August 7, 2019



Volume 36 Issue 28

# CALENDAR of **EVENTS**

# **WEBINARS**

Five Ways to Enhance Your Paper's Obituary Category Thursday, September 12

# **MEETINGS**

INA, INF & INA Services Co. Boards Thursday, October 24 **Des Moines** 

# **Iowa Newspaper Association** ılletin

# There is no asterisk in this disclosure law

**RANDY EVANS** 

**EXECUTIVE DIRECTOR** IOWA FREEDOM OF INFORMATION COUNCIL

hen he was governor, Terry Branstad often voiced his frustration that he was not able to comment on the reasons a state government employee was fired or demoted.

In Branstad's view, the public --- Iowa taxpayers --deserved to know why the action was taken against the employee. But the governor would say his hands were tied by a state law that keeps some information about government workers confidential.

The Iowa Legislature heard Branstad's frustrations. When they convened in 2017, they quickly voted to make an important change in the public records law. It was part of a package of other changes scaling back collective bargaining for government workers.

The change in the records law means officials now must make public the "documented reasons and rationale" when a government employee is fired, resigns under pressure or is demoted.

The legislation was signed into law by Branstad in February 2017, with his lieutenant governor, Kim Reynolds, at his side.

Fast forward to today:

The big news in state government lately has been the decision by Reynolds, now governor, to ask for the resignation of Jerry Foxhoven as director of the Department of Human Services.

What were the "documented reasons and rationale" that must be made public? All Reynolds and her staff will say is that she decided to "go in a different direction" with DHS management.

The department is the largest in state government, with 4,600 employees and a \$6.5 billion budget. Its responsibilities encompass the Medicaid program for low income Iowans, food stamps, foster care, child welfare, and services for people with disabilities or mental problems.

The department faced big challenges when Foxhoven



**Randy Evans** 

was hired by Reynolds in June 2017 --- shortly after she succeeded Branstad, who resigned to be ambassador to China. Foxhoven was a Drake University law professor and respected leader in child protection and family law.

He said his removal at DHS came after he objected to paying a new health policy adviser on the governor's staff out of the DHS budget and after Reynolds

aides asked him to do something he believed was illegal.

He has not elaborated, but he said he has spoken with the state auditor and the inspector general of the U.S. Department of Health and Human Services about his concerns.

Reynolds and her staff disputed Foxhoven's claims. But the governor's explanation has evolved --- from wanting to take DHS in a new direction, to saying there were many reasons she decided to replace him.

This is precisely why lawmakers voted to require the release of the documented reasons and rationale when government employees are fired or forced to resign.

If you read the legislation that created this obligation --- it's in section 22.7(11)(a)(5) --- there is no asterisk that excuses the governor from having to comply with this statute.

Reynolds' aides have said the requirement does not apply to Foxhoven because he served at her pleasure. That's true, but every state and local government employee who does not have an employment contract also serves at the

pleasure of the boss and can be terminated at will.

The Iowa Public Information Board weighed in on this disclosure question last year with important guidance for government leaders.

Rather than release personnel records that might contain confidential facts, the board said a better approach is for employers to prepare a document providing the "reasons and rationale" information

ASTERISK - cont. on page 3

This column is available for publication by any newspaper without charge at https://inanews. com/news-roomresources/thereis-no-asterisk-inthis-disclosure/.

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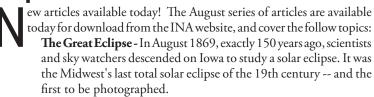
BY

Prof. M'Clune and Prof. Gummere.

An illustration of the solar eclipse total phase as it appeared over Oskaloosa on Aug. 7, 1869. (Photo courtesy of State Historical Society of Iowa)

Find this photo and other content sponsored by the lowa Department of Cultural Affairs by visiting https://inanews.com/foundation/giving/iowadepartment-of/.

# **INF** offers free content from Iowa Department of Cultural Affairs



• Transcontinental Railroad's 150th - Grenville Dodge of Council Bluffs helped mastermind the first transcontinental railroad, which was completed 150 years ago and is being celebrated with a restored 1941 steam locomotive's cross-country tour.

Visit https://inanews.com/foundation/giving/iowa-department-of/ to download this month's series and to view the archive of articles from previous months.



