



## 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!



## There's still time to apply for a scholarship

The Wisconsin College Media Association will award two \$1500 scholarships for the 2016-17 academic year to journalism students working toward their associate or baccalaureate degrees. The application deadline has been extended to Jan. 25. **Page 2**

# THE Bulletin

December 29, 2015

News and information for the Wisconsin newspaper industry

## January

■ The 2015 Wisconsin Newspaper Association-Associated Press Convention and Trade Show was announced to take place at the Milwaukee Marriott West in Waukesha Feb. 26-27. The keynote speaker was Morley Piper, a former executive director of the New England Newspaper Association who was once a 19-year-old Army second lieutenant with the 29th Infantry Division during the WWII D-Day invasion in Normandy.

## February



■ Nearly 425 attendees, including students from 10 schools, came to the 2015 WNA Convention.

■ Publisher Larry Tobin and longtime WNA employee Bonnie Fechtner were inducted into the WNA Foundation Hall of Fame.

Tobin, pictured above with WNA President Carol O'Leary, founded the Hall of Fame.

Fechtner began working at the WNA as a teenager and served the association and its members for 47 years before retiring in September 2014.



Bonnie Fechtner

■ WNA lobbying efforts successfully removed two harmful pieces from the 2015-17 Wisconsin budget before the bill reached final draft stage.

An early draft of the 2015-17 Wisconsin budget included a proposal to remove the requirement for publishing public notices in newspapers. Under pressure from the WNA, lawmakers excised this item.

Another defeated measure would have removed all state agency notices from the official state newspaper, the Wisconsin State Journal.

## April

■ An outdated law that stymied Wisconsin publishers was repealed after WNA-initiated legislation was approved by the Legislature and Gov. Scott Walker.

The 1989 law that was repealed was intended to spur recycling. It required publishers to report the amount percentage of recycled content in their newsprint. Unless 33 percent of the fiber in the newsprint came from post-consumer waste, publishers were required to pay a fee.

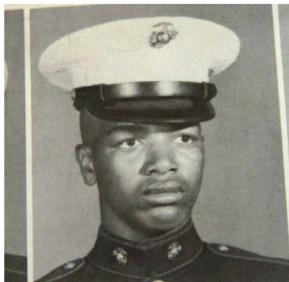
Former Dodgeville Chronicle assistant editor Rep. Todd Novak (R-Dodgeville) and Tony Smithson, vice president of printing Operations for Bliss Communications, testified before the Legislature in favor of repealing the statute.

## March

■ Wisconsin Newspaper Association President Chris Hardie stepped down from his position. Past President Carol O'Leary resumed the role. Since his election to the WNA presidency, Hardie took a position as the executive director of the Black River Area Chamber of Commerce. The former executive editor at the La Crosse Tribune also owns and operates Brambleberry Bed and Breakfast and Winery.

## May

■ After nearly a year of dedicated work, the last of 1,116 photos of Wisconsin veterans killed in Vietnam was found May 25, making it the fifth state to do so. Newspapers rallied to publish the names of the soldiers whose photos were missing, hoping to reach a family member or friend. Found photos were sent to the Vietnam Veterans Memorial Foundation (VVMF) for their Faces Never Forgotten project. Nationally 58,286 photos were originally missing. With the help of state newspaper associations like the WNA, nearly 42,000 photos have been found.



The last of 1,116 photos of Wisconsin-enlisted Vietnam Veterans killed in action was Willy Bedford, who died in Vietnam in May 1970.

End state's witless attempt to hide records

Bill an 'assault' on state open records law

■ Wisconsin's newspapers scored a decisive Independence Day victory after fighting back a surprise attack on open records. Newspapers sprang into action the evening of July 3 as the State Senate's Joint Finance Committee introduced language gutting open record laws in an omnibus bill. The proposal sought to remove from public record legislators' inter-office communications and bill-drafting activities, effectively obscuring how laws are made. Newspapers worked around the clock from late July 3 until public pressure led legislative leaders and Gov. Scott Walker to rescind the proposal less than 24 hours later.

## July

■ The WNA moved to a new suite of offices at 34 Schroeder Court #220, Madison.

■ It was announced the new WNA Memorial Pylon would be dedicated during the 2015 WNAF Trees Retreat in late September in Eagle River. Constructed of Rushmore Granite to withstand the elements, the new Pylon replaces a wood-and-press plate monument to Wisconsin's deceased newspaper publishers.

