

above & beyond

Summer 2014
Featured Articles

EMPIRE UPDATES

Generator Upgrade Complete
Air Handler Replaced
New Column to be Added
"What Sustains Me"
Alliance Laundry Tours Empire

HEALTH & WELLNESS

Water Challenge Results
10-10-10 Movement Challenge
More Matters Nutrition Challenge

SAFETY AWARENESS NEWS

Safety Committee Vacancies
Closing in on 665 Days
With No Lost Time
Avoiding Back Pain at Work

EMPLOYEE NEWS

Kathy Cuellar Retires
Letter from Evie Bennett
at William Frick
Phil Hartman Retires
Petra's Overseas Visitor
From Germany
Kevin Steele Benefit
Saying Goodbye to
Dale Westaby and Alice Clark

COMMUNITY NEWS

Tony Kurtz Campaign
Special Olympic Medalist
Andy J. White
"Give to Our Future" campaign for
the Boys & Girls Club of La Crosse

EMPLOYEE ANNIVERSARIES

NEW EMPLOYEES

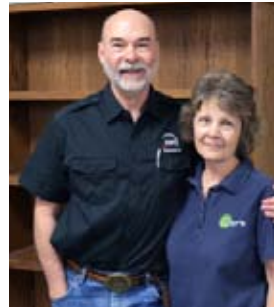
EMPLOYEE ANNOUNCEMENTS



~ Jennifer Schloesser Kathy Cuellar 41+ Years at Empire

On January, 29th, 1973, a young bright eyed employee walked through the doors of Empire. I'm sure she didn't realize at that moment, the difference she would make as she pursued her career here. Working her way up the ranks, Kathy became the face and voice of Empire.

She established Empire on the map and helped grow the company to what it is today. On May 30th, 2014, Kathy closed the door behind her, as she embarked on her new path of retirement, to pursue passions outside of work.



Kathy and long time Empire Outside Sales Rep Ian Munnoch

Kathy saw the future and worked to find business, not just locally, but all over the USA. She established outside reps to help build our customer base and to seek out new business opportunities. Her sense of humor came through with her marketing campaigns, as she promoted Empire's brand to the

industry.

Many changes took place over the years and she adapted to every single one of them. From storing contacts on index cards to email, hand set artwork to computers, from film to digital output. Our industry has changed and Kathy promoted these changes and embraced them.

Kathy always had a smile and a willingness to help. She built relationships that were based on



One of Kathy's last mornings in the big green chair...



Kathy and the gang in Customer Service

trust, knowledge and a commitment to deliver. These customer's continue to buy from Empire because of these qualities and Kathy delivered on these every single day. With compassion, dedication and hard work, Kathy grew and helped others grow around her. Kathy truly has left her mark on Empire and will be missed. All of us at Empire wish her well and congratulate her on her retirement.



Jim Brush presents Kathy with a token of esteem for her wonderful service to Empire.



SAFETY AWARENESS NEWS

Safety Committee Vacancies

~ Safety Committee

With the departure of Alice Clark and Dale Westaby on the Safety Committee there are vacancies to be filled. The Safety Committee is looking for applicants. Please contact Keith Cook (x2313) if interested.

The committee meets on the second Tuesday of each month at 8:40 am in the small conference room. All immediate safety issues are discussed and resolved at these meetings. As a pro-active approach the committee also conducts random safety inspections of departments to identify and resolve possible safety concerns.

Approaching 665 Days

~ Safety Committee

Our next safety milestone is 665 days with no lost time accidents. We must carefully maintain this record, if we are to earn the next reward. We will reach the 665 day goal August 18, 2014. Our safety dinner and cash drawing will be scheduled once that date is reached. Work hard and stay safe!



What can I do to avoid back pain at work?

~ Article Courtesy of MayoClinic.org / healthy-living/adult-health

Heavy lifting, repetitive movements and sitting at a desk all day can take a toll on your back. Get the facts about back pain at work and how to prevent it.

Whether it's dull and achy or sharp and stabbing, back pain can make it hard to concentrate on your job. Unfortunately, many occupations — such as nursing, construction and factory work — can place significant demands on your back. Even routine office work can cause or worsen back pain. Understand what causes back pain at work and what you can do to prevent it.

What are the common causes of back pain at work? A number of factors can contribute to back pain at work. For example:

Force: Exerting too much force on your back — such as by lifting or moving heavy objects — can cause injury.

