

Photo Credit: Jenny Ledman, Project Manager/Art Dept.

"Autumn Sunflower"

# above & beyond

## Spring 2014 Featured Articles

### COMMUNITY SERVICE

Charity Chili Cook Off & Bake Sale  
for Gilbert Brown Foundation  
& Special Olympics  
CMN Emerald Ball  
Art & Dessert Auction  
CMN Hero Stories

### SAFETY AWARENESS NEWS

Parking Lot Safety & Courtesy  
CPR Certification  
New Safety Committee Members

### EMPIRE UPDATES

New UV LED 12x14 Press  
WIMOTY Awards Banquet  
WI Business Voice Magazine  
Empire 2015 Calendar Theme  
Green Tier I  
Stakeholders Meeting  
Empire Health & Wellness  
Water You Drinking?

### EMPLOYEE ANNIVERSARIES

### NEW EMPLOYEES

### EMPLOYEE ANNOUNCEMENTS

# Empire

THE ART OF PRINTING

~ Amy Bettis

## Advancing UV LED Technology

After the success of the Kammann and our original 12x14 UV LED press Empire Screen Printing has converted another 12x14 press from mercury vapor bulb curing to UV LED curing.

Operating costs for an Empire 12x14 press prior to the conversion was \$34,351.00 per year based on (5,000 hours run time). After the UV LED curing conversion, this same press now costs \$658.00 per year to run. These energy cost savings will help fund more press conversions and other sustainability projects in the future.

According to Jay Yehle Empire's HVAC Specialist the addition of this press will also put less strain on the building's mechanical and ventilation systems. The retro-fitted UV LED press no longer requires exhaust venting to the outside, because the new press no longer emits ozone.

This new press drastically reduces the need for 'make up air' to replace what has been vented as exhaust to the outside. Because venting exhaust is no longer necessary, ventilation and air handling needs

can be scaled back, which adds up to additional energy savings and reduced maintenance costs.

Bonnie Anderson, 2nd shift press operator likes the new press because the UV LED lights provide better ink curing. The press runs more efficiently with less downtime.

Third shift press operator, Kim Page commented on the new equipment, "I like not having to wait for the lights to heat up. Screens do not dry out as fast and it is not as hot by the press."

Chris Johnson, 1st shift press operator says, "I

do really like the fact that you can't smell the mercury vapor (i.e. ozone) in the air as your running it, like you can with the UV press."

Chris also commented on the ink systems, "The ink situation can be a pain sometimes. They don't adhere to the material, but for the most part, it hardly ever happens. I believe as we improve our knowledge of LED technology and as better ink systems are developed, we will be using it with no problems at all. I think UV LED is the future. It saves energy, and saves money. NO MORE UV LIGHTS!!!"



March 2014 Empire converted a second 12x14 press to UV LED curing.



Empire Safety Committee  
Newest Members



**Tom Donaldson**  
Digital Department Supervisor



**Andy Kiedrowski**  
Large Value Stream Manager

Empire’s Safety Committee meets the second Tuesday of each month. If you have any safety concerns please contact one of the committee members and we will address the issue at the next Safety Committee Meeting.



~ Safety Committee    **Slow Down in Parking Lot**

Some concerns about speed and general safety in the parking lot at Empire were brought up at the last safety meeting. For courtesy and safety’s sake please follow these guidelines.

- Maintain a safe speed (15 mph) when entering/leaving Empire’s parking lot. Speed limit signs will be posted this spring.
- Keep a careful eye out for your co-workers walking to and from their cars at shift changes. Visibility is reduced at night (2nd/3rd shifts) and in the early morning (1st/3rd shift). We all want to get where we are going in one piece. Employee relations could become highly strained if one of us were accidentally used as a speed bump!
- Keep your speed to a minimum when coming around the blind corners near the northeast corner of the building (Digital) and Receiving’s loading dock.
- If you witness excessive speeds or unsafe behavior in the parking lot at any time please report it to a supervisor or a Safety Committee Member. A verbal/written warning will be issued.

**Round Two CPR Training**    ~ Safety Committee

Nine more employees from all three shifts have become CPR/AED/First Aid Certified at Empire. These newly trained employees are shown in bold type in the following list.

