

May 12, 2021



Volume 38  
Issue 19

# Iowa Newspaper Association Bulletin

www.INAnews.com

## CALENDAR of EVENTS

### MEETINGS

INA, INF, INA Services  
Company Board Meetings  
Friday, June 18

### WEBINARS

Using Good Old Photoshop  
in New Ways  
Thursday, May 20

## Higher Rates, Slower Service Highlights USPS 10-Year Plan

**JULIE SHURMAN**, PUBLIC POLICY INTERN  
NEWS MEDIA ALLIANCE

The U.S. Postal Service plays an integral part in serving the needs of citizens throughout the nation, delivering letters, newspapers, marketing pieces and packages to individuals and businesses across the country. However, large decreases in mail volume along with a substantial increase in operational costs have led USPS to lose \$87 billion over the last 14 years.

On March 22, Postmaster General Louis DeJoy unveiled his new ten-year strategic plan for the Postal Service, "Delivering for America," to tackle the agency's growing fiscal crisis and position itself for an increased market share in the package business. The plan will impact all users of the postal system, with clear and potentially serious implications for newspaper publishers that rely on the postal system for newspaper delivery.

The 58-page plan outlines strategies to be imposed beginning later this year that will save USPS from a projected \$160 billion loss over the next decade. The plan focuses on several initiatives such as reducing air transportation in favor of trucks, shortening post office hours, and integrating the postal retiree health benefits system into Medicare. Meanwhile, postage rates will increase for most mail products and delivery times will lengthen for mail services, including going from a three-day to a five-day service standard for First-Class mail.

Congressional Democrats have expressed outrage over the Postal Service's plan – specifically in response to the idea of raising rates while slowing down service. Rep. Gerry Connolly (D-VA) declared that Postmaster General DeJoy "has put forth a draconian plan that guarantees the death spiral of the United States Postal Service," and Rep. Stephen Lynch stated the plan "runs contrary to the Postal Service's mission to provide prompt, reliable, and efficient mail services to the American people."

The Postal Service's ability to raise postal rates—outside of the annual increases usually implemented in January—became available in November 2020 when the Postal Regulatory Commission (PRC) overturned a Congressionally-mandated inflationary price cap for

monopoly mail like First Class, Periodicals and Marketing Mail. In 2006, the "Postal Accountability and Enhancement Act" (PAEA) capped price increases on postal rates to not exceed the Consumer Price Index (CPI). Over the last 14 years, the CPI has averaged roughly 2 percent. However, the PRC deemed the inflationary cap an obstacle to the financial stability of the Postal Service, which was one of many factors that the PRC was required to consider during a mandated review of the nation's postal rate-setting system.

The repeal of the rate cap gives USPS greater pricing flexibility that could result in newspapers throughout the country seeing a rate increase at 7.5 percent or higher for the delivery of newspapers and newspapers' Total Market Coverage products – ad inserts to non-subscribers. An increase of this magnitude could force many newspapers out of the mail, and even cause some small market and rural newspapers to shut down.

On April 13, the Alliance, along with six other mailer organizations, filed a brief challenging the PRC's decision to eliminate the CPI-based price that has kept postal rates stable and predictable. The brief argues that the PAEA does not support the Commission's decision to remove the cap and the agency acted arbitrarily by basing its decision on the Postal Service's condition in December 2017, rather than its condition today. COVID-19 has caused an enormous surge in package volume and revenue for USPS, but the PRC did not consider this surge or that more mail volume will leave the system due to the pandemic's impact on business mailers. The PRC also didn't consider the \$10 billion appropriation that Congress recently provided USPS through the CARES Act. According to a recent analysis by the Greeting Card Association, the Postal Service is operating in the black with \$52 million in net income for the Fiscal Year 2021 (October-February). USPS had projected that it would experience a net income loss of \$2.4 billion over the same period.

As the USPS financial crisis and the debate over removing the cap on postal rates intensify, the subject of postal revenue and costs is headed to Congress, where legislative intervention surrounding the Postal Service's finances will arise.

