



National Newspaper Association  
309 S Providence Rd  
Columbia, MO 65203  
573.777.4980 Fax: 573.777.4985

**Daniel M. Phillips Leadership Award  
2014  
NNA Checklist**

Nominee Name: Jesse J. Mullen

Newspaper Name & Location: Civitas Media, LLC, Miamisburg, OH

Nominated by: Jim Lawitz

Age: 30

NNA Membership Information: Member through 3/31/2015; verified 5/12/2014

Year Nominated/Last Year Eligible for Award: 2014/2016

Completed Nomination Form?: Yes

Completed Nomination Letter?: Yes

Documentation Supporting Nomination Criteria to Support the Areas Below? -YES (Included in letters/form)

- Professional Achievement
- Community Leadership and Service
- NNA/National Involvement (Note: evidence of NNA service is not required)

Biographical Sketch of Nominee?: YES

Three Letters of Reference?: Yes - 3: George Spohr, Andrew J. Mok, Jim Angell

Photo Included?: YES (digital pic on file)

# Daniel M. Phillips Leadership Award

## 2014 Nomination Form

Nominee Name	Jesse J. Mullen	Nominator's Name	Jim Lawitz
Position	Director of Pagination & Copy Editing	Position	Director of Content
Newspaper	Civitas Media, LLC	Affiliation	Civitas Media, LLC
Address	4500 Lyons Rd.	Address	130 Harbour Place Dr.
City, State Zip	Miamisburg, OH 45342	City, State Zip	Davidson, NC 28036
Phone	937-247-2704	Fax	
E-mail	jmullen@civitasmedia.com	E-mail	jlawitz@civitasmedia.com
Nominee's Age	30		

**Industry Leadership:** Describe the nominee's activities and achievements which illustrate how the nominee serves to strengthen the newspaper industry through his or her leadership in the state press association.

Jesse has been active in various state press associations throughout his career, including the Wyoming Press Association, Montana Newspaper Association, Oregon Newspaper Publishers Association, Washington Press Association, Iowa Newspaper Association and most recently the Ohio Newspaper Association. Besides numerous awards to his papers for editorial and advertising content, Jesse has been an active volunteer, judging and supporting legal notice efforts editorially and through lobbying efforts at the state government level.

**Community Leadership and Character:** Describe and provide examples of how the nominee is well-respected in the community, of good reputation and integrity, and how he/she provides active leadership in serving the community on a local, state and/or regional level.

As a Rotarian in Washington State and Iowa, Jesse assisted with the organizational and fundraising efforts of the Skookum and West Liberty Rotary clubs. He was an active volunteer with both clubs. Jesse regularly volunteers with local library systems in his spare time.

**NNA/National Leadership:** Describe nominee's involvement in national organizations, such as NNA, or other national/international service organizations or causes in which the nominee has been involved. (Evidence of NNA service is not required)

Jesse has been an active member of Rotary International contributing to various projects financially and through volunteerism. He was recently selected as one of the "25 Under 35" in the newspaper industry by Editor & Publisher magazine.

Please return (1) this form and (2) letter of nomination by **May 1, 2014** to:

Daniel M. Phillips Leadership Award  
**National Newspaper Association**  
PO Box 7540  
Columbia, MO 65205-7540



**NOTE:** If your nominee is among the top five candidates selected by the judges, you will be contacted and asked to submit the following documents: (1) Three [3] letters to support the nomination from community leaders and/or professional peers; (2) Documentation to support nomination criteria; (3) Biographical sketch of nominee; (4) Photo (if available).



April 27, 2014

To whom it may concern,

I nominate Jesse Mullen for the National Newspaper Association's 2014 Daniel M. Phillips Leadership Award.

Jesse is the director of pagination for the Civitas Media pagination hub in Miamisburg, Ohio. He and his team of 20 designers are responsible for producing our company's larger newspapers including dailies in Lima, Ohio, Wilkes-Barre, Pa. and Alton, Ill.

Jesse is among the most trustworthy and reliable members of my senior leadership team. His effectiveness has been second to none, and I frequently rely on him to implement solutions across various platforms. He can multi-task, often dealing with issues at the hub while still juggling companywide initiatives. He has implemented time-saving efficiencies on his team, established goals, tracked individual performance and maintained quality controls. He anticipates challenges, then assigns resources to address it before it becomes a problem.

He also has taken the lead in companywide projects including leading our Style Committee and participating as an active member of our Content Committee.

Adaptability is critical to our success and Jesse is a key performer in our editorial operations, gaining critical knowledge as new opportunities/challenges arise. He has met each one with aplomb, developing solutions and executing the plan. Pagination hubs confront an evolving landscape requiring a nimble, mobile approach. Jesse has that in spades.

Jesse is a leader. He is loyal and has a loyal following. Journalists recognize his expertise and are drawn to him. He is deserving of a Daniel M. Phillips Leadership Award.

A handwritten signature in black ink, appearing to read "Jim Lawitz", is written over a faint, light-colored circular stamp or watermark.

Jim Lawitz

Director of Content

Civitas Media

## Jesse Mullen Bio

Age: 30

Height: 5 foot, 11 3/4 inches

Jesse Mullen, Director of Pagination and Copy Editing at the Miamisburg, Ohio Civitas Media pagination hub, has been with Civitas since April 2013. Prior to joining the company, he worked in a variety of roles from copy editor to publisher at weekly and daily newspapers across the Rocky Mountain West and Northwest.