**First Shift:**

Amy Bettis, Rebecca Burg, Keith Cook, Tom Donaldson, **Nancy Gilbertson**, Shane Hulbert, Autum Jacobs, John Johnson, **Shelly Kendhammer**, Sylvester Kendrick, **Andy Kiedrowski**, Mark Klinski, Randy Lemke, Kevin Mason, Lisa Massoth, Diane Simonsen, and Kathy Vaughan

**Second Shift:**

**Kelly Ginther**, Mai Khang, Dan Poff, Courtney Reagles, Brain Subjek, Ralph

Young and **Helen Ziegler**.

**Third Shift:**

**Angie Gammons**, Rachel Gilkes, Matt Hastings, **Zachary Johnson**, Sue Maule, and Derek Remen.

Thank you for making the effort to keep our workplace safe.

The certifications of those employees who took the first training in Jan. 2013 will be expiring in Jan. 2015. Everyone trained in the spring of 2014 will be certified to April 2016.

At any given time we should always have someone available with this safety training. The next CPR or re-certification training will be held after the first of the year in 2015.

**Safety Coordinator:**

Keith Cook..... R & D

**Committee Members:**

Lee Vieth..... Plant Manager  
John Johnson..... Operations Coord.  
Autum Brush..... Vice President  
Sherry Noble..... Insurance Agent

**safety committee**

Dawn Adamson..... Accounting  
Amy Bettis..... Art Department  
Dale Westaby..... Maintenance  
Andy Kiedrowski..... Large Value Stream  
Tom Donaldson..... Digital  
Alice Clark..... Screen Making  
Jay Yehle..... Heating/Cooling



## CMN 6th Annual Emerald Ball

~Empire Marketing Team



The Empire marketing team and our tablemates from American Solutions for Business



Original CMN Hero Artwork displayed for auction



They all looked scrumptious, it was very difficult to choose on which dessert you wanted to bid

CMN® hosted their 6th Annual Emerald Ball on Friday, April 4th, at The Waterfront's Cargill Room. The ball is the culmination of the CMN® Hero's year in the community. The evening's events included a cocktail hour, dinner, silent auction, children's art auction, and a dessert auction. Over \$10,500 was raised for CMN® to benefit children and families in need.

Roger and Kay Bjorge, co-owners of Crescent Printing Company (CPC), were our hosts for the evening, as King and Queen of the 2014 Emerald Ball. They were selected for this honor because of their longtime support of CMN®.

For over 22 years CPC has hosted a golf classic that benefits CMN®. All monies raised goes to CMN Hospital®, Gundersen Health System stays to help local children. CPC's Golf Classic has raised almost \$135,000 for CMN® to date.

The CPC Charity Golf Classic, Wednesday, June 11, 2014, is open to the public. Check out this link if you would like to participate in this golf event, hosted at Cedar Creek <http://www.crescentprinting.com/golf/index.html>. All proceeds benefit CMN®.

Empire has been raising money for CMN® since 1987 with our CMN® Christmas Card. In 2012, we added the CMN® Hero's Cards to those efforts. We created notecards from the original artwork created by the CMN® Heroes. Empire has raised over \$200,000 in the past 27 years.



Amy Bettis, Jen Schloesser, & Amanda Kuehl represented Empire at the Emerald Ball



KayCee Sanders artwork captured the top bid of \$1300!



Our table won this delicious dessert with a bid of \$200

KayCee Saunders, one of the Heroes had lost her battle with cancer on September 23, 2013. Sadly she was not able to create any artwork for CMN®. Empire's Marketing Team suggested to Amanda Vandehey of CMN® that we could use some of KayCee's past artwork. We could scan it in and digitally print the image to the artist canvas for the auction. KayCee's family graciously supplied some of her drawings so that KayCee's art would be a part of the night's auction.

Jen Schloesser created the piece of artwork from several pieces KayCee's original art (see above). It was a humbling and gratifying experience to see that framed canvas capture the top bid of \$1300.00, in the art auction.

Jen also created the artwork and packaging for the Hero Notecards, which are available for sale \$5 for a package of 10 cards. These cards can be purchased at these locations: Degen Berglund, La Crosse Children's Museum, Gundersen Gift Shop and CMN® Hospitals office, 775-4424.

