.

Pence's campaign has since "expressed embarrassment and regret about the episode, which an official blamed on overzealous campaign volunteers," according to The Washington Post. The rally was Pence's first public event since he joined Trump's

campaign two weeks ago.

According to the newspaper, DelReal was turned down for press credentials before the rally at a press check-in table. He then attempted to enter the rally through the general admission line, but was stopped by a security official who said DelReal couldn't enter the building with his laptop and cell phone.

"When DelReal asked whether others attending the rally could enter with their cellphones, he said the unidentified official



Jose A. DelReal

replied, 'Not if they work for The Washington Post,'" according to The Post's story.

DelReal placed his computer and phone in his car and returned to the line, where he was detained by security personnel and two sheriff's deputies. He was then patted down on his legs and torso to see if he was carrying a phone.

DelReal was again denied access and was escorted out of the venue.

"First, press credentials for The Washington Post were revoked by Donald Trump," said Martin Baron, The Post's executive editor. "... The harassment of an independent press isn't coming to an end. It's getting worse."

Read more: <http://tinyurl.com/zvon928>

## NOTICE

Continued from Front Page

public notice distribution in conjunction with print publications.

"Newspaper publication of public notices is a process that has worked well – and for so long – that those wanting to eliminate it, or change to another process, rarely consider the disruption to government bodies and to the court system that would take place without the proper verification and archiving of public notices that newspapers provide," Bennett said. "To this day, newspapers remain the trusted vehicle used by every state in the nation for notifying the public of the activities of the government and the courts."

Arguing for the elimination of the existing publication requirements were the League of Wisconsin Municipalities, the Wisconsin Towns Association and the Wisconsin Association of School Boards. Instead, they want the option to post public notices on their local government websites in lieu of publishing in the local newspaper.

"We're asking if we're getting our money's worth," said Curt Witynski, assistant director of the League of Wisconsin Municipalities.

"What you're actually requesting is a reduction in the ability of citizens to have notice of what's happening in the government that they've elected to represent them and the activities that are going to affect them," said Sen. Mark Miller, the committee's vice-chairman, in response to the League of Wisconsin Municipalities' request. "I'm very much interested in this subject that this committee is here because like voting, notices to the public is a fundamental underpinning of a democratic society. I'm inter-

ested in how we expand those things, not reducing notices."

Witynski argued fewer people are reading print newspapers today and said he believed local governments could be better served by posting notices in designated posting locations and on local government websites.

"So part of the argument is that newspapers are outdated technology, right?" said Heather Rogge, publisher of the Daily News in West Bend and a public member of the committee. "But you're advocating bulletin boards, which I think hark back to a time when the horses congregated around the village hall or city hall or whatever."

A common theme made by advocates for the removal of the publication of public notices was the cost. Witynski said a recent survey of his members generated a response from 213 municipalities, which spent a combined total of \$1.1 million on the publication of legal notices in 2015. The average expenditure among the surveyed members was \$5,200 last year.

Bennett said the WNA has worked extensively with the Department of Administration to moderate publication costs, including standardizing the fonts used in all legal notices and streamlining the process for the annual newspaper certification process. Public notice fees are set annually by the DOA and are calculated to only cover the cost of the print publication of the notices.

"Prior to 2012, each newspaper was certified for the font that was used by the newspaper," Bennett said. "The implementation of the set font that is now used by all newspapers has allowed units of government to better budget for the annual cost of publishing notices; and it has also resulted in publication cost savings."

One of the concerns raised by Walker was the lack of broadband internet access in rural areas, particularly the northern third of the state.

"Print newspapers play a significant role in the daily lives of the people of the North, more so than in some other areas of the state, due to the age of our population and to the lack of good broadband services in rural areas," Walker said. "In fact, some areas in our region do not even have cell service."

Karen Weinschrott, clerk of the Town of Grand Chute, who provided testimony on behalf of the Wisconsin Towns Association, said she didn't think the state should have a set standard for the publication of legal notices, advocating for "local control." She asked for more options that could include publication in a newspaper, but not make it a requirement.

Caroline Burmaster, clerk of the City of Onalaska and a public member of the study committee, said she was interested in learning more about how constituents want to receive public notice information.

"I'm not sure if one thing will work for everybody," Burmaster said, noting she was also concerned about affidavits for proof of publication without an actual publication to reference.

Republican Rep. John Spiros of Marshfield, chairman of the committee, said the initial meeting was intended to hear testimony and ask questions, while future meetings will determine what, if any, direction the committee will take to recommend new legislation.

"We could come out of this with two or three things or we could come out with zero," Spiros said.

The next meeting has not been scheduled. Committee members are being surveyed for a date at the end of August.



