



A TRIBUTE TO JIM BRUSH

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A TRIBUTE TO JIM BRUSH by Alexis Marsh

Empire suffered a great loss on November 22, 2022. Our founder, James A. Brush, passed away peacefully, surrounded by his family and close friends. This loss is felt deeply by all who had the opportunity to know Jim as their leader, mentor, and friend. Perseverance, determination, and a “never give up” attitude is the legacy left behind in the Empire he built.

Jim was born on July 14, 1939. Though Jim did not have a picture-perfect childhood, he became a man destined to impact the lives of many. Jim’s youth built in him a perseverance that carried with him into adulthood. He was a man determined to overcome any obstacle in the way of creating the life he wanted to have.

In 1960, Jim started Empire Screen Printing while living in his car. He poured his heart into building his business. Jim’s “never give up” attitude would help Empire to evolve and continuously grow. As Jim navigated the business environment, he surrounded himself with intelligent, devoted people. His approach of fearlessness would inspire his team to move the needle.

(...continued on page 6)



AVOID WINTER SLIP-UPS

Winter months present additional hazards that are typically not factors for employees during warmer weather—specifically, slip and fall concerns. With snow and ice-covered conditions, you run the risk of taking major falls, which can lead to serious injuries.

Prevention: Education is essential in preventing winter weather-related injuries. Consider the following recommendations to prevent slip-and-fall injuries during the winter months:

- Wear the proper footwear that provides traction on snow and ice. Footwear should be made of anti-slip material; avoid plastic and leather-soled shoes or boots.
- Exercise caution when entering and exiting vehicles, and use the vehicle for balance and support.
- Try to walk only in designated areas that are safe for foot traffic. If you notice that a walkway is covered in ice, walk on the grass next to the sidewalk, which will have more traction.
- Avoid inclines that are typically difficult to walk up or down, as they may be more treacherous in winter conditions.
- Take small steps to maintain your center of balance. Walk slowly and never run. When possible, walk with your hands free to maintain your balance.
- Use handrails, walls, or anything stationary to assist in steadying your feet.
- Look ahead to the path in front of you to avoid hazards.
- Test a potentially slippery area before stepping on it by tapping your foot on the surface first.
- Remove debris, water, and ice from all working walkways.
- Steer clear of roof edges, floor openings, and other drop-offs to avoid slipping hazards.
- Sand or salt surfaces covered by ice or snow to provide traction.
- Dry your shoes or boots on floor mats when entering a building.
- Report trip and fall hazards immediately to your supervisor.
- Seek shelter immediately in the event of severe weather conditions.



SAFETY COMMITTEE

SAFETY COORDINATOR

Keith Cook.....R&D

COMMITTEE MEMBERS

Nancy Gilbertson.....Customer Service

Curtis Johnson.....I.T.

Tom Donaldson.....Digital Manager

Theresa Antony.....Small Value Stream Operator

Shane Hulburt.....Doming Supervisor

Bob Fischer.....Small Value Stream Operator

Mike Wakeen.....Director of Manufacturing

If You Begin To Slip...

- Twist your body and roll backward to avoid falling and injuring your face.
- Try to relax your body when you start to feel your legs give away.

If you are carrying a load, throw it off to the side so it does not land on you when you fall. This will also free your arms to help break your fall.

WINTER DRIVING: SKIDS

One of the most dangerous winter driving hazards is skidding. If it happens at a high speed, the result can be deadly. But most skids can be avoided by simply adjusting to driving conditions and knowing how to recover from a skid.

Skids are most likely to occur on curves and turns, so slow down ahead of time to prepare for them. Then, when in the curve, accelerate slowly and steer steadily with no abrupt change in direction and, especially, no abrupt braking. Driving smoothly in general can help prevent skids.

Skid Safety Techniques

If you go into a skid, remember two critical rules:

- Don't steer against the skid.
- Avoid using the brakes.

