

AlaPressa

THE NEWSLETTER OF THE ALABAMA PRESS ASSOCIATION

JULY 2019

Important Dates

2019 APA Football
Press Pass Program

Lottery:
**2 p.m.,
Thursday,
August 15**

*(an email with more information
will be sent in the next few weeks)*

Online Media Campus
August 8

[10 Tips to Rock Your Next Video
Story](#)

Presenter: Val Hoepfner
*Video is a part of our digital story-
telling toolbox that will continue to
grow over the next five years. Mobile
phones make it easy to shoot and share
our video stories. In this session, Val
Hoepfner will share 10 tips that will
make your video story stronger, audio
better and video more compelling. This
session is good for beginners, interme-
diate and those who have experience
but need efficiency.*

Two Alabama courts render rulings in favor of
openess

APA members attend useful programs at the
Summer Convention

Democrat-Reporter in Linden publishing
under new ownership

Majors named publisher in Andalusia

SNPA and Inland to merge on October 1

Legislation to permit non-profit status for
newspapers draws NNA support

NNA recommends phasing in proposed
salary threshold for exempt employees of
small businesses

APA/ANAS New Address:

600 Vestavia Parkway, Suite 291
Vestavia, AL 35216



Alabama Press Association
Alabama Newspaper Advertising
Service Inc.
600 Vestavia Parkway, Suite 291
Vestavia, AL 35216
(205) 871-7737
(205) 871-7740 (fax)
www.alabamapress.org

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Michael Galvin, Montgomery Advertiser
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APA members attend useful programs at the Summer Convention

APA members attending the 2019 Summer Convention took home useable ideas from the speaker lineup.

Leonard Woolsey, publisher of The Daily News in Galveston, Texas, shared valuable information about starting and growing newspaper and independent magazines.

He gave examples of how magazines are a good way to get real estate revenue back, and gave sound advice on how to avoid being "just another shiny publication."

Woolsey shared these two fun facts about magazines:

- 1) 4.3 is the acceptable number of readers per copy for magazines, and
- 2) 88 percent of the people who buy the magazine still have last month's issue when the next month comes out.

Yvonne Mintz, editor and publisher of The Facts in Clute, Texas, presented a program with practical ideas on how to develop editorial standards that will make content stronger and connect better with

readers.

Mintz encouraged participants to always provide context to stories by using infographics, maps, photos, in-depth stories with statistics and background, and follow up stories.

Daily Mountain Eagle Editor James Phillips shared his success with social media in driving traffic to both online and print platforms.

And, it was not all work. Delegates heard a fun and entertaining speaker with Kelly Kazek, who writes humor columns and quirky history for al.com and its sister site, It's A Southern Thing.

The convention ended with the presentation of the awards from the 2019 APA Media Awards. First place winners from 32 categories were presented with awards, including awards from the advertising and magazine contests. Congratulations to all winners!

The Winners tab, a publication of all of the winners in the contest, is available online at <https://www.alabamapress.org/2019winnerstab/>.

Two Alabama courts render rulings in favor of openness

On June 28, in an 8-0 unanimous decision, the Alabama Supreme Court dispelled the notion that draft documents are not subject to public scrutiny.

In the context of a dispute between a hospital authority and an oncology practice over a request for records, Justice Brad Mendhiem wrote the opinion that "it is not apparent why the definition of a 'public writing' or its synonym, 'public record,' would require the production of only 'completed records in their final form.'"

Again, this Court has stated that a public writing includes records "reasonably necessary to record the business and activities required to be done or carried on by a public officer."

The opinion makes it clear that

past Attorney General opinions suggesting that only final documents could be viewed by the public were incorrectly decided.

"The so-called 'draft document' exception to our public records laws has thankfully been refuted by our Supreme Court," said Felicia Mason, executive director of the Alabama Press Association. "This is a great day for government transparency. All Alabamians should be appreciative of our Supreme Court's dedication to open government."

The opinion was issued in the case of Health Care Authority for Baptist Health v. Central Alabama Radiation Oncology, Appeal No. 1171030.

openness

continued on page 8

Democrat-Reporter in Linden publishing under new ownership

After several months of back and forth between the former Democrat-Reporter Publisher Goodloe Sutton, and several potential buyers, it appears the newspaper has changed hands.

A story in the July 11 edition of the newspaper announced Sutton is officially stepping down as of July 1, and a Texas couple, Tommy and Patricia Wells, have assumed control of the newspaper.

