

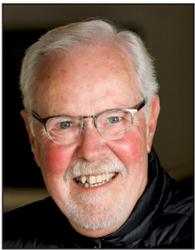


Missouri Press Association Bulletin

No. 1330 — 18 October, 2016

Thursday is induction for Photoj. Hall of Fame

On Thursday, Oct. 20, the Missouri Photojournalism Hall of Fame in Columbia, Mo., will induct four award-winning innovators and teachers of photography and journalism.



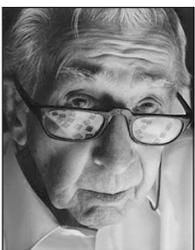
Tom Strongman



Robert LaRouche



Roy Stryker



Thomas Hollyman

This will be the 12th group of inductees since the founding of the Hall of Fame in 2005. Inductees are Tom Strongman of Kansas City; Robert LaRouche of St. Louis; the late Thomas Benton Hollyman; and the late Roy Emerson Stryker.

Photographs made by the inductees will be on display during the 4 p.m. ceremony and reception in the Palmer Room at the Reynolds Journalism Institute on the University of Missouri campus in Columbia. Those photographs will join the Hall of Fame's collection of work by inductees.

The Photojournalism Hall of Fame was founded at the urging of Bill Miller Sr., publisher of the *Washington Missourian*, to recognize outstanding contributors to visual communication with ties to Missouri.

Information about the Photojournalism Hall of Fame and previous inductees can be seen at mopress.com/Photojournalism_HOF.php.

Missouri Photojournalism Hall of Fame 2016 Induction Ceremony

*Thursday, October 20, 2016
Columbia, Missouri*



Father and daughter in Hayti, Missouri, from a Lyndon Johnson-era story on poverty in the Missouri Bootheel.

“I wasn’t satisfied with the subjects the federal agencies trotted out for us, so I went back and found some other poor folks. This man was an occasional laborer for a tenant farmer. Economically he stepped off the last rung of the ladder. But his daughter thought he was somebody special.”

Robert LaRouche photograph

Are you hosting a local It Can Wait contest?

Submit local entries to Missouri Press Association for statewide judging by Nov. 3

For the fourth year in a row, the Missouri Press Association (MPA), local Missouri newspapers and AT&T are joining together to host an It Can Wait editorial contest to raise awareness about the dangers of smartphone-related driving distractions.

The contest is open to middle school and high school students from across Missouri. Middle school students selected to win the statewide prize will bring home \$500, while high school students will receive \$1,000, in addition to any prizes you might offer as part of your own local competition.

According to research that AT&T released earlier this year, Missouri is one of four states without a statewide texting while driving ban for drivers of all ages. As a group, those four states without a texting ban for all ages have a 17 percent higher rate of texting while driving than the other 46 states. This year, the MPA contest challenges students to write an editorial or opinion column convincing the Missouri General Assembly to join the 46 other states by adopting a statewide anti-texting while driving ban that applies to all drivers – not just those 21 and younger.

“While raising awareness about the dangers of smartphone-related driving distractions is important, this research shows how state legislation can impact behavior,” said John Sondag, president, AT&T Missouri. “I want to thank the Missouri Press Association and its members for their continued efforts to educate their communities about this critical public safety issue and help spread the word that no text, photo, video or email is worth a life – it can wait.”

This year’s It Can Wait editorial contest is open to students enrolled in any Missouri public or private middle school or high school. Local newspapers have the option to host local contests and will determine which entries the MPA will consider for the statewide prize. The MPA will select two statewide winners and each will receive a cash prize – \$1,000 for the winning high school entry and \$500 for the winning

middle school entry.

“We’ve seen how dangerous texting while driving can be and now we are seeing it with other smartphone activities that people are doing while driving. We want

to do our part to help raise awareness and stop this dangerous behavior,” said

Mark Maassen, executive director, Missouri Press Association.

“By hosting the It Can Wait editorial contest with AT&T and our

local member papers, the Missouri Press Association hopes to provide students with a meaningful learning

experience and help make our Missouri roads safer by reinforcing the message to ‘keep your eyes on the road, not on your phone.’”

Texting while driving is involved in 200,000+ vehicle crashes each year, often involving injuries and death. Despite knowing the risks of texting while driving, three-fourths of drivers have admitted to it.

