



MARTÍN SALAZAR



MERCY LÓPEZ



TRIS DEROMA



DAVE KAVANAUGH

New Mexico papers capture 12 state press awards

LCNI's two New Mexico newspapers won 12 awards in the NMPA APME Better Newspaper Contest on Sept. 24, including first place honors for the Las Vegas Optic in the coveted Public Service category for its reporting on Charles Trujillo, the former Mora Superintendent who was charged with multiple felonies after the Optic uncovered that he had falsified his credentials to obtain educator licenses he didn't qualify for.

Trujillo is facing multiple felony counts of fraud and forgery.

"Remarkable investigative work by a small newspaper staff," judges wrote about the series of stories and editorials. "An example of what all community newspapers should be doing much, much more often. In-depth story nailed the situation...and the sidebar with photos identified the culprits."

The Public Service Award was presented to Optic Editor and Publisher Martín Salazar and

Reporter Mercy López, who wrote most of the stories in the series, and to staff members Maria Sanchez, Art Trujillo and Dave Kavanaugh who contributed to the coverage.

Judges also awarded Salazar and López a first-place award in the Investigative Journalism category. And Salazar won a second-place award for an Editorial he wrote about the Trujillo matter titled "A sad state of affairs."

Salazar also won first place in Feature Writing for his story "A tragic end: Family thinks medication led to doctor's suicide," a story about the death of beloved Las Vegas physician Bradley Kanode.

"Gripping from the start, and it never lets up," judges wrote about the entry. "I was fascinated with the Kanodes' story and wanted to keep reading. This is great journalism."

The Los Alamos Monitor's Tris DeRoma, meanwhile, took first place in the Series or

Continuing Coverage categories for his story "LAPS targets mental health."

"Grabbed my attention from (the) first paragraph," judges wrote about the submission. "Well written and important information."

Kavanaugh, the Optic's sports editor, brought home two first-place awards. He won first in Sports Writing for his story titled "Making a Mark: Mora retires jersey of Rangers legend," a story about the retirement of longtime Mora coach Mark Cassidy.

"Great tribute story," judges remarked.

Kavanaugh also took first place in the Sports Coverage category.

López, the Optic's features editor, and Sanchez, the Optic's composition manager, won first place for a Photo Page titled "Light up the Holidays."

Sanchez and Optic stringer Theresa Wesner also won sec-

ond place in the same category, with judges praising the page layout.

The Optic staff won a second place award in Design and Typography.

Sanchez also brought home second place awards in the Auto advertisement and Real Estate advertisement categories.

The awards were handed out during the 108th annual New Mexico Press Association convention at the Hyatt Regency Tamaya Resort on Saturday, Sept. 24.

The Optic and Monitor both competed in the Weekly Class 2 category.

The contest is sponsored jointly by the New Mexico Press Association and the New Mexico Associated Press Managing Editors. Judging was completed by the Utah Press Association.

Also at the convention, Salazar wrapped up his one-year term as president of the Press Association.

Porterfield reunited with Galax 'heirloom'

When then-Galax Gazette publisher Don Porterfield left Virginia for the Carroll County Times in 1987, he left behind one of his tools of the trade from that era of newspapering – his pica stick.

Porterfield used this trusty metal ruler for years to measure space and type sizes. He was so partial to his own ruler that he taped his name on it so that it wouldn't "walk off" in the hands of a co-worker.

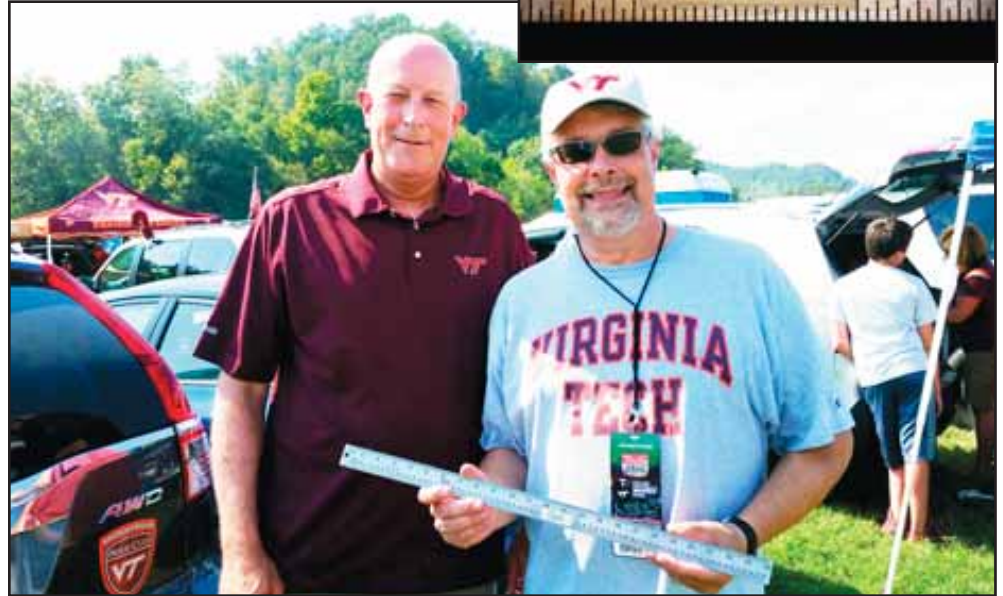
Twenty-nine years later, Porterfield's personal pica stick was discovered under stacks of documents on a shelf in the Galax newspaper office during "spring cleaning." It hadn't seen the light of day in decades, and still bore the "Don" label that he taped on it back in the 1980s.

Porterfield was reunited with what he calls his "heirloom" ruler this fall in Bristol, Tenn., when it was presented to him by current Galax publisher Chuck Burress at a Virginia Tech football game.

In view of Don's many years of service to LCNI, the company bequeathed the ruler to him at no charge.

Porterfield was with Landmark for 30 years (1978-2008) at Galax, Carroll County Times, The Roanoke Times and as regional manager at Central Office. Since 2008

he has been general manager of The Southeast Outlook, the weekly newspaper of Southeast Christian Church in Louisville, Ky.



Former LCNI Regional Manager Don Porterfield, right, is reunited with the pica stick that he last used in 1987 when he was publisher at the Galax Gazette. Handing it over is current Galax publisher Chuck Burress.