CMN® will be one of Empire's special guests at our Vendor Legacy Show. They will be on hand to share their story and our unique partnership with CMN®. Hero cards will also be available for purchase. It has been our pleasure as a company to be a part of helping CMN®.

## 2015 Calendar Theme

~Empire Marketing Team

The theme for the 2015 Employee Calendar has been chosen, 'What Moves You'. Over the next few months employees can be snapping pictures with a transportation theme.

Are you a car or motorcycle aficionado, who can't get enough chrome and custom paint jobs? Maybe you are a 'Sheldon Cooper' who just loves trains. Does our state's numerous rivers and lakes peak your interest in our chosen theme – canoes kayaks, riverboats, speed boats...

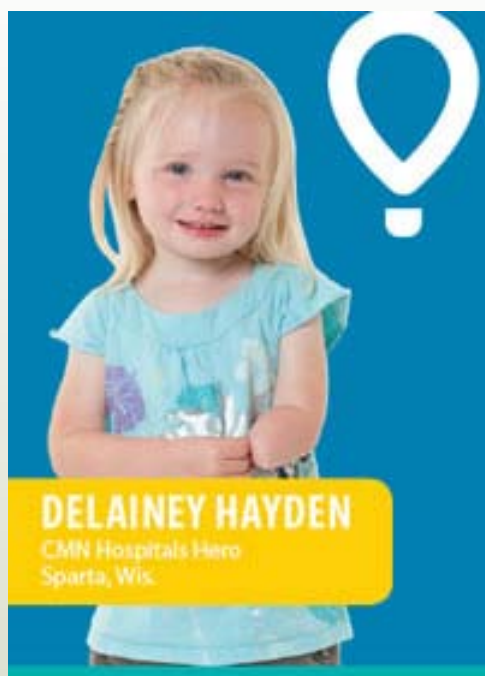
Whatever your transportation passion may be it is time to show your creativity.

Please limit your submissions to three (3) photos per person. Entry submissions are due by September 1, 2014. Please send your photos to Amy Bettis in the Art Department. You can also email photos to: [amyb@empirescreen.com](mailto:amyb@empirescreen.com)





## 2013-14 Children's Miracle Network Hospitals® Heroes ~ Courtesy of Gundersen Health Systems



**DELAINEY HAYDEN**

CMN Hospitals Hero  
Sparta, Wis.



**EMILY MARTELL**

CMN Hospitals Hero  
La Crosse, Wis.



**JASON INGRAM**

CMN Hospitals Hero  
La Crescent, Minn.

At Children's Miracle Network Hospitals®, a service of Gundersen Medical Foundation, every child served has a story of courage and perseverance. Six of these incredible kids 'Heroes' have shared their stories with us.

### Delainey Hayden

Like a lot of little girls, 2-year-old Delainey Hayden loves the colors pink and purple. Unlike other little girls her age, Delainey is a cancer survivor. She is beating Synovial Cell Sarcoma, a cancer rare in someone who is just a toddler.

In early August of 2012, Shianne and Adam Hayden found a large lump on Delainey's left forearm. After several tests and exams from surgeons and oncologists. The family was told that Delainey's tumor was malignant.

She had successful surgery to remove the tumor but the family next learned that cancer cells still lived in their little girl's arm. There were two treatment options: radiation or amputation. Amputation gave Delainey the best chance of getting rid of the malignancy for good.

During Delainey's ordeal, "CMN® graciously helped us with travel expenses," says Delainey's mom, Shianne. "CMN® also helped with the cost of Delainey's therapy afterwards."

Delainey is adapting fast, at a speed at which only young children can adjust to change. She has stayed cancer-free and is independent, priding herself on doing things on her own.

### Emily Martell

Emily just wasn't acting like herself. Though 10 yr. old Emily was hanging out with her friends like usual at Erickson Pool, her mother, Roxanne, could not help but notice something different. Emily's thirst seemed unquenchable. She couldn't get enough of the drinks and snacks her family packed for the day. This was so unusual, that Roxanne called Emily's dad, Greg, asking him to bring more food and drinks to the pool.

Emily's odd eating and excessive drinking continued, enough to raise alarm with her parents and cause them to alert Emily's pediatrician. Emily was diagnosed with Type 1 diabetes. Her young body will not produce healthy levels of insulin.