Instead, immediately take your foot off the accelerator and steer in the direction the vehicle is sliding until you feel recovery of traction, then slowly straighten the wheels until you recover complete control. If the back of your vehicle is fishtailing to the right, turn the wheel gently in that direction until your car recovers.

If braking is necessary before traction is recovered, apply the brake pedal cautiously so you do not lock the wheels and intensify the skid. You will also have better brake control in a skid situation if your vehicle is equipped with anti-lock brakes.

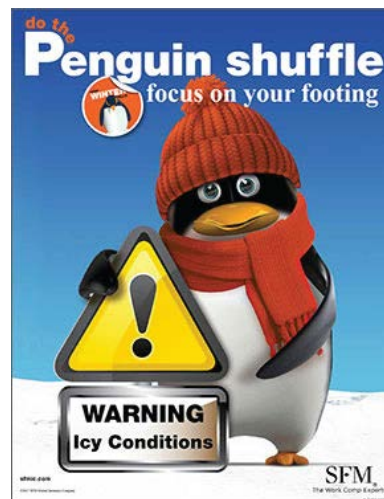
You should constantly be on the lookout for areas that might induce skidding, such as unexpected ice patches or piles of wet leaves, which tend to be found in shady areas or on overpasses. Keep in mind that wet ice, warmed by the sun, is twice as dangerous as completely frozen ice. Be especially alert when there is any kind of precipitation during cold weather.

General Winter Driving Tips

Since accidents are common in winter, you should be extra cautious while driving. Drive on slippery roads at reduced speed and increase following distance behind the vehicle ahead. This gives an additional space cushion for safe stopping. Because winter driving can be risky, it is also a good idea to practice driving in slippery conditions so you are well-prepared and comfortable.

A safe stop on icy or snow-packed roads is a tricky maneuver that requires skill and good judgment.

- Anticipate stops by slowing down gradually, well ahead of intersections. Allow more than enough time to stop safely.





Plan ahead of time for lane changes; check your rearview mirror, your blind spots, and signal your intentions to traffic behind you. Then, swing over in a long, gradual line. Make the move with the smallest possible steering change and with a light foot on the gas. When you drive into deep snow, stepping on the gas may cause the wheels to spin, with little, if any, forward movement. In such cases, avoid over-accelerating. A light foot on the gas pedal and a high gear is most effective.

Ensure Your Safety

Whenever you will be driving in any weather, be sure your vehicle is properly equipped. Your breaks should be functioning correctly, and your tires should be properly inflated with a good tread surface. Sometimes snow tires, and even chains, may be best to help keep your vehicle under control during dangerous winter conditions.

WSBC INNOVATIVE SERVICE OF THE YEAR AWARD

by Jennifer Schloesser

On November 15th, 2022, Empire was awarded the Innovation Service of the Year Award presented by the Wisconsin Sustainable Business Council (WSBC). This award recognizes Empire's UV LED ink-curing technology in its screen printing processes.

The award celebrates recipients demonstrating cutting-edge environmental, social, and governance leadership and recognizes them as leaders in their industry and community. The winners exhibit leadership, initiative, and innovation and make measurable impacts across their businesses and the communities they serve.

The award finalists and winners were celebrated at the WSBC Sustainable Business Awards Reception at the US Venture building in Titledown, Green Bay, on November 15, 2022, at 5:00 PM. Accepting the award was John Freismuth, and in attendance representing Empire, were Alexis Marsh, Mike Wakeen, Steve Limpert, and Jennifer Schloesser.

Jessy Servi Ortiz, Managing Director of WSBC, explains, "Businesses play a crucial role in delivering solutions to customers and markets. These awards recognize Wisconsin businesses for delivering value through sustainable integration and driving sustainable adoption and innovation in the market."

Following the awards ceremony, we took a tour of Lambeau Field, where we had the privilege of having Dave as our tour guide. As a Packer fan, it was a great experience to see the field from the top and ascend through the player's tunnel. Part of the floor



GREEN COMMITTEE

Jennifer Schloesser.....	Creative Director
Cathy Buttell.....	Project Manager
Keith Cook.....	R&D
Jeff Gierok.....	Electrical Technician



has the original concrete that Packer legends stepped over as they made their way onto the field. It was a cool experience, and if you're in Lambeau, I'd recommend taking the tour.