## Foundation now on AmazonSmile

The Wisconsin Newspaper Association Foundation now has an AmazonSmile account.

AmazonSmile is a philanthropic program through Amazon that enables shoppers to donate a percentage of their purchases to the nonprofit of their choice at no cost to them. If you already shop on Amazon, we invite you to start at [smile.amazon.com](http://smile.amazon.com) and choose the Wisconsin Newspaper Association Foundation as your charity of choice.

It's as easy as 1, 2, 3 ...

1. Visit [smile.amazon.com](http://smile.amazon.com) and designate the Wisconsin Newspaper Association Foundation as your AmazonSmile charitable organization.

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# Industry News

## TESTIMONY

Continued from Front Page

with newspapers in Mayville, Campbellsport and Kewaskum. Andrew is a past-president of the WNA and the current president of the WNA Foundation. Andrew is also a member of the National Newspaper Association board of directors; and

Denise Guttery, Denise is the Media Services Director for the Wisconsin Newspaper Association.

Gregg, and Andrew and Denise and I will be addressing the importance of the publication of public notices in newspapers and the commitment that the Wisconsin newspaper industry has made and continues to make toward the promotion and preservation of Wisconsin's public notices in both print and digital formats.

I believe that each of you is familiar with the process of how public notices are published in the print editions of your local newspapers.

What you may not be as familiar with and of great importance to our discussion today is how your local newspaper also provides for the digital publication and preservation of those same notices.

But before we discuss the detailed process that goes into the publication of public notices let me first note that the publication of public notices by newspapers is a fundamental component to the foundation of our democracy and of our legal system.

For more than 200 years, newspapers have been paid to print public notices and to serve as the critically important independent third-party reporter between units of government and the taxpayers, as well as serving as the official notification vehicle for our court system.

Newspaper publication of government notices provides the necessary verification, certification and archiving that ensures that individuals and taxpayers rights are protected and preserved.

Newspapers offer a system of check and balance – ensuring that government and the courts have indeed provided the required notice to the affected public.

Newspaper publication of public notices is a process that has worked well – and for so long – that those wanting to eliminate it, or change to another process, rarely consider the disruption to government bodies and to the court system that would take place without the proper verification and archiving of public notices that newspapers provide.

To this day, newspapers remain the trusted vehicle used by every state in the nation for notifying the public of the activities of the government and the courts.

There has been only one attempt by a state to move away from newspaper publication of public notice.

In 2009, the State of Utah passed legislation that provided for a gradual, five year, withdraw-

**Wisconsin's newspaper industry has been a proactive leader in adopting new technology with regard to legal notices, including creating [WisconsinPublicNotices.org](http://WisconsinPublicNotices.org). State newspapers that publish legal notices are required to upload their notices to the website, which is searchable by the public for free. The archive dates back to 2005.**

al of notices from newspapers.

Newspaper notices were to be replaced by the posting of public notices on government managed websites.

In short, the plan to move away from newspapers was a total failure for the State of Utah.

The Utah law was repealed shortly into year two of the proposed five-year plan and all public notice publication laws providing for newspaper publication were restored.

With that, let me walk each of you through the public notice publication process as it exists in the State of Wisconsin today.

Unlike most states, Wisconsin very closely regulates the public notice process.

While all states have similar requirements/regulations for what constitutes a newspaper for the purpose of being eligible to publish public notices, most do not regulate the fees that are allowed to be charged for the publication of the notices.

Instead, most states provide a cap on the cost of publishing notices allowing the marketplace to dictate the fees paid to the newspaper for the publication of notices.

This is not the case in the State of Wisconsin.

In Wisconsin, the Department of Administration is charged with overseeing the certification of newspapers that are eligible to publish public notices – and it is the DOA that sets a mandated rate that must be charged by the newspaper for publishing the notices.

Newspapers must be certified annually by the DOA in order to continue to publish public notices. With the annual certification comes the issuance by DOA of the set publication rate for that year.

The strict regulation by the State of Wisconsin is one of the reasons that Wisconsin is, in my opinion, nationally one of the leaders, if not *the* leader in public notice accountability and reporting.

Having a regulated public notice publication process ensures that the newspapers certified by the DOA are reputable publications with roots in the community they serve.

The issuance of the set annual rate that must be charged by newspapers for the publication of notices avoids any possibility of rate discrepancies, resulting in all governmental entities, the courts, and the public paying the same rate for newspaper publication.

This is a good time to note that the cost of publishing public notices is not born by government alone. In many instances the cost for the publication of notices is passed along to the entity that is the subject of the notice.

For example, a notice for a new license is passed along to the new licensee. Foreclosure notice fees are assumed by the banks and the attorneys handling the foreclosure.