The MPA will announce the winning statewide entries for the middle school and high school categories on Nov. 17, 2016. In addition to the cash prize, the MPA will provide the winner of each category with a tour of the University of Missouri School of Journalism and the MPA Office. Winning students and their parents also will attend a dinner with the leadership of AT&T Missouri, the MPA and their local newspaper publisher.

Last year’s It Can Wait editorial contest generated significant exposure about the dangers of texting while driving. Local newspapers throughout Missouri solicited contest entries and two students, a senior at Liberty High School in Liberty, Mo., and a seventh grade student at Maryville Middle School in Maryville, Mo., were selected as the statewide winners of the contest.

AT&T launched the It Can Wait awareness campaign in 2010 to bring attention to the issue of texting while driving and recently expanded it to include other smartphone driving distractions that have emerged as users’ relationships with their devices have changed. The campaign urges drivers to visit www.ItCanWait.com,

where they can pledge to keep their eyes on the road, not on their phone, and share their pledge with others via Twitter (#ItCanWait) and Facebook. The website also offers a host of educational resources and information on the issue – including a documentary featuring families impacted by texting and driving crashes.

If you are hosting a local competition, MPA would also like to know. Feel free to respond to this email or send a message to MPA’s Matthew Barba. Entries need to be submitted to the MPA office by Nov. 3 to be considered for the statewide competition.



CALENDAR

2016

October

Oct. 20 — Missouri Photojournalism Hall of Fame Induction Ceremony, University of Missouri, Columbia

November

Nov. 3 — Submit Your Local Entries for the It Can Wait Editorial Contest to MPA for Statewide Judging

2017

April

6-7 — Missouri Advertising Managers’ Association Meeting, Holiday Inn Executive Center, Columbia

June

15 — Porter Fisher Golf Classic

16 — MPA/MPS/MPF Board Meetings, The Lodge of Four Seasons, Lake Ozark

16 — Show-Me Press Association Meeting, The Lodge of Four Seasons, Lake Ozark

September

28-30 — MPA’s 151st Annual Convention and Trade Show, Springfield



Missouri Press Association

Missouri Press Service

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Columbia, MO 65201-4888

(573) 449-4167; FAX (573) 874-5894

www.mopress.com

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Springfield Daily Events

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Donna Bischoff, *St. Louis Post-Dispatch*

Jack Miles, *The Daily Star-Journal, Warrensburg*

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MPA elects 2017 officers and directors

Springfield publisher Jeff Schrag will succeed Owensville's Dennis Warden

Jeff Schrag, publisher of *The Daily Events* in Springfield, was elected president of the Missouri Press Association Friday, Sept. 30, during the 150th annual MPA convention in Branson.

A Kansas State University graduate of journalism and social science, Schrag began his career in newspapers in 1989 in Buckner (east of Kansas City), where he was editor and publisher of *The Villager Newspaper*. He worked there until 1993.

Schrag moved to *The Blooming Prairie Times* in Blooming Prairie, Minn. in 1994 as editor and publisher, but he returned to Missouri the following year. He has been publisher of Springfield's *The Daily Events* since 1995.

In addition to *The Daily Events*, which publishes information on court proceedings, real estate transactions, permits, licenses and other business activity, Schrag is involved in a number of other business enterprises. Most recognizable among these enterprises is his role as owner of Mother's Brewing Co., which Schrag founded in 2010.

Schrag has been a member of the MPA Board of Directors since 2004, having served as treasurer in 2005 and 2012. He was also president of Ozark Press Association in 2005-2006 and Missouri Newspaper Editors from 2007-2009. He was the Missouri state chairman for the National Newspaper Association from 2008-2010.

Outside of newspapers, Schrag has been involved heavily with the Missouri Small Brewers Guild since 2012, including serving as president in 2015. He served on the Springfield Area Chamber of

Commerce Board from 2010-2015, including as its chairman in 2014. Among his other interests has been work with the American Legion Boys State of Kansas since 1985.

Schrag will succeed Dennis Warden, president of Warden Publishing Co. and publisher of the *Gasconade County Republican*, as MPA president Jan. 1. Warden will continue on the MPA board of directors through 2017 as immediate past president.

Other 2017 MPA officers and directors elected Sept. 11 include: First Vice President, Carol Stark, *The Joplin Globe*; Second Vice President, James White, *Benton County Enterprise, Warsaw*; Secretary, Jane Haslag, *Jefferson City News Tribune*; Treasurer, Mary Wilson, *Jackson County Advocate, Grandview*.