LCNI news

LINDA BARNETT, EDITOR

LCNI NEWS MAKERS who submitted news for July, August and September are highlighted in blue

Newspaper	Location	Coordinator
MetroWest Newspapers.....	Brighton, CO.....	Beth Potter
Evergreen Newspapers.....	Evergreen, CO.....	Doug Bell
Clear Creek Courant.....	Idaho Springs, CO.....	Doug Bell
Chiefland Citizen.....	Chiefland, FL.....	Lou Elliott Jones
Citrus Publishing.....	Crystal River, FL.....	Deb Kamlot
Gator Bait.....	Gainesville, FL.....	Marty Cohen
Gadsden County Times.....	Quincy, FL.....	Cheri Harris
Osceola.....	Tallahassee, FL.....	Bob Ferrante
Wakulla News.....	Crawfordville, FL.....	William Snowden
Williston Pioneer Sun-News.....	Williston, FL.....	Carolyn Ten Broeck
Leader-Union.....	Vandalia, IL.....	Rich Bauer
Inside Indiana.....	Bloomington, IN.....	Ed Magoni
Mount Vernon Democrat.....	Mount Vernon, IN.....	Jamie Grabert
Spencer Co. Journal-Democrat.....	Rockport, IN.....	Vince Luecke
Perry County News.....	Tell City, IN.....	Vince Luecke
Opinion-Tribune.....	Glenwood, IA.....	Joe Foreman
Voice of the Hawkeyes.....	Iowa City, IA.....	Todd Brommelkamp
Red Oak Express.....	Red Oak, IA.....	Brad Hicks
Kentucky Standard/PLG.....	Bardstown, KY.....	Carrie Pride
Trimble Banner.....	Bedford, KY.....	Dave Taylor
Central Kentucky News-Journal.....	Campbellsville, KY.....	Jeff Moreland
News-Democrat.....	Carrollton, KY.....	Kristin Beck
Cynthiana Publishing.....	Cynthiana, KY.....	Robin Smiley
Grant County News.....	Dry Ridge, KY.....	Bryan Marshall
News-Enterprise.....	Elizabethtown, KY.....	Paula Evans
LaRue County Herald News.....	Hodgenville, KY.....	Allison Shepherd
Oldham Era.....	LaGrange, KY.....	Melissa Blankenship
Anderson News.....	Lawrenceburg, KY.....	Ben Carlson

Newspaper	Location	Coordinator
Lebanon Enterprise.....	Lebanon, KY.....	Eva Jo Nugent
The Record.....	Leitchfield, KY.....	Rebecca Morris
The Cats' Pause.....	Lexington, KY.....	Darrell Bird
Casey County News.....	Liberty, KY.....	Larry Rowell
Henry County Local.....	Eminence, KY.....	Melissa Blankenship
News-Herald.....	Owenton, KY.....	Molly Haines
Central Office.....	Shelbyville, KY.....	Linda Barnett
Sentinel-News.....	Shelbyville, KY.....	Jacob Blair
Pioneer News.....	Shepherdsville, KY.....	Tom Barr
Standard Publishing.....	Shepherdsville, KY.....	Margaret Mendez
Springfield Sun.....	Springfield, KY.....	John Overby
Spencer Magnet.....	Taylorsville, KY.....	Lynette Mason
Huskies Illustrated.....	Lincoln, NE.....	Darren Ivy
Las Vegas Optic.....	Las Vegas, NM.....	Martin Salazar
Los Alamos Monitor.....	Los Alamos, NM.....	Jill McLaughlin
Brunswick Beacon.....	Shallotte, NC.....	Jackie Torok
Carolina Blue.....	Chapel Hill, NC.....	Shawn Krest
News & Reporter.....	Chester, SC.....	Marissa White
Lancaster News.....	Lancaster, SC.....	Susan Rowell
Pageland Progressive Journal.....	Pageland, SC.....	Kimberly Harrington
Roane Newspapers.....	Kingston, TN.....	Kevin Kile
LaFollette Press.....	LaFollette, TN.....	Dwane Wilder
Morgan County News.....	Wartburg, TN.....	Joe King
Bedford Bulletin.....	Bedford, VA.....	Jay Bondurant
The Gazette.....	Galax, VA.....	Newsletter Team
The Declaration.....	Independence, VA.....	Shaina Stockton

Ask Jen!



Jennifer McCray
HR Generalist
LCNI

Hello and welcome to the quarterly Ask Jen! column featuring commonly asked benefits and HR related questions. The Central Office HR Team invites you to submit your questions to Jennifer McCray, LCNI HR Specialist, via email at jmccray@lcni.com, by mail to P.O. Box 549, Shelbyville, KY 40066-0549 or phone 502-513-1149. We hope you find this to be a useful resource. Suggestions are welcome!

- Q. I thought our health insurance covered preventive skin cancer screening at 100%, but my dermatologist's office says it's not covered as a preventive service and charged me for my screening. What should I do?
- A. Skin cancer screening is not a mandated preventive care service under the Affordable Care Act, and there are very few insurance plans that cover this screening as preventive. For that reason, most dermatologists do not have a CPT code (used to identify medical services) for preventive skin cancer screening. If your dermatologist does not have a CPT code, you may be charged for the skin cancer screening at the time of service. Landmark has developed a couple of options to ensure claims are covered at 100%:

1. **Recommended** – If possible, have your dermatologist bill you for the cost of skin cancer screening,

and do not pay at the time of service. Once you receive your bill from the dermatologist, match that bill with the Anthem EOB for the skin cancer screening and send both to Jennifer McCray by fax to 1-502-633-4482 or email at jmccray@lcni.com.

I will notify Anthem so they can reprocess the claim and generate a new EOB showing the charges are covered at 100%. It will be filed with your dermatologist's office and you should not be charged or billed for services.

2. If your doctor requests payment at time of service, you will have to pay for the services out-of-pocket. Once the EOB from Anthem has been processed, you'll match that with the payment receipt. Send both to Jennifer McCray by fax to 1-502-633-4482 or email at jmccray@lcni.com.

Anthem will reprocess your claim and generate a revised EOB showing services are covered at 100%. Then, you will follow-up with the dermatologist to get reimbursed for your out-of-pocket expense.

