Fourth of July a special event for Eggenspergers

Bina’s family has had a cabin on Georgetown Lake for nearly 50 years, so every year we have a family reunion with the Georgetown Lake 4th of July parade the signature event.

We’re hearty participants and enjoy livening up our entry keying to a significant news event over the past year. Last year, we were the 2 percent that Occupied Georgetown. This year, it was Fishing Georgetown Style (Gangnam), with about 40 in our group dancing and mingling with the crowd.

What a great event. It’s an interactive parade with entrants talking with the literally thousands who line the two lane road, and an unforgiving exchange of water from water guns, water balloons and hoses by the residents.

During the parade, we ran into James Rosien from the Anaconda Leader and Michael Stafford from the Philipsburg Mail out doing what we all do best. They were snapping photos, getting names, querying the participants and watchers about what makes the event, and the Fourth, so fun.

It caused me to reflect that what they were doing, and doing well, is what we all do. We chronicle our community’s events and, by so doing, we create a historical record of the lives and activities of our residents. And it doesn’t matter if it’s Great Falls or Ekalaka, it’s the mission and challenge we all face and, I believe, we all do well.

As we look to the future of newspapers and reporting in Montana, that will always be our charge. And no matter how the news is delivered in the future, and we can expect change, there will always be a need for responsible professionals to accurately report the events, the controversies and the challenges facing our communities and the residents.

I think it’s a challenge we can meet, and meet with resounding success.

It won’t always be easy. We can’t rely on the old methods to always carry us through in meeting our goals. But I feel our industry can survive and continue to do what we all love and embrace.

It’s an honor to be selected to help lead your organization, to be a part of an association that I feel has a bright and strong future. We have a lot on our plate and I think the legacy established by Matt and your board, in the establishment of goals and committees that will help direct our efforts to help us focus on the areas where we can improve and enhance our aims, are just getting underway. I, and the many of you who are a part of that effort, will work hard to keep focused on the goals Matt and the board have set. I’m confident we will see results and benefits.

I look forward to helping the association meet those goals, remain solid and focused and help our association grow and prepare for a continued bright future.

If you’re not doing anything July 4th next year, bring your best water shooter and join in the fun. It doesn’t get much better than the Georgetown Lake Parade.

Just ask James and Michael.

It just gets wetter and wilder every year

The Fourth of July Parade at Georgetown Lake is full of mayhem, with children of all ages unleashing their inner savagery on each other, in water form, of course.

It’s become a tradition for people along the parade route to throw water balloons and fire water cannons at passing floats, some of which return fire, and even to turn them on each other in a watery frenzy.

Aside from the annual water fight, the irreverent parade, which draws thousands of spectators from all over the state and across the country, featured floats and acts parodying the biggest local and national pop culture events, from the Rainbow Family Gathering to the “Gangnam Style” dance craze.

The parade also featured classic cars and four-wheelers; fire trucks and water trucks; patriotic pets and a visit by Smokey Bear; music by the Anaconda Bagpipe and Drum Corps and the rock band “Trailer Trash,” a refreshing “Montana Margaritas” float and so much more.

It’s a Montana experience unlike any other and the perfect way to say “Happy Birthday, USA!”

Tom Eggensperger, editor/publisher of the Sanders County Ledger and president of the Montana Newspaper Association for 2013-2014, dances “Gangnam Style” in the Georgetown Lake Fourth of July Parade. Not pictured: the box of wine at the end of Eggensperger’s fishing line. Leader photo by James S. Rosien
**MNA Calendar**

**AUGUST**
16  Deadline to submit articles for August Press Pass
25-27  Society of Professional Journalists Annual Convention
       Anaheim, California

**SEPTEMBER**
4   Newspaper Carrier Day. First carrier hired in 1833 was Barney Flaherty by
    Benjamin Day, publisher of the New York Sun.
12-15  National Newspaper Association 127th Annual Convention & Trade Show
       The Arizona Grand Resort, Phoenix, AZ
13  Deadline to submit articles for September Press Pass
20  MNA and MNAS Fall Board of Directors’ Meeting, Butte

**OCTOBER**
1   Deadline to submit USPS Statement of Ownership (PS Form 3526)
    with your local post office
17-19  Institute of Newspaper Technology - newspaperinstitute.com
18   Deadline to submit articles for October Press Pass

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**Defining journalists—and their rights**

By Political Commentators Cokie and Steve Roberts

Who is a journalist? What rules should protect reporters from excessive
government efforts to track down their
sources of information and compel their
testimony in legal proceedings?