Congress is set to step in to improve the financial

USPS - cont. on page 4

# meeting minutes

## Iowa Newspaper Foundation Board of Directors | April 23, 2021



### Iowa Newspaper Foundation Board of Directors Meeting Minutes

The Iowa Newspaper Foundation Board met via Zoom at 10:05 a.m. with the following members present: Kristin Grabinowski, Armstrong Journal; Kendra Breitsprecher, Dayton Leader; Chris Conetzkey, Des Moines Business Record; Carl Vieregger, Drake University; Mike Ralston, Iowa Association of Business & Industry; Corey Lindsey, Leon Journal-Reporter; Mark Rhoades, Missouri Valley Times-News; Mark Spensley, Monticello Express; Brian Steffen, Simpson College and Lisa Miller, Rock Rapids Lyon County Reporter. Also present were Susan Patterson Plank, INA; Samantha Fett, INA Services Co. and Jana Shepherd, INF.

#### Votes taken:

- A. On a motion by Ralston, seconded by Vieregger, the minutes of the January 28, 2021 board meeting were approved.
- B. On a motion by Rhoades, seconded by Miller, the minutes of the January 28, 2021 annual meeting were approved.
- C. On a motion by Ralston, seconded by Steffen, the board approved moving the funds in the Quad Cities Community Foundation to its other investment accounts residing with Wells Fargo and closing the Quad Cities Community Foundation account.

#### Action agreed upon:

- A. The board agreed that upcoming meetings would be scheduled for June 18 and October 28.

#### Other items discussed:

- A. The board heard presentation on the Chris Mudge Next Generation Fund by Bill Monroe.
- B. The board heard a presentation on the Western Iowa Journalism Foundation by Doug Burns and Kyle Munson.
- C. The board heard an update from Kathy French of Ryun, Givens & Company on its successful 2020 audit of INA, INF and INA Services Co. financials.
- D. The board heard an update from Patterson Plank on the consolidated financials.
- E. The board heard an update from Spensley on the Strong Communities Strong Newspapers Fund grant making process.
- F. The board heard an update from Shepherd on current INF programs.
- G. The board received a board attendance report.

There being no further business the meeting was adjourned at 11:15 a.m.

Respectfully submitted,  
Susan Patterson Plank

## CONTACT US



Phone 515-244-2145

Website [www.INAnews.com](http://www.INAnews.com)

### INA/CNA/INF STAFF DEPARTMENT MANAGERS

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#### Technology & Digital Development Manager

Susan James  
ext. 129 [sjames@cnaads.com](mailto:sjames@cnaads.com)

### BOARD PRESIDENTS

#### Iowa Newspaper Association

Terry Christensen, Fort Dodge Messenger  
515-573-2141  
[tchristensen@messengernews.net](mailto:tchristensen@messengernews.net)

#### INA Services Company

Ron Gutierrez, Clinton Herald  
563-242-7101  
[rgutierrez@cnhi.com](mailto:rgutierrez@cnhi.com)

#### Iowa Newspaper Foundation

Mark Spensley, Monticello Express  
319-465-3555  
[advertising@monticelloexpress.com](mailto:advertising@monticelloexpress.com)

### U.S. MAIL

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

### INA LEGAL HOTLINE

515-283-3100 (paid service)

# Q&A from the Iowa Public Information Board

**Question:** Are governmental bodies required to provide video conferencing access for all meetings?

**Answer:** Having remote video conferencing access to a meeting of a governmental body is not required by Iowa Code chapter 21 if in-person access is available. Since March of 2020, many governmental bodies have used electronic access, such as video or telephone conferencing, for the public to watch or listen to open meetings when in-person attendance was impossible or impractical due to health and safety concerns during the pandemic. This was allowed by the various Governor's Proclamations that allowed electronic meetings instead of in-person meetings.

As in-person meetings start to resume, some governmental bodies are continuing to use electronic access in addition to the in-person attendance option. Although not required to provide this remote access to meetings, many governmental bodies have determined that providing this service to the public is a convenient

way to improve public access to their open meetings.

