

above & beyond

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GREEN TIER

Advantage: Business Advantage: Environment



~Amy Bettis

Schwinnie's Birthday Reward



"Do you want to rock...or do you want to roll?"



Due to the excessive fire risk, Jim's candles were left off the cake!

Do you know what Rod Stewart (musician), Mia Farrow (actress), Steve Martin (actor) and Jim Schwinefus have in common? Jim Schwinefus may not be a talented rock musician or a gifted tv/movie actor. They were all born 70 years ago in 1945.

In the year Jim was born the average home cost \$8,500, gas was 21¢ per gallon, bread was 19¢ a loaf, and minimum wage was 40¢ an hour!

My how things have changed... For one thing Empire Screen Printing didn't even exist in 1945. It would

be another 15 years before Jim Brush would establish Empire Screen Printing in 1960. Eleven years after that Jim Schwinefus' name was first entered on



Empire's payroll in 1971. Good grief many of our employees weren't even out of diapers or born yet, when Schwinnie first walked the halls of Empire!

Schwinnie has spent over 60% of his life helping Empire grow into the company it is today. In the forty-four plus years he has seen the screen printing industry change by leaps and bounds. He along with several other employees have been pioneers of that change.

Thank you Jim, for putting your heart and soul into Empire. We all have benefited from your leadership. May you have a great year filled with health and happiness—best wishes on your birthday, from all of us at Empire!



SAFETY AWARENESS NEWS

Video Cameras Installed

~ Safety Committee

Empire management recognized the need to add exterior video surveillance to protect employees and company property. The cameras at Empire are intended to do the following:

Prevent theft – Prominently placed security cameras can help deter potential thieves and identify those who do steal.

Ensure Safety – Conspicuously placed cameras have been shown to reduce threats of violence and vandalism drastically. They also discourage misbehavior and deter trespassing.

Provide evidence – Surveillance cameras can provide invaluable visual evidence for investigations of criminal activity and other specific events that have taken place within or around facilities.



Fire Extinguisher Safety at Empire

~ Article Courtesy of National Fire Protection Agency

A fire extinguisher can save lives and property by putting out a small fire or containing it until the fire department arrives. **Portable extinguishers have limitations.** Because fire grows and spreads so rapidly, the number one priority for residents is to get out safely.

Safety Tips:

Use a portable fire extinguisher when the fire is confined to a small area, such as a wastebasket, and is not growing; everyone has exited the building; the fire department has been called or is being called; and the room is not filled with smoke.

To operate a fire extinguisher, remember the acronym **P.A.S.S.**

P—Pull the pin. Hold the extinguisher with the nozzle pointing away from you, and release the locking mechanism.

A—Aim low. Point the extinguisher

towards the base of the fire.

S—Squeeze the lever slowly and evenly.

S—Sweep the nozzle side-to-side.

For the home, select a multi-purpose extinguisher (can be used on all types of home fires) that is large enough to put out a small fire, but not so heavy as to be difficult to handle.

Choose a fire extinguisher that carries the label of an independent testing laboratory.

Read the instructions that come with the fire extinguisher and become familiar with its parts and operation before a fire breaks out.

Install fire extinguishers close to an exit and keep your back to a clear exit when you use the device so you can make an easy escape if the fire cannot be controlled. If the room fills with smoke, leave immediately.

Know when to go. Fire extinguishers are one element of a fire response plan, but your primary response is safe escape and alert emergency services.



safety committee

Safety Coordinator:

Keith Cook R & D

Committee Members:

Lee Vieth Plant Manager

John Johnson Operations Coord.

Autum Jacobs Human Resources

Dawn Adamson Accounting/Payroll

Amy Bettis Training Coord.

Tom Donaldson Digital

Nancy Gilbertson Customer Service

Curt Johnson IT/Networking

Andy Kiedrowski Large Value Stream

Jay Yehle Heating/Cooling

Hans Hanson Retires ~ Kathy Vaughan



Friday, June 5, 2015, Empire employees celebrated Hans Hanson's last day of work. Hans was employed by Empire for thirty-four years. He began his journey in 1981, working in offset printing and bindery department, in the building which currently houses the Pizza Corral in Holmen. Hans eventually moved to the Marco Road location.