Directors for three-year terms: Liz Irwin, *Missouri Lawyers Media, St. Louis*; Michael Jensen, *Sikeston Standard-Democrat*; and Trevor Vernon, *Eldon Advertiser*.

Tianna Brooks, *Mountain View Standard News*, was elected as the National Newspaper Association state chair.

Continuing on the MPA Board in 2017 will be directors Dennis Ellsworth, *St. Joseph News-Press*; Donna Bischoff, *St. Louis Post-Dispatch*; Paul Berry, *Springfield News-Leader*; Jacob Brower, *Monett Times/Cassville Democrat*; and Steve Tinnen, *Clinton County Leader, Plattsburg*.

Retiring from the MPA Board in December 2016 are Jack Miles, *Warrensburg Daily Star-Journal*; and Jim Robertson, *Columbia Daily Tribune*.

Deadline approaching for advertising agreements

Members should return forms to Missouri Press Service by Oct. 21

The 2017 advertising agreements between Missouri Press Service and member newspapers are due by Friday, Oct. 21. Newspapers should submit their completed agreement forms to MPS' Jeremy Patton by fax at 573-874-5894 or via email at jpatton@socket.net.

Newspapers that have not returned their completed agreement forms will be contacted via telephone beginning next week.



If you did not receive an agreement form or if you have any questions, please contact Patton via email or by phone at 573-449-4167.

Missouri Press Foundation



Stepping into the world of journalism this summer as an editorial intern at Branson Tri-Lakes News was a great experience for me in multiple ways and I feel very fortunate to have had such close proximity to local news.

Thank you to the readers for trusting me, and thank you to Branson Tri-Lakes News for helping me learn how to be a good journalist. But most of all, thank you for giving me the opportunity to truly know what it means to be an informed citizen of my community.

~ KORA CHRZAN • *Branson Tri-Lakes News*



Each summer, the Missouri Press Foundation supports as many as 10 journalism students as they work at Missouri newspapers. Student interns work as reporters, editors, photographers, designers, advertising representatives or website editors/reporters. In some cases they wear many hats throughout their four-, six- or eight-week internship. They gain hands-on experience, they gain a real sense about what working in the industry is like, and they get an experienced mentor.

The Missouri Press Foundation offers each newspaper as much as \$1,000 to pay their summer interns. If we are able to fully fund the 2017 program, we will offer this opportunity to 10 deserving students.

Please consider donating. Supporting our bright students now, will ensure a bright future for Missouri newspapers.

Your donation today to the 2017 summer internship program will foster talented, aspiring journalists and ensure the future of Missouri Newspapers.

RETURN TO:

Missouri Press Foundation • 802 Locust Street • Columbia, MO 65201 • 573-449-4167 • Fax: 573-874-5894 • www.mopress.com

The Missouri Press Foundation is a 501(c)(3) general not-for-profit corporation.

Name _____ Phone # _____ e-mail _____

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YES! I wish to fund an intern, my tax deductible gift is:

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- \$500** Fund a 4-week internship
- \$250** Fund an intern for 2 weeks
- \$125** Fund an intern for 1 week
- \$50** Fund an intern for 2 days
- \$25** Fund an intern for 1 day

Other amount: \$

Any amount is welcome and appreciated.

- My Check is Enclosed Please Charge My Credit Card



Name On Card _____

Card Number _____ 3 or 4 digit security # _____

Exp. Date _____ Signature _____

Also Credit _____
How to recognize my gift (ex: NAME OF SPOUSE, ORGANIZATION OR LEGAL NAME OF DONOR)

Make Checks Payable to Missouri Press Foundation



Rural postal service remains essential, study finds

Watchdog study finds rural areas still rely on USPS regardless of broadband access

A top watchdog study completed at the request of U.S. Senators Claire McCaskill of Missouri and Heidi Heitkamp of North Dakota, found that the Postal Service remains essential to rural communities, regardless of whether those communities have access to rural broadband services.

“This study shows what we already know to be true—that the Postal Service remains essential to Missouri’s rural communities, regardless of their access to other technologies,” said McCaskill, a former Missouri State Auditor and senior member of the Senate Homeland Security and Governmental Affairs Committee, which has jurisdiction over the Postal Service. “There’s simply no substitute for the vital service our post offices provide— even as we continue to make important advances in rural broadband—and we’ve got to preserve and improve that service for the folks who rely on it most.”