Repetition: Repeating certain movements can lead to muscle fatigue or injury.

Posture: Slouching exaggerates your back's natural curves, which can lead to muscle fatigue and injury.

Of course, certain medical conditions and lifestyle factors — such as obesity, sleeping position, poor physical condition, smoking and stress — also can contribute to back pain.

What can I do to avoid back pain at work?

You can take steps to prevent back pain and injuries at work. For example, include physical activity in your daily routine. Maintaining a healthy weight minimizes stress on your back. For most healthy adults, the Department of Health and Human Services recommends at least 150 minutes a week of moderate aerobic activity or 75 minutes a week of vigorous aerobic activity — preferably spread throughout the week — and strength training exercises at least twice a week. Combine aerobic exercise, such as swimming or walking, with exercises that

strengthen and stretch your back muscles and abdomen.

Pay attention to posture. When standing, keep your weight balanced on your feet. Don't slouch. To promote good posture when sitting, choose a chair that allows you to rest both feet flat on the floor while keeping your knees level with your hips. If necessary, prop your feet with a footstool or other support. If the chair doesn't support your lower back's curve, place a rolled towel or small pillow behind your lower back. Remove your wallet or cellphone from your back pocket when sitting, to prevent putting extra pressure on your buttocks or lower back.

Lift properly. When lifting and carrying a heavy object, lift with your knees and tighten your core muscles. Hold the object close to your body. Maintain the natural curve of your back. If an object is too heavy to lift safely, find someone to help you.

Modify repetitive tasks. Use lifting devices, when available, to help you lift loads. Try to alternate physically demanding tasks with less demanding ones. If you work at a computer, make sure that your monitor, keyboard, mouse and chair are positioned properly. If you're on the phone most of the day, use a headset. Avoid unnecessary bending, twisting and reaching. Limit the time you spend carrying heavy briefcases, purses and bags. Consider using a rolling suitcase.

Listen to your body. If you must sit for a prolonged period, change your position occasionally, stand up or stretch whenever you feel tired.

Back pain can plague your workdays and free time. You're not stuck with it, though. Take time to examine your work environment and address situations that might aggravate your back. Even simple steps to ease back pain are steps in the right direction.

Safety Coordinator:

Keith Cook..... R & D

Committee Members:

Lee Vieth..... Plant Manager

John Johnson..... Operations Coord.

Autum Brush Vice President

Sheri Noble Insurance Agent

Dawn Adamson Accounting

Amy Bettis Art Department

Jay Yehle Heating/Cooling



Empire Health & Wellness ~ Courtesy of Mayo Health Tradition

Mayo Clinic has developed these health and wellness programs with the busy person in mind. During August/September we will be promoting the "10-10-10 Movement Challenge" and the "More Matters Nutrition Challenge" You can choose to participate in one or both challenges. Every little bit counts when it comes to being healthy.

10-10-10 Movement Challenge

People don't need to devote hours training at the gym or running mile after mile to experience the benefits of physical activity. Research shows significant physical and mental health benefits are created simply by engaging in beneficial little bursts of activity throughout the day.

Program Goal

Encourage employees to engage in three 10-minute sessions of moderate activity every day.

Tracking Tool

The Physical activity Tracker has three spaces per day to remind participants of their 10-10-10 goals.

Getting enough physical activity helps control weight, prevents or manages various conditions including heart disease, high blood pressure and type 2 diabetes, strengthens bones, improves mood, boosts energy and promotes better sleep. Plus, it makes you feel good.

More Matters Nutrition Challenge

Each serving of fruits or vegetables contributes to health. People can't unlearn their love for cheesecake or french fries. But we can all learn to enjoy new foods, especially when we're reminded to add one more serving of fruits or vegetables we might not have otherwise had. Some people eat no fruits or vegetables at all in an average day!

Program Goal

Increase consumption of nutritious fruits and/or vegetables to 5 servings a day to maintain healthy weight and improve overall health.

Tracking Tool

The fruit and vegetable log shows a goal of five servings a day. The user can log additional servings if desired.



Nutrition incentive prize drawing is a bamboo cutting board and serving tray.

According to Mayo Clinic research, eating more than five servings of fruits and vegetables a day reduces stroke risk by 26%. Increasing consumption of nutritious fruits and vegetables helps maintain healthy weight, improves overall health, increases energy and mitigates some effects of chronic conditions.