**DID YOU KNOW** that the Iowa Public Information Board staff is available to assist you with questions or problems involving open meetings and public records in Iowa? During the month of April 2021, 60 contacts were made with the Iowa Public Information Board office.

## WHO CAN CONTACT THE IPIB AND HOW LONG DOES IT TAKE?

Any person can contact the IPIB for assistance by telephone (515-725-1781), by email, or on the IPIB website. So far in 2021, 230 identifiable people have contacted the IPIB. Of these, 120 were private citizens, 82 were government officials or employees, and 28 were members of the media. In 2021, 70% of the incoming contacts were resolved the first day, 14% were resolved in one to five days, and 16% were resolved in six or more days. Opinions, rulings, FAQs, reports, and training documents are available on the IPIB website – [www.ipib.iowa.gov](http://www.ipib.iowa.gov).

FORMAL COMPLAINTS	ADVISORY OPINIONS	DECLARATORY ORDERS	INFORMAL COMPLAINTS	INFORMAL REQUESTS	MISCELLANEOUS	APRIL TOTALS
9	1	0	9	34	7	60



## Join us for our Iowa Newspaper Summer Workshop!

**REGISTRATION:** \$25.00

**WHEN:** Thursday, June 17, 2021

**WHERE:** Arrowwood Resort & Convention Center  
1405 Highway 71, Okoboji, IA 51355

**HOTEL RATE:** \$124 +tax (Thursday evening)  
Check in: 4:00 p.m. | Check out: 11:00 a.m.

**HOTEL RESERVATION CUT OFF:** Friday, May 28  
Must call the front desk at (712) 332-2161 to reserve hotel room. Say you are with **Iowa Newspaper Association**.

**TIME:** Check-in/registration starts at 11:00 a.m. on the Sundeck Patio

*Lunch will be included during our moderated panel discussion, followed by idea exchanges from 1:00-4:00 p.m. Happy hour starts at 5:00 p.m. on the Sundeck Patio with an optional dinner at 6:00 p.m.*

Visit <https://tinyurl.com/INAsummerworkshop21> to register online today!



# News Media Alliance Hosts Congressional Meetings to Advocate for Passage of the Journalism Competition & Preservation Act



Iowa Newspaper Association executive director, Susan Patterson Plank; Des Moines Register executive editor, Carol Hunter; along with representatives from Gannett and the News Media Alliance met with Sen. Grassley and his staff on May 11.

*Bipartisan bill would grant news publishers limited, temporary safe harbor to negotiate better business terms with tech platforms*

This week, the News Media Alliance will host virtual meetings between Alliance member newspaper executives and their members of Congress to advocate for the passage of the Journalism Competition and Preservation Act (JCPA), also known as the “Safe Harbor bill.” Executives representing Advance Publications, Atlanta Journal-Constitution, The Boston Globe, CNHI, Gannett, Los Angeles Times, McClatchy, Tampa Bay Times/Times Publishing, Trib Total Media, and Tribune Publishing Company will meet with key lawmakers over the next three days.

Alliance President & CEO, David Chavern, stated, “We are pleased to be facilitating these important meetings between news publishers and policymakers. Our members believe, as we do, that a safe harbor for news is the best solution to correcting the current imbalance in the competitive landscape. As we have seen in Australia and Europe, the world is moving toward new compensation systems for publishers. A healthy democracy needs quality journalism now more than ever, and we must ensure that the digital ecosystem returns value back to the people who create that journalism.”

The JCPA, which was reintroduced in the House and Senate in March, would provide a limited, temporary safe harbor for news publishers to collectively negotiate with the dominant tech platforms, such as Facebook and Google, for fair compensation for the use of their content. Co-sponsors of the House bill include House Antitrust Chairman David Cicilline (D-RI) and Ranking Member Ken Buck (R-CO). Co-sponsors of the Senate bill are Senate Antitrust Chairwoman Amy Klobuchar (D-MN) and Senator John N. Kennedy (R-LA).