There is still the issue of securing the proper transfer of the postal permit. "We're hopeful the issue can be resolved in the coming days," said Publisher Tommy Wells. A previous buyer made changes to the name listed on the postal permit and

Wells is working with USPS officials in Birmingham to rectify the paperwork problem.



Tommy and Patricia Wells

Troubles for Sutton began in February when he published an editorial calling for the "Ku Klux Klan to night ride again." The Alabama Press Association suspended the newspa-

per's membership and issued a letter of censure to Sutton expressing strong disapproval of the editorial.

At its meeting last month, the APA Board of Directors determined that Sutton was no longer involved in publishing a newspaper and the suspension issue did not come before the full membership. Wells and his wife assumed control of the Marengo County publication on June 7, pending the resolution of the postal permit issue.

Wells said he and his wife had talked with Sutton several years ago about purchasing the paper. They have previously owned newspapers in Texas, Oklahoma, Kansas, Kentucky and Alaska.

Majors named publisher in Andalusia



Kendra Majors

Kendra Majors has been named publisher of the Andalusia Star-News. She replaces Michele Gerlach who has accepted the position of director of communications

for the City of Andalusia and the City Utility Board.

Gerlach served as publisher of The Star-News for 13 years and served as APA president in 2016.

Majors returns to Andalusia from Brewton, where she served as the publisher of The Brewton Standard. She worked as creative director, magazine editor and reporter during her earlier time in Andalusia. She has also

worked at The Luverne Journal, The Lowndes Signal and The Troy Messenger.

Majors is a native of Brantley and holds a bachelor's degree in print journalism from Troy University. She served as editor and staff writer at The Tropolitan, Troy's student newspaper, while in school.

She currently serves on the APA Journalism Foundation board of directors.

Deaths

Justin Derek McCullers



Justin Derek McCullers, 25, passed away in May 2019. He was the advertising manager at The Clay Times-Journal in Lineville. McCullers was born in Alexander City but lived for most of his life in Clay County. He was part of the final graduating class from Lineville High School in 2012, and then pursued his education and singing at Southern Union as part of

"Southern Union Sound."

He continued his education and was working toward a bachelor's degree. He was also a photojournalist at The Clay Times-Journal where he worked since 2010, and was a seven-time winner in the APA Media Awards contest. He was also the editor of "At Home in Clay County," a quarterly magazine published by the newspaper.

He was a member of the Church of the Highlands in Auburn but spent many Sundays sharing his desire for God in churches in the area. Justin loved music and shared his singing

talent often.

McCullers is survived by his wife, Stephanie McCullers of Cragford; son, James William McCullers; mother, Felicia Hamlet (Jeffrey) of Cragford; father, Johnny McCullers (Pam) of Lineville; siblings, Cody Morris, Dylan McCullers, Amy Morris and Hunter McCullers; maternal grandparents; Ronald and Dot Smith of Cragford and Jeff and Cynthia Hamlet of Wadley; paternal grandparents; Donald and Beverly McCullers of Lineville and Bob and Bonnie Kunckuis of Mellow Valley; a host of cousins and extended family.

People & Briefs

The Cullman Tribune announced recently it will increase publication days to Tuesday – Saturday beginning the first week in August.

Tim Altork has been named publisher of The Randolph Leader in Roanoke. Altork worked previously as the sports editor for the paper and returned last year to assist when former Publisher John Stevenson became ill.

Altork will continue to cover sports as well as news reporting.

Andrew Bonner has joined the staff of the Northport Gazette as a reporter. He is a 2017 graduate of the University of Alabama where he studied journalism and creative writing.

He worked at The Crimson White,

UA's student newspaper, and also interned at The Tuscaloosa News.

Sydney Dowling has joined the staff of The Clayton Record as a columnist. She is pursuing a degree in English with a minor in philosophy and religious studies from Troy University while working full time at the newspaper.

Jennifer Lazzaro has been named general manager of The Brewton Standard. She has worked as the office and circulation manager for the newspaper since 2010.

Lazzaro is a native of Pensacola and has lived in Brewton since 1979.

Sam Williams has been named regional advertising director for The

Dothan Eagle, Enterprise Ledger, The Eufaula Tribune and The Dothan Progress. He will be in charge of print and digital advertising for the group.

Williams is a native of Columbia and has served as BH Media's director of training and corporate development.

He is a graduate of Houston County High School and Auburn University.

Santana Wood has been promoted to assistant managing editor for Tallapoosa Publishers Inc. TPI publishes The Alexander City Outlook, The Wetumpka Herald, The Tallassee Tribune, The Eclectic Observer and The Dadeville Record.

