



Are you looking to hire a 2013 summer intern? MNA can help!

Would you like to hire a summer intern but don't quite have the budget for it?

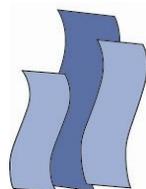
MNA is excited to announce the Ninth Annual Pohlad Internship Program. Thanks to a generous grant from the Pohlad Family Foundation, MNA is pleased to once again provide members with a program that will help reduce the costs associated with hiring high school-aged summer interns. In 2012, we placed 67 interns at member newspapers. Application materials for the 2013 program will be available in the spring.

This is how it works:

- **You choose a high school student**, age 16-19, who will work for your newspaper in any aspect of the business half-time for 10 weeks; 2012 high school graduates do qualify.
- **Complete a single-page enrollment form (available spring 2013)**, stating that you will hire a high school intern and wish to participate in the Summer Youth Employment subsidy program. Forms will be available on the MNA website (www.mna.org).
- **College students and relatives of newspaper staff do not qualify for this program.**
- **You do need to pay a portion of the intern's wage.** Here is the formula:
 - ***First time interns:** Member newspapers will be reimbursed for 75% of the intern's wage, up to \$1,200. For example: 20 hours per week, for 10 weeks, times \$8 an hour. (suggested wage) — the Pohlad Family Foundation grant will pay \$6 of that \$8 wage.
 - ***Repeat interns:** Member newspapers, hiring interns for the second time, will be reimbursed for 40% of the intern's wage, up to \$640. For example: 20 hours per week, for 10 weeks, times \$8 an hour. (suggested wage) — the Pohlad Family Foundation grant will pay \$3.20 of that \$8 wage.

Interested? Look for application materials Spring 2013.

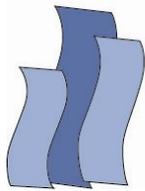
Contact Sarah Bauer at 800/279-2979 or 612/278-0250, sarah@mna.org.



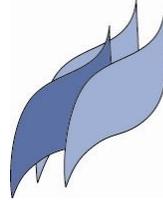
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Here's what MNA member newspapers are saying about the Pohlada Internship Program:

"Rachel brought us a younger view of topics. She asked a lot of questions. She is an excellent writer. She learned more about digital photography. What she produced was wonderful. She added a lot to our coverage. She had a lot of energy. We needed that energy this summer. She helped to boost our energy, too. It was fun working with her, for all of the staff. We gained a following from her classmates and family."

"Thanks to the Pohlada Internship Program, we had additional staff to cover for summer vacations as well as cover summer celebrations, county fairs and other feature stories. Our intern also brought in some creative ideas as well as connected us to a new generation of young people – complete with THEIR own stories."

"Ben learned about writing for a paper, the use of quotes and getting names for his photos. Some tasks pushed him out his comfort zone. Also, he learned the importance of deadlines and time management - that when we gave him an assignment we were counting on him, he was important."

"Wow! Our intern was able to crank out well-written stories with ease. His last day was Aug. 17 and we are still running some of the feature stories he has written. He learned how to process photos and prepare pages for print, made phone sales calls and other odd jobs. He made our job easier and enabled us to tackle other projects."

"This is a wonderful opportunity for the young people, for us, and for the community."

"We had fresh, young ideas for designing covers, community celebration spreads, etc. Our intern was the one person consistently processing photos for the paper each week (saved us time, and photos were much better as a result)."

"Our intern basically learned the newspaper business from the ground up, and was still willing to take on new experiences right up until her internship was over and school started. She looks forward to another summer if the opportunity arises again."

"We benefit from this program every year, but this year even more so since we have a full time reporter out struggling with cancer. Our Pohlada intern did a tremendous job filling in the gaps and helping us cover all the stories that needed to be covered."

"Camille learned a plethora of journalism skills, from writing for print journalism and magazine, to producing video, taking photos and publishing stories online."

"Thank you for the opportunity for us to get help running our newspaper and to help a young person prepare for the real world."

The 2012 Pohlada Internship Program was a great success!

- ⇒ In 2012, **67 interns** worked at MNA member newspapers as part of the Pohlada Internship Program
- ⇒ High school-aged interns worked **11,692 hours** over the course of the summer
- ⇒ **100% of participating newspapers** said they would participate again in 2013