Starting as a paperboy for the Sioux City Journal, Jesse moved on to writing and selling for the family-owned Newcastle (Wyoming) News Letter Journal in the eighth grade. Upon graduating from high school, he attended the University of Wyoming as an Architectural Engineering major and switched to Journalism and Fine Arts. While attending the university he worked part time with rare and historical books at the American Heritage Center's Toppan Library. He left school to work as a sports reporter and advertising representative for the Saratoga (Wyoming) Sun owned by Stevenson Newspapers and in the following decade worked for a number of newspapers owned or co-owned by the Stevenson, Hicks and Mullen families and the Wyoming Newspaper Group.

Jesse has a great girlfriend/life partner, four daughters and he enjoys volunteering at libraries. He is a Rotarian, has been active in state press associations across the West and was recently named one of 2014's "25 Under 35" to watch in the newspaper industry by Editor & Publisher magazine.

# THE TIMES LEADER

April 25, 2014

To Whom It May Concern:

I'd like to nominate Jesse Mullen, director of pagination and copy editing at Civitas Media, for the National Newspaper Association's 2014 Daniel M. Phillips Leadership Award.

Jesse is a colleague of mine within Civitas. I joined the company in September, a few months after the newspaper I edit — The Times Leader in Wilkes-Barre, Pennsylvania — shifted production to Jesse's hub in Miamisburg, Ohio.

As with all transitions, that shift wasn't without its problems. Jesse was my counterpart in Miamisburg, helping to put out the frequent fires we had early into the transition.

Despite the fact that The Times Leader wasn't his only concern, Jesse always made us feel like a priority. No matter how busy he was, nor how many new papers his hub was folding into the mix, Jesse made time for me and my team. Problems were resolved quickly and thoughtfully.

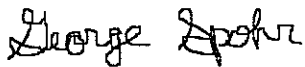
In my view, that's the mark of a real leader: the ability to perform gracefully under pressure.

In very short order and through very hard work, Jesse reinforced the company's philosophical message on how it wants newsrooms to operate. We had gone from a newsroom that did everything — writing, copy editing, designing — to a newsroom that was able to focus exclusively on producing great content. He did that by ensuring a smooth transition of dozens of publications to a hub model in Miamisburg.

Jesse's ability to work across myriad publications, led by editors with very different personalities, in a company that was very new and in the early stages of identifying itself, is a testament to the kind of leader he is.

Jesse is decisive, responsive and a pleasure to work with. He's an ideal match for the Daniel M. Phillips Leadership Award.

Sincerely,



George Spohr  
Executive Editor



130 Harbour Place Dr #300  
Davidson, NC 28036  
p (704) 897-6048  
**Andrew J. Mok**  
Chief Systems Officer & Project Manager  
amok@civitasmedia.com

5/16/2014

Daniel M. Phillips Leadership Award  
National Newspaper Association  
PO Box 7540  
Columbia, MO 65205-7540

To whom it may concern:

I have recently been informed Jesse Mullen has been nominated to receive the Daniel M. Phillips Leadership Award. I certainly feel Jesse is deserving of the award and unreservedly support his nomination.

Over the last year, I worked closely with Jesse to help design and implement a regional pagination facility to support several of our larger newspapers. During this time Jesse showed excellent leadership, entrepreneurial and management skills. He started with just himself and built a major production hub supporting hundreds of thousands of readers in a very short period of time.

Not only did the transformation reduce costs; it significantly improved our product, timelines, standards and the quality of our content. At every turn there was controversy and toil. Jesse kept his head up high, moved forward with the plan, and communicated effectively with all the parties involved. He now has a very strong organization that adds value to our newspapers.

If you are looking for a leader that truly has positive results. A person that the shareholders of an organization honestly value, look no further.

Sincerely,

A handwritten signature in black ink, appearing to read "Andrew J. Mok", written over a horizontal line.

Andrew J. Mok

*Chief Systems Officer & Project Manager*  
Civitas Media, LLC

May 14, 2014

Daniel M. Phillips Leadership Award Committee  
c/o NNA  
P.O. Box 7540  
Columbia, MO 65205

Ladies and Gentlemen:

It has come to my attention that Jesse James Mullen has been nominated to receive the Daniel M. Phillips Leadership Award. Please accept my whole-hearted support of his nomination.

I've known Jesse since he was a young boy and I've watched him grow into a talented newspaper man with tremendous leadership skills. I suppose he picked up most of those skills from his father Tom Mullen, publisher of the Newcastle (Wyo.) News Letter Journal. Jesse and his two brothers all worked at the News Letter Journal as young men and it's clear they got their first lessons in the industry while working for their father. But since then, Jesse – and his brothers, for that matter – have moved ahead on the basis of their own skills and talents.

Jesse has always been a leader, capable of taking the reins during times of crisis and maintaining a cool head to solve problems that would leave others shell-shocked and unable to function. When I've seen Jesse working with staffers, it's always from a position of encouraging them to do the best they can. And it always seems that his staffers want to do just that to please him.

I know that Jesse didn't originally plan to go into the newspaper business – but everybody in the business should be glad he did. He's the kind of colleague that everyone else wants to be like – the one with the sharp ideas and an unwavering commitment to newspapers. And the image he presents to those outside the business make us all look just a little better – a bit of an image boost I believe we could use these days.

Please do not hesitate to contact me if you have any questions.

Thank you

Jim Angell  
Executive Director  
Wyoming Press Association