She has served as design editor for the company since her graduation from Troy University in 2017.

Industry

SNPA and Inland to merge on Oct. 1

Members of the Southern Newspaper Publishers Association (SNPA) and the Inland Press Association have approved a plan to consolidate the two associations, effective Oct. 1.

The consolidated association is crafted to be the champion of the newspaper industry and a proactive voice that promotes the value and contributions of newspapers to the communities that they serve.

"The industry has seen a significant change in the last decade," said Doug Phares, this year's president of Inland and co-chair of the merger planning group. "There has been a migration to larger groups and an exiting of many long-term family owners. It has also seen a seismic shift in the business model and long-held practices have been upended."

Phares said that the boards of both associations saw a critical need for an industry association that "provides voice, focus and function equal to the challenges of our new reality."

PJ Browning, the current president of SNPA, said that the boards were also mindful of the culture and history that has attracted loyal and engaged members to both associa-

tions for more than 100 years. "While we are proposing a new association with a new focus, we are also committed to preserving the networking, the camaraderie, and the idea-sharing that are hallmarks of SNPA and Inland," Browning said.

Colorado Springs publisher Chris

- Industry research and white papers.
- Education and discovery on sustainable business models.
- Enhanced coordination and partnerships with j-schools and other industry organizations.

The first board will consist of nine



representatives from the current SNPA board, nine from the current In-

land board, three R&D partners and four officers – a chair, president, vice president and treasurer.

- A new unapologetic and relentless champion for newspapers and a voice for the newspaper industry.
- Leadership that fills a significant void in the industry.
- Materials and training on how to educate and inform employees and communities about the indispensable value of newspapers and local journalism.
- More resource-rich in-person events with a larger pool of attendees, speakers and vendors, and expanded and improved opportunities for free digital training and idea-sharing.

Chris Reen, president of The Gazette in Colorado Springs, will be the first president of the new association. Reen was president of SNPA in 2017 and co-chair of the merger exploratory committee.

Other officers will include:

- Alan Fisco, Seattle Times
- Nat Lea, WEHCO Media
- Cory Bollinger, Hoosier Times/GateHouse Media

A national search is underway for a new chief staff executive, whose title will be CEO.

The new association will be staffed by the members of the current SNPA and Inland staffs.

Legislation to permit non-profit status for newspapers draws NNA support

The National Newspaper Association recently applauded the introduction of legislation that would make it easier for publishers to convert their newspapers to non-profit status if they choose.

The bill, the Saving Local Newspapers Act, by Rep. Mark DeSaulnier, D-CA, would clarify that publishing can be an acceptable purpose under non-profit tax rules. It would also allow advertising revenues to support a non-profit operation without being taxed as unrelated business income.

NNA president Andrew Johnson, publisher of the Dodge County Pionier (Mayville, Wisconsin), said the bill would increase publishers' options as they examine ways to keep

newspapers running in a challenging economic environment.

"NNA realizes that not-for-profit status is not the solution for many newspapers, but we are aware that some publishers have looked into the possibility," Johnson said. "While getting the IRS sanction does not solve the need for sustaining revenues, it does open the door for charitable giving by those in a community who want to keep good journalism alive in their towns. We see Congressman DeSaulnier's idea as one of several that may appeal to publishers in the future, and we appreciate his interest in our industry."

DeSaulnier said: "Local journalism has been a bedrock of American

society for over 200 years. I remember when dedicated reporters sat in the front row of city council meetings to keep communities informed and to increase accountability. Today many local newspapers are dying out – penny pinching until they close or are bought up and sold off piecemeal by hedge funds.

This bill would allow papers to renew their focus on quality content and flourish unencumbered by ever-increasing demands for greater profits."

The bill summary is available at <https://desaulnier.house.gov/media-center/press-releases/congressman-desaulnier-introduces-legislation-eliminate-hurdles>.

NNA recommends phasing in proposed salary threshold for exempt employees of small businesses

The National Newspaper Association recently objected to a proposed 50% increase in exempt employee salaries under the Fair Labor Standards Act (FLSA) and recommended instead a phased-in schedule for small businesses.

In March, the U.S. Department of Labor proposed increasing the threshold salary for employees exempt from overtime pay under the FLSA to \$35,300 annually, up from the existing threshold of \$23,660.