Employees must sign up for the challenge with Amy Bettis, in the Art Dept. To be eligible for the challenge incentive drawings and receive their tracking logs. Incentive drawings will be held at the end of the challenges. Employees who have not participated in the previous challenge can register on-line for a free health and wellness t-shirt. Challenge starts August 18th and will end on September 15th. As a challenge participant you can receive helpful info via email each week with tips on how to make your experience better.

Here's a helpful list of the local Farmer's Markets June-October:

Wednesdays

- La Crosse - Bridgeview Plaza • 8:00 am -1:00 pm
- Holmen - Festival Foods • 3:00 pm -7:00 pm
- West Salem - Corner of Jefferson & Mill Streets • 2:00 pm -6:00 pm

Thursdays

- La Crosse - Hmong Cultural & Community Center • 7:00 am -4:00 pm

Fridays

- La Crosse - Cameron Park • 4:00 pm-8:00 pm
- **Food Share (EBT/Quest) & debit cards accepted here!!!**

Saturdays

- La Crosse - Riverside Park • 7:00 am to 12:00 pm
- Winona, MN - 2nd and Main St. N. • 7:30am-1:00pm

Sundays

- Onalaska - Festival Foods • 8:00-1:00 pm



10-10-10 incentive prize drawing is to win 1 of 2 rolling coolers (Contents not included).

Successful Challenge

~ Amy Bettis

Empire's first health and wellness challenge "Water You Drinking?" was well received by employees. The following employees took part in the challenge:

Theresa Baird	Amy Bettis
Cathy Buttell	Kevin Gerstenberger
Nancy Gilbertson	Kathy Inglett
Jessica Kamrowski	Chris Kendhammer
Shelly Kendhammer	Mai Khang
Amanda Kuehl	Jenny Ledman
Clark Martin	Allie Pedrin
Beth Roush	Jen Schloesser
Chris Schultz	Jill Schultz
Lisa Slonka	Troy Stockers

Everyone who registered for the event was given a free health and wellness t-shirt (One free t-shirt allowed per calendar year), and a chance to win a 23oz. Tritan Water Bottle with neoprene sleeve. The winners of the water bottles were Troy Stockers, Beth Roush and Mai Khang.

Staying hydrated is essential to your health. These are a few comments from participants, when asked if they benefitted from the challenge.

"Yes! Even though the challenge is over, I'm still keeping track of the water I drink because it has helped me lose weight. My energy level is higher." **Cathy Buttell**

"Yes! I felt more cleansed and refreshed and would definitely do this challenge again" **Chris Schultz**

"It was an eye opener 64oz. per day is a lot of water!" **Jenny Ledman**

"Yes, this was a benefit. It made me think about drinking more. It is obviously something I need to continue to work on." **Beth Roush**

"This challenge made me realize that I need to drink more water on weekends. I would definitely do this challenge again. It was great seeing my co-workers have positive results. I hope to see greater participation the next time." **Jessica Kamrowski**

"Yes! Now that I am in the habit of drinking more water I will continue to do so now that the challenge is over." **Allie Pedrin**

"This challenge made me realize how much a person really needs per day. I enjoyed the challenge." **Clark Martin**



Upgrades & HVAC Improvements ~ Jay Yehle



An overhead crane was needed to maneuver the new air handler unit into position for installation

The Titan air handler was decommissioned because of age deterioration, rust, poor efficiency, inconsistent performance and rising repair/maintenance costs. Plus the make-up air requirements were reduced due to the additional UV LED press conversions. The Titan and its six attached air conditioners was replaced on May 9, 2014 with a new all-in-one air handler/air conditioning unit.

When I arrived here in 2005 I found this unit to be in poor condition, due to its outdated design, age, and need of repair. I set forth determined to keep this system running as long as I could. For 8 years I was able to keep the old system running. The old Titan was running on borrowed time.

This HVAC upgrade will reduce our annual energy costs by \$18,000.00 and every year moving forward. By replacing this unit we will also be able to take advantage of Riverland Energy rebates up to a maximum of \$10,000.00 Plus avoid all the annual maintenance and repair costs (approx. \$7,500.00) from the old air handler. We were also able to recoup \$4,000 when the old air handler was sold for scrap, which further offset replacement cost.