Hans has seen many changes over the years, and has worked in several different areas at Empire, such as, printing, lamination, splitting, die cutting, packing, maintenance, etc...He even worked a brief stint on 3rd shift, but he has primarily been a familiar face to all of us on first shift.

He plans on enjoying retirement by laying around and doing nothing...NOT!!! Hardworking Hans plans to continue working part-time 20 hours a week for the Holmen School District. Plus travel is part of his future plans. Currently plans are in the works to visit Branson, Missouri. Hans dreams of visiting San Diego, New York, Las Vegas and Florida.

For many years Hans has been a friendly, smiling face at Empire each day. We will miss him greatly. All of us at Empire congratulate him on his retirement and wish him the best on his new adventures to come.

Photos Needed 2016 Employee Calendar & Beyond

~ Empire Marketing Team

The tradition continues with the 8th Annual Employee Calendar. All employees, employee family members and Empire sales reps are eligible to submit photos for judging.

For 2016 our theme is "Colors of the Season". Please submit photos that fall into any of the color categories listed above. We are looking for photos that have a strong color relationship to a particular season or holiday theme. Submissions are limited to four (4) photos per person. Submission deadline is September 30, 2015.

All photos submitted may also be featured on our company website and/or in upcoming T.E.A.M. promotions.

Your photos can be sent to Amy Bettis (X2371) in the HR Department or you may email them to amyb@empirescreen.com. Please send only high resolution photos.

Empire Employee Calendar Photo Contest THEME ~ "Colors of the Season"



H&W Challenges Back by Popular Demand

~ Empire H&W Team

Mayo Clinic has brought back by popular demand these two health and wellness campaigns. This Summer we promoted the "10-10-10 Movement Challenge" and will soon be promoting the "More Matters Nutrition Challenge" Every little bit counts when it comes to being healthy.

We have successfully completed the 10-10-10 Movement Challenge which encouraged employees to engage in three 10-minute sessions of moderate activity every day. Getting enough physical activity helps control weight, prevents or helps manage various medical conditions, strengthens bones, improves mood, boosts energy and promotes better sleep. Plus, it makes you feel good. Congratulations to Lisa Slonka (Art) winner of the Mayo Health Systems loaded gym bag drawing.

Our next challenge (Aug/Sept) is the 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. The program goal is to increase consumption of nutritious fruits and/or vegetables to 5 servings a day to maintain healthy weight and improve overall health. Increasing consumption of nutritious fruits and vegetables helps maintain healthy weight, improves overall health, increases energy and mitigates some effects of chronic conditions. *Stay tuned for challenge details!*

Sustainability Institute MPOWER Pilot Program

~ Empire Green Committee

Western Technical College Sustainability Institute invited Empire to participate in a new pilot program in the Coulee Region called MPOWER Business Champions.

The MPOWER Champion program is a nationally recognized model for hands-on collaboration surrounding carbon reduction and sustainability in businesses, organizations, and schools. This program was started in Madison and surrounding Dane County areas in 2009. After much research and debate MPOWER was ready to expand into other areas in WI. La Crosse was chosen for the first site outside of Dane County.

We look forward to the opportunity of working closely with WTC and the other members of MPOWER cohort in the Coulee Region; Gundersen, Wal-Mart, HSR Architects, Habitat Restore, and the County Landfill —promoting sustainability within our organizations and community.

Give Maintenance a Helping Hand

~ Maintenance Department

Our Maintenance Department would like to remind employees to please throw ONLY solvent soaked rags into the red covered canisters. These canisters are part of Empire's solvent reclamation program. If other trash is thrown into these cans it creates a safety hazard, plus disrupts and slows down the reclamation process.

Please dispose of blue gloves and other trash in designated receptacles conveniently placed next to red canisters.

Keep lid closed on red canisters, so that solvent from the rags doesn't evaporate into the air. Otherwise there will be nothing to reclaim.

Keep all metal, such as, razor blades out of the red canisters. These items can create a spark in the centrifuge and result in an explosion. *Remember, we like Eric!*

Your cooperation in this matter is greatly appreciated.



Quality Management System (QMS) ~ Jennifer Schloesser

Empire has adopted Lean principles, taking best practices from *The Toyota Way* and *Traction*. Using these books as a resource, we are establishing our own “way” – The Empire Way. A clear way or path increases the value of our business, strengthens our control over it and expands our options as a company.