Those questions have taken center stage
in Washington. They started emerging in
May, with revelations that the Obama
administration secretly sought the phone
records of Associated Press reporters who
had broken a story about a terrorist
conspiracy in Yemen. The Justice
Department even accused a Fox reporter of
being a criminal “co-conspirator” in the
release of classified information about
North Korea’s nuclear program.

Then came the backlash. Politicians
from both parties denounced such heavy-
handed tactics, and the administration
retreated. The president gave a speech
saying, “I am troubled by the possibility
that leak investigations may chill the
investigative journalism that holds
government accountable.”

Attorney General Eric Holder conceded
to NBC that “things have gotten a little out
of whack” and no reporter should fear
being “branded a criminal” for simply
doing her or his job. “I’m just not
comfortable with that, we’re going to
change that,” he vowed.

Holder’s changes in Justice Department
guidelines are due July 12, and the
president has endorsed legislation to create
a “media shield law” that would codify on
a federal level some of the safeguards
journalists already enjoy in 49 states. So
the time is ripe for a national debate.

But the questions are easier to ask than
to answer.

Many years ago, we both served on
panels of journalists that vetted applications
for press credentials to cover Congress.
The essential qualification really was: Do
you work for a recognized news
organization?

That standard has long been obsolete. In
the age of Twitter and Instagram, almost
anyone with a cell phone or a laptop can be
a generator of information. You don’t have
to work for anybody but yourself.

That’s a healthy development, but it
poses a huge problem. If the Attorney
General and Congress are revising rules
that apply to legitimate journalists — but
not to everyone with a Facebook account
— then a line has to be drawn somewhere.
A new definition of legitimacy has to be
crafted.

And technology is not the only
complicating factor. Journalism by its very
nature prizes professionalism and
independence. But many “citizen
journalists” are also activists, advocates for
a cause or ideology. As journalism
professor Jay Rosen of NYU told David
Carr of The New York Times, “We are
beginning to realize that journalists come in
a variety of shapes and sizes and come with
a variety of commitments.”

True. But it’s also true, as Carr notes,
that a devout commitment to a point of
view can “impair vision” and distort
accuracy. Tendentiousness of ideology
creates its own narrative, he says, and at
some point, that tendentiousness clashes
with the fundamental precepts of fair-
minded journalism.

Everyone is entitled to free speech. But
journalists are entitled to an extra

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continued on page 5
A significant action from our recent strategic planning retreat was establishing eight working committees. The committees are setup to focus on opportunities and threats facing the Montana newspaper industry as identified through member interviews and stakeholders who participated in the planning retreat. A recap of the committees...

**Marketing and Branding Committee**
Chairperson: Rick Weaver, Daily Inter Lake, Kalispell  
Committee: Dick Crockford, Dillon Tribune  
Jim Strauss, Great Falls Tribune  
Tom Mullen, Silver State Post, Deer Lodge  
Terry Oyhamburu, Great Falls Tribune  
Purpose and Mission: *Identify methods to brand and promote the strengths of the Montana Newspaper Association and Montana newspaper industry. Provide any additional editing to the MNA mission statement.*

**Dues Revenue Committee**
Chairperson: Scott Squillace, Yellowstone Newspapers, Livingston  
Committee: LeAnne Kavanagh, Cut Bank Pioneer Press  
Purpose and Mission: *Analyze current MNA member dues structure and the financial needs of the association. Compare the MNA dues structure with other association dues models and develop a dues model that supports the association and the service needs of the members and mission of MNA.*

**Legal Affairs Committee**
Chairperson: Jan Anderson, Boulder Monitor  
Committee: Matt Bunk, The Western News, Libby  
Tom Eggensperger, Sanders County Ledger, Thompson Falls  
Dick Crockford, Dillon Tribune  
Purpose and Mission: *Protect and improve public access and notice by working with other interested parties.*

