



## See you in Madison.

Mark your calendars. The 2016 WNA/AP Convention & Trade Show will be held Feb. 25-26 at the Madison Marriott West. Stay tuned for more information as the date approaches. We look forward to seeing you there!

# THE Bulletin

November 30, 2015

News and information for the Wisconsin newspaper industry

## UW Oshkosh's Advance-Titan receives \$50K challenge grant

Student newspaper working to pay off \$75,000 in debt

By Brenna McDermot  
Advance-Titan

An anonymous donor offered a \$50,000 challenge grant through the UW Oshkosh Foundation to help pay off debt owed by the student newspaper, the Advance-Titan, officials announced Monday.

A challenge grant is when a donor offers to match all other gifts dollar for dollar up to a certain amount, meaning the A-T could potentially receive \$100,000 to pay off its \$75,129.85 debt. Additional money will be kept in a specific A-T-controlled account at the UW Oshkosh Foundation and used to help and improve the publication.

"The Advance-Titan has been providing a valuable learning opportunity for students for more than 120 years while creating a venue for the student voice at UW Oshkosh," Chancellor Andrew Leavitt said. "This match donation will go a long way in creating a sustainable future for the newspaper."

Doubling the already \$25,400 in donations, the challenge grant has propelled the A-T toward paying back its entire debt.

In the late 2000s, the A-T lost a majority of its usual advertisements, an unexpected change that forced the A-T into deficit spending. Despite ideas for alternative funding through the University, substantial spending cuts, and attempts to increase revenue, the A-T remains in debt.

Vince Filak, who has been the A-T's adviser since 2009, said he was stunned when College of Letters and Science Director of Development Barbara Beuscher told him about the challenge grant.

"The thing about something like this is that it was so unexpected and yet so incredible at the same time," Filak said. "I don't think I could say thank you loudly enough or often enough to



The Advance-Titan staff.

Contributed by Vince Filak

ever have this person understand how grateful we all are for this amazing opportunity."

Beuscher said the challenge grant is a huge boost to the A-T's fundraising efforts because of the dollar-for-dollar matching.

"It's not typical that donors approach us," Beuscher said. "Our job is to approach donors, so this shows how passionate this donor is about ensuring the future for the Advance-Titan. This is an amazing opportunity for the Advance-Titan."

More than debt payment and financial stability, the challenge grant exemplifies the message "We need the A-T" and epitomizes the A-T's lasting impact on current students and alumni, according to Filak.

"I was telling the chancellor that we had so much talent at the paper, that all we needed was an opportunity to get out from under this debt and get back on the right track and we could show this campus an exponentially better paper," Filak said. "To have someone like

### About the Challenge Grant >>

1. An anonymous donor has agreed to a \$50,000 match.
2. The money already raised through the #WeNeedTheAT campaign will be matched.
3. Feb. 11, 2016 is the deadline to raise the match donation.

[Click here for more information and to donate to the campaign.](#)

this offer us this chance to really make the paper all it can be is more than I ever could have hoped for."

Politico CEO and former A-T staffer Jim VandeHei said student newspapers like the A-T are where the true learning happens for journalism students.

"No teacher or book, no matter how good or inspirational, can replicate work-

ing the phones, learning the nuances of people and situations, investigating, writing and getting edited," VandeHei said. "And no place provides a better laboratory for all of this than student publications like the A-T. If these publications wilt or die so does the art of fair and consequential journalism."

A-T editor-in-chief Katie Knox said she is grateful not only for the generous donation but also for its representation of outside support of the paper's place at the University.

"[The challenge grant] means a bright and stable future for students who are looking to expand their portfolio with writing and editing," Knox said. "It also means a continuation of a friendly and inclusive setting, which many staff truly appreciate."

The A-T provides students skills and benefits that apply beyond the journalism field, according to former A-T editor and founder of Fluence

## Nominees sought for Watchdog Award

Nominations are being sought for the sixth annual Distinguished Wisconsin Watchdog Award, recognizing an individual's extraordinary contributions to open government or investigative journalism in Wisconsin.

The award is presented jointly by the Wisconsin Center for Investigative Journalism, the Wisconsin Freedom of Information Council and the Madison Pro Chapter of the Society of Professional Journalists.