She now uses a special device called an insulin pump to administer the correct amount of the hormone. Emily's parents say their daughter treats her diagnosis as a "just a

bump in the road." CMN®, a service of Gundersen Medical Foundation, has made that pathway smoother.

"From giving our family food vouchers while Emily spent her first days of life in the Neonatal Intensive Care Unit, to most recently paying for a week at Camp Needlepoint (for children with diabetes), CMN® has been a wonderful part of our family for the past 10 years," the family says.

### Jason and Cory Ingram

Just days into the new millennium, Julie and Steve Ingram of La Crescent, MN welcomed their twin boys, Cory and Jason, into the world, much sooner than expected.

The reason: an ultrasound during pregnancy showed the twins had Twin-to-Twin Transfer Syndrome, a condition that threatened their very survival. For any chance, the boys had to be delivered—three months early.

On Jan. 12, Jason arrived first weighing just 2 lb. 10 oz. He was followed by Cory at a mere 1 lb. 3 oz. "They were taken directly to the NICU and every day after that was a roller coaster ride.

"CMN® helped to give our boys a fighting chance by helping with the cost for life-saving equipment such as isolettes, warmers and special oxygen masks. When we stayed late at the hospital, they gave us meal tickets, too." Julie adds.

Jason came home after six weeks in the NICU but it was another four weeks for Cory's homecoming. Following their arrival at home, CMN® helped the Ingrams with respite care.

"For the next couple of years, we dealt with oxygen tanks, monitors, physical therapy, doctor appointments and surgeries," Julie explains. "Now, 13 years later, they are doing wonderfully. They are healthy, active teenagers."

### KayCee Sanders (Feb. 14, 1997 – Sept. 23, 2013)

Everything changed for KayCee and her family when her father took her to the doctor for an earache. During the visit, KayCee mentioned she had some pain in her thigh. An x-ray revealed a large tumor on her femur. From there, an oncologist confirmed the worst—KayCee had a type of cancer called osteosarcoma. The cancer originated in her thigh and moved to her lungs. In June, KayCee underwent surgery to amputate her left leg in an effort to fight the disease.

To assist with the costs, CMN® helped KayCee's family

**CORY INGRAM**CMN Hospitals Hero  
La Crescent, Minn.**KAYCEE SANDERS**CMN Hospitals Hero  
Black River Falls, Wis.**TANNER NOVAK**CMN Hospitals Hero  
La Crosse, Wis.

with travel expenses to and from her many medical appointments, and with materials to build a ramp for their home.

KayCee went from being a carefree teenager to a tough young woman who spent hours undergoing chemotherapy and blood transfusions. Sadly, despite all the medical treatments and KayCee's determination, she passed away on Monday, Sept. 23.

Her family has graciously given permission to continue the fundraising efforts for Team KayCee on behalf of CMN® because, they say, "That's what KayCee would have wanted."

#### **Tanner Novak**

During a prenatal ultrasound, parents Kim and Anthony learned that Tanner had a complex congenital heart defect. Tanner's first 18 months were rough. At just three weeks old, he needed back-to-back surgeries far from home, followed by a long, difficult recovery.

CMN® was there for the Novak family from the start. "They helped with travel and hotel costs during that first hospital stay," says Kim. "When a child is sick, it impacts the entire family. CMN® Hospitals provides some emotional and financial relief."

Tanner faced many more hurdles including pneumonia, months on oxygen, multiple complex heart surgeries,

implanted pacemaker, feeding tube and long hospitalizations. Again, CMN Hospitals helped with meal tickets, and the cost of special formula and injections. They also provided toys for the boys during Tanner's hospital stays.

After another difficult surgery, Tanner turned the corner. "Amazingly, he did great," says Kim. "Since then he has gotten stronger and more active every day."

Many who meet him are surprised to learn about all he has endured because just like other kids, he loves to play outside, especially on the swing set at daycare, and snack on Oreo cookies or granola bars.

Tanner will need more surgeries and close monitoring throughout his life, but for now, thanks to his family, medical team and CMN Hospitals, nothing seems off limits to this determined 2-year-old.

Each of these heroes represents CMN®'s mission. Anyone can go online to <http://www.gundersenhealth.org/cmnhospitals/heroes> Please click on your chosen hero to read their full story and donate to their fundraising team. Every little bit helps. One hundred percent of what is donated goes to helping children and families in our area.