**Advertising Revenue Committee**
Chairperson: Darla Shumway, The Herald-News, Wolf Point  
Committee: Cindy Sease, Bozeman Daily Chronicle  
Tom Mullen, Silver State Post, Deer Lodge  
Jim Durfey, Livingston Enterprise  
Purpose and Mission: *Identify new advertising revenue opportunities and develop sales plans that will benefit customers and the members of MNA.*

**Service Development Committee**
Chairperson: Matt Gibson, The MissoulaIndependent  
Committee: Tom Eggensperger, Sanders County Ledger, Thompson Falls  
Darla Shumway, The Herald-News, Wolf Point  
Jim Rickman, MNA  
Purpose and Mission: *Develop innovative services that will benefit the members of MNA. Provide quality assurance of service development, and provide accountability over other committees that are working on specific services.*

**Website Committee**
Chairperson: Jim Rickman, MNA  
Committee: Kyle Rickhoff, Billings Gazette  
Purpose and Mission: *Ensure the MNA website stays fresh, relevant and meets the needs of members of MNA and key stakeholders.*

**Communications Committee**
Chairperson: Jacques Rutten, Lewistown News-Argus  
Committee: Brian Kavanagh, Cut Bank Pioneer Press  
Purpose and Mission: *Develop an internal and external communications plan that keeps members of MNA and key stakeholders informed of what is happening with MNA and the Montana newspaper industry.*

**Education Committee**
Chairperson: Kyle Rickhoff, Billings Gazette  
Committee: Dennis Swibold, U of M School of Journalism  
Melody Martinsen, Choteau Acantha  
Purpose and Mission: *Develop training and professional development programs based on the identified needs of the members of MNA.*
Interns sponsored in part by the Montana Newspaper Foundation

TIM GOESSMAN

Tim Goessman, a 2013 graduate of the University of Montana’s School of Journalism, is putting his photo and video skills to good use at the Great Falls Tribune. He has shot for news, sports, features and What Women Want magazine.

Goessman, who won many scholarships and awards at UM, reports that he has enjoyed his time in Great Falls, a place that has a reputation among his friends as less visually interesting than his hometown of Bozeman and Missoula. “You can get good images anywhere,” he said.

Goessman, who produced an hour-long documentary on punk band King Elephant’s national tour while at UM, also has done much to raise the quality of the Tribune’s videos. He teamed up with a staffer to produce a video on cowboy action shooting that was picked up by USA Today.

KATHERYN HOUGHTON

Chasing fire trucks, delving into social issues, taking a look at local history and getting involved in area recreational opportunities – all of that and more is what Katheryn Houghton has signed on for as a summer intern at the Boulder Monitor.

Houghton, a sophomore journalism major at the University of Montana in Missoula, will be working with Monitor staff through the middle of August. During her time with the paper, she will be covering a wide range of stories, taking photos and learning the ropes of a community newspaper.

“I have lived in Montana for three years but I feel there is so much more to see, which is why I have decided spending my summer in Boulder is the best thing to do,” said Houghton. “I look forward to getting to know the community on a personal level and exploring the rivers and mountains that greeted me on my arrival.”

News writing is not brand new to Houghton, who writes for the Montana Kaimin, the student newspaper at the U of M. She said she hopes to gain some perspective this summer on the expanse of skills beyond reporting needed to produce a newspaper.

“T’m so excited to witness and participate in all aspects of a paper that makes it a success – from writing articles to delivering the paper,” she said.

Originally from Kentucky, Houghton said her journalistic aspirations include eventual posts to the Middle East where she can explore the political and cultural aspects that give the region international importance. For now, though, her efforts will be more local, helping local residents sort out the issues and communicate in ways that knit a community.

“I look forward to working with a team that has a passion for their job and can embed in me the skills necessary to serve a community through the power of words,” added Houghton.

by Jan Anderson, editor

MONICA GOKEY

The Big Timber Pioneer is pleased to welcome a summer intern to their newsroom staff. Monica Gokey joins the newspaper from the University of Montana’s School of Journalism in Missoula, Mont.