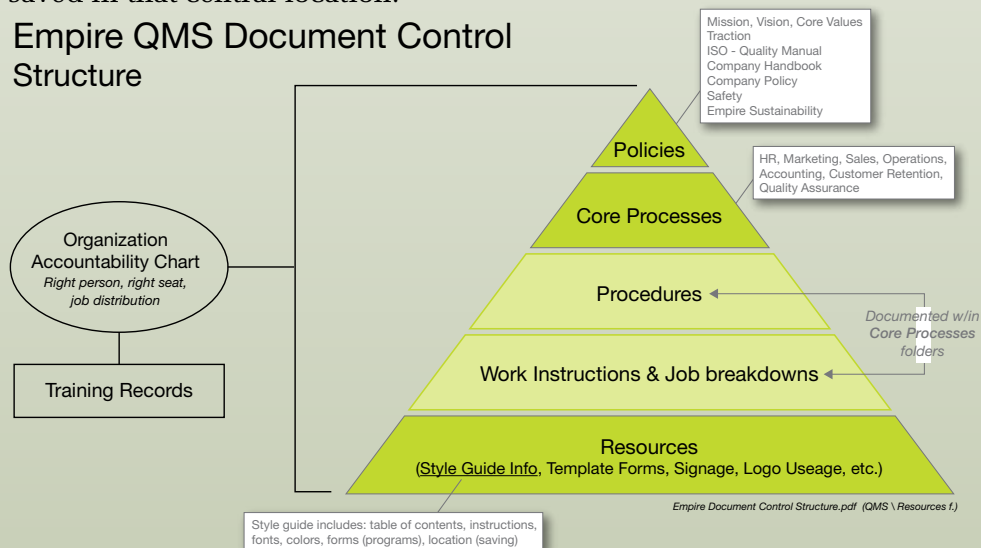
The Empire Way, like the Toyota Way, must have a strong house: solid foundation, strong pillars, a roof and, of course, people and teamwork. The key component of our “Way” is our foundation, which consists of our Philosophy/Culture, Visual Management, Core Process and Leveled Production.

The culmination of identifying, documenting and implementing this information can be found within Empire’s Quality Management System (QMS), a collection of business practices focused on building our Way, as well as achieving quality policies and objectives to meet customer requirements. We use this information to hire, orient, train, produce our product and build the culture of our company.

At Empire we create documents on a regular basis. At times, they have been created in a casual manner and then stored haphazardly. They are also passed around in printed or handwritten form, on post-it notes or attached to e-mails, and end up being deleted when they no longer seem relevant to the issues of the day. This type of disorganization could cause a process or procedure to be done incorrectly.

It was imperative for us to create a centralized location for all document storage pertaining to company policies, processes and procedures. The purpose was to ensure that everyone use the correct and most current information, which increases efficiency and consistency. For almost a year, we worked on establishing a core process to do just that. In May 2015, we established our QMS. Within that system we documented where and how pertinent information will be saved in that central location.

Empire QMS Document Control Structure



Your T.E.A.M. at Empire ~Marilyn Heinz

Merriam Webster dictionary defines the word “morale” as “the mental and emotional condition (as of enthusiasm, confidence, or loyalty) of an individual or group with regard to the function or tasks at hand”.

In an effort to keep the morale high at Empire, a committee was formed and will be known as “The Empire Ambassador’s of Morale”. T.E.A.M. members are Marilyn Heinz, Renee Kotek, Autum Jacobs and Amy Bettis.

Since Empire has so many dedicated employees, the first focus of this T.E.A.M. will be to recognize their milestone anniversaries with the company. Stay tuned for information on upcoming employee recognition programs, company outings, trivia contests and fund raiser events.

Always feel free to contact a TEAM member to share your input and ideas for consideration.

Cancer Benefit Thank You ~ Nancy Gilbertson



Kim Radke (SVS) & Jim Gilbertson, cancer survivors

We would like to extend a heartfelt thank you to everyone who made the Gilbertson/Radke medical benefit a great success.

We are truly touched by the outpouring of love and support from friends and coworkers through all of this.