## **Green Certification Stakeholder Meeting 2013** ~ Amy Bettis



# **GREEN TIER**

Advantage: Empire Screen Printing, Inc. Advantage: Environment

As part of our Green Tier I compliance Empire Screen Printing hosted its second stakeholder meeting. In addition to the green committee, and upper management, two of our external stakeholders were able to attend; Gabriel Nugent from D & M Recycling and Randy Nedrelo, from La Crosse County Hazardous Waste Program.

During the meeting we summarized how we as a company evolved to the current sustainability policy. We showcased our recycling efforts, and our efforts to advance UV LED technology.

The next step is to finalize an Environmental Management System or EMS by the end of June. This will complete the Green Tier I program.



# HEALTH TRADITION **WELLNESS AT WORK**

© 2014 Health Tradition Health Plan. HTHP-V710 (0314)



## **Your goal: 8 glasses of water each day**

- Essential for organ function
- Appetite suppressant
- Increases metabolism to burn more fat
- Substitute water for high-calorie drinks!



## **Challenge period: Monday, May 5, 2014 to Friday, May 30, 2014**

Join the challenge and track your water consumption over the 4 week period

**Champion:** Sign up in Art Dept with Amy Bettis x2371  
OR email me at [amyb@empirescreen.com](mailto:amyb@empirescreen.com)

**Free Wellness at  
Work t-shirt!  
Order yours now.**



**Go to  
HealthTradition.com/challenge**

(Limit 1 shirt per participant per calendar year)

**Those who sign up for the Water Challenge are eligible in a drawing to win one of three Athlete Water Bottles (shown above)**

Tritan water bottle with neoprene sleeve  
Features: secure flip top lid, w/ nylon webbing carry strap, 23 oz. capacity, BPA Free  
Product Size: 2 3/4 " x 10 1/2"

**Health Tradition Health Plan**  
*A Mayo Clinic Health System Choice in Wisconsin*



An essential ingredient to protect health, water is usually accessible but seldom gets enough attention.



**1 glass symbol = 8 ounces of water**, which is about 2/3 the amount of a standard soft drink can.

If you can't meet the recommendation due to a physical condition, drink the appropriate amount for your situation.

8 glasses of water each day.

## Health Tradition Health Plan

# A Mayo Clinic Health System Choice in Wisconsin

Challenge dates:



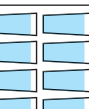
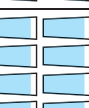
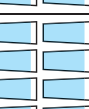



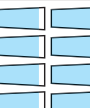
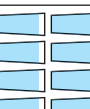
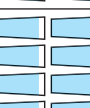
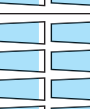
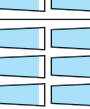
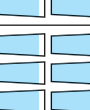
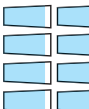
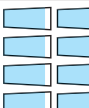
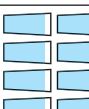
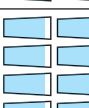
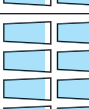
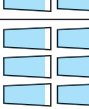



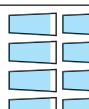
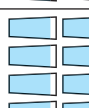
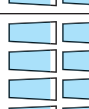


---

---

to

## Health Tradition Health Plan

## A Mayo Clinic Health System Choice in Wisconsin

Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Weekly Total
							Weekly goat 56
							
							
							Weekly goat 56

**Your total glasses of water for this challenge (total goal: 224) =**

Name: \_\_\_\_\_ ☐ Male ☐ Female

Company name: \_\_\_\_\_

I am: ☐ an employee of this company ☐ a spouse/family member

Age (optional): ☐ 18-29 ☐ 30-44 ☐ 45-59 ☐ 60+

Are you a current Health Tradition member? ☐ Yes ☐ No

**Please turn in this tracker to your company's challenge coordinator at the end of the challenge to qualify for the drawing.**

Your feedback is appreciated! Did you benefit from this challenge? Would you like to do it again? Have ideas to make it more enjoyable?


Have you signed up for the quarterly WellMe e-newsletter yet?