As we expand our use of UV LED technology in the plant we will gradually reduce the need for outside venting and the need for make-up air. This new air handler has the ability to be 'turned down' as we continue with UV LED conversions. This ability to dial in our HVAC system would offer us instant energy savings with just a few adjustments as our needs change.

Generator Upgrade

~ Jay Yehle

This spring, Empire's peak power generators were upgraded to be compliant to current EPA emission standards. These new upgrades will improve generator efficiency and run cleaner.

The total cost of the generator upgrade is \$68,000. The yearly operating cost for our generators is \$26,859.00. By utilizing the generators during peak power times allows Empire to avoid approximately \$91,000.00 in electricity demand charges.

Electricity demand charges minus the generator operating cost results in a significant cost savings, \$91,000.00 - \$26,859.00 = \$64,141.00 savings per year. This means the ROI (Return on Investment) is 1.066 years. This new upgrade will have paid for itself in just over a year.



An EPA compliant exhaust system is now in place

Special Olympics, Silver Medalist ~Amy Bettis



Andy's silver medal

The Empire Charity Cook-off and Bake Sale back in February seems such a long time ago. It was a successful event, in which part of the proceeds raised money to help send Special Olympic Athlete Andy J. White and some of his fellow teammates from Team Wisconsin to the USA Games in New Jersey in June.

Andy is an experienced athlete who has been involved with Special Olympics for many years. Andy bench pressed his way to the USA Games. His determination to compete earned him a silver medal in his event.

Andy and his teammates could not have made it to the USA Games without your support. Your generosity is greatly appreciated. To learn more about how you can help Special Olympics go to <http://www.specialolympicswisconsin.org>.



Competing in the 2014 USA Games

Giving to Our Future

~Jen Schloesser

This fall Express Employment, Empire and several other local businesses are teaming up with the Boys and Girls Club of La Crosse to help local school children with their "Give to Our Future" campaign.

A drive for school supplies will be held this fall for families in need. Exact dates and drop-off locations have yet to be determined. Stay tuned at work, on social media, and on Empire's website for more info about this campaign and lists of needed school supplies.



New Empire Column "What Sustains Me..."

At John Freismuth's request, upper management, supervisors, and various employees have been reading the book *Seven Pillars of Servant Leadership* by James W. Sipe and Don M. Frick.

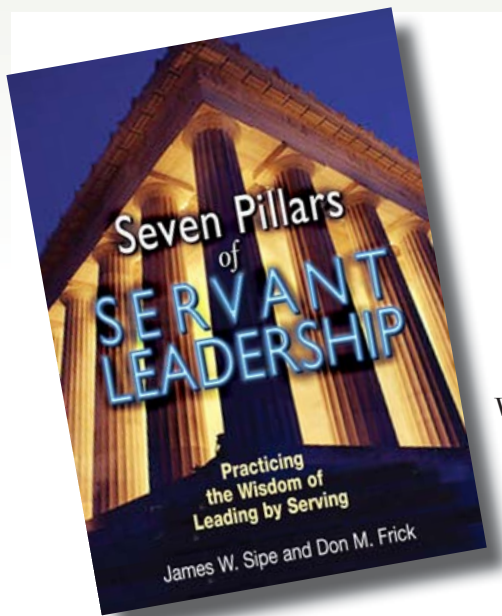
This hands-on book clarifies the seven principals or pillars of servant leadership, but also provides the reader a self guided blueprint towards mapping one's own journey of leading by serving others. The authors walk you through these seven pillars, plus provide an implementation plan for those who wish to integrate servant leadership into their companies.

One of the implementation suggestions given by the authors is to promote a series of positive newsletter articles titled "What Sustains Me?" These articles can be contributed by employees at ALL levels of the company.

Exactly what does this mean - what sustains me? The question each person should be asking of themselves when submitting an article for this column is "What sustains me every day to get up and act as servant in spite of the challenges and disappointments?"

This column will foster the culture we are trying to build at Empire by establishing trust in the abilities of the people we work with. Can the people around us motivate and inspire us to be better company?

The first installment of this column will appear in the Fall 2014 issue of our newsletter.



Visitors From Across the Sea ~ Petra Vogel

Hello everybody. My name is Petra Vogel (SVS). I was born in Bad Brückenau, Germany and raised in the nearby town of Riedenberg. I met my husband Mitch while he was serving in the U.S. Army at a military base in Wildflecken which is very close to my hometown of Riedenberg. I came to the United States in 1986 with my husband. We have two adult sons, Kevin and Nick. I have been employed at Empire since 1997.