In Missoula, Gokey worked for the college radio station as a features reporter. She’s also freelanced for the school newspaper, the Montana Kaimin, and a city weekly, the Missoula Independent. Other media outlets that have featured her work are Montana Public Radio, High Country News and Montana Headwall magazine.

Apart from her studies in print and radio journalism, Gokey is also an avid outdoors enthusiast. In her free time she enjoys whitewater kayaking and backcountry skiing.

“Part of what really attracted me to this internship opportunity was the incredible location. I’m really excited to get to know the Crazies and the Beartooths in my time away from the newsroom,” Gokey said. She is also excited to report on a variety of different topics around the community.

This internship is funded in part by a grant from the Montana Newspaper Foundation. It’s the first time the Big Timber Pioneer has received funding for a summer intern. As a part of the program, Gokey and Big Timber Pioneer news staff traveled to Missoula in June for the annual Montana Newspaper Association conference.

“We are so excited to welcome Monica to the Pioneer and the Big Timber community,” editor Laura Nelson said. “She will bring a unique background of writing and life experiences to our staff and an enthusiasm for community reporting that we hope our readers will enjoy.”

One story Gokey hopes to pursue whilst interning in Big Timber is a modern look at the 1893 Greycliff Train Robbery. In Missoula, she met a great nephew of one of four train robbers who highjacked a Northern Pacific rail car en route to Billings. The four robbers fled north on horseback before they were caught in a shootout in what is presently the Glacier National Park area. The bounty from the train robbery has never been found.

“Big Timber certainly has a rich and colorful history, and this train robbery stood out as a must-do story because the 120th anniversary of the robbery is rolling around in August,” Gokey said. She welcomes any tips on the robbery itself or the whereabouts of the stolen goods.

Pioneer Staff Report
Montana takes first, second at Hearst finals

2013 UM Journalism graduates Sam Wilson and Jessica Murri won first and second place awards in the Hearst Journalism Awards finals in San Francisco on June 6th. Wilson captured the top prize in the multimedia competition while Murri earned second place in the radio category with an additional special honor for her work.

Journalism students from accredited programs across the United States compete in a series of contests over the course of the academic year. The top five finishers in each category are invited to San Francisco in June for an all-expenses paid, live competition. The competitors are given a story assignment and must report the story one day, write and edit the next.

Wilson’s assignment was to find the “real” San Francisco. He profiled the San Francisco presented to tourists by a tour guide, then showed the reality of that tour guide’s life eking out a living in one of the most expensive cities in the world. Wilson, a May graduate from Brush Prairie, WA, used video and audio to tell his story. He said, “I was incredibly honored to be able to go to San Francisco to compete. It was an excellent test of everything I’ve learned in four years at the School of Journalism.”

In the radio competition, Murri was asked to produce a two-minute story on the challenges of on-air predictions. Murri, of Boise, Idaho, interviewed kite boarders who told harrowing stories about weather predictions gone wrong and how those predictions put them in life-threatening danger. She also spoke with a weather forecaster about the pressures of accuracy knowing lives depend on your work. Murri said “It was great to experience San Francisco as a journalist and not just a tourist. It was incredible to be able to share this experience with so many talented students from across the United States. It was definitely a once-in-a-lifetime opportunity.”

Wilson won $5,000 for his first place award. Murri won $4,000 with an additional $1,000 prize for best radio news reporting. The Hearst Journalism Awards Program was founded in 1960 to provide support, encouragement, and assistance to journalism education at the university level. The competition is known as the “Pulitzer Prize of college journalism.”

Defining journalists—and their rights continued from page 2

dimension of immunity from government intrusion only because they adhere to certain values and play such a vital role in holding the government accountable, as the president said.

Sen. Dick Durbin of Illinois, a prime sponsor of a federal shield law, made this point recently in the Chicago Sun-Times: “While social media allows tens of millions of people to share information publicly, it does not entitle them to special legal protections to ignore requests for documents or information from grand juries, judges or other law enforcement personnel.”