Go to [www.HealthTradition.com/go/WellMe](http://www.HealthTradition.com/go/WellMe)



Banquet attendees: (L to R) Rebecca Burg, Jen Schloesser, Cindy Brush, Jim Brush, Doug Billings, John Freismuth and Amy Bettis



## 2013 WIMOTY Awards in Milwaukee, WI ~Amy Bettis

After a successful WIMOTY nomination, Empire owners and employees traveled to Milwaukee, WI to attend the black-tie award banquet at the elegant Pfister Hotel. During the cocktail reception we had the chance to meet and network with other nominees.

It was an eye opening experience to learn how varied and extensive manufacturing is in the state of Wisconsin. Empire was the only screen printer in attendance.

Competition for a WIMOTY award was tight. Seeing and learning about each nominee's company profile reinforced the idea we were among some of the leading companies in WI, and that we were one of those companies!

The cocktail reception was followed by the awards dinner, a video presentation of all the nominees, and a

keynote address from Governor Scott Walker. Emotion and anticipation were high during the dinner, because we felt Empire had an opportunity to win.

We did not win a WIMOTY Award, but the entire experience was a rewarding one. Learning how we stack up against other leading manufacturers in our state was perfect way to benchmark our company. Seeing other companies profiles was an inspiration as to what we could be capable of as a company.

We have an entire year ahead of us to see where we can grow and improve. Our progress will be documented and included in our next WIMOTY application. The marketing team is determined to capture a WIMOTY trophy.

## Empire Featured in WI Business Voice

You never know what kind of connection you will make when you meet someone. Pat Simonett, the Wisconsin Manufacturers and Commerce (WMC) Director of Membership came to Empire earlier this year to present our WIMOTY Nomination, along with Joe Olson, from Michael Best & Friedrich.

Pat was very impressed with Empire, its accomplishments and its people. When we re-connected with him at the awards banquet in February, Pat reiterated his positive impression of Empire.

His article featured in the WMC Business Voice Magazine, *Wisconsin Companies Help Communities Thrive*, highlights Empire. His article captures the essence of what we experienced during the entire nomination and application process for the WIMOTY.

"The thing we hear from nominees during the MOTY awards dinner is that they learn so much about their own organization and others through the nomination and awards process. Those who do not win are determined to apply again the following year. They understand manufacturers - and all businesses - are a part of a community. When one is succeeding, all are succeeding."

Thanks Pat, for the vote of confidence. To read the entire article and learn about the WIMOTY winners check out the following link:

[http://issuu.com/wmc1/docs/bv\\_april\\_2014](http://issuu.com/wmc1/docs/bv_april_2014)





## \$1300+ Raised for Charity

The totals are in! Empire employees raised \$1016.00 for the Gilbert Brown Foundation with the Chili Cook Off and Packer raffles. Three hundred and thirty dollars (\$330) was earned through bake sale proceeds for Special Olympics athlete Andy J. White. Thank-you to all who participated and made this years Chili Cook-Off a success!

Empire would also like to recognize both Kwik Trip and Gilbert Brown Foundation for donating gift cards and the autographed Packer items. Thank you for your generosity.



Theresa Baird  
Bakesale Drawing Winner

Amy Bettis 1st Place, Specialty  
Hawaiian Chili



Lisa Slonka 1st Place, Hot  
Not for Sissies Chili

Jenny Ledman 1st Place, Mild  
Dog Breath Chili



Double Winner - Clark Martin  
Signed GB Jersey & Football

Rhonda Peterson - Winner  
Signed GB Henderson Jersey



Gilbert Brown & Special Olympian Andy White



Doug Billings - Winner  
Signed GB Mini Helmet

Jen Schloesser - Winner  
Signed Gilbert Brown Jersey



Empire special guests (L to R) Andy White, Kelly Wilde, Amy Dupont, Chris Callaway, Shawn McManus, Dave Ring & Gilbert Brown

## A Personal Thank You

Dear Empire Employees.

Thank you for helping me with my fundraiser to go to Nationals in New Jersey for Special Olympics. I really appreciate everything your company has done to support our program. I will keep you in mind if any other events were to come up. Thank you for raising such a large amount of money, this will help not only me, but others going to Nationals.

Sincerely,  
Andrew J. White



Empire wishes Gilbert Brown "Happy Birthday"



Dishing up samples for the judges...yum!

