ISU appoints Sarah Nusser vice president for research

The number of resigning ISU faculty members is declining. A report given at the Faculty Board of Regents meeting revealed the lowest number of faculty resignations in 10 years.

The number of 2013, Iowa State saw 23 faculty resignations out of 2,331 faculty according to the report. This is a decrease from 34 resignations last year, and the lowest number of resignations in the last 10 years. The highest number of faculty resignations was in 2007–13.

Dawn Bratsch-Prince, associate provost at Iowa State, said over time, the ISU resignation rate has decreased. She said there are a number of different reasons as to why faculty resigns, but each member has an individual story behind his or her choice to leave the institution.

Prince said the primary reasons for leaving ISU are dissatisfaction with workload, dissatisfaction with the department chair or dissatisfaction with pay. “It can be that all those are somehow connected,” Prince said. “The department chair is the leader of the department and the individual faculty member wants to be paid or, it’s not surprising that they would maybe articulate that dissatisfaction with the department chair.”

Prince also said resignations are usually not “personal animosity” toward the department chair, but more dissatisfaction with the department chair’s use of the department’s resources.

The university conducts an exit survey so the university can better understand why faculty members are leaving and how the university can enhance programs to retain faculty. Prince said the report showed 13 of the 23 faculty who resigned responded to the online faculty exit survey and 54 percent said they were somewhat or very satisfied with workload, while 42 percent indicated a high or very high level of work-related stress.

Iowa State has programs and methods for incentives to keep faculty at the university. Prince said. The department chair professional development program is a program to support our department chairs to provide them with information on how to foster a positive and supportive department culture for all faculty. Prince said.

Prince said Iowa State also has numerous mentoring programs for new faculty. The programs explain Iowa State culture, expectations and a better understanding of how to keep faculty at the university, Prince said. Recently the university developed a department chair professional development program.

“Team is a program to support our department chairs to provide them with information on how to foster a positive and supportive department culture for all faculty,” Prince said.

The university conducts an exit survey so the university can better understand why faculty members are leaving and how the university can enhance programs to retain faculty. Prince said the report showed 13 of the 23 faculty who resigned responded to the online faculty exit survey and 54 percent said they were somewhat or very satisfied with workload, while 42 percent indicated a high or very high level of work-related stress.

Iowa State has programs and methods for incentives to keep faculty at the university. Prince said. The department chair professional development program is a program to support our department chairs to provide them with information on how to foster a positive and supportive department culture for all faculty. Prince said.

Prince said Iowa State also has numerous mentoring programs for new faculty. The programs explain Iowa State culture, expectations and a better understanding of how to keep faculty at the university, Prince said. Recently the university developed a department chair professional development program.

“Team is a program to support our department chairs to provide them with information on how to foster a positive and supportive department culture for all faculty,” Prince said.

Talent show sends four pairings to final round

Students participate in Varieties over weekend

By Greg Nielsen @iowastatedaily.com

Teams have been practicing since the Winter Homecoming for the annual Varieties Talent Show. Many Greek houses get involved in the show.

Emily Kimpston, sophomore in statistics, is co-chair of Varieties. “We are getting ready now to start the talent show for Varieties, the annual talent show put on by the Student Union Board,” Kimpston said. “I was in Yell Like Hell and we had practices right up to homecoming week and then from there I was in Yell Like Hell 1 so we worked as a co-chair writing the scripts.” Kimpston said.

Co-chairs have to create the choreography, write the script, song lyrics and the set, said Kimpston.

Greek Randolph, senior in public service and administration in agriculture and animal science produced the program. The team put on a program that featured cheerleaders, glee club, chorus, a dress rehearsal, and a live show.”

Varieties Calendar

Carnival at the Laurens-Brown Aquatic Center Tuesday Feb. 18

Sweepstakes Performances: 8 p.m. Saturday

Sweepstakes Performances: 6 p.m. and 9 p.m.

Sweepstakes Tech Rehearsal: 4 to 11 p.m.

Sweepstakes Dress Rehearsal: 4 to 11 p.m.

Varieties over weekend

Students participate in Varieties over weekend

By Lauren Snedek @iowastatedaily.com

The new vice president for research in the statistics department, Sarah Nusser, will be working with other faculty members to gain more research opportunities for the university.

Nusser started her new position as vice president for research on Feb. 1.