If a new definition of “journalist” can be formulated — a big “if” — the second question is the exact nature of the ‘special legal protections, for which reporters should qualify. As Holder admits, the balance is now “out of whack” and tilts too heavily toward governmental power and away from reportorial independence. The new guidelines he is working on — and any shield law passed by Congress — should redress that imbalance and fortify the ability of journalists to resist the probes and pressures that have become all too common in the current administration.

Rules, however, are interpreted by real people in the real world. Spirit counts as much as specifics. The over-zealous prosecutors in his own administration have to heed the president’s words: “Journalists should not be at legal risk for doing their jobs.”

And journalists have to understand that with rights come responsibilities. Immunity from “legal risk” should not breed ignorance or arrogance. No privileges are absolute, and all journalists are also citizens who must take the requirements of national security and law enforcement very seriously. “Special protections” are sustainable only if they are exercised wisely and modestly. (Steve and Cokie Roberts can be contacted by email at stevecokie@gmail.com)
New editor hired at IR

The Helena Independent Record has named Greg Lemon as its new editor. Lemon, who previously served as the paper’s community outreach editor, moved into the editor job July 12.

“We are extremely fortunate to have someone of Greg’s caliber at the Independent Record. He is an extraordinary journalist with Montana roots and a passion for the community,” said Nathan Bekke, group publisher for Lee Enterprises and publisher of Casper Star-Tribune Communications.

Prior to joining the IR, Lemon was the publisher and editor of The Madisonian newspaper in Ennis. He is originally from La Grande, Ore., and has a master’s degree in journalism from the University of Montana in Missoula.

Lemon replaces Holly Michels who is leaving the paper for a position at The Billings Gazette.

“Holly has done outstanding work during her time at the Independent Record,” Bekke said. “She has a bright future and will be a great addition to the Billings Gazette.”

As editor, Lemon will be responsible for steering the editorial direction of the Independent Record, mapping out daily and long-range coverage for the newspaper, with an emphasis on local content for social media, such as Facebook, Twitter, helenair.com, mobile and the newspaper’s e-edition.

“I’m excited to do my part to continue the long tradition of excellent news coverage and community engagement, which is and will continue to be a priority for the IR,” Lemon said. “We will continue to be the news leader on all our platforms, be it online, mobile or print.”

Lemon and his wife, Renee, have two young children. Lemon is an avid outdoorsman and enjoys fly fishing and hunting, but has a struggling golf game.

“My family and I love Helena,” he said. “We’re excited to call this our home and raise our family here.”

Boulder Monitor announces online e-edition

In June 2013, the Boulder Monitor announced the newspaper is now online. The online version is available for $25 for one year. Each week, subscribers will be emailed a link to the news pages, which can be viewed and read online or printed to fit on standard letter-size paper. Yearly subscription for both print and online is $40 per year.

SALES&MARKETING

Pro-print campaign, successful in Europe, now moving to U.S.

An advertising campaign promoting the sustainability, visual appeal and versatility of print newspapers and magazines kicked off in June with the tagline “No Wonder You Love Print.”

Two Sides, a Chicago-based public relations firm, launched the campaign to counter what it said are widespread misconceptions about the environmental impact of papermaking and print publications.

“In fact, print and paper have a great environmental story to tell, and the ‘No Wonder You Love Paper’ ad campaign is designed to help set the record straight,” said Two Sides President Phil Riebel. “For example, a lot of people don’t know that 65% of paper produced in the United States each year is collected and recycled or that there are now 49% more trees growing in U.S. forests than 50 years ago. When people are aware of the facts, they cannot only enjoy the many types of printed media they encounter every day, but also can feel good knowing that by choosing ink on paper they are supporting one of the most sustainable products on the planet.”

A similar pro-print ad campaign was highly successful in Europe, said Two Sides, which anticipates $10 million worth of in-kind ad placements in newspapers and magazines. The “No Wonder You Love Paper” ad campaign is supported by a consumer website, http://www.youlovepaper.info/US, that includes additional facts about the sustainability of print and paper, a short video on paper and forests, a quiz and the opportunity to win a prize for creating a short “fun with paper” video.

Publishers interested in participating in the ad campaign may contact Riebel at 1-855-896-7433 or pnr@twosides.info.