A very special thank you goes out to Jim and Cindy Brush for your generous donation, Shelly and Jill for all the wonderful baked goods that were awesome, and Rhonda for all the help you gave us the day of the benefit. Thank you to all coworkers who contributed to the raffle baskets and helped in any way, it was truly appreciated.

We are humbled and very grateful for your generosity and blessed to have so many wonderful people in our lives.

Thanks again.

Kim (SVS) & Scott Radke
Nancy(CS) & Jim Gilbertson



Talented Youngster

~ Amy Bettis

Justin Gierok, a newly hired part time Machine Shop employee and son of Jeff Gierok (Plant Electrician) is a talented young man. How many kids his age can say they have rebuilt and restored a rusty, dilapidated 1950s International Harvester Farmall 300 tractor to like new condition?

Back in the day International Harvester began the decade of the 50s as the dominant tractor manufacturer in the world. The Farmall 300 was produced from 1954 through 1956.

Justin spent too many hours to count, painstakingly restoring every detail on this classic tractor. For several weeks the tractor was spread out in pieces. As his budget allowed, the tractor was put back together as each piece was gradually restored.

Justin doesn't plan to use his tractor in the fields, but he does plan to take it on the parade and festival circuit. Maybe we will see him at Kornfest and other local venues.



The Farmall 300 in all its glory



A boy & his tractor

Big Blue Dragon Boat Race ~ Nancy Gilbertson



On July 17-18th, the Big Blue Dragon Boat Festival took place in La Crosse at Copeland Park. The Dragon Boat Race is relatively new to the La Crosse community and is an exciting way to support and celebrate breast cancer survivors while promoting health and teamwork. The money from the event goes to the Mayo Clinic Health System - Franciscan Healthcare's Center for Breast Care.

Opening ceremonies were on Friday night and many people were there to volunteer and set up team tents. The festival also sponsored youth races this year and a upside down paddle race on opening night.

This year Kim Radke (SVS) and Jim Gilbertson had the opportunity to race as members of the Live Strong cancer exercise program at the YMCA.

Teams are comprised of 20 paddlers and one drummer, plus a steers person (provided for each boat). The race course is approximately 250 meters and each team races twice. After the two races, the best times go for a third race.

There are different divisions of competition, novice, intermediate and experienced. Novice – over 75% of your 2015 teammates have little to no paddling experience (dragon boat, canoe, kayak, paddle board, etc.)

Intermediate – More than 50% of your teammates have had some paddling experience or participated in a prior dragon boat race

Experienced – More than 50% of your teammates have previously raced and medaled in another community festival dragon boat race or more than 50% of your teammates participate in a recreational paddle sport on a regular basis (canoe, kayak, paddle board, etc.)

On Saturday at 1:00 pm they had a breast cancer survivor ceremony. Some cancer survivors were in boats and some were on shore. Over 120 survivors participated in this beautiful ceremony. Each person received a carnation and at the end the carnation was put in the water. The conclusion of the water ceremony all survivors were recognized as they went through a paddle arch. It was a very touching and moving ceremony in which Kim took part.

Hope to see everyone there next year to support this festival and raise funds to aid in the fight against breast cancer. Mayo Clinic and the YMCA Live Strong Campaign are always looking for volunteers to help with this event and others throughout the year. Contact Mayo in La Crosse or the local YMCA if you'd like to help.





Kaizen Team (L-R): Mike Stenberg, Andy Kiedrowski, Jared Papenfus, Ray Wurzel and Jennifer Schloesser

LVS Kaizen - Quick Change Overs & Templates ~ Andy Kiedrowski



Team Leader—Andy K. “Missed it by that much!”

In June, John Freismuth asked me to lead a kaizen to achieve a 10 minute change over on the 6-color 25x38. A seemingly impossible task, but John is the president of the company, so I assembled a skilled and knowledgeable team to give it a shot.

Our journey however, began with many questions, which may have subconsciously been diversion tactics from the somewhat intimidating goal of the kaizen.

Monday morning, I sat down with the team and we started brainstorming. We pointed out that if change overs were reduced to 10 minutes, the cell would still be filled with product from the previous job, rendering a quick change over meaningless.

John said, “That’s fine. Do a 10 minute change over.”

We pointed out that we would



Brainstorming & problem solving was a group effort

have been inundated with jobs from other departments. We should build a finishing cell.