The following day, WSBC held its conference, with many breakout sessions and a keynote panel discussing the up-and-coming ESG regulations and what it looks like for future business opportunities. ESG stands for Environmental, Social, and Governance. The EU already requires businesses to report on their ESG efforts. The United States is increasing its efforts to hold businesses accountable by passing regulations that impact investors and publicly traded companies. Empire sees this as an opportunity, as we are in a good position with our existing Environmental Management System (EMS) and our UV LED technology to be in a leading position regarding environmental regulations.

One of the breakout sessions highlighted the award winners. Alexis Marsh had the opportunity to sit on this panel. Other panelists included Lisa Bauer Lotto, Corporate Director, Environment and Sustainability for Green Bay Packaging, who won the Sustainable Product of 2022, ContainerBoard Paper, and Sustainable Manager of Mercury Marine Scott Louks rounded out the panel, winning the Sustainable Champion of the Year. The panelist had the opportunity to share their success stories and answer questions from the audience.





A TRIBUTE TO JIM BRUSH (...CONTINUED...)

Jim's creative nature would start Empire on an award-winning path with LED curing technology. After reading an article about its use in digital development, Jim would give his team every resource to move forward with this advancement. His willingness to invest in Empire is the backbone of our continued success.

Jim was a constant mentor to Empire's leadership, providing security, perspective, and support. Empire president John Freismuth stated, "I have learned a lot from Jim, both how to do things and sometimes what not to do. I attribute Empire winning the *I Am Not Afraid* award to Jim because he supported risk-taking." This mindset runs deep at Empire and will always be associated with how Jim started the company.

He was an avid outdoorsman. From a young age, Jim had a passion for fishing and hunting. He respected people with the same love of wildlife he held. Hunting was a hobby Jim immensely enjoyed alone and with others. He married Cindy in 1996, and the two would go on many hunting adventures, which Jim recorded in his book, *The Silent Hunter*. Writing his book gave him an outlet for one of his favorite pastimes: storytelling. Anyone lucky enough to spend time with Jim would inevitably get to share in retelling a good story.

Always determined whenever it concerned family, Jim spent much effort to ensure his people felt included. Jim leaves behind his wife Cindy, ten children, 25 grandchildren, 12 great-grandchildren, one great-great-grandson, and two sisters. His upbringing would lend itself to developing a deep love for his growing family. This family would include every employee at Empire. Jim's presence will forever remain legendary at Empire Screen Printing.



HALLOWEEN by Ellen Monhaut

For Halloween this year, Empire hosted a costume contest, a candy guessing game, and a taco/nacho bar for all employees! See below for all the details!

Candy Guessing Game: Three jars of candy were set out for employees to look at and guess the quantities of each jar. The person whose guess was closest to the answer without going over won the jar of candy! If there's a tie, the employees split the candy.

- **Jar 1 (307 pieces):** Blake Sabine won with a guess of 303
- **Jar 2 (51 pieces):** Charles Beck AND Andrea Bell both guessed 51
- **Jar 3 (88 pieces):** Brad Anderson won with a guess of 88

Costume Contest: 22 Empire employees participated in this years costume contest. Employees were invited to vote on the costumes the week after Halloween. There were four (4) categories to vote for. The winner of each category won \$25.



Winners

SCARIEST
Hannah Knudson
"Zipper Face"

FUNNIEST
Ellen Monhaut
"Mario with Yoshi"

MOST CREATIVE
Amber Williams
"Cereal Killer"

FAVORITE
Annie Anderson
"Poison Ivy & Batman"
and
Zach Johnson
"Greg²"



SAFETY MEAL by Ellen Monhaut

On Thursday, December 10, and Friday, December 11, Empire employees celebrated a safety milestone of 465+ days of no lost time due to accidents with a catered meal.