## June

## August

■ The WNA began accepting nominations for the next class of "Future Headliners," a recognition program that honors emerging new leaders age 30 and under in the newspaper industry.

## September

■ The WNAF rededicated its new Memorial Pylon Friday, Sept. 18, at the Trees for Tomorrow campus in Eagle River.



Bill Haupt, a past WNA president and former publisher of the Lodi Enterprise, spoke during the dedication.

■ The WNA's inaugural ad summit, Selling Wisconsin: Print & Digital Sales Strategies kicked off Sept. 30, offered an opportunity to learn the tricks of the trade for today's cross-platform advertising landscape. Workshop topics included native advertising, packaging, prospecting and leadership. The summit was held at the Heide! House Resort in Green Lake.

## October

■ The WNAF announced the formation of the Wisconsin College Media Association (WCMA) to foster and support

# Member News

## Milwaukee Press Club seeks contest entries

The Milwaukee Press Club has announced the call for entries for its 86th Annual MPC Awards for Excellence in Wisconsin Journalism contest.

The awards competition is open to work originated and published, broadcast or posted online in Wisconsin during the year ending Dec. 31, 2015.

All entries must be upload-

ed by 5 p.m. Friday, February 5, 2016.

For more details or to enter the contest visit <http://www.milwaukeeclub.org/contests/>.

Winners will be honored at the Gridiron Awards Dinner scheduled for Friday, May 13, 2016, at the InterContinental Milwaukee. More information about this event will be

released in early 2016.

Award winners will be posted on the MPC website prior to the event. However, the specific award gold, silver or bronze will be announced and presented at the Gridiron Awards Dinner.

For questions regarding the journalism contest please send an email to [joette@milwaukeeclub.org](mailto:joette@milwaukeeclub.org).



## Deadline extended for WCMA scholarship

The Wisconsin College Media Association will award two \$1,500 scholarships for the 2016-17 academic year to journalism students working toward their associate or baccalaureate degrees.

**The application deadline has been extended to Jan. 25!**

The scholarships will be awarded at the Wisconsin Newspaper Association annual convention set for February 25-26, 2016, at the Madison Marriott West in Middleton.

Applicants should demonstrate a solid interest in print journalism. Students should submit a resume, a letter of application describing their interest in a career in newspapers and any relevant information regarding financial need, three published work examples, a letter of recommendation from a faculty member or department chair and an academic class list.

Applicants will be considered based on their academic record, financial need, past involvement in student or other newspapers, and potential for a career in newspapers. Students with interests in reporting, editing, advertising, photography, graphics, circulation, marketing or any other aspect of newspaper operations may apply.

## Submit your updated info >>

WNA members were recently sent copies of their Newspaper Information Form (NIF), which will be used to create the 2016 Wisconsin Newspaper Directory. Please update the information listed on the forms and return to the WNA by Jan. 6.

The forms can be mailed to the Wisconsin Newspaper Association, 34 Schroeder Court #220, Madison, WI 53711, faxed to 608-283-7631 or emailed to [Daryl.Blumer@wnanews.com](mailto:Daryl.Blumer@wnanews.com).

If you did not receive a form for your newspaper or need an electronic version, email [James.Deblizen@wnanews.com](mailto:James.Deblizen@wnanews.com) for help.

## Free Content

This weekly free content, **accessible here**, is available for use at no cost to WNA members.



PRODUCED BY THE WISCONSIN CENTER FOR INVESTIGATIVE JOURNALISM

The Wisconsin Center for Investigative Journalism is offering a report quoting two former cabinet members of Gov. Scott Walker who said Walker's top aide told them not to use state email or telephones to conduct important state business.

The governor's office and former Department of Administration Secretary Mike Huesch deny such a policy, but former Department of Financial Institutions secretary Peter Bildsten and the former chief executive of the Wisconsin Economic Development Corp., Paul Jadin, both told the Wisconsin Center for Investigative Journalism that Huesch directed them to avoid official channels.

The allegations come as the Walker administration faces criticism for cutting public access to internal text messages and other so-called transitory state records.



This week's **Discover Wisconsin** offering highlights 18 of the state's more than 30 historic lighthouses that are still standing. Many provide tours and all of them offer breathtaking views.