Letters of nomination are accepted from journalists, news organizations and other individuals and organizations involved in open government and investigative journalism issues. They should be sent by Dec. 15 to Andy Hall, the Center's executive director, at [ahall@wisconsinwatch.org](mailto:ahall@wisconsinwatch.org) or WCIJ, 5006 Vilas Communica-

See **WATCHDOG**, Page 3

### News Brief

#### New name for research website

BadgerLink works with the Wisconsin Newspaper Association to provide access to 242 daily and weekly Wisconsin newspapers from 2005 to 90 days ago. This resource, "Wisconsin Newspaper Association Digital Research Site," has changed its name. Now when searching for recent Wisconsin newspapers via BadgerLink, use the "Archive of Wisconsin Newspapers. It is the same content found on the Wisconsin Newspaper Association Digital Research Site, just with a shorter name.

If you link to Wisconsin Newspaper Association Digital Research Site on your website, please change the name to Archive of Wisconsin Newspapers. The authenticated URL did not change.

Contact [BadgerLink](#) with any questions.

See **A-T GRANT**, Page 3

# Member News

## Among Friends

### The Gazette, Janesville

Kathy Harris has been named The Gazette's "Commitment to Exceptional Service Award" recipient.

The award recognizes newspaper contractors for extraordinary circumstance, who go above and beyond and/or display exceptional service to customers.



Kathy Harris

Harris has been an Independent Contractor for the Gazette since 1980. Her most memorable experience on route was a summer night around 2:30 a.m. in a subdivision on State Highway 11. She saw a house on fire, knocked on the door and helped the family get out safely.

"Kathy cares deeply about the service she provides to her subscribers," said Gazette Distribution Manager Terry Schumacher.

### WPR/WCIJ

Wisconsin Public Radio (WPR) and the Wisconsin Center for Investigative Journal-

ism (WCIJ) announced Bridgit Bowden has been named the first recipient of the Mike Simonson Memorial Investigative Reporting Fellowship. During the one-year fellowship, Bowden will work collaboratively with WPR and WCIJ to deepen her skills in investigative journalism, editing and on-air radio production.



Bridgit Bowden

Named for award-winning WPR reporter Mike Simonson, who passed away unexpectedly in 2014, the fellowship is funded by private donors who valued Simonson's legacy of investigative reporting.

Bowden is a 2014 graduate of the Missouri School of Journalism with a degree in convergence radio reporting and producing. Bowden has worked as a reporter and producer for Kansas Public Television, KBIA Public Radio in Columbia, Mo., and Nashville Public Radio. Her work has appeared in Al Jazeera America and on NPR.

"The creation of this fellowship is a superb way to honor Mike Simonson's tireless

mentoring of young journalists. Bridgit Bowden's work over the coming year will enlighten the public as she digs into big Wisconsin issues — just the type of journalism that would have made Mike proud," said WCIJ Executive Director Andy Hall.

-30-

Chuck Scott, who founded the visual communication program at Ohio University and served as the school's director for many years, has died. Scott was 91.

Scott earned acclaim as a photographer and photo editor for the Milwaukee Journal, the Chicago Daily News and the Chicago Tribune before coming to Ohio University.

A celebration of Scott's life is planned for the spring, according to Ohio University. Scott, who died in Athens, founded the school's visual communication program in 1976 and was the school's director from 1986 to 2003.

Scott was well-known for his advocacy of photographers' rights.

In 2006, the university awarded him the L.J. Hortin Faculty Mentor Award for his stewardship and guidance of students in class and throughout their careers.

## Free Content

This weekly free content, [accessible here](#), is available for use at no cost to WNA members.



The Wisconsin Center for Investigative Journalism is offering its ongoing series, Failure at the Faucet. The series examines threats to drinking water across Wisconsin and is designed so that it may be published in its entirety, or each piece may be run as a standalone story.



This week's Discover Wisconsin feature highlights eight top-notch restaurants in Oshkosh as reviewed by host Mariah Haberman, a UW-Oshkosh alumna. The city is well-regarded as Wisconsin's Event City thanks to big ticket events such as Country USA, Miss Wisconsin Scholarship Pageant and EAA AirVenture. But perhaps one of Oshkosh's most underrated assets is its restaurant scene.