The meal, from Festival Foods, consisted of: fried chicken, tender roast pork, parsley buttered baby red potatoes, sweet corn, dinner rolls, and brownies. Along with the meal, 50 employees received \$20 each as part of our safety raffle!

Our safety meal raffle winners were:

- Brad Ames
- Bonnie Anderson
- Joann Anderson
- Ryan Becker
- Dawn Bentzen
- David Benzschawel
- Rick Burg
- Brittany Clements
- Karen Conway
- Georgina Cundy-Lalande
- Sarah Erickson
- Nancy Gilbertson
- Sarah Haskins
- Britney Henkel
- Charles Hills
- Robert Holte
- David Hulburt
- Steve Johnson
- Zach Johnson
- Jacob Kane
- Mai Khang
- Andy Kiedrowski
- Hannah Knudson
- David Kubas
- Doug Kuehn
- Russ Kuehn
- Steve Lechnir
- Lisa Lehrke
- Lisa Massoth
- Dustin Maule
- Jeff Meyer
- Audra Moline
- Ellen Monhaut
- Davida Norling
- Eric Olson
- James Owsley
- Shane Palen
- Mary Parris
- Abigail Peterson
- Jack Przywojski
- Cassandra Reh fuss
- Mike Rowlands
- Katie Schaller
- Karl Schultz
- Kayla Selberg
- Troy Siverhus
- Steve Vinson
- Rob Wellnitz
- Patty Wells
- William Xiong

465+ DAYS

No Lost Time Accidents

WAY TO GO!

Safety Dinner

provided by Festival Foods

Fried Chicken

Tender Roast Pork

**Parsley Buttered
Baby Red Potatoes**

Sweet Corn

Dinner Roll & Butter

Brownies

Thursday, November 10

1st shift: Food will be delivered at 10:30 am
There will be an announcement when it is ready.

2nd shift: Food will be delivered at 6:30 pm
There will be an announcement when it is ready.

3rd shift: 8:30 pm

Friday, November 11

Weekend shift: 11:00 am

50 lucky employees will win \$20 in our safety raffle!

VETERANS DAY by FIRST/LAST NAME

In honor of Veterans Day, extra treats were provided to employees. We would like to give a special shoutout to all of the Empire employees who are veterans. Thank you for all of your service and dedication.

- Steve Stenberg - Army
- Karl Schultz - Army
- Jeff Meyer - Army
- Mark Klinski - Army
- Steve Lechnir - Navy
- Jim Weber - Army
- Carol Tollefson - Marines
- Rob Kranski - Marines
- Troy Stockers - Active Coast Guard Auxiliary
- Steve G. Johnson - Army Reserve
- Troy Siverhus - Navy
- John Freismuth - Navy
- Jim Schweinfus - Army National Guard
- Francis Schmitz - Army
- Evelyn Mihalovic - Army
- Robert Holte Jr. - Army
- Shane Harter - Army National Guard

CMN HOLIDAY CARDS

by: Ellen Monhaut

For 35 years, Empire has been donating time and materials to create holiday cards for the Children's Miracle Network. Each year, we get to meet the five new CMN heroes, learn about their stories, and create holiday cards out of their artwork. The cards are then sold throughout the community and all funds raised go direct to the Children's Miracle Network of the Gundersen Health Systems. Due to unforeseen circumstances, we were unable to host all five heroes at Empire this year. One hero, Piper, was able to visit Empire with her dad on November 17, 2022, and see where their cards are printed! The cards were sold online and at various local locations. Please visit the Children's Miracle Network online for more information.

Beth Noffsinger (CMN Hospitals Specialist) says, "Dear Jennifer and Empire Team, Thanks for continuing to support CMN Hospitals with these beautiful cards. We couldn't make miracles happen for the local kids without your support. Happy New Year!"