In his State Capitol Newsletter, WNA columnist **Matt Pommer** says Republicans have tightened their grip on Wisconsin government with new laws on elections and ethics while national attention has focused on selecting candidates for the upcoming presidential 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.



Matt Pommer

## Among Friends

### Lee Enterprises

Lee Enterprises has announced a leadership transition that will begin in February.

Mary E. Junck, chairman, president and chief executive officer, will become executive chairman, continuing to guide Lee's overall strategy and direction.

Kevin D. Mowbray, a 29-year veteran of Lee, will advance from executive vice president and chief operating officer to president and chief executive officer.

Mowbray, 54, was elected executive vice president and chief operating officer in April 2015, having served as vice president and chief operating officer since 2013. He

previously was publisher of Lee's largest newspaper, the St. Louis Post-Dispatch since 2006.

Junck, 68, joined Lee in 1999 as executive vice president and chief operating officer. She became president in 2000, chief executive officer in 2001 and chairman in January 2002. She is chairman of the Executive Committee of Lee's board of directors.

She previously held senior executive positions at the former Times Mirror Co., and is currently chairman of the board of directors of The Associated Press.



Mary Junck

### Marion Advertiser

The Marion Advertiser marked 30 years under the ownership of Dan Brandenburg this month.

Brandenburg wrote in a column last week his family had purchased the newspaper on Dec. 1, 1985, a snowy Sunday.

"Despite (a) blizzard, this new owner was bound and determined to at least spend an hour or so inside the office of the Marion Advertiser," Brandenburg wrote. "I didn't really do anything, just sat there, closed my eyes, and soaked in the reality of being the owner of a newspaper I had worked at since 1967."



Kevin Mowbray

## WNA Online

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

### Don't miss out on the conversation:

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



# Member News

## Journalists raise \$600 for Simpson Street Free Press

Madison-area journalists raised \$600 for the Simpson Street Free Press last week.

The Madison-based non-profit that teaches middle and high school students reading, writing, and critical thinking skills was the beneficiary of the annual holiday raffle held by the Madison pro chapter of the Society of Professional Journalists.

Raffle prizes were contributed by: Wisconsin State Journal; America Players Theatre; Isthmus; Edgewood College; WKOW; WORT; Capital Times; Wisconsin Public Television; Karben4; Chris Drosner, "aka" Beer Baron; David Maraniss; Dee J. Hall; Wisconsin Center for Investigative Journalism; Joe Radske; Breann Schossow; and Sam Martino.



*Your Right to Know* is a monthly column distributed by the Wisconsin Freedom of Information Council ([www.wisfoic.org](http://www.wisfoic.org)), a nonprofit group dedicated to open government. Bill Lueders is the council's president.

### A tough year for transparency

In 2015, Wisconsin advocates for open government faced a disquieting truth: If we want to preserve our state's tradition of transparency and accountability, we must fight for it, against powerful players who will be fighting back.

The most egregious attack came on the cusp of the July 4 holiday weekend, when the Legislature's Joint Finance Committee **inserted provisions** into the state budget to gut the state's open records law. A tremendous backlash from across the political spectrum forced lawmakers to back down.

Just three weeks later, the attack's **main architect**, Assembly Speaker Robin Vos, R-Rochester, **ordered** the drafting of a bill to exempt the Legislature from the law, allowing it to achieve all the secrecy it desires. That intent is apparently still alive.

And while some secre-

## Your Right to Know



BILL LUEDERS

cy provisions were pulled from the budget, one sailed through, creating **different rules** for the University of Wisconsin System than for all other state agencies regarding the naming of job finalists. Henceforth, the UW can pick athletic coaches and fill key academic positions without revealing which applicants were passed up.

Another blow came this fall, when Vos added a bill **amendment** late in the process to end the longstanding requirement that significant donors to political campaigns reveal where they work. The Legislature and Gov. Scott Walker, brushing off **concerns** that this will make it harder to track concerted special interest spending and even illegal activity, passed the bill into law.

Moreover, the Walker administration is embracing dubious interpretations of legal

language to shield and even destroy records of public interest. It **claims** a "deliberative process" exemption that appears nowhere in state law to deny access to records of bill-drafting communications. A lawsuit over this practice is now playing out.