Tribune Publishing CEO, Terry Jimenez, stated, “The JCPA was narrowly tailored and limited in scope by design to ensure that Facebook and Google must participate in good faith negotiations with news publishers and that any negotiations are only in the interest of promoting trust and quality journalism. This legislation is the solution to the power imbalance these platforms have created.”

Currently, the Duopoly is capturing 90 percent of all digital ad revenue growth and approximately 60 percent of total U.S. digital advertising. Like the bills’ co-sponsors, the Alliance believes the solution to this problem is to provide a safe harbor for news publishers to allow them to come together to negotiate with the platforms on their overall behalf.

Tampa Bay Times/Times Publishing Company President, Conan Gallaty, stated, “When local journalism suffers, it’s more than just reporters who are affected. Local communities will lose quality news and information, and readers will be left with misinformation on the big tech platforms, which undermines the fabric of our democracy. It is more important than ever to pass laws that will protect quality journalism because the price of inaction – the disappearance of local news – is too great.”

Since 2018, the News Media Alliance has been vocally advocating for legislation in the U.S. that would combat the spread of misinformation, improve the quality and accessibility of reporting, and ensure that local journalists are able to continue their critical work. Through launching a Voter Voice campaign, the Alliance has also encouraged members of the industry and the public to contact their members of Congress and ask them to support the JCPA.

*For more information on the JCPA, visit the Alliance’s Safe Harbor Resource Center at [www.SafeHarborBill.com](http://www.SafeHarborBill.com).*

USPS - cont. from page 1

condition of the Postal Service, which mailers hope will ease pressure on USPS and reduce the need to squeeze revenues from monopoly mailers who may seek other alternatives if their postage costs go up. Representative Carolyn Maloney (D-NY), chairwoman of the House Committee on Oversight and Reform, will soon introduce legislation that bolsters the USPS financial position by integrating postal retiree health benefits into Medicare and by repealing a congressional mandate for USPS to pre-fund its retiree healthcare costs. These provisions would save the Postal Service an estimated \$57 billion in liabilities over the next decade.

On April 21, the Alliance sent a letter to Chairwoman Maloney, Ranking Republican Jim Comer, and other members of the Committee encouraging the committee to include a provision that would require the PRC to conduct another time-limited review of the rate-setting system, in which the effects of the pandemic are examined. The PRC’s decision to remove the cap was based on data from 2017. Re-examining the rate-setting system with more recent

data would provide a more accurate analysis of the Postal Service’s finances. Furthermore, another review would demonstrate how the USPS is in a stronger financial and operational position than when the PRC first issued the rate proposal, and thus show how the PRC’s decision to remove the cap is unnecessary.

Citizens rely on affordable and dependable postal services and, while “Delivering for America” outlines many promising changes, increasing costs and lengthening delivery windows will hurt many individuals and businesses. It is consequently imperative that Congress steps in to prevent the implementation of this harmful plan so that the USPS can ensure reliable, equitable, and accessible services for many years to come.

*Julia Shurman is a 2nd year student at University of California, Davis studying English and Political Science. She is a public policy intern with News Media Alliance for Spring 2021.*

*This article was originally published online by News Media Alliance. Visit <https://www.newsmediaalliance.org/higher-rates-slower-service-usps-10-year-plan/> to read the article online.*

# FREE MEMBER EXCHANGE

## ▼ HELP WANTED

**FEATURE/SPORTS REPORTER.** Feature/Sports reporter needed for The News of Kalona Iowa. Must be able to cover meetings, do features and help with covering high school sports events. Full or part time position Must also be able to do some photography. Hourly pay depends on ability and experience. Contact Ron Slechta, The News 319-400-7072 or publisher@thenews-ia.com

### **GENERAL ASSIGNMENT REPORTER/PAGE DESIGNER.**

The Fort Dodge Messenger is looking for a talented journalist to join its newsroom team. Experience required in writing, photography and page design. Experience with Adobe Photoshop and InDesign preferred. Need to be skilled at generating story ideas, developing sources and working quickly with minimum supervision. Please send resume and cover letter to Bill Shea bshea@messengernews.net 05.19

**NEWS EDITOR/REPORTER.** Come join our team! Mid-America Publishing and Printing is now seeking a part time news editor/writer for the News Review in Sigourney, Iowa. The successful candidate will possess creative writing skills as well as be able to shoot photos and video to post to social media platforms and our website. You will join a team of three others in Keokuk County and when working for Mid-America become part of a network of dozens of other news professional throughout the state.

