



ABOVE & BEYOND



FEATURED ARTICLES

- ESG Objectives for 2023-24 Fiscal Year

EMPIRE NEWS

- Steppin' Out In Pink
- CMN Holiday Cards
- Company Picnic
- Halloween Festivities
- Holiday Party
- Onalaska H.S. Tour

SAFETY AWARENESS

- No-Lost Time Accidents

SUSTAINABILITY

- WSBC Conference & Recognition

EMPLOYEE NEWS

- Employee Farewells
 - » Kevin Gerstenberger
 - » Bob Fischer
 - » Chuck Hill
- Empire Shirt Design Competition
- Upcoming Events
- Anniversaries & New Employees

ESG OBJECTIVES [Jennifer Schloesser/Cathy Buttell]

As a Green Tier Participant, we are required to maintain an environmental management system. Within that system, we set objectives that help improve the process while striving to reduce the impacts those improvements have on the environment. In 2024, we added social and governance to the annual report to make a fully integrated ESG report (Environment, Social, Governance). This report looks at how improvements impact social, environment, and how we govern our organization. Several of our customers have ESG standards that they require. In order to retain and establish new business, Empire has taken steps to document our ESG practices to put us in position to be a preferred print supplier.

AUTO-LAMINATORS [Jennifer Schloesser]

We built two auto-laminators, one each for MVS and SVS, completed in May 2024. The auto-laminators are designed to streamline the production process, with faster setup times and more options. Both units have the capability to take sheets and convert them into a roll to be finished on the Preco, or cut off to be die cut or i-cut. This gives options to streamline the process depending on long or short runs, and provides flexibility and efficiency based on the work.

One significant advantage of these is that they sit next to the presses, allowing one operator to feed both the printing press and the laminator (where previously, we required up to three people) or a COBOT is used to remove the sheets from the press and place them on the auto-laminator.

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ESG OBJECTIVES [continued]

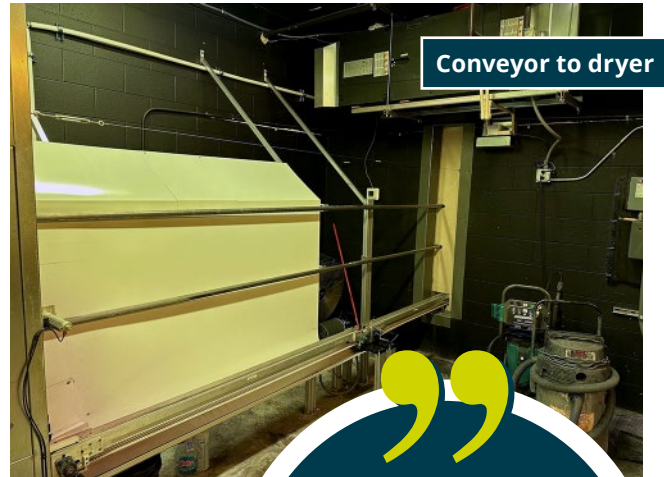
SCREEN-MAKING AUTOMATION [Cathy Buttell]

In July of 2023, we began implementation of an automated conveyor system extending from the developing CST unit. This was completed in May 2024.

This new system takes the screens coming directly out of the Zetner developer and automatically conveys them through the wall into a room with a precision blow-out and drying mechanism, which removes any residual debris and instantly dries the screens.

After that, the conveyor belt takes the screen through the next wall directly into the pinning and inspection room. Here, we relocated the 10-magazine take-up belt to streamline inspection and prep processes, including pinning, blocking out and taping.

"We have reduced the amount of handling during the development process from six lifts to two lifts per screen," said Blake Sabine (LVS/MVS manager, previously screen making supervisor). "When you multiply that by 80-100 screens per shift, that's a lot of lifting that is now taken out of the equation. Streamlined product, less employee handling, and a quality product. What more can you ask for?"