“She said her office is working with individuals and research groups to develop new ideas and provide resources to help them pursue this research. “Our office does not do research,” Nusser said. “Our office helps foster new ideas to support our research.”

Nusser, who is also an assistant professor in the statistics department, will began research on Feb. 1, 2014.

Iowa State University instructor Sarah Nusser will be working with other faculty members to gain more research opportunities for the university.

Nusser started her new position as vice president for research on Feb. 1.

“She said her office is working with individuals and research groups to develop new ideas and provide resources to help them pursue this research. “Our office does not do research,” Nusser said. “Our office helps foster new ideas to support our research.”

Nusser, who is also an assistant professor in the statistics department, will began research on Feb. 1, 2014.

She said there are a number of different reasons as to why faculty resign, declining.

The number of resigning ISU faculty members is declining. A report given at the Faculty Board of Regents meeting revealed the lowest number of faculty resignations in 10 years.

The number of 2013, Iowa State saw 23 faculty resignations out of 2,331 faculty according to the report. This is a decrease from 34 resignations last year, and the lowest number of resignations in the last 10 years. The highest number of faculty resignations was in 2007–13.

Dawn Bratsch-Prince, associate provost at Iowa State, said over time, the ISU resignation rate has decreased. She said there are a number of different reasons as to why faculty resigns, but each member has an individual story behind his or her choice to leave the institution.

Prince said the primary reasons for leaving ISU are dissatisfaction with workload, dissatisfaction with the department chair or dissatisfaction with pay. “It can be that all those are somehow connected,” Prince said. “The department chair is the leader of the department and the individual faculty member wants to be paid or, it’s not surprising that they would maybe articulate that dissatisfaction with the department chair.”

Prince also said resignations are usually not “personal animosity” toward the department chair, but more dissatisfaction with the department chair’s use of the department’s resources.

The university conducts an exit survey so the university can better understand why faculty members are leaving and how the university can enhance programs to retain faculty. Prince said the report showed 13 of the 23 faculty who resigned responded to the online faculty exit survey and 54 percent said they were somewhat or very satisfied with workload, while 42 percent indicated a high or very high level of work-related stress.

Iowa State has programs and methods for incentives to keep faculty at the university. Prince said. The department chair professional development program is a program to support our department chairs to provide them with information on how to foster a positive and supportive department culture for all faculty. Prince said.

Prince said Iowa State also has numerous mentoring programs for new faculty. The programs explain Iowa State culture, expectations and a better understanding of how to keep faculty at the university, Prince said. Recently the university developed a department chair professional development program.

“Team is a program to support our department chairs to provide them with information on how to foster a positive and supportive department culture for all faculty,” Prince said.

Talent show sends four pairings to final round

Students participate in Varieties over weekend

By Lauren Snedek @iowastatedaily.com

The new vice president for research in the statistics department, Sarah Nusser, will be working with other faculty members to gain more research opportunities for the university.

Nusser started her new position as vice president for research on Feb. 1.

“She said her office is working with individuals and research groups to develop new ideas and provide resources to help them pursue this research. “Our office does not do research,” Nusser said. “Our office helps foster new ideas to support our research.”

Nusser, who is also an assistant professor in the statistics department, will began research on Feb. 1, 2014.

ISU appoints Sarah Nusser vice president for research

The number of resigning ISU faculty members is declining. A report given at the Faculty Board of Regents meeting revealed the lowest number of faculty resignations in 10 years.

The number of 2013, Iowa State saw 23 faculty resignations out of 2,331 faculty according to the report. This is a decrease from 34 resignations last year, and the lowest number of resignations in the last 10 years. The highest number of faculty resignations was in 2007–13.

Dawn Bratsch-Prince, associate provost at Iowa State, said over time, the ISU resignation rate has decreased. She said there are a number of different reasons as to why faculty resigns, but each member has an individual story behind his or her choice to leave the institution.

Prince said the primary reasons for leaving ISU are dissatisfaction with workload, dissatisfaction with the department chair or dissatisfaction with pay. “It can be that all those are somehow connected,” Prince said. “The department chair is the leader of the department and the individual faculty member wants to be paid or, it’s not surprising that they would maybe articulate that dissatisfaction with the department chair.”

Prince also said resignations are usually not “personal animosity” toward the department chair, but more dissatisfaction with the department chair’s use of the department’s resources.