The editor will write news and items of general interest plus attend various events such as chamber of commerce, school board and city council meetings, business openings, high school fine arts events, local celebrations, and any other newsworthy happenings that may be of interest to the local community as time permits. Requires the ability to regularly write feature stories and conduct interviews, plus investigate news of all types in and around Keokuk County.

Great opportunity to develop professionally, get involved in the local community and collaborate with professionals from 23 similar publications within Mid-America. Call Matt at 515-988-3726 for more details, apply online at Indeed.com or pick up an application today at The News Review offices at 120 E Washington St, Sigourney, IA! 05.19

**NEWS EDITOR/REPORTER.** Come join our team and do what you love! Mid-America Publishing and Printing is now seeking a full time news editor/writer for the The Hampton Chronicle in Hampton, Iowa. The successful candidate will possess creative writing skills as well as be able to shoot photos and video to post to social media platforms and our website. You will join a team of four others in Franklin County and when working for Mid-America become part of a network of dozens of other news professional throughout the state.

The editor will write news and items of general interest plus attend various events such as chamber of commerce, school board and city council meetings, business openings, high school fine arts events, local celebrations, and any other newsworthy happenings that may be of interest to the local community as time permits. Requires the ability to regularly write feature stories and conduct interviews, plus investigate news of all types in and around Franklin County.

Great opportunity to develop professionally, get involved in the local community and collaborate with professionals from 23 similar publications within Mid-America. Call Matt at 515-988-3726 for more details, apply online at Indeed.com or pick up an application today at The Hampton Chronicle offices at 9 2nd St NW Hampton, IA! 05.19

**NEWS EDITOR/REPORTER.** Come join our team! Mid-America Publishing and Printing is now seeking a full time news editor/writer for the Eclipse in Parkersburg, IA. The successful candidate will possess creative writing skills as well as be able to shoot photos and video to post to social media platforms and our website. You will join a team of three others in Butler County and when working for Mid-America become part of a network of dozens of other news professional throughout the state.

The editor will write news and items of general interest plus attend various events such as chamber of commerce, school board and city council meetings, business openings, high school fine arts events, local celebrations, and any other newsworthy happenings that may be of interest to the local community as time permits. Requires the ability to regularly write feature stories and conduct interviews, plus investigate news of all types in and around Butler County.

Great opportunity to develop professionally, get involved in the local community and collaborate with professionals from 23 similar publications within Mid-America. Competitive benefits include health, dental and vision insurance, generous paid time off and 401K w/ match. Great opportunity to get involved in the community and network with professionals from 23 similar publications. Call Matt at 515-988-3726 for more details, apply online at Indeed.com or pick up an application at 503 Coates St., Parkersburg, IA 50665. 05.19

**NEWS REPORTER.** The Le Mars Daily Sentinel, a four-day-a-week newspaper in northwest Iowa, seeks a motivated news reporter who can generate ideas, turn in accurate and well-organized stories, meet daily deadlines and work well with our newsroom. The ideal candidate must have experience using InDesign and be comfortable with digital photography. The Daily Sentinel also offers a competitive starting salary and solid benefits package. Please forward resumé, cover letter and clips to Kim Fickett, senteditor@gmail.com, or mail to Editor, Le Mars Daily Sentinel, 41 First Ave. N.E., Le Mars, IA, 51031. 06.23

**REGIONAL SALESPERSON.** We're looking for a regional salesperson to help spread the word about our software platform. Workbench serves small and medium community newspapers, giving smaller teams a simple, cohesive tool that handles digital distribution, customer acquisition/retention, and USPS paperwork/labels -- all without requiring a computer science degree or countless hours of data wrangling.