The proposal was welcomed by many in the business world, as it revised an Obama administration rule that would have increased the threshold by more than 100%. But NNA finds that even the more modest increase would do harm to many community newspapers in small towns, which have faced a host of new business challenges in the past few years. Rather, NNA advises, the increase should be phased in over five or six years so employers can absorb the impact.

Here are the NNA comments:

For small community newspapers, the proposal constructs a new barrier to maintaining news coverage in small communities. In this indus-

try, the stresses burdening survival and continued community service have been coming at an alarming clip: internet competition, shrinkage of small towns, tight economies among small business advertisers and, in 2018, a temporary but devastating tariff on newsprint supplies that continues to distort the paper supply chain for small newspapers. All of these issues are threatening the futures of communities that depend upon local news from the local newspaper, so they also threaten the local community. Confronting a 50% payroll increase for exempt workers adds to an already daunting pile of challenges.

NNA's formal comments were accompanied by a letter signed by more than 200 newspapers around the country, noting the difficulties they face in achieving higher professional salaries.

NNA President Andrew Johnson, publisher of the Dodge County Pionier, said the Labor Department proposal was well-meaning, but ill-designed for small businesses.

"America's small towns, particularly rural areas affected by crop

disasters and disrupted markets, are not growing very quickly. Many are getting smaller as the economies become ever more challenging. Although most employers in small businesses work toward fair compensation, expecting them to absorb a 50% increase in a single year just pulls the rug right out from under them. In our industry, we are still reeling from a 30-50% increase in printing costs caused by the tariffs on Canadian newsprint last year. We need policymakers in Washington to understand that regulating us the same way they regulate Amazon or Walmart just isn't fair," Johnson said.

In order to be an exempt employee who is not eligible for overtime, a worker must be paid a set amount each week that is above the threshold set by the Labor Department and must be doing work that corresponds with the executive, administrative or professional categories described in regulations.

NNA members with questions about FLSA compliance are encouraged to consult the NNA Federal Laws hotline by emailing Tonda Rush, tonda@nna.org.

SCOTUS overturns FOIA precedent

The U.S. Supreme Court today closed a window into the workings of the federal government when agencies withhold information about businesses it acquires as part of administering taxpayer-supported programs, the National Newspaper Association said.

Ruling on behalf of a business group representing food retailers, the Food Marketing Institute, the high court permitted the U.S. Department of Agriculture to withhold information on the revenues received by businesses when they sell food under the Supplemental Nutrition Assistance Program (SNAP.) The ruling, by a 6-3 majority, went against the Sioux Falls (South Dakota) Argus-Leader, which has sought information under the federal Freedom of Information Act for more than a decade.

The decision concluded a court battle that involved two federal appeals court decisions that the news-

paper won, and a legislative skirmish involving the National Newspaper Association, after the grocers' industry group tried to persuade Congress to make the SNAP records secret. The FOIA case began from efforts by Jonathan Ellis, an investigative reporter with the Gannett Company-owned Argus-Leader, to look into the ways local retailers were outfitting themselves to receive the taxpayer-supported SNAP dollars during the 2008-09 recession.

The Court's opinion, by Justice Neil Gorsuch, overturned nearly 45 years of FOIA precedent that had required businesses to show they would suffer competitive harm if information held by the federal government were released. Gorsuch said the precedent had been created erroneously and that when businesses consider information confidential and the government obtains it on a promise to keep the information confidential, the Freedom of Information

Act cannot force its release.

"NNA is always concerned when the FOIA is cut back," NNA President Andrew Johnson, publisher of the Dodge County Pioneer, Mayville, Wisconsin, said. "In this case, we felt the need of the taxpayers to understand how their money was being spent should have overridden the industry's desire for secrecy. That was especially true when the information actually came to USDA directly from SNAP users by way of a third-party information collector and not directly from the grocers. While we agree that confidential business information held by the government should be treated with respect, we are now concerned that the wide array of agencies that oversee commerce, trade, agriculture, consumer protection and a host of other important arenas in our country now have a new mandate to withhold information about their work."

Fellowship available to journalists

Working journalists are invited to apply for fellowships to attend Media Law School 2019, to be held Sept. 18-21 in Columbia, S.C. at the University of South Carolina.

The Media Law School is an intensive seminar that teaches journalists about criminal and civil law and procedure with a focus on how to more effectively cover trials and the judicial process. Sessions are led by

University of South Carolina law and journalism faculty and practicing attorneys and judges.

Fellowships in the amount of \$400 each are available to cover travel costs to and from Columbia. In addition, lodging and most meals are provided. There is no fee to attend. Fellowship applications are due August 15. For more information and to apply, visit law.sc.edu/medialawschool.