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previous months.

# meeting minutes

# Iowa Newspaper Association | Board of Directors July 19, 2019 | Meeting Minutes



INA Board of Directors Meeting Minutes The INA Board met at the Hotel Grinnell in Grinnell at 10:00 a.m. with the following members present: Kristen Grabinoski, Armstrong Journal; Karen Spurgeon, Bloomfield Democrat; Deb Anselm, Davenport Quad-City Times; Bill Tubbs, Eldridge North Scott Press; Terry Christiansen, Fort Dodge Messenger; Jaime Zweibohmer, Humboldt Independent; Jason Brummond, Iowa City Daily Iowan; Jim Johnson, Kalona News; Trevis Mayfield, Maquoketa Sentinel-Press; Jeff Wagner, Sheldon N'West Iowa REVIEW; and Paula Buenger, Spencer Daily Reporter. Also present were Susan Patterson Plank, INA; Geof Fischer, INF; Samantha Fett, INA Services Co. and Jana Shepherd, INF.

# Votes taken:

A. On a motion by Wagner, seconded by Spurgeon, the minutes of the April 26, 2019 board meeting were approved.

# Action agreed upon:

A. The board set its next meeting date as Thursday, October 24 in Des Moines.

# **CONTACT US**



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Website www.INAnews.com

# INA/CNA/INF STAFF DEPARTMENT MANAGERS

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Susan James

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# **BOARD PRESIDENTS**

# Iowa Newspaper Association

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krisq@amstrongjournal.com

## **INA Services Company**

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bmaxwell@dailyiowegian.com

# **Iowa Newspaper Foundation**

Mark Rhoades, Missouri Valley Times-News 712-642-2791

mrhoades@enterprisepub.com

### U.S. MAIL

Iowa Newspaper Association 319 East 5th St. Des Moines, IA 50309

# **INA LEGAL HOTLINE**

515-283-3100 (paid service)

# Messenger reporter named regional media coordinator

he Iowa Supreme Court has appointed a new regional media coordinator in north central Iowa to handle the logistics of the state court system's program allowing cameras, audio recorders and other digital equipment in Iowa courtrooms.

Elijah Decious, a reporter for the Fort Dodge Messenger, replaces Peter Kaspari who has left the Messenger staff for a job out of state.

Astheregional media coordinator, Decious is the go-to person when journalists want court permission to use video cameras, still cameras, laptop computers or cell phones inside courtrooms in Boone, Calhoun, Carroll, Greene, Hamilton, Hardin, Humboldt, Pocahontas, Sac, Webster and Wright counties.

# **DECIOUS' CONTACT INFORMATION:**

Office: 515-573-2141, x.520 Email: edecious@messengernews.net The names and contact information for

the other regional media coordinators can be found at: https://tinyurl.com/

<u>ycaotxln</u>

ASTERISK - cont. from page 1

that must be released. A one- or two-word explanation does not constitute adequate documentation for a firing or forced resignation, the board said.

The board's decision and the spirit of the disclosure law aren't ambiguous.

That's why Reynolds owes it to taxpayers, and to thousands of Iowans relying on DHS services, to provide a meaningful explanation of why she removed this key state executive. Then she needs to spell out for the public the new direction she wants DHS to go under its next director.

That's government transparency.

This column was written by Randy Evans, executive director of the Iowa Freedom of Information Council. It is available for publication by any newspaper without charge at <a href="https://inanews.com/news-room-resources/there-is-no-asterisk-in-this-disclosure/">https://inanews.com/news-room-resources/there-is-no-asterisk-in-this-disclosure/</a>.

Randy Evans can be contacted at IowaFOICouncil@gmail.com. The Iowa Newspaper Association and several individual newspapers are members of the Iowa FOI Council.



# How does criminal libel differ from civil libel?

In criminal libel, the theory is that the damage is to the public rather than to a private individual. Therefore, the state becomes the prosecuting entity against an individual speaker. Presumably, the individual's libelous statement would have to be deemed serious enough to warrant removing the case from the civil realm. The defamation involved in criminal libel could be of another individual, a public official, a government entity, a group, or even a deceased person.