This work can be done in-person or virtually, but we're looking for someone with industry experience and relationships in Illinois publishing.

For more information, visit lcp-news.com or contact patrick@lcp-news.com 06.23

**REPORTER.** The Spencer Daily Reporter, a family-owned newspaper in northwest Iowa, is seeking a talented reporter to join its award-winning editorial team. We focus on community journalism - the kind of issues which matter to those in our community. We look to give folks the "why" on issues effecting their lives.

With strong mentors on the team, this is a position which allows reporters to hone skills while making a difference in the region.

As part of a three-newspaper group in the Iowa Great Lakes region, you'll be part of a close-knit team which works together on enterprise projects on issues in the region.

The Daily Reporter is a user-friendly workplace. We strive to accommodate your skill set, while helping you to be the



## Iowa Newspaper Association Bulletin

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### IN THIS ISSUE...

- Using Good Old Photoshop in New Ways

*View and submit ads on the Internet at [www.INAnews.com](http://www.INAnews.com). Students and professionals may also submit their resumes for online viewing.*

*There is no charge for most of these ads. They are a free service to INA active (newspaper) members only. The name of the newspaper in the ad must be the same as published in the current INA Directory.*

*If you are trying to help an employee relocate, please send us the ad information on your letterhead, rather than having the employee write us. We will not run ads for persons living in a member's town without first clearing the ad with the publisher.*

*Please have copy to the INA office no later than noon on Monday. The INA will make the determination of whether an ad qualifies for free or paid publication. If payment for an ad is not enclosed with the ad, the INA will require payment in advance before the ad will be published.*

*Ads for products or services which could be marketed for a profit may be published for a fee of \$10 per insertion, paid in advance, with a 40-word maximum.*

*Recruitment (help wanted) ads for positions in states other than Iowa may be published for a fee of \$25 per insertion, with a 100-word maximum.*

*For more information, contact Cicely Gordon at [cgordon@inanews.com](mailto:cgordon@inanews.com).*

### MEMBER EXCHANGE - cont. from page 5

best you can be.

Photography skills are a plus, but not required. Competitive wages, benefits, PDO time and a 401k are included in the hiring package. Send resume to:

Paula Buenger, Publisher, Spencer Daily Reporter, PO Box 197, Spencer, IA 51301 or via email at: [pbuenger@spencerdailyreporter.com](mailto:pbuenger@spencerdailyreporter.com)

**REPORTER.** The Southeast Iowa Union is a regional daily newspaper searching for its next rising star reporter to cover stories throughout Southeast Iowa communities including Mt. Pleasant, Fairfield and Washington, Iowa. This position will be based in our Mt. Pleasant, Iowa, office. Our ideal candidate is hard-working, motivated and a self-starter willing to work with a team to produce exciting print and digital news products. You'll cover a wide variety of topics, from government meetings to community celebrations throughout Southeast Iowa.

We are a part of a progressive employee-owned print and digital media company including our daily regional publication, as well as our parent company, The Gazette in Cedar Rapids. Our ideal candidate will be someone who is curious about our communities and residents and is as comfortable covering a city meeting as you are writing a great feature or diving into an in-depth story. You'll work on multiple stories simultaneously and can jump between projects easily. We're looking for a candidate that has solid news judgment and is someone that finds themselves asking why or how, in addition to just telling readers what. You should be comfortable shooting video and still pictures and able to write a good cutline. You'll be thinking about engaging with the audience through digital channels and be thinking how to present news and connect to the audience in an ever-changing media landscape. You should enjoy trying new things.

This is a full-time position with benefits including health, dental, vision, 401k, and participation in the employee stock ownership program.

You should have an undergraduate degree in journalism, English, communications or a related course of study. Prior experience is desired, but we'll consider you if you are a recent college graduate. You'll need a valid driver's license, a dependable car and a history of safe-driving habits. EOE pre-screening drug and background tests required.