The university conducts an exit survey so the university can better understand why faculty members are leaving and how the university can enhance programs to retain faculty. Prince said the report showed 13 of the 23 faculty who resigned responded to the online faculty exit survey and 54 percent said they were somewhat or very satisfied with workload, while 42 percent indicated a high or very high level of work-related stress.

Iowa State has programs and methods for incentives to keep faculty at the university. Prince said. The department chair professional development program is a program to support our department chairs to provide them with information on how to foster a positive and supportive department culture for all faculty. Prince said.

Prince said Iowa State also has numerous mentoring programs for new faculty. The programs explain Iowa State culture, expectations and a better understanding of how to keep faculty at the university, Prince said. Recently the university developed a department chair professional development program.

“Team is a program to support our department chairs to provide them with information on how to foster a positive and supportive department culture for all faculty,” Prince said.

Talent show sends four pairings to final round

Students participate in Varieties over weekend

By Lauren Snedek @iowastatedaily.com

The new vice president for research in the statistics department, Sarah Nusser, will be working with other faculty members to gain more research opportunities for the university.

Nusser started her new position as vice president for research on Feb. 1.

“She said her office is working with individuals and research groups to develop new ideas and provide resources to help them pursue this research. “Our office does not do research,” Nusser said. “Our office helps foster new ideas to support our research.”

Nusser, who is also an assistant professor in the statistics department, will began research on Feb. 1, 2014.
Lot 112K. Criminal charges are of operating while intoxicated at 7 p.m. (CST) from a driver who was suspected of underage possession of alcohol. Wallace Hall, was arrested and charged with possession of a controlled substance, possession of a firearm, and possession of a firearm by a convicted felon.

The information in the log comes from the ISU and City of Ames police departments’ records.

The Iowa State Daily is a publication of the Iowa State Daily Publication Board, a student organization of the ISU Student Senate, and is published by and edited, and sold by students.

2  |  NEWS  |  Iowa State Daily  |  Tuesday, Feb. 11, 2014

How Women Lead and the Difference It Makes

Tuesday, February 11, 2014
7 pm - Great Hall, Memorial Union
How Women Lead and Extremities
WALK-IN CARE or by appointment
E. of Cubers
Monday to Saturday

ROY J. CARVER SCHOLARSHIP

The Roy J. Carver Scholarship, established in 1988, aims to help students alleviate some of the financial stress brought on by raising tuition costs and focus on what is most important for every college student, getting an education.

In the past year, the Roy J. Carver Scholarship has helped over 2,750 junior and senior students attending either a private college or a Regent University in Iowa.

Bonita Tymel, a student studying English and Classical studies at Iowa State University, applies the importance of receiving this scholarship and how it has helped her education.

"Without [this scholarship], I would have racked up thousands of dollars in federal and federal loans," said Tymel. "I was a financial burden for a single parent who already has enough money to keep up with activities that burden is a great opportunity."

Tymel is an excellent example of how the Roy J. Carver Scholarship can help students from all backgrounds. She heard about this valuable opportunity from several sources: first, one of her professors recommended applying for this scholarship. Her professor thought it would be a good fit. Second, Tymel came after her scholastic at the scholarship posted at the PHS on campus.

Best Rahn, scholarship recipient, also benefited from this award.

"I didn’t have to pay for school this semester, which alleviated financial stress," said Rahn. "I am a History major who heard about this scholarship from an advisor through the Student Services Support Program."

The Roy J. Carver Scholarship is available to full-time students who will be going into their junior year at the Fall, and may be renewed for their senior year.

Applicants must demonstrate financial need and evidence of unusual social/barrier to attending college full-time.

For more information regarding the Roy J. Carver Scholarship, go to http://www.carvertrust.org

IOWA STATE UNIVERSITY
LIVE GREEN!

2014 Symposium on Sustainability at Iowa State University

FEBRUARY 24-25, 2014
Memorial Union
Celebrating Our STARS, Charting Our Course

February 24
“Countdown: Our Last Best Hope for a Future on Earth?”
Nien Weisman, Author and Journalist

February 25
Engaging panel of university leadership on
• Operation
• Academics
• Overall student experience
Poster Session
Celebrating the sustainability initiatives and achievements of the past year
Live Green! Awards for Excellence in Sustainability
Sustainapalooza

ROY J. CARVER SCHOLARSHIP

To honor of Roy J. Carver who achieved success through hard work.