“For North Dakotans in rural communities—whether they have access

to high-speed internet or not—reliable mail service is a key ingredient to a successful business and staying connected,” said Heitkamp. “But too often, that high-quality service is not delivered—and that’s exactly what Senator McCaskill and I are

working to improve.

Today, we received the results of a Government Accountability Office study we requested which affirmed what folks in rural states have long known—that communities and businesses in rural areas depend on mail service

regardless of their internet connection. By providing more clarity, we can make sure dependable mail service is prioritized in the rural communities where it is needed the most.”

The Government Accountability Office report examined the relationship between broadband access and use of the Postal Service in rural and urban communities. The

report found that rural households without broadband access continue to rely on the Postal Service for more transaction and correspondence mail—and value this service for a variety of reasons, including fewer retail alternatives and a high level of trust in USPS services. The study also found that when rural households get broadband access, they do not reduce their use of the Postal Service.

McCaskill and Heitkamp are leading sponsors of the Rural Postal Act, a bill that aims to improve postal service, delivery times, and standards in rural communities that have been disproportionately affected by cuts to the Postal Service. The bill—also backed by Senator Jon Tester of Montana—would restore overnight delivery, return a faster First-Class mail standard, make six-day delivery permanent, and enact strict criteria the Postal Service would have to meet before closing a post office to ensure that rural communities are still able to easily access the mail system.



Sen. McCaskill



Sen. Heitkamp

Missourians invited to help select bicentennial license plate

State historical society leading efforts to prepare for 2021 celebration

All Missourians are encouraged to help select the design of a new automobile license plate, which will be out in time for the Show-Me State’s bicentennial in 2021.

Options for the plate design will be presented at four public hearings across the state, **including the remaining two meetings:**

- October 25 at the MoDOT Transportation Management Center (14301 South Outer 40 Road, Town and Country, MO 63017), phone 314.275.1500

- November 1 at the Tinnin Fine Arts Center (Tinnin Fine Arts Center, Poplar Bluff, MO 63901), phone 573.840.9605

The initial hearing was held in September in Springfield and another hearing was held Oct. 11 in Lee’s Summit.

All sessions begin at 6 p.m. The public is invited to discuss the plate options at the

meetings. Online voting will be open from Sept. 27 through Dec. 1 at missouri2021.org.

Missouri became the nation’s twenty-fourth state on August 10, 1821. Planning for statewide commemorations began in 2013, after the 97th General Assembly selected the State Historical Society of Missouri to spearhead the efforts.

“It was essential that the process start when it did,” said Gary Kremer, SHSMO executive director. “The bicentennial license plate is the first step of many to help ensure that all Missourians are a part of the state’s celebration.”

State Representative Glen Kolkmeier of Missouri’s 53rd District sponsored the legislation, and Dave Schatz, Senator from the 26th District, helped ensure the effort progressed on the Senate floor. On July

1, 2016, Missouri Governor Jay Nixon signed House Bill 2380, authorizing the bicentennial plate.

SHSMO trustee Doug Crews has also been an instrumental figure in the project. “A lot of people helped bring the idea of a bicentennial license plate this far. We are thankful to the Governor, Representative Kolkmeier, and Senator Schatz for their support,” Crews said.

The public meetings were organized by the Bicentennial License Plate Advisory Committee, created by HB 2380. Members include leaders from the State Historical Society, Department of Revenue, State Highway Patrol, Department of Corrections, and Department of Transportation, as well as the chairpersons of the transportation committees in both houses of Missouri’s General Assembly.



Upcoming postal changes

USPS files proposal with regulatory commission to increase rates

From Printing Impressions

The United States Postal Service has filed notice with the Postal Regulatory Commission (PRC) of price changes for Mailing Services products planning to take effect in January 2017.

The proposal includes a two cent increase in the price of a First-Class Mail Forever stamp, returning the price to 49 cents, which was the price of a Forever stamp before the Postal Service was required to remove the exigent surcharge by the PRC. The new prices, if approved, include a single price for First-Class Mail commercial presort letters weighing up to 3.5 ounces and a reduction in the one ounce meter price to 46 cents. This pricing strategy is designed to keep bills and statements in the mail by continuing to add value to commercial First-Class Mail.

Standard Mail is being rebranded as USPS Marketing Mail to better align the product name with our customer's use of this mail class. Proposed changes in Marketing Mail include removing the Flats Sequencing

System (FSS) pricing which was of concern to mailers. This change will ensure that mailers pay for flats based on their volume density instead of the equipment flats are processed on. In addition, other changes include increasing the piece pound breakpoint from 3.3 to 4.0 ounces for Marketing Mail Flats and Parcel shaped pieces to encourage mailers to include more content, which will lead to more sales for mailers and support volume growth.