Reports the monthly sales activity of Customized Newspaper Advertising. Figures compare each month to the year before and 2019 sales with budgeted projections.

<b>2019</b> \$301,825	<b>2018</b> \$702,930	JULY SALES	<b>Difference</b> -\$401,105	% Increase -57%
<b>2019</b> \$3,712,762	<b>2018</b> \$5,060,697	Year-to-Date Sales	<b>Difference</b> -\$1,347,935	% Increase -26%
<b>Actual</b> \$3,712,762	<b>Budget</b> \$4,279,306	Actual-vsBudget	<b>Difference</b> -\$566,544	% of Budget -13%

Sales Summary: In the month of July, CNA sold \$127,906 in display advertising into lowa newspapers.



The INA Bulletin will be printed on a biweekly basis for the remainder of the summer.

# Winners from NNA's 2019 Better Newspaper Editorial Contest and Better Newspaper Advertising Contest

# **ADVERTISING**

# NORTH SCOTT PRESS - ELDRIDGE, IA

- THIRD PLACE, Best Sales Promotion Section or Edition, Non-daily Division, circ. less than 10,000, Jeff Martens, Erin Gentz, Theresa Blackledge
- HONORABLE MENTION, Best Series Ad Idea, Color, Non-daily Division, circ. less than 5,000, Jeff Martens, Erin Gentz, Theresa Blackledge
- FIRST PLACE, Best Advertising Idea, Non-daily Division, circ. less than 5,000, Jeff Martens, Scott Campbell
- SECOND PLACE, Best Single Ad Idea, Black & White, Non-daily Division, circ. less than 5,000, Jeff Martens

# THE N'WEST IOWA REVIEW - SHELDON, IA

- HONORABLE MENTION, Best Newspaper Promotion, Daily & Non-daily Division, circ. less than 10,000, Alisha Schlichte
- THIRD PLACE, Best Advertising Idea, Non-daily Division, circ. more than 5,000, Krisitn Oldenkamp
- FIRST PLACE, Best Small-Page Ad, Non-daily Division, circ. more than

- 5,000, Kristin Oldenkamp
- THIRD PLACE, Best Small-Page Ad, Non-daily Division, circ. more than 5,000, Krystal Poppema
- FIRST PLACE, Best Use of Ad Color, Daily & Non-daily Division, circ. less than 8,000, Kristin Oldenkamp
- THIRD PLACE, Best Use of Ad Color, Daily & Non-daily Division, circ. less than 8,000, Krystal Poppema
- HONORABLE MENTION, Best Use of Local Photography in Ads, Daily & Non-daily Division, Kristin Oldenkamp

# WILTON-DURANT ADVOCATE NEWS - ELDRIDGE, IA

- FIRST PLACE, Best Series Ad Idea, Black & White, Non-daily Division, circ. less than 5,000, Advocate News staff
- SECOND PLACE, Best Series Ad Idea, Black & White, Non-daily Division, circ. less than 5,000, Advocate News staff
- HONORABLE MENTION, Best Single Ad Idea, Color, Non-daily Division, circ. less than 5,000, Advocate News staff

# **EDITORIAL**

# HARLAN NEWS-ADVERTISER - HARLAN, IA

- FIRST PLACE, Story-Series Best Education/Literacy Story, Non-daily Division, circ. less than 6,000, Bob Bjoin, Managing Editor
- HONORABLE MENTION, Story-Series Best Investigative or In-Depth Story or Series, Non-daily Division, circ. 3,000-9,999, Bob Bjoin, Managing Editor

# IOWA FALLS TIMES-CITIZEN - IOWA FALLS, IA

- HONORABLE MENTION, Editions Best Local News Coverage, Daily & Nondaily Division, circ. less than 3,000, Staff
- FIRST PLACE, Editorial Best Editorial Page(s), Daily & Non-daily Division, circ. less than 6,000, Staff
- THIRD PLACE, Social Media Journalism, Daily & Non-daily Division, circ. less than 3,000, Sara Konrad Baranowski
- SECOND PLACE, Story-Series Best Feature Series, Daily & Non-daily Division, circ. less than 6,000, Sara Konrad Baranowski
- THIRD PLACE, Story-Series Best Sports Feature Story or Series, Daily & Non-daily Division circ. less than 3000, Justin Ites