Twenty $5,200 scholarships will be awarded in 2014-2015!

Eligibility Requirements:
Iowa Residents 2.0 Corequisite GPA
Junior status fall 2014
Demonstrate financial need by filling out the FAFSA prior to March 15, 2014
Social/barrier to attending college full-time

Apply Online at: www.carvertrust.org
Deadline: April 1, 2014
For questions call: 515-294-0103

IOWA STATE UNIVERSITY
LIVE GREEN!
2014 Symposium on Sustainability at Iowa State University
FEBRUARY 24-25, 2014
Memorial Union
Celebrating Our STARS, Charting Our Course

February 24
“Countdown: Our Last Best Hope for a Future on Earth?”
Nien Weisman, Author and Journalist

February 25
Engaging panel of university leadership on
• Operation
• Academics
• Overall student experience
Poster Session
Celebrating the sustainability initiatives and achievements of the past year
Live Green! Awards for Excellence in Sustainability
Sustainapalooza
By Carol Cornwell

Explore career opportunites, network with company representatives and get more information for the future — that's what the annual Business Career Fair allows ISU students to do! Seventy employers will have their booths on the first floor of Hilton Coliseum from 11 a.m. to 4 p.m. on Wednesday, including companies such as the Renewable Energy Group, Boston Scientific and Iowa Wild.

"This is an excellent opportunite for students, who look for and value connections with professionals to learn about the companies," said Tammy Stegman, program coordinator at business career services. Stegman said that the em- ployers at the Fair look for possible job candidates. That's why students should come prepared to the event.

"The main goal should be to research the companies, players and start networking, so that they remember you since you apply for a job there later," Stegman said.

To prepare, Stegman said that students should research the companies at the Fair beforehand and look for job placements that interest them.

"Also make sure that you have your resume ready and present a good impression to the employers," Stegman said. "This is a successful experience."

At the career fair, students have the chance to attend the Leadership Breakfast, a buffet- style breakfast that will host several guest speakers and company recruiters as well as College of Business students, faculty and staff.

The Leadership Breakfast is to give students an ad- ditional opportunity to network with recruiters and the speakers at the event. Business, Engineering and Technology Career Fair takes place every spring and every fall. This year is going to be the biggest fair so far," 2000 Stegman said.

"I personally have attended this particular fair for the past two years in hopes of finding in- surance job," said Emily Tentinger, senior in interior design and marketing, at Business Career Services. Tentinger said she will at- tend the fair this year again, this time to search for full time employment.

She said it is a rare thing that professionals are approaching students in the job market.

"There is no need to spend a lot of money on career fairs and get experience speaking to a lot of companies," Tentinger said. "A lot of companies attending the Career Fair look for such students' Cipher account."

"A pre-registration for the event is not required."

"I've met these great young people, and you know, maybe 20 years from now, they will tell me they've been helped to see to somebody who did stuff they've interested in and clearly succeeded in the field," Urry said.

"I've met these great young people, and you know, maybe 20 years from now, they will tell me they've been helped to see to somebody who did stuff they've interested in and clearly succeeded in the field," Urry said.

Rachel Wolf, a student who attended the event, said she came for herself.

"I've met these great young people, and you know, maybe 20 years from now, they will tell me they've been helped to see to somebody who did stuff they've interested in and clearly succeeded in the field," Urry said.

"I've met these great young people, and you know, maybe 20 years from now, they will tell me they've been helped to see to somebody who did stuff they've interested in and clearly succeeded in the field," Urry said.

"I've met these great young people, and you know, maybe 20 years from now, they will tell me they've been helped to see to somebody who did stuff they've interested in and clearly succeeded in the field," Urry said.

"I've met these great young people, and you know, maybe 20 years from now, they will tell me they've been helped to see to somebody who did stuff they've interested in and clearly succeeded in the field," Urry said.

"I've met these great young people, and you know, maybe 20 years from now, they will tell me they've been helped to see to somebody who did stuff they've interested in and clearly succeeded in the field," Urry said.

"I've met these great young people, and you know, maybe 20 years from now, they will tell me they've been helped to see to somebody who did stuff they've interested in and clearly succeeded in the field," Urry said.
SALARY may be another major reason faculty may choose to stay or leave. Prince said the economy right now is healthier and there is more competition among universities for good faculty.