Please contact me if you need assistance with your claim.

Don't let the flu
knock you out!



It's flu season! Did you know that flu shots are covered at 100%* under Landmark's medical plans' preventive care coverage?

It's easy! See your doctor** and provide your Anthem ID card or go to a participating pharmacy and provide your CVS/Caremark ID card.

**Out-of-Network coverage applies (40% after deductible) for non-participating providers.*

***For walk-in Wellness Clinics, participation varies. Check Anthem's provider directory or with the clinic.*

Rowell elected vice president of National Newspaper Association

Susan Rowell, publisher of The Lancaster (S.C.) News and its sister papers, was elected vice president of the National Newspaper Association during the trade group's 130th annual convention in Franklin, Tenn.

Rowell is a four-year member of the organization's board of trustees. Her one-year term as vice president begins in October, after which she will become board president.

Established in 1885, the NNA represents community newspaper owners, publishers and editors, and is the nation's largest newspaper trade association, with 2,220 member publications.

Rowell said she's honored to serve with so many great publishers from across the United States.

"Community newspapers are where the industry is now," Rowell said. "We have to bring our resources together because we're all small, and together we can promote the industry and protect our futures."

Rowell is a past president of the South Carolina Press Association who began her newspaper career at The Lancaster News in 1985. She was named publisher/regional manager in 2002.



SUSAN ROWELL



Protecting, promoting and enhancing community newspapers since 1885

Scenes from NNA Convention



LCNI Editorial Director Benjy Hamm, left, recently participated in a panel discussion about how to use legal notices to generate interesting news stories. The panel session, "Best Practices in Public Notices," was coordinated by the Public Notice Resource Center and held as part of the National Newspaper Association's convention in Franklin, TN. Teri Saylor (right), former executive director of the North Carolina Press Association, also was part of the panel.

KPA Past President Max Heath, right, has served as NNA Postal Chair since the 1980s. Heath is seated beside Sharon DiMauro, publisher of CA weeklies and winner of the Emma C. McKinney award for outstanding contribution to community newspapers by a female publisher.



LCNI Employee Service Recognition

45 Years of Service



Bill Anderson
ADVERTISING
SALES REP
News-Enterprise

40 Years of Service



Linda Barnett
EXECUTIVE
ASSISTANT/
LCNI News Editor
Central Office

30 Years of Service



Peggy Hack-Figg
CIRCULATION
ASSISTANT
News-Enterprise

15 Years of Service



Margaret Mendez
MAILROOM
MANAGER
Standard Publishing

10 Years of Service



Nancy Farmer
ADVERTISING
SALES REP
News-Enterprise

5 Years of Service



Velesia Cardwell
PAYROLL/
HR ASSISTANT
Central Office



STACY PORTER

Porter joins Springfield Sun as ad sales rep

The Springfield Sun is proud to welcome Stacy Porter to its staff as its new advertising sales rep.

Porter, a native of Bardstown, is replacing Lizzy Haydon, who had formerly split her time selling advertising between The Springfield Sun and The Kentucky Standard. Lizzy is now a full-time employee at The Kentucky Standard in Bardstown.

Porter said she's excited to take on her responsibilities and feels the transition will be a smooth one.

"I'm very excited about getting started in the community," Porter said. "Coming out of Bardstown, I feel like it'll be a similar experience here in Springfield, and it's just a close-knit community that I like working with."

Porter is the mother of two boys, Carson, 12, and Camden, 14, and has a long history in advertising. She said she's happy to provide advertising for people in the community.

She studied advertising when she attended college at Murray State University, and she is a graduate of Bethlehem High School.

"I was an advertising major; I missed it," Porter said. "I worked at WAVE-3 (TV) in Louisville for years and just really wanted to get back in it."

In addition to her duties at The Sun, Porter also operates her own business, Elizabethtown Gymnastics, which she's owned for more than 18 years.



Barb Haller
BOOKKEEPER
Perry County News

Debbie Crawford
CUSTOMER RETENTION
TELEMARKETING
TEAM LEADER
Citrus County Chronicle



Remember When...

5 Years Ago – 2011

- The Los Alamos Monitor earned the E.H. Shaffer Award and first place in General Excellence in the Daily Class III Division of the New Mexico Press Association and the Associated Press Managing Editors contest.
- LCNI News began publishing in an electronic format following 35 years as a print publication.

10 Years Ago – 2006

- George Trotter, LCNI's first executive editor, died at age 79. Before joining LCNI's corporate staff, he was editor of The Lebanon (Ky.) Enterprise for 20 years.
- Jamie Sizemore, then circulation manager of The News-Enterprise, Elizabethtown, Ky., and alumnus of Western Kentucky University, received the Student Publications' Herald Award for Outstanding Contributions to Journalism.

15 Years Ago – 2001

- Bardstown, Ky., home of The Kentucky Standard and PLG-TV, was the site for the official unveiling of the Kentucky state quarter. The ceremony was held on the front lawn of My Old Kentucky Home, the stately southern mansion featured on the new quarter.

20 Years Ago – 1996

- The Sumter County Times, Bushnell, won "Best in Show" in the Florida Press Association's advertising contest.
- The News-Herald, Casey County News, Pioneer News and The Kentucky Standard led the division's circulation growth as measured on September 30, 1996.

25 Years Ago – 1991

- Over 225 LCNI employees began attending Conway's "The Right Way to Manage" seminars as they began learning the principles of Continuous Improvement.
- Citrus County Chronicle employees set a record when they earned 19 advertising awards in the Florida Newspaper Advertising and Marketing Executives Advertising Contest.

30 Years Ago – 1986

- Personal days were instituted for employees who have the maximum 20 sick days accrued.

35 Years Ago – 1981

- The News-Enterprise recorded their all-time high circulation of 13,533. This was double their circulation the first year they were a daily newspaper (1974).
- A formal job posting program was introduced throughout Landmark Communications, Inc.

40 Years Ago – 1976

- LCNI sold the Flemingsburg (Ky.) Times-Democrat to Thomas Hamby and Dr. Thomas Graves.
- The hot metal linecasting machine was removed from The Anderson News in Lawrenceburg, Ky., symbolizing an end of a by-gone printing era.