More data shows print ads drive sales

A new study confirms what community publishers have long known: print ads drive sales.

About 80% of U.S. adults took some kind of action in response to a newspaper ad in the past month, according to the study by Frank N. Magid Associates. Print newspapers scored highest when those survey participants were asked to rank 19 advertising sources. Fully 62% said they had used a newspaper to plan shopping or make a purchase in the last seven days. When newspaper websites were added to the response, the percentage climbed to 66%.
Print ads drive sales continued from page 6

Newspapers were rated first or tied for first seven of 12 times when survey participants were asked about “benefit statements.” For instance, newspaper was ranked first in “most valuable in planning shopping” and “most believable and trustworthy.”

Even survey participants who said they were not newspaper readers actually reported using them in making shopping decisions.

Inter Lake rolls out campaign on ‘Your Life Covered’

Day in and day out, 365 days a year, the Daily Inter Lake documents the news and happenings in the Flathead Valley.

Some of those snapshots in time are part of the Inter Lake’s new comprehensive promotional campaign, “Your Life Covered.”

In collaboration with Blue541, an advertising and public relations firm, the Inter Lake will use some of the newspaper’s best photographs to tell its own story of how it’s involved in the community, every day at every level.

“What we realized is that both the printed and online editions interact in so many ways with the lives of people living in the Flathead Valley, whether it’s sports, news, business or even where to go out for a nice steak dinner,” said David Kilmer, a strategist and public relations director at Blue541.

The online edition of the Inter Lake has become an increasingly valuable resource for readers, he noted, not only for breaking news and news updates, but also for content and daily deals.

Over the summer, area residents will see print and online advertisements, along with radio and television spots, touting the “Your Life Covered” message. Billboards are being used in the campaign, and even the Inter Lake delivery truck will carry the theme as a “moving billboard,” Kilmer said.

A social media campaign called “The Flathead Valley Through My Eyes” is being launched this weekend on the Inter Lake’s Facebook page. It encourages our thousands of friends to upload some of their favorite photos. Prizes will go to the best submissions. From the Daily Inter Lake, Kalispell, July 7, 2013

Proudly covering your life daily

“Your Life Covered.”

By now, many of you have seen that declaration by the Daily Inter Lake — accompanied by some of our best photography — on billboards and in our own newspaper. In the coming weeks you’ll also hear radio ads and see TV spots talking about the Inter Lake’s role in our community.

This comprehensive promotional campaign goes much deeper than blowing our horn, though. It’s really about showing folks the myriad ways the Inter Lake’s print and online editions interact with folks throughout the Flathead Valley area and beyond—from the far reaches of Lincoln County to the east side of Glacier National Park.

For 124 years, the Daily Inter Lake has been a constant source of news. It’s always been a blend of national and state news, along with a wide range of local news. Of course, there have been some changes in the ways we’ve covered people’s lives. In bygone days, rural correspondents sent in their “news,” letting readers know who had traveled where and who was over for coffee. In the days before privacy laws, even hospital admissions were published.

These days, there’s no other news source that provides the amount of “people” news that the Inter Lake does, from accomplishments of our military men and women to a five-generation photo of your neighbors down the block. We regularly publish duplicate bridge results, honor rolls, deans’ lists, scholarship winners, business newsmakers and articles with photos about couples celebrating their 50th wedding anniversary. This is all in addition to our regular slate of local news and feature stories.

There’s no other news source that covers more City Council, Planning Board and Flathead County Commission meetings than the Inter Lake. In fact, we’re often the news source for other news media.

Our regular features, such as the crossword and Sudoku puzzles, are so popular we really hear about it when there’s an occasional scheduling mishap and the wrong puzzle gets published, as was the case last week. Sorry about that, dear readers.

The impact of a daily newspaper transcends the happenings of the day in that we are the Flathead Valley’s most consistent, ongoing archive. Our record of local history since 1889 is a valuable resource.

We are the Flathead’s history book. (Check out today’s Montana Perspectives section for some of that little-known history from 1943!)

While we’ve always felt we’re intimately entwined in the lives of Flathead Valley residents, a recent independent survey conducted by American Opinion Research validated that assumption.