"Sometimes our faculty are really pursued and recruited to consider positions at other universities," Prince said.

Prince said the university might then offer the faculty member a counteroffer, whether it be slightly higher salary or another type of incentive. Whether or not the offer is accepted depends on the individual college and their perception of the benefit to them and do a rigorous search process and we want them to stay at the university."
In its latest effort to position itself as a good sport, the Iowa State Daily has partnered with the Mountaineer Maniacs to create a turnstile for the worse.

The Mountaineer Maniacs is a group of West Virginia students who come to Iowa State to support their team. They are known for their loud cheers and chants, which often include derogatory language towards the opposing team. The Iowa State Daily has partnered with the Mountaineer Maniacs to create a turnstile for the worse, which means that they will be cheering at the wrong games and against the wrong team.

The partnership was announced by Iowa State Daily editor Katelynn McCollough in her column “Mountaineer Musings.” McCollough stated that the partnership is a way for the Mountaineer Maniacs to show their support for Iowa State and to help the team win.

The Mountaineer Maniacs will be bringing their turnstile to every Iowa State home game and will be cheering against the opposing team. This means that if the Mountaineer Maniacs are cheering against the wrong team, they will be cheering for the worse.

The partnership has been met with mixed reactions from the Iowa State community. Some students have praised the move, while others have criticized it. However, McCollough believes that the partnership is a good move for the team and for the Mountaineer Maniacs.

“I think it’s a good move for the team, and it’s definitely a good move for the Mountaineer Maniacs,” McCollough said. “We’re not going to be able to get the same kind of support from the Mountaineer Maniacs if they’re not cheering against the right team.”

The partnership will be in effect for the remainder of the season, and the Mountaineer Maniacs will be cheering against the wrong team at every home game. It remains to be seen how effective this move will be for the Iowa State team.
Senior Milan Ivory competes in the beam both defensively and hitting on 3-pointers and 20-40 from the field.

The Cyclones, mean-while, finished with 6-of-25 from the floor.

West Virginia has lost its worst loss since the 2011-12 season.

In addition to the surprising troubles for Iowa State, the team turned the ball over 14 times in Monday’s loss.

The Cyclones return to the court at 12:45 pm. Saturday in Ames when they take on Texas Tech at Hilton Coliseum.
An inside look:

ISU alumna attends event, shares trends

By Maritha Wellman

Iowa State students and alumni have been preparing for Mercedes-Benz Fashion Week for months—the event, which started Feb. 5 in New York City, features trendy fashion shows and events.

Katelyn Herlein, a junior at ISU, has been attending the event since she was a student. She sources fabrics, trims, buttons and beads for sample rooms.

“…”

When in New York, Herlein said she would have at least three more hours of work left to do. While in New York, she felt about Fashion Week, Herlein said, “you can see the way fashion is forming.”

“…”

E-commerce editor for Divine Caroline.com and ISU alumna, Herlein started at 6 or 7 a.m. and worked until 6 or 7 p.m.

“…”

For some designers, like Charlotte Ronson, Kate Spade and Rebecca Minkoff, “…”

For others, Herlein said she would attend the shows of designers who she thought were “out there.”

“…”

Herlein has been attending Fashion Week for her job with Divine Caroline.

“…”

For Herlein, Fashion Week is about what she knew to do.

“…”

Herlein also attended New York Fashion Week for her job with Divine Caroline, but also posts information on her blog.

“…”

The Senior Advertising Account Executive targets potential advertising clients and develops relationships in order to acquire new advertising accounts, as well as maintains relationships and favorable contacts with current and potential advertising accounts. He/she closely with his/her clients throughout the entire creative process and campaign, ensuring that everything is completed on time, on budget, and meets the customer’s expectations.

Responsibilities:

1. Manage a portfolio of accounts in built and assigned territories and increase market share.
3. Achieve sales targets, relying on extensive experience and judgment to plan and direct the preparation of advertising accounts. He/she liaises closely with his/her clients throughout.
4. Meet the client’s brief and budget. Become and remain familiar with a variety of advertising and marketing and ad campaign strategies.
5. Provide creative input to clients and other advertising accounts.
6. Maintain a smooth and efficient flow of information and materials between clients and other advertising accounts.
7. Develop and manage new advertising campaigns.
8. Provide creative materials to clients and other advertising accounts.
9. Meet the client’s brief and budget.
10. Monitor the effectiveness of campaigns; Deliver and present client reports.
11. Complete administrative work, as required.