Heard handles bookkeeping/ graphics role at Opinion-Tribune

Alex Heard has recently joined the staff of The Opinion-Tribune in Glenwood, Iowa. He will be working in bookkeeping and composition for the most part, but he knows his way around a camera. Alex has a financial background in banking and a customer service background in retail and restaurant service.

Alex is a 2011 graduate of Glenwood Community High School and has lived in Mills County nearly his whole life. He and his wife, Morgan, reside in Malvern,

where she teaches at the elementary school.

Alex is an avid outdoorsman who counts down the days until hunting season and never misses an opportunity to fish. When he isn't outside, Alex loves to read comic books and fantasy novels as well as keep up with his superheroes on TV and movies.

Alex is also a paranormal enthusiast and frequently can be seen running out of haunted locations, crying for his wife.



ALEX HEARD

2017 Benefits Update

For Part-time and Full-time Employees

This newsletter highlights important year end reminders and benefit updates for part-time and full-time employees. Please take a moment to read this information so you'll be informed and prepared for upcoming deadlines.

Retirement Plus 401(k) Plan

New funds – As mentioned in the September issue of the LCNI News, Vanguard introduced some changes effective 9/30/16: The Vanguard Prime Money Market Fund was replaced by the Vanguard Federal Money Market Fund and four additional funds have been added to your investment options. For more information about these changes, log in to your Vanguard account, select the Plan Details tab then Plan Communications and open the "Fund change communication" letter.

Automatic Increase – If you are currently contributing less than 6% of your pay, your contribution will automatically increase by 1% effective January 2017. To opt out of the automatic increase, log in to your account and select Manage My Money, Change My Paycheck deduction, click Continue and look for the Annual Increase option on Step 2 or call 1-800-523-1188.

Beneficiary – Review your Retirement Plus beneficiary designation online at Vanguard.com. After logging in, click the My Profile tab and select Beneficiaries in the drop down menu. Follow the prompts to update or add your beneficiary.

Online Access – Not registered for online account access? Go to www.Vanguard.com to register. You will need the plan number, which is 091303.

Company Match – Are you taking full advantage of the company match? See the chart below for the company match based on corresponding contribution percentage.

Your Contribution	Company Match
1%	1%
2%	1.5%
3%	2%
4%	2.5%
5%	3%
6%	3.5%

Year End Vacation Balance & Personal Days Reminder

Don't lose your vacation time! Vacation time earned in 2015 must be used by December 31, 2016 or it will be forfeited. To check your 2015 carryover balance, log in to [Self-Service](#) and select Time Off under the Personal tab. Hours shown under the "Take by EOY" column must be used before December 31. If you receive a payroll check, the hours in parenthesis shown on your pay stub must be taken before December 31.

Personal Days – If you earned personal days for 2016, they must also be used by December 31. You can check your personal days balance in [Self-Service](#) as well.

Employee Assistance Program - EAP

The Employee Assistance Program (EAP) is a confidential counseling service available to you and your family through Anthem. The EAP provides up to four counseling sessions as well as online resources to help with problems that affect your personal well-being. These problems may include marital, emotional or financial issues, or problems caused by alcohol or other drug abuse.

Have You Moved?

To avoid delays in receiving important HR documents such as benefit information and W-2s, submit your address change through Self-Service.

Log in to Self-Service, select the Personal tab then scroll down to Address. Make the necessary changes and click the Save (Submit) icon.

See your publisher, manager, local HR representative or email Laura Marlin at lmartin@lcn.com to update your address if you are unable to submit your change through Self-Service.

Accessing AnthemEAP.com – You can access the EAP by calling 1-866-621-0554 or by logging in as a Member using 'Landmark' for the company name.

myStrength, available free to employees through the EAP, is a new online resource that offers daily tips, videos, articles, online learning and mood trackers to help you manage stress and other issues. For more information, log in to AnthemEAP.com and click on the myStrength icon on the right hand side of the screen.

Questions?

Contact your publisher/manager, HR representative or Jennifer McCray at

1-800-633-4393 or jmccray@lcn.com.

2017 Open Enrollment

October 24 through November 11, 2016

For Full-time Employees

This section of the newsletter features benefits updates and important information for 2017 Open Enrollment. As you consider your benefit options, be sure to review the detailed benefit plan summaries and the open enrollment booklet available online at www.Ask4HR.com. If you plan to make changes to your benefit elections or enroll in a Medical Plan and/or Flexible Spending Account, you should do so when Open Enrollment begins on Monday, October 24.

MEDICAL PLAN CHANGES

Re-enrollment in the medical plan is required! You **must** elect a medical plan during Open Enrollment to have health care coverage in 2017. Your current coverage will not automatically continue for 2017.

Deductibles/Out-of-Pocket Max – The Standard and Premium plan deductibles and out-of-pocket maximum limits will increase as shown below.

STANDARD PLAN	CURRENT	2017	PREMIUM PLAN	CURRENT	2017
Individual Deductible (Out-of-Network)	\$1,000 (\$2,000)	\$1,200 (2,400)	Individual Deductible (Out-of-Network)	\$500 (\$1,000)	\$600 (\$1,200)
Family Deductible (Out-of-Network)	\$2,000 (4,000)	\$2,400 (\$4,800)	Family Deductible (Out-of-Network)	\$1,000 (\$2,000)	\$1,200 (\$2,400)
Individual Out-of-Pocket Max (Out-of-Network)	\$3,000 (\$6,000)	\$3,200 (\$6,400)	Individual Out-of-Pocket Max (Out-of-Network)	\$2,000 (\$4,000)	\$2,100 (\$4,200)
Family Out-of-Pocket Max (Out-of-Network)	\$6,000 (\$12,000)	\$6,400 (\$12,800)	Family Out-of-Pocket Max (Out-of-Network)	\$4,000 (\$8,000)	\$4,200 (\$8,400)

Rates – Medical plan rates will increase 4.6% except for the Employee Only Standard Plan which will remain the same. See 2017 rates on the following page.

PRESCRIPTION PLAN CHANGES



The CVS/Caremark copays are increasing in 2017 as shown in the chart to the right.