Court notice costs are passed along by the courts to the subject of the legal matter, and in many instances public notices are required to be placed by John Q. Citizen who pays directly for the publication of the notice. DNR has many such notices.

Public notices are mandated by law to be published. The language contained in the Wisconsin statutes requiring the publication of a public notice is consistent throughout the statutes.

Each notice is identified in statute as a Class One, Class Two or Class Three notice, meaning that the notice must be published either once, twice or three times in the newspaper.

The majority of notices are Class One notices.

In 2005 the Wisconsin Newspaper Association began digitally archiving all public notices published in the State of Wisconsin, making them publicly available on a statewide website. That website is [WisconsinPublicNotices.org](http://WisconsinPublicNotices.org)

The website now contains over 10 years of content. The story of [WisconsinPublicNotices.org](http://WisconsinPublicNotices.org) is

a great one and we are proud as an industry to have the opportunity to tell it. I can say without hesitation that the Wisconsin public notice archive is one of the leading public notice archives in the country.

Establishing the statewide public notice website was a huge undertaking for the Wisconsin newspaper industry. Aggregating every public notice published each day in Wisconsin requires that every newspaper in the state code every notice during the lay-out of the newspaper and then upload every page of every newspaper to the WNA archive once it had been published on a daily or – in the case of a weekly newspaper – weekly basis.

[WisconsinPublicNotices.org](http://WisconsinPublicNotices.org) is a *real time* public service that provides for online access to every public notice on the day that it is published in the newspaper.

[WisconsinPublicNotices.org](http://WisconsinPublicNotices.org) is subsidized by the newspapers of the State of Wisconsin by fees paid to the WNA by the newspapers. There is no additional cost to the courts or government for the maintenance of the statewide public notice website. The website is a free service provided to the citizens of the State of Wisconsin.

In 2010, the WNA added designated staff to work exclusively on the maintenance of the public notice website. Denise manages the public notice website and the staff that supports it.

The WNA staff is on-call 24/7 to support, if necessary, any newspaper with the uploading process. Staff is also available to assist the public in navigating the website and in locating public notice content.

To date, the newspapers of Wisconsin have made a substantial financial investment to support the establishment, staffing and fees required to house the public notice content available via [WisconsinPublicNotices.org](http://WisconsinPublicNotices.org).

Let me reiterate that the public notice website is subsidized by the Wisconsin newspaper

industry.

The cost to maintain the website and house the content is not passed along via public notice fees. As I stated earlier, public notice fees are set annually by the DOA and are calculated to only cover the cost of the print publication of the notices.

The continuation of newspapers as the publication of record in each community is important to the Wisconsin newspaper industry. The public notice website plays a vitally important role in maintaining that status.

The notices that appear on the public notice website will be housed by the newspaper industry in perpetuity, providing a historical and legal record of all government activity in a digital format from 2005 to present.

Unlike other states, the majority of which have newspaper industry-supported public notice websites, the Wisconsin website shows the public notice as it was published in the newspaper and not simply as text taken from the notice that appeared in the newspaper.

This is an important distinction.

The Wisconsin website provides for the certification and verification necessary to document that the public notice was actually published in the newspaper; on what page it was published; and on what day it was published.

In Wisconsin, the state of the art technology that supports the website allows the searcher to see the actual page of the newspaper upon which the notice was published, in addition to the text of the notice.

Denise will provide a demonstration of the website momentarily.

But before we view the website, it is important to note that in 2012, the WNA partnered with the Wisconsin Department of Administration to draft legislation that was passed without opposition by the Legislature that streamlined the DOA administration of the annual newspaper certification process, making the certification process faster and easier to process.

One of the 2012 legislative changes that were designed to result in time savings for the DOA staff is the fact that all newspapers are now required to use a set font for the publication of public notices.

Prior to 2012, each newspaper was certified for the font that was used by the newspaper.

The implementation of the set font that is now used by all newspapers has allowed units of government to better budget for the annual cost of publishing notices; and it has also resulted in publication cost savings.

The 2012 legislation also designated the website maintained by the newspaper industry as the statutorily sanctioned public notice website.

With that, I will turn the floor over to Denise who will provide a demonstration of the public notice website, [WisconsinPublicNotices.org](http://WisconsinPublicNotices.org).

# 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 950 subscribers with an interest in the Wisconsin newspaper industry.