The last time Single Piece First-Class prices increased was in January 2014. Stamp prices have stayed consistent with the average annual rate of inflation since the Postal Service was formed in 1971. The PRC will review the prices before they are scheduled to take effect on Jan. 22, 2017.

The full proposal can be found here: <http://bit.ly/2en46xZ>

Pricing for Periodicals, Package Services and Extra Services will also be adjusted next year.

From USPS' proposal: "The Periodicals

class has been challenged in terms of cost coverage. It did not cover its attributable costs in FY2015. Despite its continued failure to cover its costs, the Postal Service is cognizant of Periodicals' value to the public.

"In this price change the Postal Service has taken some meaningful measures to provide efficient pricing signals to the mailers, including changing certain price cells to encourage flats mailers to create more Carrier Route bundles on Carrier Route pallets.

"By providing an incentive for mailers to induct this type of mail, especially in non-FSS zones, the Postal Service can avoid bundle processing, thus freeing up equipment time to process parcels. However, the Postal Service recognizes that many additional changes may be required, over the course of future price changes, to bring about a meaningful change in the cost coverage of the Periodicals Class."

This story was originally published at <http://bit.ly/2e0od8f>.

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A portion of the registration fees from Missouri newspapers participating in Online Media Campus webinars goes to benefit the Missouri Press Foundation.



Newspaper people can relate

Some work-related stress is good

By **Tim Cannon**

Fast Company

This may come as unpleasant news, but all stress isn't bad. That doesn't mean that feeling overwhelmed and exhausted at work isn't a problem—it is. But some stress, in short bursts, can actually drive your performance on the job if you know how to use it.

And that's a bit of a balancing act. You don't need to be told that too much stress can hurt your health and productivity. But many people don't quite grasp how to use a certain degree of work-related stress to help them. Here's a look at the different kinds of stress you're likely to experience and how to strike that delicate balance.

PUT ACUTE STRESS TO WORK

Research from the University of California–Berkeley hints at how some stress can actually be helpful. In the 2013 study, researchers subjected stem cells in the brains of rats to significant but brief periods of stress (in other words, “acute” stress), which caused them to generate new cells. Two weeks later, after these new cells had matured, the rats' alertness, learning, and memory had improved.

The researchers inferred that acute stress may help keep the brain alert, and that better alertness equals better performance. From an evolutionary standpoint, this makes sense: Stress is what helps animals adapt and survive, and that's no less true for modern humans. In another study, scientists at UC San Francisco analyzed this effect on a cellular level in humans. The results indicated that while chronic stress is damaging, small bouts of acute stress keep our brains resilient and can condition us to persevere under pressure.

So what does this research mean for the workplace? Simply that stress isn't inherently bad and that some of it can actually be good. It can push employees forward and help them perform at their best. Think about delivering a presentation, landing a big account, or meeting a tight deadline. During each of these stressful events—which are limited in length and can feel intense but not life-threatening—employees kick into high gear and push themselves to get results.

CHRONIC STRESS TAKES OVER

Just because some stress is good doesn't

mean it all is, though. We've heard over and over again that stress can have a negative impact on our health and well-being. And that's exactly what chronic stress does.

As the Mayo Clinic explains, when we feel stress, hormones including adrenaline and cortisol are released. Once the stressful event is over, our hormone levels go back to normal. But when we constantly feel stressed, our response system stays active, which means our hormones remain at unhealthy levels for extended periods of time. This type of chronic stress impacts every system of the body, including the respiratory, cardiovascular, and endocrine systems. That can lead to changes in appetite, loss of sleep, panic and asthma attacks, heart disease, weight gain, and more, according to the American Psychological Association.

Unfortunately, many professionals experience chronic stress on an daily basis. And when it takes a toll on the employees' health, it can hurt the health of a business as a whole. A 2015 study published in *Management Science* found that workplace stress causes additional expenditures of anywhere from \$125 to \$190 billion dollars a year.

So if occasional stress helps employees grow, but too much stunts them, the challenge is finding the right balance. Here are a few ways to do that.

TOUGH, ACHIEVABLE GOALS

When employees get comfortable with their regular tasks, it's time to push them outside their comfort zones with new responsibilities. Those unfamiliar tasks can introduce the right amount of stress that pushes them to take on new challenges and learn new things.