2017 Prescription Plan Copays				
	Retail – Up to 30 day supply		Mail Order – Up to 90 day supply	
	CURRENT	2017	CURRENT	2017
Generic	\$5	\$10 max*	\$10	\$20
Preferred Brand	25% (25 min/\$100 max)	25% (\$35 min/\$100 max)	\$50	\$70
Non-Preferred Brand	50% (50 min/\$125 max)	50% (\$60 min/\$135 max)	\$100	\$120
Specialty Drug Max 30 day supply	\$50	Generic \$50 Preferred \$100 Non-Preferred \$150	Not Available	

*The lesser of the actual cost or \$10

FLEXIBLE SPENDING ACCOUNTS

If you wish to contribute to a Health Care or Dependent Day Care Flexible Spending Account (FSA) for 2017, you **must enroll** and make your election during open enrollment. Your current contribution **will not** automatically continue for 2017.

Wellness Program Incentive Dollars – If you completed the Biometric Screening and Member Health Assessment by September 30 and are currently enrolled in a Landmark medical plan, you can verify your earned 2017 health care FSA incentive dollars at the FSA screen during open enrollment.

Rollover Balances - If you are currently enrolled in the Health Care FSA, any unused funds up to \$500 as of December 31, 2016 will roll over. Any unused funds over \$500 will be forfeited. If you **do not** elect to contribute to a Health Care FSA for 2017, you are able to carry over any unused funds between \$50 and \$500 - any funds below \$50 will be forfeited. Rollover funds will be available after April 1, 2017. Log in to www.WageWorks.com for balance info.

Claims – The deadline to submit 2016 reimbursement claims is March 31, 2017 for services dated January 1 through December 31, 2016.

2017 Bi-Weekly Rates

Bi-weekly Medical Plan Rates

Coverage Level	Standard	Premium
Employee Only	\$30.00	\$85.67
Employee + Child	\$123.21	\$142.83
Employee + Spouse	\$175.90	\$200.96
Employee + Children	\$157.49	\$196.33
Family	\$242.40	\$294.19

Medical Plan Bi-weekly Surcharges

Add the surcharges below to the bi-weekly rates if they apply to your enrollment:

Spousal	\$30	Applies to spouses who are eligible to enroll in their employer's plan (Medicare is excluded).
Premium Plan	\$20	Applies to Premium Plan participants who did not complete the Biometric Screening and Member Health Assessment by September 30, 2016. New employees hired after July 1, 2016 are not subject to this surcharge.
Tobacco	\$30	Applies to employees and spouses who are tobacco users.

Bi-Weekly Dental Plan Rates

Coverage Level	Rates
Employee	\$11.34
Employee + spouse	\$23.75
Employee + child	\$23.75
Employee + children	\$32.08
Family	\$32.08

Bi-Weekly Vision Plan Rates

Coverage Level	Standard	Premium
Employee	\$3.56	\$6.41
Employee + spouse	\$5.17	\$9.29
Employee + child	\$5.17	\$9.29
Employee + children	\$9.27	\$16.66
Family	\$9.27	\$16.66

Monthly Supplemental Life Insurance Rates

Age	2017	Instructions for calculating your bi-weekly life insurance deductions will be provided in the Open Enrollment Booklet. Your bi-weekly deduction will also be calculated for you on Ask4HR.com during Open Enrollment.
Under 25	.055	<p style="text-align: center;">▽ ▽ ▽</p> <p>You will be required to complete a Statement of Health for:</p> <p>Supplemental Coverage, if you:</p> <ul style="list-style-type: none"> ▪ Declined coverage in 2016 and elect coverage during open enrollment; or ▪ Elect to increase coverage during open enrollment by more than one times your annual salary; or ▪ Elect coverage over the guaranteed issue amount of \$300,000. <p>Spouse Coverage, if you:</p> <ul style="list-style-type: none"> ▪ Declined coverage in 2016 and elect coverage during open enrollment; or ▪ Elect coverage by more than \$10,000 during open enrollment; or ▪ Elect coverage of the guaranteed issued amount of \$30,000. <p>If you do not complete the Statement of Health, your 2016 coverage amount will continue for 2017.</p>
25-29	.063	
30-34	.079	
35-39	.087	
40-44	.095	
45-49	.135	
50-54	.199	
55-59	.359	
60-64	.544	
65-69	1.032	
70+	1.665	

ID CARDS

New medical plan and prescription ID cards will be issued for 2017. You will not receive a new ID card for the dental plan unless you made changes to your dental plan election during open enrollment. You can print a dental ID card by going to [Home | Delta Dental of Virginia](#). ID cards are not needed for the vision plan; all you need are the last four digits of SSN when you visit a VSP provider.

If you are not currently participating in the Health Care FSA and elect to participate in 2017, you will receive your WageWorks debit card in January. If you are currently participating, you will not receive a new debit card unless your current card expires before January 1, 2017. Your current debit card will be reloaded with your 2017 annual contribution amount and will be delivered to your home address in January. Do not throw it away!

The countdown begins...
Open enrollment starts in 5 days!



WELLNESS PROGRAM

EARN UP TO \$400 IN YOUR HEALTH CARE FSA...

If you participate in a Landmark medical plan next year, you have a chance to earn up to \$400 in your 2018 Health Care Flexible Spending Account (FSA) by participating in the Wellness Program. By completing the Member Health Assessment and a Biometric Screening, along with other activities, by September 30, 2017 you position yourself to earn between \$200 and \$400 2018 FSA dollars.

...AND SAVE \$520 EACH YEAR!

If you participate in the Wellness Program, you can avoid paying a \$20 medical plan surcharge each pay period. To avoid the surcharge, you must complete a Member Health Assessment and Biometric Screening by September 30, 2017. If you don't participate in the Wellness Program in 2017, the surcharge will be added to your bi-weekly premium if you enroll in either the Standard or Premium medical plan for 2018.

Don't Forget!!

- ⇒ Open enrollment starts Monday, October 24 and ends Friday, November 11 at 8:00 p.m. Eastern Time.
- ⇒ You **must** elect a medical plan during open enrollment to have health care coverage in 2017. If you miss open enrollment, you will not have Landmark health care coverage in 2017.
- ⇒ Flexible Spending Accounts **must** be elected during open enrollment to contribute in 2017.
- ⇒ Current dental, vision and life insurance enrollments will carry over for 2017.
- ⇒ Benefit elections will be made through Ask4HR (www.Ask4HR.com). It is strongly encouraged to log in, review current enrollments, update beneficiary information and print a confirmation page.
- ⇒ **Late enrollments will not be accepted!!**

ELECTING 2017 BENEFITS

To enroll in the medical plan and/or flexible spending account or to make benefit changes, log on to www.Ask4HR.com. Use the same credentials you use to log in to Self-Service.