## What's Cooking?



## Homemade Ranch Dressing

### Dry Mix Ingredients

¼ cup Black Pepper  
1½ cups Parsley Flakes

½ cup Garlic Salt

2 tbsp. Kosher Salt

¼ cup Granulated Garlic

¼ cup Granulated Onion

2 tbsp. Dill Weed

### Dressing Ingredients

2 tbsp. Dry Mix (see above)

2 cups Mayo

2 cups Buttermilk

1½ cups Sour Cream

1 tsp. Lemon Juice

### Directions:

To make the dry mix, combine all dry mix ingredients and store in an airtight container. Recipe makes about 3½ cups of dry mix.

To make dressing, whisk 2 tbsp. of dry mix with all wet ingredients. Chill for 2 hours. Recipe makes 1¾ quarts. *This recipe makes a lot. Since the dressing has a short shelf life (due to the buttermilk), you may want to cut the dressing ingredients in half.*

**The dry mix not only makes a great dressing, it is a great seasoning to add to poultry, meat, fish and vegetable dishes.**

Recipe Courtesy of Cathy Buttell, Art Dept.

# INCENTIVE SPOTLIGHT

## Every Little Bit Helps

Our incentive plan was put in place in 2009-10 as an added benefit for our full time employees. Incentive checks are dispersed in mid-Dec.

This year's incentive has not had any months run at a deficit like we have had in past years. However, the size of our average deposit has decreased due to production errors. It is up to us to increase the size of the deposit and earn that money back.

At our current average of 29.18%\* of the incentive earned we are on track to have \$96,162 in the incentive account, if sales remain at a constant 1.83 million per month.

**Projected Annual Sales \$22,035,951.44    Projected Possible Incentive \$330,539.28**

<b>29% Earned Incentive*</b>	<b>\$96, 162.07</b>
35% Earned Incentive	\$106,078.27
40% Earned Incentive	\$114,341.77
45% Earned Incentive	\$122,605.21
50% Earned Incentive	\$130,868.71

<b>71% Incentive Consumed by Lost Dollars</b>	<b>\$234,377.21</b>
65% Incentive Consumed by Lost Dollars	\$224,461.01
60% Incentive Consumed by Lost Dollars	\$216,197.51
55% Incentive Consumed by Lost Dollars	\$207,934.07
50% Incentive Consumed by Lost Dollars	\$199,670.57

The following chart demonstrates shows how much we can earn if we are able to improve by increments of 5%. For every 5% equals over \$8,000-\$10,000 in our incentive fund, if sales remain constant.

If sales exceed the 1.83 million per month then obviously the earning potential is increased. We have 6 more months to contribute to our incentive. Last year we earned 46.2% of the funds deposited. We can work toward that goal again if, we take the time to do things right, don't risk shortcuts or cut corners. Hard work always pay off in the end.

### Employee Announcements

## Empire Employee Calendar

Photo submission Deadline is

## September 1, 2014

Please submit entries to Empire Art Dept. Attention: Amy Bettis or email to amyb@empirescreen.com

❖

### Mark your Calendars

2014 Empire National Sales Meeting & Legacy Show

## July 16th & 17th

❖

### Deadline to sign up for employee Health & Wellness Challenge "Water You Drinking?" is Monday, May 5, 2014

❖

Please take time remember those veterans who gave their lives for you to enjoy the great freedoms of this country. Have a safe, happy holiday!

## Memorial Day

### May 26, 2014

### QUALITY POLICY

Empire Screen Printing has an ongoing commitment to fully satisfy our customer. Through continual improvement in all aspects of our business, we supply the best product and service in the screen printing industry, in the most efficient and professional manner possible.