If you're going to give employees new tasks, though, you first need to remove some of the older responsibilities they've already mastered. Otherwise they'll feel overloaded, which can lead to chronic stress. Many professionals feel they have an unrealistic amount of work to do already, so if you aren't careful to keep your team members' workloads in check, assigning that “stretch” assignment can lead to burnout, not growth.

Read the rest of the story, originally published online at <http://bit.ly/2dXh0G6>, and get more tips on how to deal with stress in the workplace.

Upcoming Webinars

PubAux Live! Are You Ready?

New rules are about to hammer payroll
Thursday, November 3

Presenter Tonda Rush, National Newspaper Association

Prospecting that Pays

Friday, November 11

Presenter Kelly Wirges, ProMax Training

Integrating Snapchat and Instagram into your Newsroom

Thursday, November 17
Presenter Penny Riordan, Gatehouse Media

Register at
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High-quality, low-cost web conferences that help media professionals develop new job skills without leaving their offices.

FOR SALE

Weekly Metro Suburban Publication for sale. Long established. In Missouri. Revenues near 100K Annually. Owner is nearing retirement, will train and assist in transition. Great as an add-on acquisition or younger couple to own and operate. Serious inquiries only. 816-225-5083 or email: bmassop@massopgroup.com

Weekly community newspaper for sale. Long established. In Missouri. 100K/annual revenue. Serious inquiries only. 660-726-2073 or email: rgsales00769@gmail.com

North Missouri newspaper and shopper for sale. Great potential, untapped sources of revenue. Call 660-626-6308.

Long established small weekly newspaper in Southwest Missouri, the Webb City Sentinel, is for sale. Owner for the past 36 years is nearing retirement. To inquire, send message to news@webbcity.net.

HELP WANTED

CLASSIFIED ADVERTISING MANAGER: While classified advertising is dying at many newspapers across the country, it isn't at *The St. Louis American*. 2015 and 2016 have been our best Classified Advertising years in our 88-year history. We're looking for a Classified Advertising Manager to continue our strong growth. This is a full time inside sales position, in our offices at 2315 Pine Street. Must work well independently, be entrepreneurial, persistent and have a proven work record. This is a great opportunity for those who love sales and want to be an integral part of the ongoing growth of a major St. Louis media outlet. You will run the Classified Dept. by yourself, sell new advertisers, maintain current advertisers, and lay out the section yourself. Candidates must be detail oriented and have exceptional customer service skills; have typing skills of at least 40wpm; and be fluent in Quark/In Design. Compensation includes salary plus commission and includes benefits package. *The St. Louis American* is now Missouri's largest weekly newspaper, with more than 160,000 unique monthly visitors to stlamerican.com; and more than 46,000 Facebook fans, and more than 12,000 Twitter followers. For more information, contact Kevin Jones, Chief Operating Officer, *The St. Louis American*, kjones@stlamerican.com. No phone calls will be accepted. 10-17

BUSINESS REPORTER: *Springfield Business Journal*, an award-winning weekly niche publication in southwest Missouri, is seeking a reporter. Expertise in AP style is required; three to five years of reporting, ideally in business, is preferred. The position offers competitive pay and benefits, including health, life and 401(k). Send resumé and clips to Eric Olson, editor, eolson@sbj.net or PO Box 1365, Springfield, MO 65801. 8-22

GRAPHIC DESIGN/IT SUPPORT: We are looking for a knowledgeable Graphic Designer with some IT support experience who can assist our IT manager in maintaining our systems and networks as well as assist in print and digital advertising design using Adobe Creative Suite products. The successful candidate must be knowledgeable in software, hardware and networks performing both technical and administrative tasks to ensure functionality and efficiency of computer and network systems. This position also would work with our outstanding graphic design team to assist in the client design services. This is a great opportunity for a graphic designer that wants to move up to the next level! Perfect for a self-starting team player who is flexible, detail oriented, willing to learn and likes a busy, fast-paced environment. Benefits include vacation, sick leave, 401k, profit sharing and medical insurance. Interested parties please email resume, along with cover letter and salary requirements, to: Jane Haslag, Marketing Director, Central Missouri Newspapers, Inc., jane@newstribune.com 10-6