Recently my mother and father visited me from Germany. Usually my husband and I visit my parents and my two siblings every couple of years, but my parents decided to visit us this time. As some of you may know, it can be difficult to entertain company. Especially company that will be visiting for 3 weeks.

After visiting the Mall of America, enjoying river boat cruises, watching stock car races and various local events, I thought it would be nice if my parents could take a tour of Empire. I wanted them to see where I work and our manufacturing process. I contacted Jim Schweinfus and gained permission to bring my parents for a quick tour.

Although my father decided to sit it out, my mother was curious to see what I do for a living. After the tour my mother stated she was very impressed with the buildings and equipment. She also said the work environment seemed good and the employees very friendly. Jim was very informative and helpful describing the history of Empire to my mother.



Petra and her mom, Elisabeth



Pointing out the new UV LED Technology.

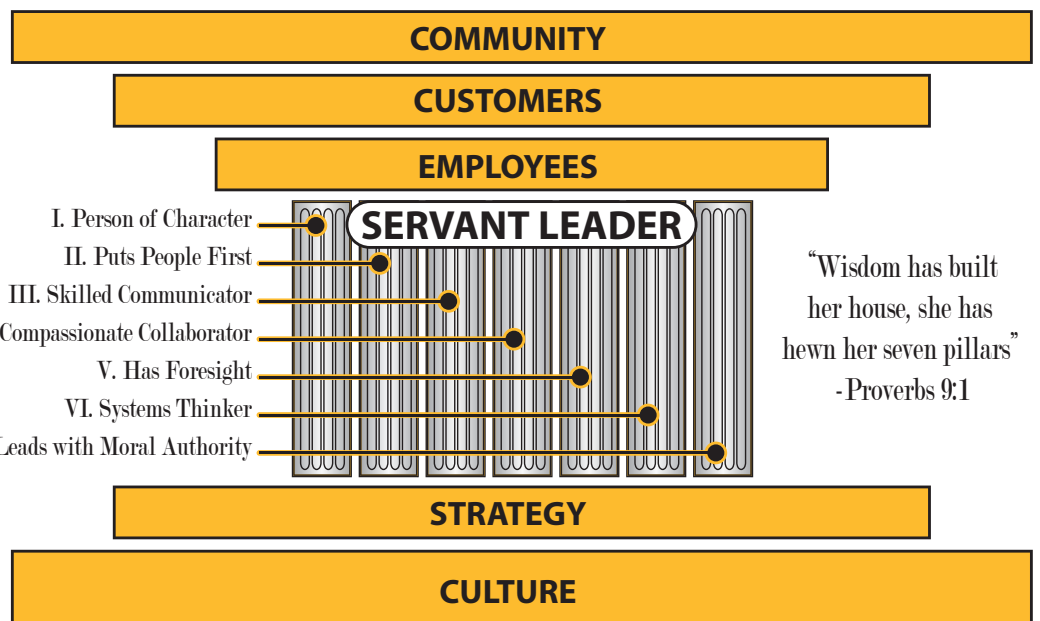


Explaining the how we use a screen to print



A friendly smile breaks down the language barrier

Seven Pillars of Servant Leadership



"Wisdom has built her house, she has hewn her seven pillars"
- Proverbs 9:1



Kevin Steele and family (L-R) son Wylie, daughter Gina, his wife Tamiko (Hubka)

Benefit for Kevin Steele ~ Shelly Kendhammer, Mark Klinski, Cathy Buttell & Amy Bettis

Kevin Steele (Maintenance Dept.) was diagnosed with Acute Myeloid Leukemia (AML) on April 27, 2014. Acute myeloid leukemia (AML) is cancer that starts inside bone marrow, the soft tissue inside bones that helps form blood cells. The cancer grows from cells that would normally turn into white blood cells. Acute means the disease develops quickly. So quickly in fact, that Kevin was hospitalized for 49 days in Rochester, MN. Kevin is currently undergoing chemotherapy in order to slow the disease's progress.



We miss seeing Kevin at work at Empire

His wife Tamiko has been making daily trips to Rochester to be with Kevin, attempting to work part time, and take care of their daughter Gina. This is a huge financial strain on the family.