- **User name** - firstname.lastname - jane.smith.
- **Password** - If you haven't changed your password, use the default password: first initial of first and last name (capitalized) + last four digits of your employee ID number + pw (lowercase) - JSxxxxpw. If you are prompted to change your Ask4HR password, go to <https://access.dominionenterprises.com/>. Make sure you are Enrolled in the Access password portal before you attempt to change your password.
- **Firefox Recommended Web Browser** – Some web browsers, particularly Internet Explorer, may cause log on issues when accessing www.Ask4HR.com. Firefox is recommended.



www.Ask4HR.com



Contact your publisher, manager, HR representative or call Central Office Human Resources at 1-800-633-4393.

Or, contact

Jennifer McCray, jmccray@lcn.com, 502-513-1149

Patty Bottom, pbottom@lcn.com, 502-513-1147

Evergreen hires Moe as sales rep

Steve Moe has been hired as a sales rep for Evergreen (Colorado) Newspapers.

Born in Denver, Steve went to college in Gunnison at Western State Colorado University. He earned a B.A. in education with a teacher's certification. He spent most of his career in the insurance industry, 15 years as an agent at Allstate.

Steve has 2 older brothers and a younger sister; they all live in Colorado. His wife is from Long Island, N.Y. They were married in 1994 at the Stanley Hotel in Estes Park.

Steve and his wife have 2 daughters and one son. Their youngest daughter and son are twins. Their oldest daughter goes to Front Range Community College in Fort Collins. She is getting her vet tech degree. Their youngest daughter is going to Colorado State, and their son is going to Hastings College in Nebraska. He got a scholarship to play basketball there.

Steve's wife works at Jeppesen and has been there for 30 years. They have lived in the mountain area for 24 years.



STEVE MOE



SIERRA PETTY

Petty to assist Red Oak news staff as intern

The Red Oak Express recently welcomed Sierra Petty as its intern for the 2016-17 school year.

Petty, 18, is a senior at Red Oak High School. Brad Hicks, publisher of The Express, said she is the first intern The Express has hired in quite a few years. Hicks said Petty's focus will be on activities on Red Oak Community School District campuses, as well as community activities.

"I have had an interest in photography for years now, and I plan on pursuing a higher education for photography after graduation. I am grateful for this opportunity to expand my knowledge about photography with the local paper."

Petty's employment is through the multi-occupational careers program at Red Oak High School. She is the daughter of Kim and Bill Petty. She lives in Red Oak and has been a Tiger athlete her whole life. Petty's high school activities have included football and wrestling cheerleading and volleyball.

"Our staff is excited to have Sierra join our team," Hicks said. "We are happy the school district and MOC program director Brett Eubank reached out to us about her interest in photography. There are great things happening in our local school district and we want Sierra to have an opportunity to share those with our readers."



Fun revenue generator

The Citrus County Chronicle hosted a Chicken Wing contest for the month of September – KING of WINGS Contest. A panel of judges was selected to go to the various local restaurants to taste the wings. Three of the judges seen here include from left, Production Director Tom Feeny, Sales Assistant Brooke Levins and Design Leader Dave Worlton. They devoured their first order of wings from one of the seven restaurants participating in the contest. Readers were encouraged to go online to vote for their favorite wings as well.



HANNAH STRONG

Strong hired as reporter at Lancaster News

Hannah Strong, a native of Pawleys Island, has joined the staff of Carolina Gateway and The Lancaster (SC) News as a general assignment reporter.

She earned a bachelor's degree in mass communication and a minor in marketing from Winthrop University this spring. She graduated from Waccamaw High School.

At Winthrop, she was a staff writer for Her Campus, recruitment and social media chair for the Association for Women in Communications and a campus correspondent for ESPNU Campus Connection. Strong also did an internship with The Herald in Rock Hill.

During her senior year of college, Strong devoted much of her time to researching gender discrimination in the workplace because she has a passion for women's rights.

Strong said she loves to write, travel, meet new people and drink coffee.

She said one of the best things she has ever experienced was studying abroad in Ireland for three months.

"I am very excited about being in a new area and I look forward to serving readers in the county," Strong said.



Wakulla graphic artist

Megan Chichester is a new graphic artist at The Wakulla News in Crawfordville, Fla. She enjoys animation, doodling cartoons, and reading. Her favorite artist is Chris Sanders and her spirit animal is a Chihuahua. Megan is thankful to be working with her new co-workers and looks forward to the future with The Wakulla News.



Casey County circulation/office mgr.

Joy Coppage has joined The Casey County News in Liberty, Ky., as the circulation/office manager. Joy, 27, is married to Casey Coppage, and the couple have a 6-month-old daughter, Lili.



E-town graphic designer

Michelle Padgett has been hired as the newest member of The News-Enterprise's Graphic Design Team. Michelle is originally from Meade County, and she attended the Art Institute of Cincinnati for 3 years. She likes to play computer games, watch Netflix and listen to music.



Returns to E-town as circulation assistant

Gary Taylor has returned to The News Enterprise as a circulation assistant. He previously worked here from June, 2015 through May, 2016. Gary enjoys sports, camping, NASCAR, and is a UofL fan. Welcome back, Gary!



N-E district manager

Jake Richardson is the newest Circulation District Manager at The News-Enterprise in Elizabethtown, Ky. Jake is originally from Louisville and is an actor at The Hardin County Playhouse. He enjoys Pink Floyd, the TV show Supernatural, and is a self-proclaimed fan of all things “nerdy,” including Harry Potter, Pokemon, and Super-heros.



E-town new hire

Robert Hager is the newest member of The News-Enterprise’s Post-press team. Robert is originally from Nebraska, and he enjoys video games, Netflix, hanging with friends and watching The Big Bang Theory.

Let the learning begin

You are cordially invited

Who: LCNI Employees

What: Lynda.com

When: At your convenience



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If you would like access to the library, please notify your publisher/general manager/supervisor and send a request to Patty Bottom (pbottom@lcni.com). We have a limited number of licenses available.