In his State Capitol Newsletter, **Matt Pommer** delves into the issues leading up to Gov. Scott Walker's aborted run for president and what lies ahead.

## Free Member Exchange

### Help Wanted

**ASSOCIATE EDITOR** – The Portage County Gazette has an opening for an Associate Editor. Coverage includes local government, events and features. Evenings and some weekends may be required. Candidate must know how to conduct interviews and have some photography skills. Previous experience preferred. No health insurance. Send resume to: Nate Enwald, Portage County Gazette, PO Box 146, Stevens Point, WI 54481 or email [nenwald@pcgazette.com](mailto:nenwald@pcgazette.com). (1228)

**STAFF PHOTOGRAPHER** – The Watertown Daily Times, a five day a week publication, is seeking a full-time photographer. The position is available immediately. The work includes finding and taking just the right photo each day that can be featured on the front page, take and assign other photo opportunities as they come up, toning, cropping, formatting and placing all photos on the proper pages and more. The successful candidate will also be able to write stories illustrated with photos and cover breaking news as needed. Familiarity with Photoshop, InDesign, Mac computers, digital photography and social media options all pluses. Candidates should have a journalism degree or one closely related to journalism. Interested candidates

can send a cover letter, resume and clips to: [toms@wdtimes.com](mailto:toms@wdtimes.com). They can also be sent to Managing Editor, Watertown Daily Times, P.O. Box 140, Watertown, WI 53094-0140. (1215)

**DIGITAL CONTENT EDITOR** – The River Valley Media Group is looking for a digital content editor, a new position that will guide the day-to-day operations of River Valley's digital publications. The digital content editor will work collaboratively with the newsrooms within the group to develop compelling web content and engage audiences across multiple social channels. The editor will strive to consistently enhance the quality and quantity of our websites' content, while driving both traffic and engagement.

We're looking for someone who's a news junkie, a social media addict, and loves telling stories using the opportunities digital technology provides, from interactive presentations to building packages of engaging content – to, yes, posing questions about restaurants to hungry Facebook readers. The editor will be joining a group that's innovative, creative, and aggressive when it comes to trying new things and telling new stories. The digital editor will also lead training initiatives across the group and encourage best digital practices among editorial staff, understanding that many capable hands make light work.

A strong candidate will have a minimum of 1-2 years of newsroom experience, worked closely with a robust content-management system, has strong news judgment and understands the 24/7 nature of digital news production. Familiarity with digital tools including Photo-shop, Illustrator and other design programs and basic video production skills are strongly recommended, as is a working knowledge of basic coding. Strong people skills and a desire to engage directly with newsrooms and build projects together is a must. Reporters, designers and others with strong newsroom experience and looking to lead efforts to create new ways of telling stories are welcome to apply.

If you're looking for quality of life – and you should be – you'd be hard pressed to find better elsewhere than in southeast Minnesota and western Wisconsin. The region offers a vibrant mix of arts and culture, including nationally renowned music and arts festivals and one of the largest regional music festivals. There's the ability to get outdoors, to hike the rolling bluffs, canoe the Mississippi backwaters, ride world-class mountain bike trails. With the presence of major universities, there's never a shortage of local events.

The River Media Group is owned

See **EXCHANGE**, Page 4



**WISTAX Facts** looks at a recently discovered U.S. Census Bureau error that overstated Wisconsin's tax burden.

## WNA-Sponsored Training

WNA-sponsored webinars are available at discounted prices to WNA members and free to college newspaper advisers and students. Questions? Contact [James.Debilzen@wnanews.com](mailto:James.Debilzen@wnanews.com).

### Using Alternative Story Formats: How and Why

Thursday, Dec. 10 – 1-2 p.m.

Alternative story formats have been shown to grab more readers' attention, and allow readers to better retain information. This presentation gives an overview of how and when to use alternative story formats, and gives many examples. [Register >>](#)

### Using Social Media to Engage Your Audience – Without annoying your friends and fans

Friday, Dec. 11 – 1-2 p.m.

You must be proficient in social media and digital space, the job ad reads, but do you know how to effectively use social media to extend your news and advertising efforts? Or your brand? In this webinar, IowaWatch board member, former American Journalism Review editor and now-Des Moines Register writing coach Lisa Rossi will share her social media expertise. [Register >>](#)

# Member News

## A-T GRANT

Continued from front page

Media Blois Olson.