To help ease the financial burden, a benefit is being planned by family, friends, and co-workers for Saturday, September 6, 2014 at Saint Mary's School Gym in Caledonia, MN, from 2:00pm-8:00pm. The benefit is sponsored by Caledonia Rod and Gun Club and the Caledonia Lions Club. Supplemental funds for the lunch and bake sale supported by Thrivent Financial.

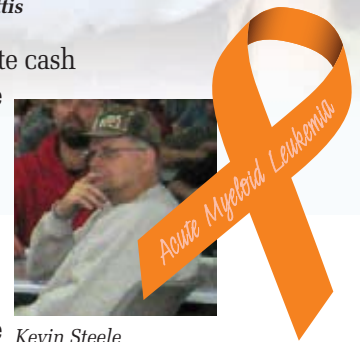
Shelly Kendhammer (LVS) at Empire is organizing multiple cash/prize raffles during the month of August, plus a company wide bake sale Tuesday, August 19th, to raise money for Kevin and his family. If you can, please bake something for the sale. Sign ups are located in strategic areas throughout Empire. All items should be individually packaged and priced prior to the sale. Bake sale proceeds will go to the Kevin Steele



Tasty treats are needed for the Aug. 19th bake sale.

Benefit Fund. If you wish to donate cash directly to the benefit fund please send donations directly to

Kevin Steele Family Benefit
c/o Merchants Bank
Caledonia, MN 55921
(507)-725-3331



Kevin Steele

Items are needed for the day of the benefit. We are requesting ALL departments and shifts at Empire to work together and create themed baskets to be raffled or auctioned off at the benefit on Saturday. If your department or shift is interested in creating and donating a basket please contact **Amy Bettis or Cathy Buttell in the Art Dept** with your basket theme. A similar project was undertaken by Empire employees for the Hannah Klinski Benefit. Deadline for baskets will be Thursday, September 4th by 2:00pm.



What theme will your dept. choose?

Raffle tickets are for sale for \$20 each. The grand prize is \$3,000. First prize is \$1,000. Second prize is a DPMS Oracle 5.56 Rifle, and third prize is a Henry Goldenboy 22 Rifle. The drawing will be held the day of the benefit at 7:00pm. You need not be present to win. Raffle tickets

are available for purchase from **Mark Klinski (Maintenance)** at Empire. If every employee at Empire was able to purchase one ticket we could immediately raise \$5,000!

In addition to the raffle there will be a live auction, bake sale, tip boards, gun and basket raffles. Food will also be available for a free will donation from 2:00pm until gone.

Please be as generous as you can as we help Kevin and his family through this difficult time. Our thoughts and prayers go out to Kevin, his family, plus all the other families who are also struggling with this disease. May they have the strength and support to carry on.

3rd District Congressional Candidate Visits Empire

~ Amy Bettis



Tony Kurtz discusses the issues with John Freismuth and Jim Schweinefus during his visit to Empire

On May 15, 2014 Tony Kurtz, 3rd Congressional District candidate visited Empire. He came to obtain signatures to complete the ballot application process. He also came to let people know why he is running for office and what are his hot button issues.

Like many of us, Tony was tired of the games that leaders on both sides of the aisle play in Washington. Federal government gridlock has slowed our economic recovery and has negatively influenced job growth in our region. He is challenging the incumbent Ron Kind for his seat.

Tony is committed to pursue for the people of Wisconsin's 3rd Congressional district the following issues.

- Advance support for a balanced federal budget amendment to the Constitution
- Create an environment which can stimulate job growth
- Work towards deficit reduction and control federal spending
- True healthcare reform
- Protect veteran's rights
- Protect and preserve the Constitution
- Promote congressional term limits

To learn more about how Tony is pledging to handle these issues, check out Tony's website, www.kurtzforcongress.org

Alliance Laundry Tours Empire ~ Amy Bettis



Adam Dorsch from Alliance and John inspect a part off the carousel press.



Diane Simonson explains ink density to Sara Huerth from Alliance

On May 21, 2014 Rick Fox, Adam Dorsch and Sara Huerth from Alliance Laundry in Ripon, WI traveled to Empire to tour Empire's facilities. This meeting was precipitated by an earlier meeting in May where Diane Simonson and myself traveled to Alliance to resolve issues with the new line of Chrome decals

We have experienced a huge increase in the volume of business we do with Alliance. The team from Alliance came to discuss how we can work together to facilitate production on their newest line of parts, plus service and maintain quality on their existing lines of parts.