John said, “Okay. Do a 10 minute change over.”

We pointed out that the hand-apply and run-through processes cannot keep up. Product backs up there and delays us from running the next job.

John said, “We should fix that. Do a 10 minute change over.”

By Wednesday morning we had narrowed our focus to the actual task and decided to work on a 10 minute change over.



Jen S., Art Dept.—“Missed it by that much!”

The whole idea is based upon finding a fixed point on each print head. Since we have modified our 25x38 to be more repeatable. This turned out to be an achievable concept.

We created templates, to be viewed through the mesh of the screen to register each head. We developed a standard setup process that, if **followed**, will set the press up the same way every time and...in 10 minutes.

Using 6 people, we were able to change over the press in 8 minutes with the registration of the first print being reasonably close. Our templates needed some refinement and our people needed some additional training, but the concept was there.



A little thoughtful con-‘template’-ion?

If we can do a 10 minute change over, other things become possible.

- We get more run time out of the press.
- Customer lead times are reduced.
- Downtime avoided by switching to another job.
- Quality improves due to keeping things in flow.

Teams member were Andy Kiedrowski (LVS – 1st), Mike Stenberg (LVS - 1st), Jared Papenfus (LVS – 2nd), Ray Wurzel (LVS – 3rd), and Jennifer Schloesser (Art Dept – 1st). I would like to thank all team members for their hard work and contribution of years of printing experience and knowledge they applied to this project.

A big thanks to Cell 2 as well, for their continued participation in the process and ownership of the responsibility to make this work.



In LVS Ray W., Mike S. & Jared P. —“Missed it by that much!”

T.E.A.M. Notes ~ Marilyn Heinz

• **Empire History Trivia** – 14 employees completed a 30 question multiple-choice questionnaire in April 2015 to test their knowledge of Empire history. A special thanks to Keith Cook for sharing the newsletters, as a resource for trivia questions.

The contest resulted in a tie between Diane Simonson (Ink) and Jennifer Schloesser (Art).

• **National Wild Guess Day April 15, 2015** Amanda 'I never win anything' Henthorne was the Wild Guess winner of the Day. Amanda guessed there was 55 pieces of candy in the jar on the front reception desk. Never say you don't win because lightning could strike.

• **Empire Flower Power Quiz** Thank you to all for participating in the May 2015 flower power quiz, inspired by Dee Norling. There were five winners who were able to match all of the flowers to the correct clue. The winners were:

- Renee Kotek
- Maria Selezneva
- Diane Fitzpatrick
- Alexis Marsh
- Penny Segura

• **T.E.A.M. Burger Bar & Bake Sale, July 28, 2015.** John Freismuth and Randy Hoff personally grilled the burgers in the 'Gestapo' (i.e. Schwinnie-ism) for the employees. Burgers were delicious—thanks John & Randy.

Thanks to everyone who baked and supported the sale. Funds raised from the sale will go towards future employee events at Empire.



Grill master & Empire President John Freismuth making burgers for his employees

Servant Leadership Seminar ~ Amy Bettis

On June 24, 2015 Empire sent the following employees to the Wisconsin State Conference on Servant Leadership, Autum Jacobs, Andy Kiedrowski, Amy Bettis, Kathy Vaughan and Jennifer Schloesser to learn more about being better servant leaders.

Viterbo University hosted a state conference to share the practice of servant leadership, enrich the conversation on serving the common good and celebrate the contributions of La Crosse servant leaders to our community and state. Keynote speakers included Dave Skogen, CEO Festival Foods, Joe Kruse, CEO Mayo Franciscan Health System, Mark Schack, Toro Co., Shari Shack, Tomah

VA, Sara Cook, Viterbo University, Regina Seigel, La Crosse School District and Jeff Thompson, CEO Gunderson Health System.

The varied experiences of each speaker resonated with the theme of being a servant leader. Servant leadership is a practice that enriches the lives of individuals, builds better organizations and ultimately creates a more just and caring world. A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong. The servant-leader shares power, puts the needs of others first and helps people develop and perform as highly as possible.

New Equipment on the Horizon ~ John Freismuth



John Schubert operating the Mimaki Flatbeds

Meeting our customers production needs means investing back into the company. Our digital department has already

expanded into their new digs at Empire. A recently purchased Mimaki Flatbed was added to their production capabilities this past Spring.