Skills:

1. Excellent spoken and written communication skills
2. Excellent presentation and negotiation skills
3. Excellent presentation and negotiation skills
4. Excellent presentation and negotiation skills
5. Excellent presentation and negotiation skills
6. Excellent presentation and negotiation skills
7. Excellent presentation and negotiation skills
8. Excellent presentation and negotiation skills
9. Excellent presentation and negotiation skills
10. Excellent presentation and negotiation skills
Today's Birthday
March 11, 1944
At 51, you're enjoying a sense of renewal and new opportunities. Don't be afraid to take a chance. Keep an open mind to changes in your career or daily routine. A new possibility is on the horizon. Be ready to embrace the unexpected.

AMENITIES

• 24 Hour Fitness Center
• Onsite Laundry Services
• Onsite Maintenance
• Hardwood Floors and Fireplace*
• Pet Friendly
• Pet Deposits Required
• Heat, Water, and ** included in rent
• Reserved parking

IF YOU WISH TO BUILD A NEW HOME AT SOUTH DUFF
NOW!

Crossword

Across
1. Financial “soaking” (May 21-June 20) 6. “Here we go __!”
2. “Got __?": “Can we talk?” 7. Oft-removed throat
3. Informal street sign 8. Of sound body
4. Like some folk word 9. Dots on maps
5. Some 36-Down 10. Nocturnal scurrier

Down
11. Bookmarked link, gates and crates
12. __ and void
15. Gore and Smith
16. Outmaneuver
17. Munich mister
18. In a gallant man
19. Out West!
20. “...is a violation of the law.”

Sudokus

LEVEL: 1 2 3

Complete the grid so that every row, column (and if grid is big enough to have borders) contains every digit, 1 to 9. For strategies on how to solve Sudoku, visit www.sudoku.org.uk.

Daily Fun & Games

Puzzle answers available online at: www.iowastatedaily.com/puzzles

ANNOUNCEMENTS

The IOWA STATE DAILY Recommends ALL ITS READERS
Crossword puzzles can offer a job opportunity or service that sounds too good to be true; chances are it is.

Before investing any money, please contact the Des Moines Better Business Bureau at 515-243-8137.

Call 515-725-2094
www.rentshriver.com

FOR RENT

It’s Better Out West!

JENSEN PROPERTY MANAGEMENT
JensenGroup.net: 515-232-2752

BRENDAMORE

1100 Old Town Place

• 1,100+ apartments
• Free HEAT, TV, & INTERNET SERVICE
• 24 Hour Fitness Center
• Onsite Laundry Services
• Onsite Maintenance
• Hardwood Floors and Fireplace*
• Pet Friendly
• Pet Deposits Required
• Heat, Water, and ** included in rent
• Reserved parking

AMENITIES

• 24 Hour Fitness Center
• Onsite Laundry Services
• Onsite Maintenance
• Hardwood Floors and Fireplace*
• Pet Friendly
• Pet Deposits Required
• Heat, Water, and ** included in rent
• Reserved parking

IF YOU WISH TO BUILD A NEW HOME AT SOUTH DUFF
NOW!

Crossword

Across
1. Financial “soaking” (May 21-June 20) 6. “Here we go __!”
2. “Got __?": “Can we talk?” 7. Oft-removed throat
3. Informal street sign 8. Of sound body
4. Like some folk word 9. Dots on maps
5. Some 36-Down 10. Nocturnal scurrier

Down
11. Bookmarked link, gates and crates
12. __ and void
15. Gore and Smith
16. Outmaneuver
17. Munich mister
18. In a gallant man
19. Out West!
20. “...is a violation of the law.”

Sudokus

LEVEL: 1 2 3

Complete the grid so that every row, column (and if grid is big enough to have borders) contains every digit, 1 to 9. For strategies on how to solve Sudoku, visit www.sudoku.org.uk.

Daily Fun & Games

Puzzle answers available online at: www.iowastatedaily.com/puzzles

ANNOUNCEMENTS

The IOWA STATE DAILY Recommends ALL ITS READERS
Crossword puzzles can offer a job opportunity or service that sounds too good to be true; chances are it is.

Before investing any money, please contact the Des Moines Better Business Bureau at 515-243-8137.