Touring each other's facilities fostered an appreciation of each other's processes, plus we gained a better understanding of what is required to produce these new parts.

Screenmaking, Minus Two ~ Steve Stenberg

Screenmaking is down by two. After 17+ years at Empire Phil Hartman retired on May 9, 2014. Phil will be enjoying his retirement relaxing and fishing up North, turkey hunting and visiting his daughters in Minnesota and Oklahoma.

After 21+ years Alice Clark gave up the glamour of the Screenmaking Dept. on July 18, 2014. She is joining her husband in Arizona, where she will enjoy the **busier** life of a stay-at-home mom. No



Screenmaking's family portrait L-R: Sara Erickson, Steve Stenberg, Alice Clark, Roman Kamrowski, Chase Penkalski, & Andrew Hagen



Phil Hartman 17+ years at Empire

rest for the wicked, Alice!

Both Phil and Alice will be missed. We wish them the best of luck on the newest chapter in their lives.

Dale Westaby Will be Missed ~ Amy Bettis



Dale Westaby

Dale Westaby was a 'Git R Done' kind of guy at Empire. He was the jack of all trades (master of none) in the maintenance department. Dale not only helped to keep Empire neat and clean but also served on the Green and Safety Committees.

He was essential on the Green Committee spearheading Empire's internal recycling program. We have Dale to thank for this. His passion for recycling worked to Empire's benefit. His enthusiasm was also appreciated on the safety committee.

We wish Dale good luck as he moves on his career may he be just as successful at his new job. He will be missed and very hard to replace.

Cool Cucumber Salsa

A great way to use all those cucumbers and tomatoes you get from your garden! A little zing from the jalapeno and a burst of lime add a fresh taste to cucumbers in this refreshing fresh salsa.

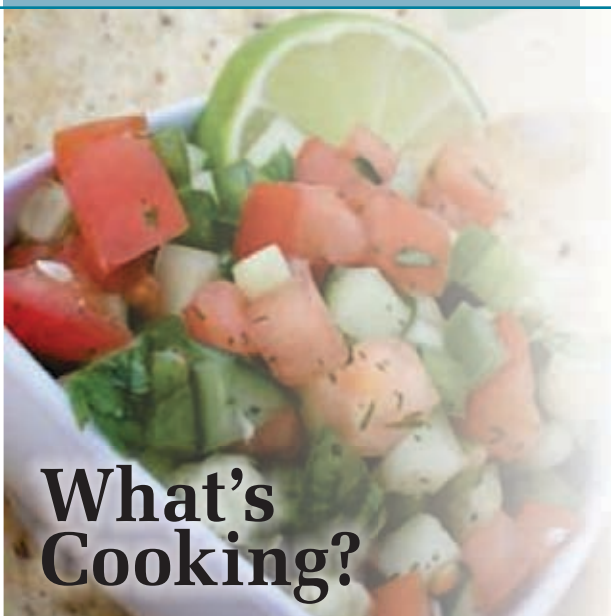
Ingredients

- | | |
|--|------------------------------|
| 2 Medium cucumbers
peeled, seeded & chopped | 1 Clove garlic |
| 2 Medium tomatoes, chopped | 2 Tbsp. fresh lime juice |
| 1/2 Cup chopped green bell pepper | 1 Tsp. Fresh minced parsley |
| 1 Jalapeno pepper, seeded & minced | 2 Tsp. Fresh minced cilantro |
| 1 Small onion, chopped | 1/2 Tsp. Dried dill weed |
| | 1/2 Tsp. Salt |

Directions:

1. In a large bowl, combine all ingredients. Cover and refrigerate for an hour. Serve with your favorite tortilla chips.

Recipe Courtesy of allrecipes.com



What's Cooking?

Employee SPOTLIGHT

William Frick Recognizes Kathy Cuellar ~ Evie Bennett



Jeff Brandt & Evie Bennett from William Frick congratulate Kathy on her retirement from Empire.

Over the many years Kathy Cuellar spent at Empire, she cultivated and grew our customer relationship with William Frick. The following letter from Evie Bennett is proof of Kathy's commitment to great customer service.