Jeff Gierok traveled to Georgia to help facilitate the purchase of a six color 40x56 Insignia Press. This new press will be added to the LVS sometime this Summer, creating a new production cell.

Two additional die cut presses were also purchased for Empire's production cells a Crest press for high tolerance kiss cutting and a Barry press for standard die cutting.

Expanding Empire's HR Department ~Human Resources Dept.



Amy Bettis HR Training & Development Coordinator

A growing company needs its HR Department to expand with it. In addition to HR manager, Autum Jacobs, Dawn Adamson and Diane Fitzpatrick in Accounting/Payroll, Amy Bettis has joined the team.

Formerly a Project Manager/Assistant Supervisor in the Art Department, Amy will be Empire's new HR Training and Development Coordinator.

Her new job duties will entail developing new employee orientation and training programs, leading TWI, CPR and safety trainings, maintain training records and foster career outreach among other basic HR duties. Though her job description has changed Amy will still remain an active member on the Marketing Team, Sustainability Safety and T.E.A.M. Committees.



Chris's Peachy BBQ Baked Beans ~Chris Bethune CJ Sales

A tasty Southern recipe that will add zip to your next summer picnic!

Ingredients

- 8 strips bacon
- 1 red bell pepper, chopped & seeded
- 1 large. sweet onion, chopped
- 9 lbs. of Bush's baked beans (9 cans)
- 2 small cans of kernel corn, drained
- 3 cups of peach pie filling

- 1/2 cup of your favorite BBQ sauce
- 3 tablespoons brown sugar
- 2 teaspoons cayenne pepper
- 2 teaspoons garlic powder
- 1 teaspoon black pepper
- 1 teaspoon basil

Directions:

Pre heat oven to 325°F. Heat skillet add bacon, cook until crispy. Transfer cooked bacon to a paper towel. Leaving bacon fat in skillet, add onions, peppers, cook until soft (approx. 6 mins.). Transfer to a large mixing bowl, including drippings, onions, peppers, add crumbled bacon & remaining ingredients.

Transfer to a large baking pan, bake about an hour or until bubbly....enjoy with a brat or just a cold brew!

What's Cooking?

Employee SPOTLIGHT Newest Members of Empire's Green Team

Introducing our newest members of the Empire Green Team, Amanda Henthorne (Cust. Service) & Eric Smith (Maint.).

What do you do at Empire?

Amanda: Account Manager, plus helping in Auto Emp, & in the plant with inspection/packing.

Eric: Maintenance, I stay busy with solvent reclamation, recycling, & general interior & exterior maintenance.

What did you do before Empire?

Amanda: I worked in Radio for 15 years, as Dayna Dixon at Z93 & KQ98, later at COW97 as Baylee Young.



What skills/experience do you bring to the green team?

Amanda: I bring great communication & public speaking skills to the table. I'm not shy!

Eric: My work experience & knowledge of recycling is a great fit for the green team.

What excites you most about being on Empire's Green Team?

Amanda: I have 3 girls (10, 8, & 3), I want them to have a clean environment in

which to live.

Eric: Being able to make a difference for the next generation. I want to help co-workers, family (5 children & 2 stepsons) & friends make sustainability a priority at work & at home.

How do you incorporate sustainability in your daily life?

Amanda: 'Up-cycling' trash to treasure, for example making pallet planters for our deck.

Eric: Planting a garden at home for food, rather than buying produce in stores.

Welcome to the team!

Employee Announcements

Company Picnic

August 29th Noon-5:00pm

Vet's Memorial Park, West Salem

Did you remember to R.S.V.P.?

There will be employee raffle drawings, food, family games, kickball tournament, & much, much more!

Empire Calendar Contest

Photos Needed!!!