In its fourth year at the University of South Carolina, Media Law School has hosted journalists from a variety of news organizations across the United States. It is presented by the university's School of Law and College of Information and Communications and sponsored by the American Board of Trial Advocates.

Contact Carmen Maye with questions at medialaw@law.sc.edu.



Media Law School

Presented by the University of South Carolina School of Law and College of Information & Communications

Sponsored by the American Board of Trial Advocates

A little more, a little less for sales meetings



*Ad-libs
by John Foust*

Kristen told me how she handles one of the biggest challenges of managing her newspaper's sales department. "Sales meetings – like a lot of other things – fall into predictable patterns," she said. "The boss talks, the staff members listen, and more often than not, it's just a transference of information. No one feels motivated to do anything different after the meeting is over.

"I learned a technique a few years ago that gets everyone involved. First, I introduce a topic that calls for specific solutions, then the group answers a set of questions to generate ideas. My role is to be a facilitator and let them do most of the talking. Usually, everyone arrives at the right solutions, but since the ideas are theirs, not mine, there's more buy-in.

Although there are a lot of meeting formats, this has become one of Kristen's favorites. Let's

take a look at how it works:

Step 1: "First, I introduce a topic," she explained. "It could be something like, 'Increase digital sales in the holiday season by ten percent over last year.' That gives us a specific focus, which is better than a vague statement like, 'Increase sales' or 'Provide better customer service.'" It allows us to concentrate our attention on that one thing, without running down rabbit trails. My job is to state the topic as clearly as possible and make sure everyone stays on track. I write the topic in big letters on a flip chart, tear off the sheet and post it on the wall."

Step 2: "After we agree on the statement of the topic – which is usually a problem that needs to be solved or a goal that needs to be reached – I write DO MORE on the next sheet of the flip chart and we list things we need to do more of, in order to make progress.

"We list all the ideas and check the ones that are most workable. That leads to a discussion of what is involved in implementing each one. Through it all, the group does most of the talking."

Step 3: "Talking about 'more' isn't enough. There are always some activities we can cut, so I write DO LESS on the flip chart and we follow the same procedure. Sometimes subtraction is just as important as addition."

Step 4: "With all the talk about more and less, we don't want to lose track of the things that don't need to be changed. The next sheet is labeled KEEP DOING, so we can examine – and evaluate the value of – activities that are doing what they are supposed to do."

Step 5: "After we go through this process, an action plan becomes obvious. That's the last sheet. When the meeting is over, we look around the room and see the entire process posted on the wall, ending with a to-do list that we developed as a team. That's a lot better than having everyone sit around the conference table and listen to a lecture."

John Foust conducts training programs for newspaper advertising professionals. E-mail for information: john@johnfoust.com

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 Alabama Press Association
 Montgomery, Alabama
 (334) 206-3100

A rule of the Supreme Court of Alabama requires the following:
 No representation is made that the quality of legal services to be performed is greater than the quality of legal services performed by other lawyers.

openess

continued from page 2

In another important case, 15th Judicial Circuit Court Judge James Anderson ordered Bevill State Community College officials to provide documents related to the decision to move several workforce educational programs away from the Hamilton campus sought by BSCC-Hamilton Campus Legislative Task Force for Education.

The lawsuit, which was filed Aug. 29, 2018, named BSCC President Dr.

Kim Ennis and Alabama Community College System (ACCS) Chancellor Jimmy Baker as the defendants.

At issue were records the officials used in deciding to move certain workforce development programs from the Hamilton campus to the Jasper campus. This includes records relating to federal funding of the programs and a copy of a study done to determine if the programs should be moved.

The attorney for the task force said the scope of this open records lawsuit was to produce data and documents which would verify that school officials followed state-mandated pro-

ocol in their initial decision to close the workforce programs.

On June 15, 2019, Judge Anderson ruled that school officials must produce the information and required they provide a cost estimate to the task force within 10 days.

“The intent of our Open Records Law is clear – the entire deliberative process should be open to the public,” Mason said. “It is a shame that citizens have to spend money going to court in order to get information they are legally entitled to. Most people cannot afford it, and they should not have to.”