"Dear Kathy, Thank you for your dedication and loyalty. Not only did you serve Frick, but also, our

customers behind the scenes. Frick is a better company because of you. I learned from you – how you treated Frick is how I modeled how to treat customers. You were always fair, honest and dedicated. When problems arose, you 'owned' the issue and never passed the buck!

Thank you for making a difference! I will miss you!

Happy Retirement!

Employee Announcements

Empire Calendar Contest Photos Needed!!!

This year's theme is "What Moves You". Please submit photos with a transportation based theme. Submission deadline is **September 1, 2013**

In Memoriam ~ Bill Stockers

Father of Troy Stockers

Born: May 14, 1944
Deceased: June 10, 2014

Best Wishes Kevin Steele

He married Tamiko Hubka on June 27, 2014

Congratulations Autum & Codi Jacobs On the birth of their son Easton, Born on July 9, 2014

Join the Empire Team for Steppin' Out in Pink September 6, 2014

For more info, register, or sponsor someone on Team Empire contact Jen Schloesser x2398

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

JULY

Steve Remen 42 yrs.
Ralph Young 23 yrs.
Chris Schultz 22 yrs.
Mary Arentz 20 yrs.
Laramie Schwier 20 yrs.
Debra Gorniak 20 yrs.
Joann Anderson 17 yrs.
Sheldon True 15 yrs.
Curt Wier 15 yrs.
Teresa Koski 15 yrs.
Robert Kranski 10 yrs.
Dee Norling 9 yrs.
Kevin Steele 9 yrs.
Robert Trudeau 7 yrs.
Derek Remen 5 yrs.
Colleen McMann* 5 yrs.
Robert Wellnitz 4 yrs.
Ka Yang 4 yrs.
Matthew Hastings 2 yrs.
Donald Weber* 1 yr.

AUGUST

Sue Maule 31 yrs.
Angie Burnett 31 yrs.
Mike Smith 27 yrs.

Steve Johnson 24 yrs.
Sharon Ronnie 24 yrs.
Lee Vieth 23 yrs.
Jeff Meyer 23 yrs.
Randy Stenberg 18 yrs.
Vicky Shelmidine ... 17 yrs.
Patricia Lastofka 15 yrs.
Steve Lechnir 15 yrs.
Doug Kuehn 9 yrs.
Cheryl Boyd 9 yrs.
Josh Leisgang 9 yrs.
Levi Adank 9 yrs.
Dan Metz* 9 yrs.
Julie Kane* 8 yrs.
Cory Vieth 6 yrs.
Ronnie Laack 5 yrs.
Lance Reichgelt 4 yrs.
Alicia Gilbertson 4 yrs.
Kelly Ginther 3 yrs.
Ava Grimsled 2 yrs.
Ellen Klug 2 yrs.
Karina Richards 2 yrs.
Adam Krupa 2 yrs.
Cheryl Osley 2 yrs.
Heidi Bernau 1 yr.

SEPTEMBER

Jim Brush 54 yrs.
Steve Stenberg 36 yrs.
Randy Smith 23 yrs.
Nancy Gilbertson 17 yrs.
Michael Rowlands.. 10 yrs.
Kaara Freismuth* 9 yrs.
Kim Page 7 yrs.
Mark Arenz 4 yrs.
Chris Johnson 4 yrs.
Katie Boone 4 yrs.
Mitch Bjorkman 4 yrs.
Chad Bartelt 3 yrs.
Matthew Hart 2 yrs.
Jared Papenfus 2 yrs.
Laura Bjorkman* 2 yrs.
Tamara Sheire 2 yrs.
Amanda Slimmen* ... 2 yrs.
Courtney Reagles* 2 yrs.
Kevin Schmitz* 2 yrs.

*Part-time employees



Welcome New Employees!

Ashley Nau	Kihwan Kim	Hachimeng Kue	Teresa Johnson
Cassandra Rehfuss*	Trent Vondrasek*	Aaron Jurgens*	Moly Yang
Alexis Marsh	Suzanne Smith*	Scott Senstad	Jordan Coryell
Dylan Osley	Sally Sanchez	Marilyn Heinz	James Baumler*
Danny Moua	Mai Moua*	Spencer Johnson*	Kristina Fore
Chyanne Klotz*	Johanna Wanie	Lane McConnell	Kou Yang
Kiecila Fruetel	Renee Kotek	Michael Smith*	Jessica Berken

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