More recently, the administration has **begun asserting** that a new definition of "transitory records" approved by the state Public Records Board in August lets it destroy certain documents. This has happened at least twice, over records showing who has visited the governor's executive residence and text messages between state officials and a private company that seems to have absconded with a state handout.

The Wisconsin Freedom of Information Council has **asked** the Dane County district attorney to prosecute the Public Records Board for

violating the Open Meetings Law in changing its definition of transitory record without flagging this on its meeting agenda. The board chair has since **vowed** to revisit the matter.

But Walker administration officials have refused to explain their use of this definition, which does not mention text messages or visitors logs. Elisabeth Winterhack, an attorney for the Department of Administration, and DOA spokesman Cullen Werwie have not responded to **repeated requests** for answers to simple questions, including whether the Walker administration is continuing to destroy records showing who visits the executive residence.

Meanwhile, the Wisconsin Center for Investigative Journalism has **reported** that two former high-ranking Walker administration officials say they were warned not to use official email accounts for important business, apparently to avoid creating a paper trail. The administration denies it.

We are seeing, in words and action, the beginning of a culture of contempt for the public's right to know, embedded deeply within state government. That should be of grave concern to every resident of the Wisconsin as we prepare for future battles.

## 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

Phone: 608-283-7620 or 800-261-4242

Fax: (608) 283-7631

Office Hours: 8 a.m. - 4:30 p.m.

### WNA Staff

#### Executive Director

Beth Bennett  
608-283-7621  
[Beth.Bennett@wnanews.com](mailto:Beth.Bennett@wnanews.com)

#### Member Services Director

Julia Hunter  
608-283-7622  
[Julia.Hunter@wnanews.com](mailto:Julia.Hunter@wnanews.com)

#### Communications Director

James Debilzen  
608-283-7623  
[James.Debilzen@wnanews.com](mailto:James.Debilzen@wnanews.com)

#### Media Services Director

Denise Guttery  
608-283-7630  
[Denise.Guttery@wnanews.com](mailto:Denise.Guttery@wnanews.com)

#### News Tracker Team Leader

Dianne Campbell  
608-283-7625  
[Dianne.Campbell@wnanews.com](mailto:Dianne.Campbell@wnanews.com)

#### Search Technician

Ruzica Dzanic  
608-283-7626  
[Ruzica.Dzanic@wnanews.com](mailto:Ruzica.Dzanic@wnanews.com)

#### WNA Office Coordinator

Daryl Blumer  
608-283-7620  
[Daryl.Blumer@wnanews.com](mailto:Daryl.Blumer@wnanews.com)

#### Sales and Marketing Director

Susan Patterson Plank  
800-227-7636 ext. 140  
[spattersonplank@cnaads.com](mailto:spattersonplank@cnaads.com)

### Board of Directors

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Heather Rogge, Publisher, Daily News, West Bend

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## News Briefs

### Lake Geneva Regional News sues for records

The Lake Geneva Regional News filed an enforcement action on Dec. 11 against the City of Lake Geneva for denying access to the disciplinary records of Police Chief Michael Rasmussen and police officer Dennis Dyon, [editor Rob Ireland wrote in a column](#).

Dyon has twice filed a complaint against his boss and has publicly called for his termination in a signed affidavit. According to documents Dyon filed, his complaints of misconduct date back to 2008.

In September, after Dyon's complaint became public, reporter Chris Schultz filed the open records request.

In a denial to the record request, City Attorney Dan Draper wrote that releasing the records would have a "chilling effect on a supervisor's willingness to make candid assessments about subordinate officers, may inhibit the officer's willingness to testify in court, or may result in fewer people accepting law enforcement positions if they knew that all disciplinary matters would become public knowledge under the open records law." [Read more >>](#)

### Report: 69 journalists died on the job in 2015

Sixty-nine journalists were killed around the world on the job in 2015. Twenty-eight of them were slain by Islamic militant groups, including al-Qaida and the Islamic State group, according to the Committee to Protect Journalists.

The New York-based organization says Syria again was the deadliest place for journalists, though the number of deaths there in 2015 — 13 — was lower than in previous years of the conflict.

Those killed by Islamic extremist groups this year included eight journalists killed in an attack in Paris in January at the office of satirical magazine Charlie Hebdo, which had published caricatures of the Prophet Muhammad.