# THE N'WEST IOWA REVIEW - SHELDON, IA

- HONORABLE MENTION, Editions Best Headline Writing, Daily & Non-daily Division Staff
- SECOND PLACE, Editions Best Local News Coverage, Daily & Non-daily Division, circ. 3,000-5,999, Staff
- FIRST PLACE, Editions Best Use of Photographs, Daily & Non-daily Division, Staff
- FIRST PLACE, Editorial Best Editorial, Daily & Non-daily Division, circ. 3,000-5,999, Tom Lawrence
- THIRD PLACE, Editorial Best Editorial Page(s), Daily & Non-daily Division, circ. less than 6,000, Staff
- FIRST PLACE, Section Best Sports Section/Page, Daily & Non-daily Division circ. 3000-9000, Staff

# NORTH SCOTT PRESS - ELDRIDGE, IA,

- HONORABLE MENTION, Editions Best Local News Coverage, Daily & Nondaily Division, circ. 3,000-5,999, Scott Campbell, Mark Ridolfi, Bill Tubbs, Erin Gentz
- HONORABLE MENTION, Editorial Best Editorial Page(s), Daily & Non-daily Division, circ. less than 6,000, Bill Tubbs
- THIRD PLACE, Photo Best Breaking News Photo, Non-daily Division, circ. less than 5,000, Scott Campbell
- SECOND PLACE, Photo Best Photo Essay, Daily & Non-daily Division, circ.

- 3,000-5,999, Mark Ridolfi
- THIRD PLACE, Section Best Sports Section/Page, Daily & Non-daily Division circ. 3000-9000, Scott Campbell
- THIRD PLACE, Story-Series Best Breaking News Story, Non-daily Division, circ. 3,000-5,999, Scott Campbell
- HONORABLE MENTION, Story-Series Best Breaking News Story, Non-daily Division, circ. 3,000-5,999, Scott Campbell and Mark Ridolfi
- THIRD PLACE, Story-Series Best Education/Literacy Story, Non-daily Division, circ. less than 6,000, Mark Ridolfi
- FIRST PLACE, Story-Series Best Feature Story, Non-daily Division, circ. 4,000-5,999, Scott Campbell
- FIRST PLACE, Story-Series Best Health Story, Daily & Non-daily Division, circ. less than 6,000, Scott Campbell
- HONORABLE MENTION, Story-Series Best Performing Arts Story, Daily & Non-daily Division, Scott Campbell
- THIRD PLACE, Story-Series Best Sports Story, Daily & Non-daily Division, circ. less than 9,000, Scott Campbell

# THE SHELDON MAIL-SUN - SHELDON, IA

 FIRST PLACE, Editions - Best Headline Writing, Daily & Non-daily Division, Ty Rushing, Jeff Grant

### SIOUX CITY JOURNAL - SIOUX CITY, IA

- SECOND PLACE, Column Best Serious Column, Daily & Non-daily Division, circ. 12,000 or more, Tim Gallagher
- FIRST PLACE, Column Best Sports Column, Daily & Non-daily Division, 10,000 or more, Tim Gallagher
- SECOND PLACE, Editions Best Local News Coverage, Daily & Non-daily Division, circ. 6,000 or more, Sioux City Journal staff
- THIRD PLACE, Editorial Best Editorial, Daily & Non-daily Division, circ.
   10,000 or more, Michael Gors
- SECOND PLACE, Gen-Ex General Excellence, Daily Division, Sioux City Journal staff
- FIRST PLACE, Photo Best Breaking News Photo, Daily Division, Tim Hynds
- THIRD PLACE, Photo Best Feature Photo, Daily Division, Justin Wan
- THIRD PLACE, Photo Best Sports Photo, Daily Division, Justin Wan
- THIRD PLACE, Section Best Family Life/Living Section/Pages, Daily & Nondaily Division, Sioux City Journal staff

# FREE MEMBER EXCHANGE

## **▼ HELP WANTED**

experienced sales and marketing professional to lead our sales team for eight newspapers, multiple TMC products, on-line sales, and other special projects and products. Enterprise Media Group is a family owned business which is continuing to grow and diversify and needs an excellent team builder to help us continue that growth. Find out more about our products and services at enterprisepub. biz.