This year's theme is "*Colors of the Season*". Please submit photos with a strong signature color theme. Submission deadline is **September 30, 2015**

Congratulations

Naomi Osley (SVS)

& Reuben Finney

On the birth of their daughter Sophia, Born on April 23, 2015

Congratulations

Sam (IT) & Shirley Sokolik

On the birth of their son, Sullivan 'Sully', Born on April 28, 2015

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 43 yrs.
Ralph Young 24 yrs.
Chris Schultz 23 yrs.
Mary Arentz 21 yrs.
Laramie Schwier 21 yrs.
Debra Gorniak 21 yrs.
Joann Anderson 18 yrs.
Sheldon True 16 yrs.
Curt Wier 16 yrs.
Teresa Koski 16 yrs.
Robert Kranski 11 yrs.
Dee Norling 10 yrs.
Derek Remen 6 yrs.
Colleen McMann* 6 yrs.
Robert Wellnitz 5 yrs.
Matthew Hastings 3 yrs.
James Baumler* 1 yr.
Moly Yang 1 yr.
Kou Yang 1 yr.

AUGUST

Sue Maule 32 yrs.
Angie Burnett 32 yrs.

Mike Smith 28 yrs.
Steve Johnson 25 yrs.
Sharon Ronnie 25 yrs.
Lee Vieth 24 yrs.
Jeff Meyer 24 yrs.
Randy Stenberg 19 yrs.
Patricia Lastofka 16 yrs.
Steve Lechnir 16 yrs.
Doug Kuehn 10 yrs.
Cheryl Boyd 10 yrs.
Josh Leisgang 10 yrs.
Levi Adank 10 yrs.
Dan Metz* 6 yrs.
Ronnie Laack* 6 yrs.
Lance Reichgelt 5 yrs.
Ava Grimsled 3 yrs.
Ellen Klug 3 yrs.
Karina Richards 3 yrs.
Cheryl Osley 3 yrs.
Jessica Sisul* 1 yr.
Troy Siverhus 1 yr.
Naomi Osley 1 yr.
Mary Goering 1 yr.
Jeremy Saley 1 yr.

SEPTEMBER

Steve Stenberg 37 yrs.
Randy Smith 24 yrs.
Nancy Gilbertson 18 yrs.
Michael Rowlands.. 11 yrs.
Kaara Freismuth* ... 10 yrs.
Kim Page 8 yrs.
Mark Arenz 5 yrs.
Katie Boone 5 yrs.
Laura Bjorkman* 3 yrs.
Amanda Slimmen* ... 3 yrs.
Jared Papenfus 3 yrs.
Courtney Reagles* 3 yrs.
Kevin Schmitz* 3 yrs.
Penny Segura 1 yr.
Steven Roth* 1 yr.
Ty Hauser* 1 yr.
Kathy Brush* 1 yr.
Savanna McMahan 1 yr.
Anthony Van Scoik 1 yr.
Kendra Thompson 1 yr.

*Part-time employees

Welcome New Employees!

Nick Jurjens	Lynn Parsons	Aaron Spencer	Brittany Henkel
Fong Vue	Kou Xiong	Timothy Busby	Tristan Huebner
Susie Warren	Kia Thao	Kenneth Hanville	Ryan Spencer
Greg Gallaher	Katelyn McGinnis	Kaylynn McDowell	Amy Wiese
Sean Johnson	Choua Vang	Leon Vue	Chris Stevenson
Cassidy Erickson	Fue Vang	Katelin Hubbard	Nicholas Cerminara
April Harter	Kendra Garbers	Dao Vue	Cher Yang
Michelle Norman	Jodran Yang	Jaime Heinz	Jarrod Olson
Kevin Gallaher	Nale Yang	Darshon Lord	
Neng Yang	Tiffany Thompson	Justin Peterson	

Coordinators:..... Doug Billings, Amy Bettis Kim Radke, Kathy Vaughan
Photographers:Rick Auterson, Amy Bettis Marilyn Heinz, Jennifer Schloesser
.....Rebecca Burg, Justin GierokRuss Kuehn, Chris Bethune (CJ Sales)
..... Nancy Gilbertson, Jennifer SchloesserJustin Gierok, Andy Kiedrowski
Proofreaders:..... Marilyn Heinz ... Diane Fitzpatrick, Sue Maule, Sam Sokolik
Contributors:..... Amanda Henthorne John Freismuth, Jim Schweinefus
..... Eric Smith, Nancy GilbertsonJoyce Mlsna (Mayo/Health Traditions)

DEADLINE FOR NEXT NEWSLETTER: Sept. 28, 2015

All articles and announcements can be submitted to: Doug Billings (2379) or Amy Bettis (2371)