Joins E-town post-press team

Benjamin McClure is the newest member of The News-Enterprise Post-Press team in Elizabethtown, Ky. He is married to Nikki and they have 3 children – Allison, 13; Alex, 4; and Brinley, 1-1/2. Originally from Virginia Beach, VA, Benjamin likes to hunt, fish, golf and spend time with his family.

Former Casey County News staffer now works for governor of Kentucky

By Vicki Stevens
Casey County News Reporter

Nicole Burton met interesting people and saw how small town government works. “I mean I loved it. I love Liberty. I love Casey County,” she says.

“I really believe that it is a hidden gem in the state, and that it can be even better. When it comes down to it, I feel like people from Casey County are looking out for each other. They might squabble and fight and all this stuff, but at some point, when it’s the world against Casey County, Casey County stands pretty good together. And that is something that I really love about it.”

Burton first met Bevin at Fancy Farm when he was running for governor. Although the newspaper didn’t typically cover the political event, Burton got permission to go because history and politics interest her. She took her cousin Dylan, who was 12, along for the weekend hoping to engage him in politics, and the two ended up getting to meet and talk to Bevin for a few minutes.

The next time Burton saw Bevin, she was surprised he remembered her. “He didn’t remember my name, but he remembered I worked for The Casey County News.”

Burton had gone to Frankfort in late August to cover a rally in support of some county clerks, including Casey County’s Casey Davis, who were refusing to issue marriage licenses to same-sex couples. Bevin was at the rally and she interviewed him for her story.

About a month later, Burton was rushing out to cover the Casey County Apple Festival parade when her cell phone rang, and it was Bevin on the line. His campaign staff had called the paper earlier in the week about the possibility he might be at the festival and Burton had given them her cell number. Still, she didn’t expect to hear from him directly.

She remembers Bevin walking the entire parade route that day and shaking hands with people in the crowd. It was



Nicole Burton worked for The Casey County News before being hired in March as communications assistant in Gov. Matt Bevin’s office. She works just two doors down from the governor where she manages social media accounts, monitors newspapers across the state and helps write and edit press releases.

just one of many campaign stops he made in the state that day.

Altogether, Burton interviewed Bevin five times during her time with the paper. The last time in March, after he had been elected governor, he asked if she might be interested in leaving the paper and told her, if so, to reach out to his chief of staff.

“Honestly, I just kind of thought it was like a nice nod. Like a nice gesture, you know,” she says.

Still, she exchanged information with his chief of staff and submitted her resume, then was called for an interview. A few days later, she was offered the job.

One of only five employees in the communications office, Burton worried at first that it would be a super competitive environment. Instead, she’s found herself part of a team that she says helps and supports one another to get the message out about what the governor is doing to help Kentucky.

“Working with these people is just so amazing. They make every day just so

good,” she says.

Her respect for Bevin is obvious. “I honestly believe in what he’s doing. And I think he’s doing a great job. And the most important thing, he’s staying true to what he said he was going to do. Even if you don’t agree with the politics of it, or the policies of it, you can see without much research that he is sticking true to his intent. And I think you should respect a person for being able to do that. It’s not easy, especially in a political environment.”

Burton remembers someone she once worked for telling her when she left a position, “You don’t have an education, you don’t have money, you don’t have connections, like what do you think you’re going to be able to accomplish?”

Although it was true and bothered her for a while, Burton knows God opens doors.

“God brought me here. And honestly that is only way you could explain it,” she says.

“I’m having the time of my life, I really am.”

November Birthdays

<p>November 1</p> <p>Ray Baca Las Vegas Optic John Barnhart Bedford Bulletin Barbara Duncan Oldham Era Jeff Sopland Spencer Magnet</p> <p>November 2</p> <p>Jenny Simpson News-Enterprise</p> <p>November 3</p> <p>Carol Ann Deckelmann Citrus County Chronicle Tawnja Morris Oldham Era Dennis Webster News-Democrat</p> <p>November 4</p> <p>Larry Chambers The Declaration Brian Garner News & Reporter Jewel Sprinkles Standard Publishing</p> <p>November 5</p> <p>Courtney Braun Perry County News Susan Maglione Citrus County Chronicle</p> <p>November 6</p> <p>Rebecca Morris The Record Tim Williams Standard Publishing</p> <p>November 7</p> <p>Doug Bell Canyon Courier Dawn Field Lancaster News</p> <p>November 9</p> <p>Don Ayers Galax Gazette Adam Fenster Citrus County Chronicle Bob Jones Kentucky Standard</p>	<p>November 10</p> <p>Warren Coppage Casey County News Tim Richardson Standard Publishing Sheryl Taylor Roane County News</p> <p>November 11</p> <p>Tina Bird News-Enterprise Geryn Lee News-Enterprise Todd Stephenson Sentinel-News</p> <p>November 12</p> <p>Michael Abernathy Central Office Ron McLean Brunswick Beacon Zach Selby Morgan County News</p> <p>November 13</p> <p>Travis Jenkins News & Reporter Ben McClure News-Enterprise</p> <p>November 14</p> <p>Sam Draut Oldham Era Ed Magoni Inside Indiana Maggie Scott Bedford Bulletin</p> <p>November 15</p> <p>Patty Bottom Central Office Janet McKee Grant County News Shiloh McKinney News-Enterprise Lori Sistare Lancaster News</p> <p>November 16</p> <p>Linda Litz The Declaration Derrell Reynolds Lancaster News</p>	<p>November 17</p> <p>Forrest Berkshire Kentucky Standard Josh Guthrie Cynthiana Democrat</p> <p>November 18</p> <p>Renee McCallum Citrus County Chronicle</p> <p>November 19</p> <p>Trina Murphy Citrus County Chronicle Nancy Parsons News & Reporter</p> <p>November 20</p> <p>Lindsey Cleveland Citrus County Chronicle Brian Meadows Lancaster News</p> <p>November 21</p> <p>Vicki Stevens Casey County News</p> <p>November 23</p> <p>Megan Chichester Wakulla News</p> <p>November 25</p> <p>Dan Bachmann Citrus County Chronicle Cindy Dauby Perry County News Brian Slattery Brunswick Beacon Shellie Welbon Red Oak Express</p> <p>November 26</p> <p>Erny James Roane County News Crystal Nelson MetroWest Newspapers Vicki Noel Central Office</p> <p>November 29</p> <p>Shannon Brown Anderson News Lora George Kentucky Standard Bobby Pynes Citrus County Chronicle Roslyn Torbeck Leader-Union</p>
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Glenwood's Pink Out promotion

The Opinion-Tribune of Glenwood, Iowa, participated in the Glenwood Pink Out celebration to fight breast cancer during October. The office's picture window was decorated by Circulation Manager Karen Herzberg and Advertising Representative Wendy Halbert. The Opinion-Tribune produced a special advertising and news section on pink newsprint to promote the event.