Members may submit ads via email to: [James.Debilzen@wnanews.com](mailto: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](mailto: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](mailto:bsteemken@innews.com)

**COMMUNITY REPORTER/PAGE DESIGNER**—What's often missed amid the newspaper industry's recent transition is the increasingly important role of local weekly newspapers. If you want to be involved in relaying information people can't find on Google, CNN or even the local TV station, take a look at Unified Newspaper Group. Our company comprises three weekly newspapers and one monthly newspaper devoted to goings-on in Stoughton, Oregon, Verona and Fitchburg, Wisconsin. These are places where people are passionate about what's happening in their communities. We are looking for a journalist with good organizational skills who can handle a range of duties that will include reporting, photography, editing and possibly pagination with InDesign, as well as familiarity with websites and social media. Beats could include community and

features, government or both, depending on the skills of the top candidate. Photo equipment is provided. We'll play to your strengths, and we'll give you top-notch mentoring to round out any weaknesses you might have. We have a strong, collaborative newsgathering organization that's looking for talented journalists who love to tell stories about people and know how to relay important news in a way that people can understand and enjoy reading. Our journalists all report to a single editor, who devotes a good chunk of his time to staff development. The job is 35 hours per week, with health, dental, vision and paid vacations. The company is part of Woodward Community Media, a division of Woodward Communications Inc., an employee-owned company based in Dubuque, Iowa. To apply, go to [www.wcnet.com/careers](http://www.wcnet.com/careers) and include samples of your work. Deadline: Aug. 10, 2016. (0810)

**SPORTS EDITOR** - The Le Mars Daily Sentinel, an award-winning four-day-a-week newspaper in northwest Iowa, is seeking a talented dedicated sports editor to carry on a tradition of excellent coverage. A successful applicant will have a love of sports; possess strong writing, photography and page design abilities; and be a team player. The sports editor is expected to build good relationships with local coaches and administrators and will be comfortable with deadline writing. Page design abilities and experience with InDesign and Photoshop are a must. Social media experience is a definite plus. This is a full-time position and offers a base salary of \$24,000 and a competitive benefits package. To apply, send a resume and three writing samples to [ldsenteditor@gmail.com](mailto:ldsenteditor@gmail.com). (0804)

**GRAPHIC ARTIST** - Wisconsin Newspress, Inc. (Plymouth Review, Sheboygan Falls News, Sheboygan Beacon, Current) is seeking a graphic artist with sales experience to create and sell local newspaper advertising. Full time, established account list. Direct letters, inquiries to [reply@plymouth-review.com](mailto:reply@plymouth-review.com), (920)-893-6411 ext. 25, Wisconsin Newspress, Inc. 113 E. Mill St. Plymouth, WI 53073. (0804)

**PART-TIME GRAPHIC ARTIST** - Part-time graphic artist to create local newspaper advertising for The Plymouth Review, Sheboygan Falls News, Sheboygan Beacon and Current. Primary days are Thursday, Friday. Direct letters, inquiries to: [reply@plymouth-review.com](mailto:reply@plymouth-review.com), (920) 893-6411, ext. 25, Plymouth Review, 113 E. Mill St. Plymouth, WI 53073. (0804)

**SPORTS EDITOR - WEEKLY NEWSPAPERS** - Hometown

News Limited Partnership, publisher of nine community newspaper in beautiful southern Wisconsin, seeks a sports editor for the Lake Mills Leader and Cambridge News/Deerfield Independent, two of our weekly community newspapers located only a half hour from downtown Madison, the state capital and home of the University of Wisconsin. This position, based in our Lake Mills office, serves as the sports editor and primary sports reporter and photographer for both newspapers, covering three communities and four high schools. Duties include: Cover local sports stories, including high school athletic teams and tournaments, youth athletics, and other related events of interest in our readership area through reporting, photography, and writing sports stories; Coordinate additional coverage through the use of freelance writers and photographers; Produce the sports pages for both newspapers each week using InDesign and Photoshop software, including layout, design, writing headlines and cutlines, photo editing, and pagination; Assist the managing editors of both papers with occasional feature and news coverage or assisting as needed with layout/design of news or other pages. The successful candidate will have at least two years' experience, a degree in journalism, communications, or a related field, or a combination of experience and education that meets the requirements, as well as demonstrated proficiency in: Exemplary people skills; Sports reporting, writing and editing skills; Photography skills; Page layout and design experience with InDesign and Adobe Creative Cloud; Computer skills including Microsoft Word. The Lake Mills Leader and the Cambridge News/Deerfield serve three communities and the surrounding area with two paid circulation newspapers published each Thursday, plus their respective websites, feature sections and specialty magazines. Located in beautiful southern Wisconsin, only half an hour from downtown Madison, the state capital and home of the University of Wisconsin Badgers. Equal Opportunity Employer. To apply, email your resume, cover letter and references to: Chris Mertes, [spedit@hngnews.com](mailto:spedit@hngnews.com) (0804)

**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](http://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](http://www.greaterdubuque.org/gddc). APPLY ONLINE AT [www.wcnet.com/careers](http://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)

## Seeking Work

**Posted July 2016**  
[Evan Halpop](#) - Reporter/photographer

**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