

Interns receive fast-paced, real-world news experience with strong clips to show for their season with the *Arkansas Democrat-Gazette*. Our interns are challenged to rise to the highest bar of journalistic excellence and their bylines are frequently seen on 1A and section fronts.

We are the state's largest newspaper and are based in Little Rock. The *Arkansas Democrat-Gazette* has a daily circulation of 182,463 and a Sunday circulation of 260,813.

Interns are carefully selected from hundreds of applicants from around the nation to fill 13-week summer spots on our city, state, business, features and copy desks, as well as two six-month spring and fall digital internships at Arkansas Online.

Do you have what it takes?

We like them smart and experienced! Are you a college junior or senior, graduate student, or recent college graduate? Have you completed previous internships?

How do you rate as a human being? Character matters. Integrity in reporting is non-negotiable. So is a healthy work ethic.

Speak up! We are crazy about interns with gumption and excitement. Do you have a million story ideas running around in your head? Is the word "boredom" non-existent in your vocabulary? Is there a better way to approach a story subject? Tell us about it!

Safety first. Are you drug free and have a clean driving record? A drug test and drivers-license check will be performed prior to your first day on the job.

Do you know the difference between *affect* and *effect*? Grammar, spelling and *Associated Press* style are as important as good writing skills and an attention to accuracy.

What's in it for you?

The challenges are great, but the returns are worth it. Interns hit the ground running on their first day in the newsroom. They are treated as colleagues by staffers and end the summer with strong clips.

Our editors work closely with interns. They edit with the interns by their side for a strong learning experience. Editors are there to give you juicy assignments, talk through your story ideas and guide you through to the final product.

Interns are purposely seated next to seasoned reporters so they have a built-in mentor the day they arrive. There are no cubicles in our newsroom, and we have plenty of award-winning brains to pick.

An intern coordinator acts as your advocate and schedules frequent workshops with masters in the field — and free food!

Oh, and interns get a paycheck every two weeks. The pay rate is \$12.50 per hour on a 40-hour week. Schedules vary according to the position.

The fine print

Housing must be established prior to the beginning of your internship. We have a list of available short-term rentals in the area and will be glad to assist you in the search. If you choose some other location, please get advice from the intern coordinator before signing a lease.

Vehicles are required as well as that clean driving record we mentioned above.

Throwing your hat in the ring

The *Arkansas Democrat-Gazette* takes applications through October every year for the following summer's paid internships. Arkansas Online accepts applications through October for the spring internship and through May for the fall internship. Be sure to indicate for which internship you are applying.

Your application packet should include:

- Cover letter telling us why you should be chosen, your strengths, experience and what you want from an internship.
- Resume.
- Clips that reflect your best work.
- Three references, which should ideally include professional journalists. Please provide telephone numbers and email addresses. Reference letters are also accepted.

Bundle it all up (with clips and resume as attachments, not web links) and email to: jroberts@arkansasonline.com

Or Snail Mail to:

Jeannie Roberts
Intern Coordinator
Arkansas Democrat-Gazette
P.O. Box 2221
Little Rock, AR 72203

The earlier the better!