REPORTER/AD SALESPERSON: Vernon Publishing Inc. is accepting applications for a General Assignment reporter/ad salesperson at *The Tipton Times*. Starting base pay 9 dollars per hour, plus commission on ad sales. Experience is helpful, but not required. The applicant must have excellent people skills, a general knowledge of the English language and have some computer skills. Ad design will also be helpful. Applicant must live in the Tipton area, and must have a reliable vehicle for transportation. This is a 32-hour per week job, with paid vacation and health insurance. Starting base pay plus commission on ad sales. Must be self-motivated and organized. Send resume and writing samples to: The Tipton Times, PO Box U, Tipton MO 65081. 9-27

CIRCULATION MANAGER: The *El Dorado News-Times*, a community daily newspaper located in South Arkansas is seeking an experienced leader to manage and direct our circulation and distribution operations. We are looking for someone to roll up their sleeves and be proactive in developing plans and strategies to grow our home delivery and single copy numbers. You will have a front office staff of four to work with and a good crew in the mailroom for distribution support. All we need is a person ready to lead and direct them to success. If you believe you are that person write me a letter telling me why and include your resume. Email them to Ronnie Bell at rbell@eldoradonews.com or send via U.S. Mail to Ronnie Bell, El Dorado News-Times, P.O. Box 912, El Dorado, AR 71731. We offer competitive compensation including bonus opportunities, paid vacation, paid holidays, 401-k, group insurance and profit sharing. 9-27

MARKETING EXECUTIVE: Tribune Targeted, a multi-media marketing agency, seeks a marketing professional who: Successfully builds strong, professional relationships with clients and prospects; Is fluent in marketing of all types, including digital and social media; Understands the needs of businesses and can provide appropriate marketing solutions; Communicates clearly, manages time effectively, meets deadlines, remains organized in a fast-paced environment. Requirements include minimum of two years of experience in marketing; demonstrated skills in project and budget management; IT literate. Marketing or related degree preferred. Good driving record and reliable transportation required. We offer competitive compensation and benefits. Email resume to srinehart@columbiatribune.com EOE / Drug free work place 9-22

PRODUCTION/DESIGN SPECIALIST: Pipistrelle Press LLC., publisher of the *Versailles Leader-Statesman* and *Morgan County Press*, weekly community newspapers covering all of Morgan County, Mo., has an employment opening for a creative design and production specialist. The creative design/production position requires knowledge of page layout and design for print and online products; experience navigating web pages and uploading images and data for pre-press and online access; ability to design attractive layout options for covers, special sections and promotions. Starting salary based on experience. Paid vacation and sick days. Weekly pay periods. Apply for this position by sending resume and references to: Production Specialist, c/o Publisher Bryan E. Jones, PO Box 348, Versailles, MO 65084 or via email: bjones@leader-statesman.com 9-22

INSIDE SALES MANAGER: *The Herald-Whig*, a division of QMI, has an immediate opening for Inside Sales Manager to lead and direct the call center for the *Herald-Whig* and *New Jersey Herald* print and online products. This position reports directly to the Advertising Director. Do You Have: 4 years or more experience in advertising sales; A solid understanding of media and online sales; A proven track record of sales success utilizing sales programs and sales incentives; Critical thinking and problem solving skills. Submit your cover letter, resume and reference to: Christina Wilson, Human Resources, 130 S. Fifth, Quincy, Illinois 62301 or by email to cbwilson@whig.com. The *Herald-Whig* offers an attractive base wage plus commission compensation plan. This is a full time position eligible for a comprehensive fringe benefits package offering. 9-21

GENERAL MANAGER/EDITOR: *The Savannah Reporter* is seeking a versatile manager with reporting skills with a passion for community journalism. Responsibilities include managing the daily operations of weekly newspaper, writing news, sports and feature stories for print and online; photography; page design and weekly production; and keeping the newspaper's website social media presence up to date. This position requires a highly motivated, energetic, detail-oriented team player. To apply, please send resume, cover letter, salary requirements and any examples of writing, photography or page design. editor@stjoelive.com 9-8

COPS AND COURTS REPORTER: The (Quincy, IL) *Herald-Whig*, a seven-day newspaper, is looking for an experienced reporter with a proven ability to cover a high-profile beat in a way that is relevant to readers' lives. *The Herald-Whig* offers a comprehensive employee benefits package with everything you expect and more. The *Herald-Whig* is an equal opportunity employer. To apply, send a resume, references and samples of your work by mail to Christina Wilson/Human Resources, The Quincy *Herald-Whig*, P.O. Box 909, Quincy, IL 62306, or by email to cbwilson@whig.com. You may learn more about *The Herald-Whig* at www.whig.com and about Quincy Media Inc., our parent company, at www.careersatQuincy.com. 9-7