“The management, HR, the pressure you learn to deal with at the A-T, it’s as real as it gets because students are running it,” Olson said. “When you spend those critical times with your peers, there’s a bond, deep friendships and major accomplishments every damn week.”

Filak said that unfortunately throughout the past six years, too much of his and the A-T editors’ time has been spent talking to administrators about finances and not focusing on production.

“With this incredible opportunity, we can get back to the business of making the paper great and helping the students get the most out of their A-T experiences,” Filak said. “It would also give me more opportunities in that regard, advising and instructing instead of fundraising. That’s the greatest gift we all could have hoped for.”

Knox said additional funding would help the paper produce better quality issues, which would attract more advertisers and in turn bring in more revenue.

“With more funding, we can look into other projects, like printing more than once a week, which can possibly bring back our national ads,” Knox said. “We will also work on a stronger online presence with a new website.”

Whether or not enough money is raised to pay off the debt, Filak said he knows there must be a plan to keep the A-T in the black. He has created a plan comprised of multiple revenue streams including realistic advertising projections, Titan Guide revenue, Student Titan Employment Program money for staff salaries and help from the administration.

“This approach will help us get a better grip on how much money we will have each year, and it will also prevent any major fluctuations in advertising revenue from creating serious problems,” Filak said.

Donations, which are tax-deductible, can be made to a fund set up through the UW Oshkosh Foundation. Donors can also make pledges, meaning they can divide donations into installments over several years.

Determined to meet the challenge grant’s goal, Filak said he and the A-T staff will continue speaking to

## Blois Olson

Former Advance-Titan editor, Founder of Fluence Media

“The management, HR, the pressure you learn to deal with at the A-T, it’s as real as it gets because students are running it. When you spend those critical times with your peers, there’s a bond, deep friendships and major accomplishments every damn week.”

potential donors to share why the A-T—not just the paper itself, but the service, experience and home it provides to students—matters.

“I’m going to put forth every possible effort to make sure that we get to that \$50,000 goal,” Filak said.

## WNA Online

What’s trending on social media and at [www.WNAnews.com](http://www.WNAnews.com).

## About The Bulletin

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

### Contact

Visit us at: 34 Schroeder Court #220, Madison, WI 53711

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### Board of Directors

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## Don't miss out on the conversation:

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



## WATCHDOG

Continued from front page

tion Hall, 821 University Ave., Madison, WI 53706.

The recipient will be selected by a panel of representatives from the Center, FOIC and SPJ, and will be honored at the Wisconsin Watchdog Awards reception and dinner, scheduled for April 20 at The Madison Club, 5 E. Wilson St.

Dave Zweifel, editor emeritus of The Capital Times and a founder of the Wisconsin Freedom of Information Council, was named the inaugural winner in 2011. The late Dick Wheeler, founder of the Wheeler Report and a tireless advocate for public access to the workings of state government, was honored in 2012. In 2013, U.S. District Judge Lynn Adelman, the chief author of Wisconsin’s Open Records Law and a strong advocate of the Open Meetings Law, received the award. The 2014 recipient was Milwaukee Journal Sentinel investigative reporter Dave Umhoefer. Earlier this year, Journal Sentinel investigative health reporter Meg Kissinger received the honor for tirelessly exposing flaws in the mental health system.

## Past Winners



Dave Zweifel



Dick Wheeler



Lynn Adelman



Dave Umhoefer



Meg Kissinger

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

# Free Member Exchange

## EXCHANGE

Continued from page 2

by Lee Enterprises. We offer an excellent benefits package, including medical, dental, vision, paid holidays and vacation.

Candidates should submit a resume, a cover letter detailing their experience and interest in digital media, links to relevant work and experience, and (optional) written descriptions explaining the success of and experiences creating the work provided.