Help Wanted

Reporter-Tuskegee, AL

The Tuskegee News, published since 1865, is seeking a Reporter. Based in one of the most historic cities in the nation. It is the Macon County Seat and the site of Tuskegee University! It is also home to The Tuskegee Airmen and civil rights activists (birthplace of Rosa Parks); George Washington Carver, famous researcher of polio, peanuts and sweet potatoes. If you are interested in being a reporter in a city with such a rich heritage we have a full-time position available. We will also consider part-time applicants. Full-time position offers competitive compensation with benefits including, vacation, sick leave, and insurance. Please email your resume and a sample of your writing to Guy Rhodes, publisher of The Tuskegee News at guyrhodes@bellsouth.net.

Account Representative-Demopolis, AL

The Demopolis Times has an immediate opening for an advertising account representative to fill a sales position. This position will have a strong focus on prospecting and new business development while also providing outstanding service to existing customers.

Qualifying candidates will be goal-oriented and self-motivated with strong organization and communication skills.

Previous sales or marketing experience is a plus, but we will train the right candidate. The advertising representative will be tasked with selling advertising for newspapers, magazines, promotional publications and digital platforms.

Demopolis is situated in the heart of Alabama’s Black Belt Region and is centrally located between Tuscaloosa, Ala. and Meridian, Miss. The Demopolis Times is a consistent winner in the APA Better Newspaper Contest and its staff is involved in civic and community activities.

Compensation will include a base salary with commissions based on sales goals. We also offer health/dental/vision insurance, 401(k), paid life and disability insurance, retirement plan, and paid vacation and holidays. Qualified candidates are encouraged to email resumes to robert.blankenship@demopolistimes.com.

General Assignment Reporter-Selma, AL

The Selma Times-Journal, an award-winning daily newspaper in west central Alabama, has an immediate opening for an general assignment reporter to report on a variety of beats including county/city government, cops/courts, features and more. The position offers an excellent opportunity for advancement within our parent company, Boone Newspapers, Inc.

The successful candidate must be organized, have an optimistic personality, enjoy meeting new people and understand what makes a community newspaper important to its readers. They must also enjoy small town life, getting involved in the community they serve while practicing true community journalism. Interested candidates should send resume, cover letter, references, work samples and salary requirements to Will Whaley, managing editor, The Selma Times-Journal at will.whaley@selmatimesjournal.com.

Graphic Designer - SE Alabama

Graphic designer sought for weekly newspapers for ad layouts and other duties. Familiarity with basic design programs a must, especially inDesign and Photoshop. Send resume to moe@pujolprint.com

Need to find good employees?
Send APA your information to place in AlaPressa and online.
jaclyn@alabamapress.org



2019 APA Summer Convention | June 28-29, 2019 | Perdido Beach Resort



A good time was had by all aboard the Wild Hearts sunset sail on Thursday evening. (From L to R: APA General Counsel Dennis Bailey with his wife, Stacia. Fuller Goldsmith steering us towards sunshine. Captain James Phillips (Daily Mountain Eagle) with daughter Zuzu.



Friday evening's opening reception (sponsored by Alabama Power and Alabama NewsCenter) featured a raw seafood bar.



Convention presenters, Leonard Wooley and Yvonne Mintz entertained and dazzled at their programs on Friday and Saturday.



Dave Hargove with AT&T spoke about the connection between technology and community newspapers at the Saturday luncheon.



APA/ANAS Board President Horace Moore and wife Patty at the Saturday evening AMA banquet.



**TOP
WOMEN
IN ALABAMA MEDIA
2019**

NOW ACCEPTING NOMINATIONS!

www.businessalabama.com/women

Nominations Due August 16, 2019

Together with locally and nationally recognized female leaders, *Business Alabama* magazine is showcasing and honoring the women in media across Alabama who demonstrate outstanding leadership, innovation, inclusion, philanthropy, and business acumen.

Now accepting nominations! Gain significant exposure for yourself and your company in front of colleagues and competitors. Honorees will receive a 100-word profile in the December issue of *Business Alabama*, which is read by 52,000 business professionals across the state. The Top Women in Alabama Media award section will also be posted on businessalabama.com for digital exposure and shareability.

Enjoy recognition and exposure through email promotions to the *Business Alabama* database of 14,000 and *Business Alabama's* social media network of Alabama business executives.

Awards Ceremony

Monday, November 4, 2019 | 6 p.m. – 9 p.m.
Hyatt Regency Wynfrey Hotel Birmingham
Heavy Hors d'oeuvres & Cocktails
Tickets \$75

For additional information, contact Sheila Wardy at swardy@pmtpublishing.com or 205-802-6363 ext. 108.

Top Women in Alabama Media is being presented by Business Alabama magazine, in cooperation with Alabama Advertising Federation, Alabama Broadcasters Association, and Alabama Press Association.