OUTSIDE SALES SUPERVISOR: *The Tulsa World*. Do you believe in products and services that grow

businesses? Do you understand the power of marketing and can you communicate these benefits to customers? Are you a leader who inspires? Join our team. Extremely competitive salary and benefit packages. Use one of the following links to apply for this position: <https://www.linkedin.com/hp/update/6172183927424372736>; <https://twitter.com/tulsaworld/status/766421658982899715>; <https://www.facebook.com/tulsaworld/posts/10153876707046446> Or contact Celia Armstrong at 918-581-8507 or by email at celia.armstrong@tulsaworld.com 8-26

REGIONAL ADVERTISING DIRECTOR: Gatehouse Media is seeking a strong sales leader to manage local digital products and services, as well as print and online marketing programs and packages. This role involves direct oversight of several Multimedia Sales Executives for a group of three daily newspapers and other publications in the Lake of the Ozarks Region. Digital sales and management experience strongly preferred. If you are motivated, goal oriented and success driven, this may be the career position for you. This full-time position requires a bachelor's degree or higher and three or more years of experience. We offer a competitive base salary, excellent bonus plan. We also offer Health, Dental, Life Insurance, 401(k) and flexible spending accounts. To apply, submit a cover letter, resume and salary requirements. Send resume and cover letter to: tbookstaver@gatehousemedia.com An Equal Employment Opportunity Employer 8-24

ADVERTISING REPRESENTATIVE: *The Current News Magazine* is seeking a full time sales representative to join our team. We are servicing the Southwest St. Louis Area (Jefferson County, St. Louis County). We are looking for outgoing, self-motivated, organized team players. We want individuals that enjoy the challenge of setting and making goals. Good people skills are a must. Previous sales experience is preferred, but we will train the right person. This is a full time position with salary, commission, and company benefits. Please send your resume to Stharp@lakewaypublishers.com 8-23

STAFF REPORTER: *The Rolla Daily News* is looking for a staff reporter to cover community news in the small but vital town in the heart of the south central region of Missouri. The successful candidate will be joining a family of print and digital publications covering news and sports. Responsibilities will include gathering news for print and digital, handling photography, video, social media, content management on the digital platform and assisting with page building using Quark. Position requires a journalism or related degree. Experience is helpful. Pay and benefits are competitive. Position is available immediately in the three-person newsroom. The *Rolla Daily News* is a community newspaper and website owned by Gatehouse Media. Please send resume and clips to jmiller@lakesonline.com or mail to 918 North Business Route 5, Candenton, MO. 65026. No phone calls. 8-19

GENERAL ASSIGNMENT REPORTER: *The Kirksville Daily Express*, an award-winning daily newspaper in northeast Missouri, has an immediate opening for a general assignment reporter. Responsibilities will include both news and sports coverage, as well as pagination. This is a key position in facilitating our ongoing and continued growth. *The Daily Express* has been honored annually for news writing, investigative reporting, feature writing, photography, opinion writing and general excellence. Our company offers health, dental and vision benefits, 401K, paid vacation and sick time, and paid holidays. Send your resume and work samples to Jason Hunsicker at P.O. Box 809, Kirksville, MO 63501, or email at dailyexpresseditor@gmail.com. No phone calls, please. 8-18

NEWS REPORTER: *The Linn County Leader*, a three-day newspaper in north-central Missouri, has an immediate opening for a news reporter. Responsibilities include content creation, social media management and more. This person will lead news coverage and play a key role in covering this community. Our company offers health, dental and vision benefits, 401K, paid vacation and sick time, and paid holidays. Send your resume and work samples to Jason Hunsicker at P.O. Box 809, Kirksville, MO 63501, or email at dailyexpresseditor@gmail.com. No phone calls, please. 8-18

NEWS REPORTER: *The Chillicothe Constitution-Tribune*, a five-day newspaper, has an immediate opening for a news reporter. This is an opportunity for a journalist with a passion for it all, from hard-hitting news to the kinds of feature stories that give people a better understanding of their community. Our company offers health, dental and vision benefits, 401K, paid vacation and sick time, and paid holidays. Send your resume and work samples to Jason Hunsicker at P.O. Box 809, Kirksville, MO 63501, or email at dailyexpresseditor@gmail.com. No phone calls, please. 8-18