

"WE ARE A TEAM"

INTERNAL MEMO

To: Nation Editors

From: Group Editorial Director

Date: September 16, 2020

Subject: Implementation of single pay method

Take note that articles, photos and online content appearing in the three titles of Nations (DN, Saturday & Sunday), BD and Taifa and websites will only be paid for once only. Below are the guidelines:

Taifa Leo/Jumapili	Timeline	Persons Responsible
<ul style="list-style-type: none">Articles and photos appearing in Taifa and also in Nations will be paid by Nations onlyArticles & photos published in Taifa and also appears in BD will be paid by BD onlyTaifa will only pay for the translation of articles appearing in other titles	Effective September 17, 2020	Juma, Obara (Taifas), Mary, Teresiah (Nations)
BD & Nations		
<ul style="list-style-type: none">Articles and photos appearing in both BD and DN will be paid by BD only.	Effective September 17, 2020	Joyce
<ul style="list-style-type: none">In case an article or photo first appears in one title and is picked by another title to be published on a different date, only the initial payment paid by the title that it appeared first will count.	Effective September 17, 2020	Juma, Obara (Taifas) Mary, Teresiah (Nations) & Joyce (BD)
Online		

<ul style="list-style-type: none"> • Online payment will only be for exclusive articles, photos and videos. Online subs doing the mark-ups are obligated to confirm that the articles marked for payment do not appear in any of the paper. • Videos from one event will be paid as one regardless of the number of stories derived from it. 	<p>September 17, 2020</p>	<p>Lynette (Nations), Hellen (BD), Faustin & Hassan (Taifas)</p>
--	---------------------------	--

Mutuma Mathiu

Cc: Executive Editor
 Managing Editors
 Editors
 Head of Finance – Kenya
 Editorial Administration