STEVE STENBERG RETIREMENT PARTY

On Wednesday, December 21, 2022, we celebrated the retirement of Steve Stenberg after 44 years of service. A catered meal was provided for all employees, it consisted of: hamburgers, brats, potato salad, baked beans, brownies, and cake. Thanks for all of your hard work and dedication, Steve!



BITTERSWEET ENDING WITH A NEW BEGINNING

by Amy Bettis

As many of you may know, I've spent the past 22 years volunteering for the Gateway Area Council for both Cub Scouts and Boy Scouts. I have been a den leader, pack leader, pack/troop liaison, scoutmaster, council trainer, merit badge counselor, and summer camp staffer. Nationally, I participated in accredited leadership and team building training, high adventure treks, and other unique opportunities. These skills became an integral part of who I am not only in my scouting career, but also in my 30+ year career at Empire.

It is bittersweet to be offered what I consider my dream job, as I leave a successful career in printing that I also love. On October 17, 2022, I will assume my new duties for the Gateway Area Council as their new department executive, moving from the volunteer realm into a BSA professional. In this next chapter of my life, I can pursue my passion for another organization I strongly believe in.



Over 30 years is a long time to be with a single company. I have always been willing to learn and accept new challenges in my career at Empire, starting as a fledgling artist and growing into a department lead, second shift art director, project manager, marketing team member, safety committee member, green committee member, TWI trainer, HR training coordinator, account manager, SVS-2 supervisor, and second shift plant supervisor.

I pursued all my roles at Empire with the guiding principles and passion I learned from scouting: be prepared and obey the scout law. A scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent.



Empire always provided me with plenty of opportunities. I want to thank my mentors, who saw my potential and took the time to develop me as a leader. I also want to thank my fellow coworkers for sharing their expertise, and I hope others have learned from me as well. I will miss being part of all the exciting changes here, but I will follow Empire's progress and cheer from the sidelines.

Next time a little cub scout comes by to sell popcorn, or BSA scouts ask for help or donations for their Eagle project, think of me. It's from what I learned at Empire that I'm able to help these scouts. I will develop the next generation of leaders, who, someday, may work at Empire.



HOLIDAY PARTY by Ellen Monhaut

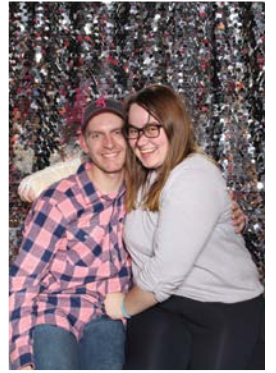
On Saturday, December 10, Empire hosted a Holiday Party for all employees at Stoney Creek Inn in Onalsaka, WI. A catered meal was provided from Blue Moon and all employees who attended were eligible to win prizes. Every employee who attended left with at least a small cash prize. At 10:00 pm, there was a mystery prize, and Katie Schaller won \$600 with the roll of the dice! There was a photo booth and live music was provided by Blue Collar 40, a local band that has been making a name for themselves in our region! Thank you to everyone who volunteered to help prepare for the event, and thank you to all who attended!