While some of the deaths were among reporters covering conflict zones, journalists in several countries also were killed after reporting on sensitive subjects. At least 28 of the reporters who were killed had received threats before their deaths, the Committee to Protect Journalists said. [Read more >>](#)

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

## REVIEW

Continued from front page

student news media in the state's colleges, universities and technical schools.

■ The WNA's monthly newsletter, *The Bulletin*, became a weekly publication.

### November

■ Gov. Scott Walker proclaimed Nov. 4 to be "Wisconsin Combat Journalists Day." Nov. 4 marked the 50th anniversary of the death of Wisconsinite and photojournalist Dickey Chapelle, who is thought to be the first female war correspondent killed in Vietnam and the first female American journalist killed in action. A native of Shorewood, Chapelle was killed while on patrol with a U.S. Marines. She began working as a war correspondent during World War II, during which she covered the Battles of Iwo Jima and Okinawa. While reporting on the Hungarian Revolution of 1956, Chapelle was captured and jailed for more than seven weeks.

■ The WNA Foundation Board voted to increase the number of internships offered at its board meeting Nov. 5 in Madison. The WNA will place up to eight interns at member newspapers across the state this summer. The new spots — up from five in years past — will be designated for advertising and design students.

### December

■ The WNA began lobbying for the repeal of Section 102.07 (6), which defines the employment status of newspaper carriers when it applies to workers' compensation claims. Repealing the section would bring the statute in line with industry practices and existing unemployment insurance law.

■ The Wisconsin Supreme Court remanded *New Richmond News v. City of New Richmond* to the state Court of Appeals for deliberation after justices deadlocked 3-3 on the application of the federal Driver's Privacy Protection Act (DPPA) and Wisconsin's open records law. The Supreme Court had agreed to hear the case after the *New Richmond News* and City of New Richmond mutually agreed to bypass the traditional appeals process in hope of receiving a speedy decision.

## Help Wanted

**NEWSPAPER PAGE DESIGNER** – Madison Regional Design Center. Lee Enterprises is seeking a Designer to work at its remote design center in Madison, WI to produce designs and products for publications in a 365 day-a-year environment with an emphasis on meeting tight deadlines, following process efficiencies and troubleshooting issues. This position will produce pages for newspapers throughout the United States. You will produce assigned pages from provided plans and budgets, manage work and plate flow to meet assigned deadlines for multiple editions and publications. You will work with outside editors to ensure pages meet their expectations. Knowledge of Adobe InDesign CS5 or comparable skill is required. Must be able to effectively communicate with internal and external customers as well as coworkers and management. In this position you must be willing to work a varied schedule with night hours. This is a full-time hourly position. We will be accepting applications throughout the month of January. To apply go to <http://lee.net/careers/> and use the location search menu and select Capital Newspapers. You can also apply directly at <https://app.jobvite.com/?aj=ooQJ1fwk&s=url>. 2001 Fish Hatchery Road, Madison, WI 53713. Equal Employment Opportunity/Affirmative Action Employer. Pre-employment drug testing applies. (0131)

**CONTENT SYNDICATION MANAGER** – Lee Enterprises – Do you thrive on spotting trends, sharing news, and being the one-stop know-it-all source on every topic worthy of watercooler chat? Help launch a dynamic team leading a digital transformation for the newspaper industry at the Lee Enterprises digital content center based in Madison, WI. You'll help us expand our audience for more than 50 websites and associated digital products. You'll lead the charge to increase the quality and volume of information we produce for targeted audience segments. You'll leverage a variety of sources and apply your own initiative to produce engagement-building galleries, slideshows, quizzes, polls and other content on trending topics. And you'll channel the flow of our rushing river of news overall. We're looking for aptitude over experience, as this job will evolve over time. Experience with a website CMS such as Blox will give you a head start. You don't need to be a coder, but you do need to know the difference between an iframe and a javascript. Absolute requirements? A bachelor's degree plus experience of a year or more in text or visual media, digital production and/or social media marketing. Internships count. Also, you'll need to meet our clear goals and deadlines without fail, and work some odd hours. You'll thrive collaborating with a team spread across the country, using real-time chat. You'll have to love numbers as much as words and visuals, because we measure everything with Google Analytics, Chartbeat and other tools. What do you get? A clear mission, frequent chances to shine in a high-profile initiative, flexible hours, a ragtag band of colleagues bent on reinventing our business, and sometimes, treats. To apply go to <http://lee.net/careers/>.