We appreciate you, Sue!

Staff at The Brunswick Beacon in Shallotte, N.C., had a surprise pizza party for office staff member Sue Smith, who has taken on extra responsibilities in recent months to keep the business office running smoothly. Initially planned for Sept. 1, the party took place a day earlier as staff prepared for the approach of Tropical Storm Hermine. In addition to cake and balloons to go with the pizza, staff put together a basket of items for Sue to show appreciation for all her hard work and positive attitude.

Bad moves during Hermine caused by the Dunk

All I wanted was a cup of coffee.

When a hurricane comes rumbling through the Gulf of Mexico, it becomes evident that there are two different worlds in Citrus County.

One lives within the reach of the water. The other does not.

Last Friday morning, the world was turned upside down for all those west-side residents who live along the water. At about 2:30 a.m. Hurricane Hermine decided to offer a little extra push in the form of a storm surge as it sloshed its way through the Gulf.

The hysterical television weathermen were giving contradictory predictions all day Wednesday and Thursday, so that by the time the storm finally arrived early Friday, most everyone was sick of listening to them.

My first really bad decision of the ordeal came when we moved two cars off of our property and then decided the storm didn't look that bad on television. It appeared to be headed north toward Wakulla County.

I made the decision to leave the third vehicle in the garage because, I said in my best meteorological voice, the water would never get that high.

Wrong.

Just like most of the weathermen on TV.

When I stuck my head in the garage at about 3:30 a.m. Friday, the water was already well up the side of the van.

It needed a good washing anyway.

As the high tide joined with the full moon and the roaring Gulf surge, we got the triple-play of bad timing. The rapids running down the middle of my street were about 3 feet deep.

As an eerie dawn broke, my first thought was that I could not face the day without coffee. As a certified coffee addict, I forgot about rising tides and started brainstorming the options.

There was no power and I was not thinking clearly.

At exactly 6:01, the phone rang and it was Sheriff Jeff Dawsy. Not a recording of Sheriff Dawsy, but the actual sheriff.

"How bad is it?" he asked.

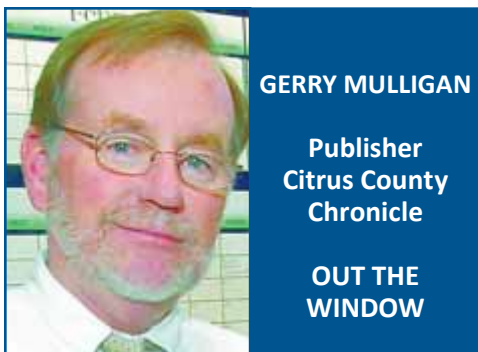
"It's bad," I told him. "I found the coffee but I can't boil the water. There's no power."

He seemed baffled at my response until I explained that I could not think clearly and rescue the family (one wife, two dogs) unless I had coffee.

The sheriff told me he had read my editorials and I obviously never thought clearly.

We discussed options and he tried to drag tidal flow information out of me.

"Stay focused," I told the sheriff. "One crisis at a time."



I did a quick review of Sheriff Dawsy's spending over the past 20 years and it came to me.

"Can you send in the helicopter?" I asked.

"You want us to rescue you with the helicopter?" asked the sheriff. "That might be difficult with all the trees in the area."

"Forget the rescue," I told him. "Just lower a pot of coffee."

The line went dead. Very rude for an elected official.

The rain had really stopped by then and I decided to pull a kayak out of the mess from underneath the house. We live in downtown Crystal River by the Third Street Park and I knew that Dunkin Donuts was within paddling distance.

My wife joined me as we paddled down the middle of our street, only to realize that the one area of high ground in the downtown was near the intersection of Bay Path Drive and Third Street. We could not get through.

We paddled back home and I abandoned the kayak for a bicycle.

I had never tried it before, but peddling a bicycle through several feet of standing water is like using a StairMaster in a huge bowl of Jell-O. You can make progress, but it's very, very slow.

So slow, in fact, that when a big pickup

truck on Citrus Avenue barreled through the water and made waves, I lost my balance and fell right over.

It wasn't really possible to get much wetter, but that was insulting.

The only thing that kept me going was the vision of a hot, large coffee at Dunkin Donuts. So I rode on.

U.S. 19 was still underwater so I pretty much had the highway to myself.

People stood around in disbelief that this surge of water had swallowed up our lives and livelihoods.

I could tell that none of them had coffee.

I started fantasizing about buying a big carton of hot, black coffee from Dunkin Donuts and riding back through town sharing the creamy nectar with my friends and neighbors. After 30 minutes of pedaling and one submerged pot hole, I finally made it across U.S. 19 and got to the front door of the Dunk.

I threw down the bike and charged the entrance like chamber CEO Josh Wooten does at an all-you-can-eat buffet.

The door was locked.

I never thought this was an option.

Dunkin Donuts is always open.

I suddenly knew how the Red Sox fans felt when Mookie Wilson's ball went through the legs of Bill Buckner.

The Dunk's door was locked and there would be no coffee. There would be no caffeine-induced stability. There would be no good decision making.

Let me tell you, I made very few good decisions before or after Hurricane Hermine came and disrupted our lives.

In the spirit of this year's presidential contest, I take no responsibility for any of the bad decisions or stupid comments I might have made in my caffeine-free state.

I blame the Dunk.



Adam Vicchiollo pulls his father-in-law Ray Schediby along Three Sisters Springs Trail in Crystal River as the two head to get medicine for Schediby's mother. Schediby reported taking his mother out of his home around 2 a.m. to a safe location inland as flood waters quickly rose. Photo by Matthew Beck