PRIZE WINNERS

- | | | |
|---|--|---|
| • Evan Heintz • 43" TV | • Dustin Maule • \$100 | • Katrina Murphy • \$20 |
| • Ben Bakken • \$100 | • Paul Fanning • Air Fryer Toaster Oven | • Jordan Witt • Air Fryer |
| • Ryan Becker • Pizza Oven | • Josh Leisgang • \$100 | • Emily Syring • \$20 |
| • Jon Schubert • 70" TV | • Blake Sabine • Chromebook | • Steve Nelson • Patio Heater |
| • Jeff Gierok • 36" Blackstone | • Rob Wellnitz • \$20 | • Steve Lechnir • \$20 |
| • Tom Donaldson • \$50 | • Joann Anderson • Patio Furniture | • Diana Kurtz • Outdoor Griddle |
| • Nick Lubinsky • \$50 | • Kathy Vaughan • 40" TV | • Sue Maule • \$50 |
| • Teri Sullivan • KitchenAid Mixer | • Ralph Young • \$20 | • Kathy Inglett • \$50 |
| • Deborah Felix • Smoker | • Raven Erickson • \$20 | • Sarah Erickson • Air Fryer |
| • Annie Anderson • Smoker | • Sherri Vinson • \$50 | • Charlie Beck • \$20 |
| • John Johnson • \$20 | • Jennifer Schloesser • 40" TV | • Debbie Michel • \$50 |
| • Megan Dickerson • \$20 | • Jacob Kane • \$20 | • Jenny Ledman • Griddle |
| • Rita Howe • Keurig | • Shane Hulburt • \$50 | • Ginger Anderson • Tabletop Griddle |
| • Rhonda Peterson • \$20 | • Ethan Walker • \$50 | • Heather Reinsvold • \$20 |
| • Randy Lemke • Grill | • Desiree Mierow • Outdoor Firepit | • Gigi Cundy • Keurig Mini |
| • Shane Palen • \$50 | • Mike Wakeen • 40" TV | • Cory Krajewski • Keurig Mini |
| • Ana Mueller • Airpods | • Danielle Helke • 40" TV | • Caida Alland • \$100 |
| • Steve Vincent • Grill | • Mike Smith • \$50 | • Walt Staff • \$100 |

Mystery Prize: The employee who was drawn for the mystery prize got to shake a dice. Whatever the number the dice landed on was multiplied by 100, and they won that cash amount! **Katie Schaller** was our lucky winner this year, and she won **\$600!**





ANNIVERSARIES

SEPTEMBER

Steve Stenberg.....44 years
 Nancy Gilbertson.....25 years
 Mike Rowlands.....18 years
 Fawn Marsh.....14 years
 Jared Papenfuss.....10 years
 Paula Anderson.....7 years
 Ginger Anderson.....5 years
 Joe Piper.....5 years
 Desiree Mierow.....4 years
 Paul Fanning.....4 years
 Jordan Pochanayon.....2 years
 Davida Norling.....2 years
 Danielle Helke.....1 year
 Jennifer Jahnke.....1 year
 David Benzschawel.....1 year
 Josh Parnow.....1 year

OCTOBER

Eileen Ustby.....28 years
 Cathy Buttell.....27 years
 Laurie Arentz.....17 years
 Charles Hills.....16 years
 Benjamin Bakken.....12 years
 Traci Low.....8 years
 Troy Hanson.....7 years

Robert Bialecki.....4 years
 Tyler Allen.....2 years
 Jamie Sanders.....2 years
 Deborah Felix.....1 year
 Amanda Heller.....1 year
 Shane Palen.....1 year

NOVEMBER

Jim Weber.....37 years
 Roman Kamrowski.....28 years
 Dawn McGrath.....28 years
 Marcia McFarlane.....25 years
 Candy Amann.....22 years
 Theresa Antony.....18 years
 Jonathan Schubert.....16 years
 Kevin Gerstenberger.....16 years
 Christine Kendhammer.....15 years
 Richard Auterson.....14 years
 Bonnie Anderson.....13 years
 Dustin Maule.....10 years
 Jason Koopmann.....8 years
 Todd Lejeune.....7 years
 Francis Schmitz.....5 years
 Ana Mueller.....5 years
 Dawn Bentzen.....4 years

Annie Anderson.....4 years
 Mike Wakeen.....3 years
 Karl Schultz.....2 years
 Bronson Tamke.....1 year
 Heather Heberlein.....1 year
 Jonathan Valley.....1 year

DECEMBER

Kathy Vaughan.....34 years
 Keith Cook.....31 years
 Dave Collins.....28 years
 Steve Johnson.....27 years
 Steve Vinson.....23 years
 Eric Coleman.....18 years
 Kathy Inglett.....17 years
 Stephanie Haring.....1 year

NEW EMPLOYEES

Bradley Anderson
 Clancy Wilkins
 Kain Wrona
 Denver Hansen

Deadline for the next
 newsletter: 03/24/2023



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