To apply, go to [Folience.com/careers](http://Folience.com/careers). 05.19

**SPORTS EDITOR.** Mid-America Publishing and Printing would like to announce an opening for a full-time sports editor for The Eldora Herald-Ledger, a weekly newspaper based in Eldora, Iowa, covering sports and recreation in and around Eldora. Requires the ability to write feature stories and interview, plus investigate news of all types related to Iowa sports. Come join us and work with an award-winning team in an exciting, fast-paced industry. Competitive compensation and excellent benefits including generous PTO, health, dental, vision 401k w/match and a great newspaper team to work with!

If you possess creative writing skills, are able to shoot photos and video and can manage social media platforms, then we encourage you to apply for this position today. Knowledge of high school sports is needed along with a willing attitude and interest in all things sports and recreation. Previous writing and newspaper experience is a big plus.

Great opportunity to get involved in the community and network with professionals from 23 similar publications. Call Matt at 515-988-3726 for more details, apply online at [Indeed.com](http://Indeed.com) or pick up an application at 1254 Edgington Ave Eldora, IA 50627. 05.19

**SPORTS EDITOR.** Mid-America Publishing and Printing would like to announce an opening for a full-time sports editor for The Hampton Chronicle, a weekly newspaper based in Hampton, Iowa, covering sports and recreation in and around Hampton. Requires the ability to write feature stories and interview, plus investigate news of all types related to Iowa sports. Come join us and work with an award-winning team in an exciting, fast-paced industry. Competitive compensation and excellent benefits including generous PTO, health, dental, vision 401k w/match and a great newspaper team to work with!

If you possess creative writing skills, are able to shoot photos and video and can manage social media platforms, then we encourage you to apply for this position today. Knowledge of high school sports is needed along with a willing attitude and interest in all things sports and recreation. Previous writing and newspaper experience is a big plus.

Great opportunity to get involved in the community and network with professionals from 23 similar publications. Call Matt at 515-988-3726 for more details, apply online at [Indeed.com](http://Indeed.com) or pick up an application at 9 2nd St NW Hampton, IA 50441. 05.19

### ▼ FOR SALE

**Color Web Printers** has the equipment, resources and experience to handle your newsprint needs. We provide full color printing, stitching, inserting and postal services. To discuss your print needs please contact: Joe Wise, 319-265-6826, [Joe.wise@colorwebprinters.com](mailto:Joe.wise@colorwebprinters.com)

**For sale:** Northwest Iowa weekly newspaper with supplement and printing shop. County legal plus legal for four towns. Newly remodeled brick/block building, equipment, large inventory included. Selling because of age/health. Phone 712/230/1405 or e-mail [rouse@nethtc.net](mailto:rouse@nethtc.net)

**Considering a sale of your newspaper but not sure where to start?** Iowa'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](mailto:scenictrailmediabrokers@gmail.com) for more information.





*An Iowa Newspaper Foundation webinar...*

Iowa New Member  
Benefit: **FREE!**  
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**IAwebinars**

# USING GOOD OLD PHOTOSHOP IN NEW WAYS

**Thursday, May 20 · 1-2 p.m.**

**Registration fee: FREE · Deadline: May 17**

## IN THIS WEBINAR...

Old habits die hard. When it comes to working faster and getting better results, it's time to try to break the old production habits and learn new ways. Photoshop has so many improvements that we are often surprised by how to rethink the way we work on photos.

Russell Viers wants us to put the past behind us and look at new ways to get better results and start using the new versions of our old friend Photoshop.

## THE PRESENTERS...

### **Russell Viers**



Russell Viers is an Adobe Certified Instructor in InDesign, Photoshop and Illustrator. He specializes in print production and started his career in 1981 as a reporter/photographer for a small daily newspaper. Through the years, he has been involved in most aspects of publishing. Since 1997, Viers has presented in 23 countries for publishing events including AdobeMAX, where he was honored as an AdobeMAX Master. In addition to speaking, he has helped many major publications and designers learn techniques to work faster and improve quality including Better Homes and Gardens, Ladies Home Journal, American Greetings and many others!



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*Online Media Campus is brought to you by America's Newspapers and state press associations.*