Our Director of Sales will be responsible for maintaining and growing their own account list, leading team sales, planning, budgeting, community relations and be an integral part of our management team. Compensation includes base salary, bonus opportunities, health insurance, 401K retirement and more.

This is a great opportunity to come and be part of our fun, adaptable, dedicated and positive team. Apply to Chris Rhoades, crhoades@enterprisepub.com, Enterprise Media Group, PO Box 328, Blair, NE 402-426-2121. 0904

**EDITOR.** The Marshalltown Times-Republican is seeking an editor to join its esteemed and award-winning staff. The editor is charged with leading a staff in producing quality community-oriented news, sports and opinion content. Our hyperlocal content is produced for print, digital and social.

The editor will oversee the production of the seven-day newspaper with responsibilities including generating story ideas, coaching reporters, copyediting, designing news pages, overseeing the website and social media, writing news stories and editorials and strong community involvement.

Must thrive in a fast-paced environment and be disciplined with meeting short and long-term deadlines. Must be proficient in AP Style, InDesign and Photoshop.

The preferred candidate will have a bachelor's degree in journalism or related field and at least five years of experience in a leadership role.

This full-time, salaried position offers a competitive salary, health benefits and 401(k). To apply, send a cover letter and resume to Publisher Abigail Pelzer at apelzer@timesrepublican.com. 0904

**GENERAL & SALES MANAGER.** Woodward Community Media (WCM) is looking for a General & Sales Manager of weekly publications to provide leadership for local weekly newspapers and shoppers in eastern lowa. This position will report directly to the Regional Publisher for the Eastern Iowa Media Group (EIMG). Our Community Media Division's EIMG-South provides web and newspaper/shopper media publications in and around the Mount Vernon, Solon, Central City and Marion, Iowa locations. As a General Manager, you will be in a key leadership role overseeing publishing content and operations related to culture, employee owner development, customer focus, community trends, financial and short/long-term planning, achievement of goals, and open book management. You will champion the division's efforts to achieve company objectives, strategic plans and customer satisfaction. As a Sales Manager, you will lead a team of account executives, to generate advertising revenue that will meet/ exceed annual goals, through coaching, development and recognition.

To be successful in this leadership role, you will possess a high level of emotional intelligence, problem solving and analytical skills, the ability to think strategically, a drive to succeed and a keen focus on employee development and customer satisfaction. Above average ability to communicate at all levels and knowledge of leadership, participa-

tory management, team dynamics and group process techniques are essential.

A four-year degree or equivalent experience and a minimum of five years in advertising, marketing, journalism or a business-related field is required to be successful in this role. A record of continuous learning through seminars, conferences and workshops required.

The General-Sales Manager is based out of the Mount Vernon, lowa location with regular travel to all EIMG-S locations. Travel to other WCM locations required for meetings, training and planning. A valid driver's license and proof of insurance is necessary.

To learn more about our employee-owned organization and to apply online, visit our website at www.wcinet.com/careers. The deadline to apply for this exciting career opportunity is September 9, 2019.

Woodward Community Media is a division of employeeowned Woodward Communications, Incorporated (WCI), headquartered in Dubuque, Iowa. WCI is an equal opportunity employer. 0904

NEWS REPORTER. Plymouth County's official newspaper,
The Le Mars Daily Sentinel, is in search of a news reporter
to join our news team. We're looking for a motivated writer
who can generate story ideas, turn in accurate and wellorganized stories, and work well with our newsroom staff.
Responsibilities include: covering everything from hard
news, business and government, to personality features.
The ideal candidate should be comfortable with digital
photography. Page design abilities and experience with
InDesign and Photoshop are a must. The Daily Sentinel
offers a competitive salary and solid benefits package.
Please forward resumé, cover letter and clips to Kim Fickett, Editor at senteditor@gmail.com or mail to Editor, Le
Mars Daily Sentinel, 41 First Ave. N.E., Le Mars, Iowa 51031.
No phone calls please. 0821