Apply online at [www.rivervalleynewspapers.com](http://www.rivervalleynewspapers.com). Equal Opportunity Employer. (1210)

**MEDIA CONSULTANT** – Freeport Shopping News, Freeport, Illinois. Join the advertising/marketing team of a local media company. We are looking for an ambitious sales representative to drive revenue and provide customized print and/or digital presence for local merchants. Your primary objective will be to demonstrate strong sales leadership and customer advocacy while achieving revenue goals and developing new business. Expectations include:

- Saturate the market with contacts and cold calls per week
- Meet/exceed established sales targets
- You will be busy with at least 10+ selling appointments per day, which include needs analysis, demonstration, closing, up selling and cross selling
- Provide excellent customer service and consultation with existing customers

Our customers are #1. Our goal is to help area businesses prosper by maximizing their presence. You will offer the very best in print advertising and/or digital advertising solutions for your clients. Skills include interpersonal skills and ability to work collaboratively on sales proposals for multiple products; attention to detail; good organizational skills, ability to prioritize workload, handle multiple projects. You need the ability to meet deadlines; have proficiency with computers and are willing and able to work independently. Strong communication and presentation skills a plus. You must also hold a valid driver's license with a good driving record.

We provide a competitive compensation plan to fit the right candidate.

- Aggressive commission program
- Benefit package includes health insurance, 401k, paid vacation
- Phone and mileage reimbursement
- Fun work environment with good emphasis on work/life/balance

Send your resume and income requirements by Dec. 18 to: Monroe Publishing LLC, Attn: Laura A Hughes, 1065 4th Avenue West Monroe WI 53566. Email: [lhughes@themonroetimes.com](mailto:lhughes@themonroetimes.com). Equal Opportunity Employer (1210)

**REPORTER** – The Banner Journal in Black River Falls, WI has an immedi-

ate opening for a full-time reporter. Duties include: reporting (news/sports), photography, typesetting and proofreading. Benefits to include vacation & paid holidays. Send Resume To: News Publishing Company, Attn: Personnel, 409 East Main Street, Black River Falls, WI 54615 or email [kathy@bannerjournal.com](mailto:kathy@bannerjournal.com). 715-284-4304 (1204)

### LOCAL GOVERNMENT REPORTER

– The Watertown Daily Times, a family-owned independent daily newspaper, is seeking a full-time reporter to cover the city beat which has a focus on government affairs reporting. We have a small professional staff of 10 and everyone gets involved with all facets of news production every day. In addition to government affairs reporting and feature writing, the successful candidate will have a knowledge of photography, copy editing, page layout, updating our lively web page, social media and much, much more. We are looking for someone who has a strong desire to keep the community informed on a variety of platforms and in a fast paced environment. Knowledge and skill operating a Macintosh computer system, Photoshop, In Design, is a plus but we will train. Those applying should have a journalism degree or one closely related to journalism. Persons interested can send a cover letter, resume and some clips to: [toms@wdtimes.com](mailto:toms@wdtimes.com), write to Managing Editor, Watertown Daily Times, P.O. Box 140, Watertown, WI 53094-0140, or drop them off to Watertown Daily Times, 113 W. Main St., Watertown, Wisconsin. (1228)

**SALES REP** – Advertising sales rep wanted for outstanding newspaper in Wisconsin's beautiful Northwoods. Great setting for the outdoor lover with large lake right in town; many others nearby, and lots of woodlands in the area. Solid base of clients and loads of additional potential. Base salary plus commission and bonuses. Great family-type staff to work with ... most have been with us 10 years or more. Send resume to Kathy Tobin, Tomahawk Leader, at [kathy@tomahawkleader.com](mailto:kathy@tomahawkleader.com) with "sales rep" in the subject line. (1127)

### GROUP CIRCULATION AND READERSHIP DIRECTOR

– Would you like to join a locally owned community newspaper group that has experienced unprecedented circulation growth in the past year? We're looking for the leader to build on and continue that growth.