## Employee Anniversaries

### APRIL

Glen Schossow ..... 29 yrs.  
Diane Simonson ..... 27 yrs.  
David Nordstrom ..... 26 yrs.  
Penny Nordstrom ..... 25 yrs.  
Troy Stockers ..... 24 yrs.  
Randy Lemke ..... 22 yrs.  
Pete Fauske ..... 22 yrs.  
Kevin Mason ..... 22 yrs.  
Jenny Ledman ..... 21 yrs.  
Amy Bettis ..... 21 yrs.  
James Brom Jr. .... 20 yrs.  
Cathy Buttell ..... 19 yrs.  
Diane Borger ..... 17 yrs.  
Bill Feyen ..... 16 yrs.  
Cathy McMahon ..... 10 yrs.  
Laura Snodgrass ..... 9 yrs.  
Mark Klinski ..... 9 yrs.  
Keith Gaarder ..... 9 yrs.  
Jonathan Meyer ..... 9 yrs.  
Rhonda Peterson ..... 7 yrs.  
Helen Ziegler ..... 7 yrs.  
Justin Boone ..... 4 yrs.  
Kyle Stoddard ..... 4 yrs.  
Rebecca McCutchen ..... 4 yrs.  
Robert Tweed ..... 4 yrs.  
Curtis Johnson ..... 4 yrs.  
Richard McDowell ..... 4 yrs.  
Teri Herold ..... 4 yrs.  
Nicole Barry ..... 3 yrs.

### MAY

Kristine Zwiefel\* ..... 3 yrs.  
Andrew Hagen ..... 2 yrs.  
Rose Zeigler ..... 1 yr.  
Michael Wolfe ..... 1 yr.  
Lori Taube ..... 35 yrs.  
Lisa Massoth ..... 24 yrs.  
Travis Brush ..... 24 yrs.  
Sam Sokolik ..... 21 yrs.  
Chad Heyroth ..... 19 yrs.  
Tom Donaldson ..... 17 yrs.  
Dallas Lewis ..... 17 yrs.  
Debra Gilbertson ..... 17 yrs.  
Donald Olson ..... 14 yrs.  
Katie Schaller ..... 9 yrs.  
Ed Lee ..... 8 yrs.  
Mike Stenberg ..... 8 yrs.  
Dave Faas ..... 8 yrs.  
Greg Loomis ..... 8 yrs.  
Autum Jacobs ..... 6 yrs.  
Justine Kruckow ..... 5 yrs.  
Pao Yang ..... 4 yrs.  
Brian Hundt ..... 4 yrs.  
Chase Penkalski ..... 4 yrs.  
Rose Chamoun ..... 4 yrs.  
Nathan Monhaut ..... 3 yrs.  
Fawn Marsh ..... 3 yrs.  
Brian Subjek ..... 2 yrs.  
Ryan Brandenburg ..... 2 yrs.  
Jacky Vue ..... 1 yr.

### JUNE

Jeri Gross ..... 1 yr.  
Dawn Gorniak ..... 30 yrs.  
Debbie Michel ..... 29 yrs.  
Sophie Cornforth ..... 26 yrs.  
Russell Kuehn ..... 19 yrs.  
Rebecca Stark ..... 18 yrs.  
Sheila Fox ..... 15 yrs.  
Robert Fischer ..... 12 yrs.  
Matt Vanderloop ..... 10 yrs.  
Rachael Gilkes ..... 8 yrs.  
Carina Olson ..... 8 yrs.  
Sarah Erickson ..... 7 yrs.  
Curt Blair ..... 7 yrs.  
Adam Luedtke ..... 6 yrs.  
Jamin Bishofsky ..... 5 yrs.  
George Yang ..... 4 yrs.  
Wade Mikunda ..... 4 yrs.  
Rebecca Burg ..... 3 yrs.  
Michael Herold ..... 2 yrs.  
Codi Jacobs ..... 2 yrs.

\*Part-time employees

### Welcome New Employees!

Corey Stilwell	Richard Fortner	Breanna Boone
Stepanie Anderson	Ashley Wells	Teresa Mills
Katelyn McGinnis	Tracy Smith	Brandi Harms
Byron Wilbanks	Suki Vue	

<b>Coordinators:</b> .....Doug Billings	..... Diane Fitzpatrick, Kathy Vaughan
<b>Layout Design:</b> .....Cathy Buttell	. Amanda Vandehey (CMN), Jen Schloesser
<b>Photographers:</b> .....Jennifer Schloesser	..... Kim Page, Bonnie Anderson
..... Amanda Kuehl, Amy Bettis	..... Christopher Johnson
<b>Proofreaders:</b> ..... Clark Martin	..... Joyce Mlsna, (Mayo/Health Traditions)
<b>Contributors:</b> ..... Jay Yehle, Amy Bettis	

### DEADLINE FOR NEXT NEWSLETTER: June 23, 2014

All articles and announcements can be submitted to: Doug Billings (2311) or Amy Bettis (2371)