**REGIONAL SPORTS EDITOR.** Mid-America Publishing,

leader in community news in lowa has an opening for a Regional Sports Editor. The successful candidate will provide sports coverage of five different high schools of various class sizes throughout the school year. He or she will attend various events such as football games, volleyball games, cross country events, basketball games, wrestling matches, golf meets, track and field events, baseball and softball games, take photos and notes to keep a log of the action for write-ups to follow, Interview coaches and players and provide insight and give depth to recaps The sports editor also takes on the responsibility of athlete of the week, which is a sponsored section in the sports page, uploads scores, photos, etc in a timely manner so that our readers are up to date on the sports in the area, which could include Facebook live if needed and should also be able to provide interesting sports-based feature stories. Being able to write more than just the box score will be expected. The Sports Editor will also have the willingness to provide support in other areas of the newspaper, such as breaking news events or other local happenings.

In terms of education, a bachelor's degree in journalism or a related field is encouraged along with some prior experience working with media or publications relating to journalism. It will be helpful to have some working knowledge of programs such as Photoshop or other graphic design programs and photography skills in terms of knowing how to address various lighting scenarios, different types of motion and photo editing.

Hours vary considerably based on sporting events but there is some flexibility in your schedule. Evening hours

MEMBER EXCHANGE - cont. on page 6



# Iowa Newspaper Association

# Bulletin

www.INAnews.com



- · 10 Tips to Rock Your Next Video Story
- · DSA Nomination Form
- MEP Nomination Form

# NNA CONTEST - cont. from page 4

- SECOND PLACE, Section Best Sports Section/Page, Daily & Non-daily Division circ. more than 10000, Sioux City Journal sports staff
- FIRST PLACE, Story-Series Best Breaking News Story, Daily Division, Ian Richardson
- SECOND PLACE, Story-Series Best Business Feature Story, Daily Division, Mason Dockter
- FIRST PLACE, Story-Series Best Business Story, Daily Division, Mason Dockter
- SECOND PLACE, Story-Series Best Education/Literacy Story, Daily Division, Bret Hayworth
- FIRST PLACE, Story-Series Best Feature Series, Daily & Non-daily Division, circ.
   6,000 or more, Nick Hytrek
- FIRST PLACE, Story-Series Best Feature Story, Daily Division, Dolly Butz
- FIRST PLACE, Story-Series Best Investigative or In-Depth Story or Series, Daily Division, Sioux City Journal staff
- THIRD PLACE, Story-Series Best Sports Story, Daily & Non-daily Division, circ. 9,000 or more, Tim Gallagher
- SECOND PLACE, Video Journalism, Daily & Non-daily Division, circ. 12,000 or more, lan Richardson, Justin Wan

# WILTON-DURANT ADVOCATE NEWS - WILTON, IA

- FIRST PLACE, Column Best Sports Column, Daily & Non-daily Division, circ. less than 3,000, Derek Sawvell
- THIRD PLACE, Column Best Sports Column, Daily & Non-daily Division, circ. less than 3,000, Derek Sawvell
- HONORABLE MENTION, Column Best Sports Column, Daily & Non-daily Division, circ. less than 3,000, Derek Sawvell
- THIRD PLACE, Photo Best Feature Photo, Non-daily Division, circ. less than 3,000, Carissa Hoekstra

## MEMBER EXCHANGE - cont. from page 5

will be required, especially during major sports seasons. Competitive benefits include health, dental and vision insurance, generous PTO, 401K w/match. Great opportunity to network with professionals from 23 similar publications on a regular basis and hone skills through INA webinars. Mid-America Publishing is a family owned company that employs more than 110 lowans across the state. Call Pam DeVries at 641-486-2585 Ext 118 for more details or apply on Indeed.com today!