The Daily Jefferson County Union and Hometown News Limited Partnership, two affiliated newspaper companies, seek an experienced and innovative circulation leader for a group with more than 100,000 distribution, including one daily community newspaper, one twice-weekly paid newspaper, 12 weekly paid newspapers, four shopper/TMC products, plus numerous niche magazines and associated websites. This position is based in Fort Atkinson, Wisconsin, with travel to other locations as required. Candidates must possess exemplary organizational and interpersonal skills, have exceptional customer service standards and be

## FREE FOR WNA MEMBERS:

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

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

Members may submit ads via email to: [James.Debilzen@wnanews.com](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¢ 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.

creative in their approach to selling/marketing across all of our audience platforms. The successful candidate will demonstrate proficiency in the following:

- Sales, marketing, pricing strategies, and promotions of paid circulation daily and weekly newspapers, including subscriber acquisition and retention strategies
- Field operations and distribution techniques across all distribution channels – carrier force, postal service, subscribers, single copy, free distribution and digital
- Building a culture of customer service excellence in the circulation department
- Budgets, strategic planning, forecasting, and expense management
- Training and motivating staff
- U.S. Postal Service periodicals delivery
- Circulation database computer systems
- Building digital audiences across all platforms.

EOE. To apply, email your resume, cover letter and references to: Robb Grindstaff, [rgrindstaff@dailyunion.com](mailto:rgrindstaff@dailyunion.com) (1127)

**SPORTS REPORTER** – A growing news organization in northern Wisconsin is looking for a self-motivated sports writer/photographer who will cover the local sports scene for a multi-weekly publication. The reporter will work as part of a composite editorial staff to bring home the story that tells more than just the headline. Job duties would include, but are not limited to, covering local high school sports for two area high school teams as well as nearly a dozen local middle schools in the area. Strong interpersonal skills are required. Writing and photography experience is preferred. If you are someone who takes value in local news, and realizes the effect reporting on even the simplest of community events can be, then this is a perfect opportunity for you to become part of a close-knit community in the heart of Wisconsin's vacation paradise. Please send complete resume, including 5 clips and references to: The Lakeland Times, P.O. Box 790, Minocqua, WI 54548 Attn: Editor or email [editor@lakelandtimes.com](mailto:editor@lakelandtimes.com) (1127)

**REPORTER** – The Lakeland Times and The Northwoods River News is seeking a full-time reporter to cover a variety of beats, but have a love of reporting about government entities, be it at the school, town, or county levels. This position may also require

reporting about police and courts. Because this is a general assignment position, a day's work could take one to a school or county board meeting, a concert in the park, a luncheon sponsored by an area church group, or to the courthouse for the day's activities. We seek a reporter who can handle a camera, drop everything to get to the house fire down the road, and produce compelling copy that engages the reader and tells the entire story. The reporter will have a nose for news and the ability to go the extra mile – to think beyond the actions of the board or committee and produce stories that make a difference in the lives of our readers – and do it all on deadline. We seek candidates with experience, but will also consider those with the drive to learn and succeed in a fast-paced environment that demands attention to detail. To apply for this position, provide a cover letter and resume to Jim Oxley, PO Box 790, Minocqua, WI 54548. Materials may also be emailed directly to [editor@lakelandtimes.com](mailto:editor@lakelandtimes.com). (1127)

### PAGINATOR / GRAPHIC DESIGNER

– The Lakeland Times is now accepting resumes for an additional experienced Graphic Designer/Paginator to work in our Production Department. Two years experience with Macintosh Quark Xpress or InDesign, and adequate knowledge of Adobe Photoshop are required. Publishing, graphic design, marketing and/or customer service experience is a definite plus. The ideal candidate would also possess excellent organizational, communication and typing skills, efficiency, a positive attitude and the ability to pay close attention to detail in a fast-paced environment. Please send resume, samples and references to: Gregg Walker, Publisher, The Lakeland Times, P.O. Box 790, Minocqua, WI 54548. Email: [gwalker@lakelandtimes.com](mailto:gwalker@lakelandtimes.com) or call 715-356-5236. (1127)

### Seeking work

**Tony Ends** – Writing, editing, communications

### For sale

**FOR SALE** – Imagesetter and plate processor. ECRM Mako CTP Laser Imagesetter and Agfa Plate Processor (Model #MP-08). New/refurbished laser installed October 2013. Plate processor installed in 2005. One pallet of plates. Contact Robb Grindstaff, Daily Jefferson County Union, [rgrindstaff@dailyunion.com](mailto:rgrindstaff@dailyunion.com), 920-563-5553.

**FOR SALE** – Nikon D700, camera only, one owner, \$1,400. Serious inquiries only. Contact Michael McLoone for more information, [mtmclbone@gmail.com](mailto:mtmclbone@gmail.com).

### Publishing for sale

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