Done by a firm considered one of the top three market research companies in the country, the survey found that 76 percent of all people in the Flathead read the Inter Lake and its sister weekly newspapers spread throughout the valley.

Another key finding was that 51 percent of all adults in the Flathead rely on the Inter Lake for their buying decisions.

So, do we have your life covered? You bet, and we’re thankful and proud to be of service. From the Daily Inter Lake Opinion Page, Kalispell, July 7, 2013

Best Places to Work contest wraps up

The first Flathead Valley Best Places to Work contest results have been tallied by Quantum Workplace data analysis, and the results were announced in late June.

The winners of the program, launched in late March by Montana West Economic Development and co-sponsored by the Daily Inter Lake, were announced at a June 25 awards ceremony held at the Red Lion Hotel Kalispell.

Winners and select participants were also profiled in a

continued on page 8

July 25, 2013
Best Places to Work contest continued from page 8

Companies signed up to participate in one of three size categories — small (10 to 20 employees), medium (21 to 50 employees) and large (51 or more employees).

The three finalists in each of the categories were: small — Flathead Beacon, The Zane-Ray Group and Soucie Soucie; medium — The Springs at Whitefish, Mountain Meadow Herbs and Professional Therapy Associates; and large — Mann Mortgage, Whitefish Mountain Resort and North Valley Hospital. (Note: finalists were identified in random order; winners only were announced on June 25.) Forty-five companies in the Flathead Valley signed up to be part of the process, and each company that had employees complete the surveys as required will receive feedback. Employees were given surveys of approximately 40 questions created by Quantum Workplace to measure the level of engagement.

Quantum defines employee engagement as the outcome of a healthy workplace, in which employees put forth extra effort and advocate for the workplace, and there is a high level of employee retention.

Other than the June 25 release of three winners in each category, all survey results and how companies finished in relation to each other will be confidential.

The program primarily has been run in larger metropolitan areas, and the Flathead Valley was the site of Quantum Workplace’s first rural venture. The Best Places to Work contest began in 2004 with the intention of recognizing and honoring companies that understand the value of their human assets. (As a sponsor, the Inter Lake was ineligible to participate.)

For more information, call Jessica Rogers at Mountain West Economic Development at 257-7711 or email Jessica@dobusinessinmontana.com.

From the Daily Inter Lake, Kalispell, July 9, 2013

Great example of newspaper self promotion

From the Independent Record, July 3, 2013

In Memoriam

Robert “Bob” Keller


He was born on March 23, 1931, and graduated from Bismarck High School in 1949. He learned the printing trade at Wahpeton School of Science and had worked at the Bismarck Tribune, Sidney Herald, Miles City Star and Livingston Enterprise. He retired from Artcraft Printers in Billings in March 1998.

He married Donna Anderson on Oct. 27, 1979.

Survivors include his wife; children, Kathye Partridge of Portland, Ore., Keith Keller of Billings, Karen Tracy of Bismarck, N.D., and Kurt Keller and Kay Hotchkiss of Billings; 10 grandchildren; and six great-grandchildren.

Services are planned for next summer. Arrangements are by Cremation and Funeral Gallery.

Memorials may be sent to RiverStone Hospice or the American Cancer Society.
Convention PHOTO GALLERY

Clockwise: Dan Killoy, Miles City Star, receives his Master Editor/Publisher award from Jan Anderson, Boulder Monitor

Montana Newspaper Foundation dinner and auction at the Daly Mansion

Matt Gibson, MNA Past President, and Jordan Purinton, Montana High School Journalist of the Year

Gov. Steve Bullock addresses the 128th Annual Montana Newspaper Association Convention

Matt Gibson, MNA Past President, recognizes the contributions made by John Barrows, retired MNA Executive Director

Tom Eggensperger, Sanders County Ledger, and Rick Weaver, Daily Inter Lake
Convention

PHOTO GALLERY

Clockwise:
Newspaper fashion designer Renie Gibson

Missoula Mayor John Engen announcing BNC winners

Incoming MNA President Tom Eggensperger and Past President Matt Gibson

Cocktails prior to the Awards Banquet

Admiring displayed newspapers