**SALESPERSON.** Mid-America Publishing, publisher of the Grundy Register, Parkersburg Eclipse News-Review and 23 other publications across lowa is now hiring a marketing representative to sell advertising solutions and custom print products in Grundy and Butler Counties. We are looking for a dynamic personality with the drive to succeed, the attitude to win and the skill set to be a team player. Can train the right candidate. Must be able to travel within your sales territory. The ideal applicant will be personable, able to communicate effectively both in person and by phone and have above average presentation skills. Responsibilities will include developing ad campaigns and promotional materials to service existing clients, prospecting for new clients in person and by phone, maintaining client and prospect databases and promoting sales of the company's custom print products. Prior sales experience a plus but will train motivated candidate. Driver's license and own vehicle required. Competitive benefits include health, dental and vision insurance, paid time off, vacation accrual, 401K w/match. Complete orientation and ongoing one on one training plus group coaching and large library of self-study webinars through our trade group, The lowa Newspaper Association. Compensation based on an hourly wage plus commission. How to apply: Please submit a resume or call Pam at 641-456-2585 ext.118 for more details today! 0904

STAFF WRITER. RARE OPENING - The Spencer Daily Reporter, located at the entry to the lowa Great Lakes, is looking for an energetic staff writer to join our award winning editorial department. The ideal individual will have strong writing and story telling skills, a nose for news, bring considerable people skills, have some photography experience and be willing to be part of fun and dedicated news and feature team. Social media and video skills a plus. Looking to fill immediately. Experience preferred but willing to consider the right candidate with a desire to grow in the job. Benefits include health and dental insurance, paid days off, holiday pay, 401K, flexible spending account. Please send cover letter, resume and any writing or photography samples to Randy Cauthron, Spencer Daily Reporter, PO Box 197, Spencer, IA 51301 or email: rcauthron@spencerdailyreporter. com. TBD

# **▼ FOR SALE**

Considering a sale of your newspaper but not sure where to start? lowa's newest media broker, Scenic Trail Media Brokers, LLC, is here to help you. Scenic Trail Media Brokers will work with you in every step of the process to properly market your newspaper to help you attract the right buyer for your property. We'll work with you until the final closing to make sure you get top dollar. Call Ryan Harvey today at 515-689-1151 or reach him by email at scenictrailmediabrokers@gmail.com for more information.

**lowa weekly newspaper for sale**; excellent community; city, school, county legals, gross around \$200K. 40 year owner seeking to slow down. Contact Northeast lowa, lowa Newspaper Association, 319 E. 5th St., Des Moines, Iowa 50309. Contact: Iowa Newspaper Association, 319 E. 5th St., Des Moines, Iowa.

**Two weekly newspapers**, including one in county seat community. Progressive communities. City, county, school legals. Located in southwest lowa. Contact: Weekly Newspapers, lowa Newspaper Association, 319 E. 5th St., Des Moines, Iowa.

**Profitable group of three small weekly newspapers** for sale in South Dakota, two in Black Hills. If interested write to: S.D. Newspapers c/o lowa Newspaper Association, 319 E. 5th St., Des Moines, IA 50309.

IN NEED OF NEW LISTINGS. This could be the right time to sell! \*Appraisals-Consultations-Brokerage services\* Your full service broker, News Brokerage of lowa, dtappnewsbrokerageofiowa@gmail. com, 319-350-2770.

**Two Weekly Newspapers:** Great opportunity for first-time owner or company seeking to expand to West Central Iowa. Can be purchased individually or as a pair. Great community support; city, county, school legals. Contact WCIA, Iowa Newspaper Association, 319 E. 5th St., Des Moines, Iowa.

Just listed! County seat weeklies with top line revenues at \$1.4M. Over \$200k in cash flow. This listing won't last long. Please call today--Edward Anderson, Broker--National Media Associates--417-338-6397 or email: brokered1@gmail.com

Just listed: Owner looking to retire making this highly profitable, privately held group of lowa weekly newspapers available for the first time in decades. The group features a strong staff with a centralized graphics department. Perfect add-on for a current group, or great opportunity for a hands-on owner. All inquiries are strictly confidential. While a cash purchase is preferred, contract terms are available under the right circumstances. For more information contact: Ryan Harvey, Broker, Scenic Trail Media Brokers, LLC, at 515-689-1151 or by email at scenictrailmediabrokers@gmail.com

**lowa publisher looking to own an lowa newspaper?** Contact Dave Tapp of News Brokerage of lowa, dtappnewsbrokerageofiowa@gmail.com, 319-350-2770.

**Wanted:** I'm looking for a small letterpress in working condition, suitable for printing handbills, etc. If you have one in your basement and want to free up some space, please let me know. John Cullen, The Storm Lake Times, news@stormlake.com.