## 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@inanews.com](mailto:jhulbert@inanews.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.

and use the location search menu and select Capital Newspapers. You can also apply directly at <https://app.jobvite.com/?aj=oj4k2fw8s=url>. This is a full-time hourly position with a January 11 deadline to apply. 1901 Fish Hatchery Road, Madison, WI 53713. Equal Employment Opportunity/Affirmative Action Employer. Pre-employment drug testing applies. (0111)

**REPORTER** – Do you know news? The award-winning Lodi Enterprise and Poynette Press is looking for an ambitious full-time reporter to cover news, features and sports in the community. Some photography is required. Successful candidates should have previous newspaper experience writing for print and web and be able to work on tight deadlines. Knowledge of QuarkXPress, social media, photography and layout design are a plus. Some night and weekend work is required. Hometowns New Group offers competitive pay and benefits and a chance to grow with the company. To apply, send a resume and cover letter, along with three writing samples to managing editor Rachelle Blair at [rblair@hngnews.com](mailto:rblair@hngnews.com) by Monday, Jan. 4. (0104)

**REPORTER INTERN** – The Wisconsin State Journal is seeking a part-time reporting intern to assist the city desk during the spring semester. Under the direction of the city editor and other reporters, this person will write news stories and briefs, help

other reporters gather information or conduct research, and answer phones. This position offers several opportunities to participate in major breaking news stories and develop solid A1 clips. Candidates should be enrolled in college and working toward a journalism degree. Experience on a college newspaper is desired. Qualified candidates must be able to write clearly and concisely, translate complicated information into stories of broad interest, and represent the paper with tact and professionalism. Excellent spelling and grammar skills and a demonstrated ability to communicate effectively are required. Must have access to a vehicle. Times and days of work will vary but will generally be about 20 hours per week including nights and weekends. To be considered for the position, applicants must apply directly at <https://app.jobvite.com/?cj=odHg2fwW8s=url>. Or go to <http://lee.net/careers/> and select Wisconsin State Journal using the location search tool. As part of your online application, please attach five samples of your work or links to five recent stories. The deadline to apply is Monday, Jan. 4, 2016. Wisconsin State Journal, 1901 Fish Hatchery Road, Madison, WI 53713. Affirmative Action/Equal Opportunity Employer. Pre-employment drug testing applies. (0104)

**PROOFER/COPY EDITOR** – Come join our fun-loving team of over-achievers at COLE Publishing as a proofer/copy

editor and you'll learn that reading about water and wastewater every day can be extremely rewarding. If not for the content, at least the company you'll keep while doing it. Absolutely no telecommuters will be considered – if we have to be here, so do you. This position is a full-time opportunity in our Three Lakes, Wisconsin office. This job requires tremendous attention to detail while maintaining a certain level of flexibility. Must be able to function in a deadline-driven, detail-oriented environment. Ability to prioritize and multitask is a must. Knowledge of AP Style is required. Degree in either English or Journalism is preferred, but relative work experience will be considered in place of 4 year degree. Ideal candidate has a BA in Journalism or English and 1-3 years experience as a copy writer, editor or proofer. E-mail Ann Richmond with your cover letter and resume: [ann.richmond@colepublishing.com](mailto:ann.richmond@colepublishing.com) with "Proofer/Copy Editor – BSM" in the subject line. (1229)

**DIGITAL AND NICHE PRODUCTS ADVERTISING SALES SPECIALIST** – Wolf River Media, L.L.C. has an opening for a digital and niche products advertising sales specialist. The successful candidate will have one to two years of sales experience, demonstrating the ability to develop strategies and sales plans which lead to the attainment of sales goals. Experience in ad sales preferred. This individual must also possess good communication and presentation skills, a valid driver's license, and proof of insurance. Compensation includes a base salary and a performance-based bonus opportunity. Additional benefits include 401k, vacation, dental, and life insurance. Wolf River Media, L.L.C. is committed to diversity and proud to be an EO employer. Email resume to [rbakeberg@wolfrivermedia.com](mailto:rbakeberg@wolfrivermedia.com) or mail to Human Resources 1464 E. Green Bay St. Shawano, WI 54166. (1229)

## Seeking Work

Posted November 2015

**Phillip A. Humphries** – General assignment reporter, multi-media journalist, columnist

## 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, [mtmclloone@gmail.com](mailto:mtmclloone@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.