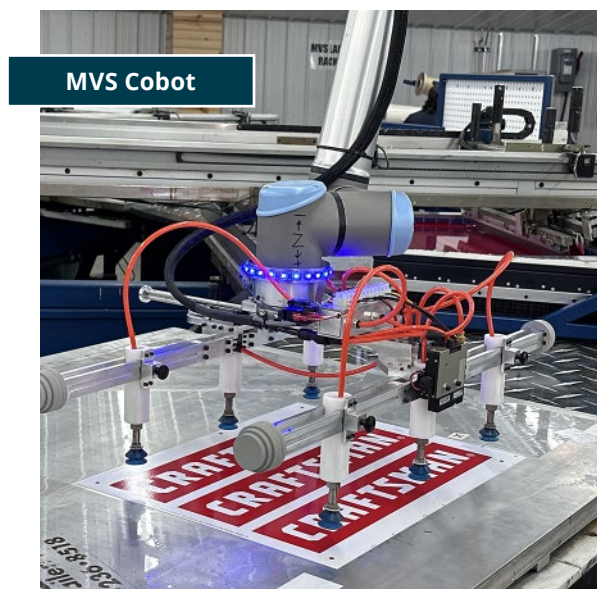


We have reduced the amount of lifts from 6 lifts to 2 lifts per screen.

Blake Sabine,
LVS/MVS Manager

MVS RUNNING TO PRODUCTION RATE [Cathy Buttell]

Over the last couple of years, Empire has been researching and developing cellular manufacturing using robotic automation that combines printing, lamination, and die-cutting in a one-piece flow. A few action items needed to be completed in order to be fully functioning to production rate.



An auto-laminator was implemented in May 2024. It was added to the second MVS cell using the Cobots.

The Preco was added in 2022, but was not incorporated into the proven process until January 2024.

Programming for the Cobots was completed in June 2024.

A Kaizen was held in January of 2024 to determine the process and standard work. Job breakdowns and work instructions were updated for the 30x18 MVS print setup, MVS auto-laminator setup, and MVS preco setup.

The report for the 2023-2024 Fiscal Year will be available on our website once it has been approved by Green Tier.

STEPPIN' OUT IN PINK [CATHY BUTTELL]

Steppin' Out in Pink is a non-competitive fundraising walk for all ages and abilities. It raises money to support breast cancer research and patient support programs at Gundersen Health System's Norma J. Vinger Center for Breast Care. Since 2006, Steppin' Out in Pink has raised over \$7 million for local breast cancer initiatives.

Empire became a silver sponsor for this year's Steppin' Out In Pink fundraiser on September 14th, 2024. We donated \$3,000 and provided two different decals for the organization to sell the day of the event. We also printed coroplast "In Memory" signage (purchased by SOIP) to be posted throughout the route. Olivia Moths (CMN Philanthropy Program Coordinator) presented Empire with a Sponsor Award. "It's encouraging to see our community come together for breast cancer care in the Coulee Region and beyond," said Olivia. "Thank you for supporting our mission to walk together so future generations won't have to."

Despite the rainy weather, a group of Empire employees enjoyed walking to help raise money: Jenny Ledman (art dept.), Kristy Borger (customer service), Kiecila Fruetel (LVS, 2nd shift), Becca Bridges (Indigo), Brenda Hansen (accounting), Paula Price (telesales), Krystle Roller (SVS, 2nd shift), Mike Smith (2nd shift plant manager), Petra Vogel (LVS).



EMPIRE NEWS



Two decals were donated for the organization to sell the day of the event.



Sponsor Award
Empire Screen Printing



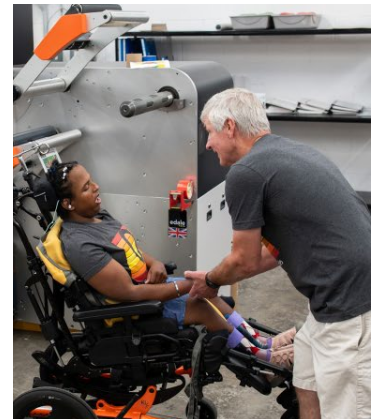
HOLIDAY MAGIC ON THE PRESS

CMN Article, by Abby Ryan, posted on 09/19/2024

The 2024 CMN Heroes took part in a very special tradition that has been happening for almost 40 years. As the holiday season approaches, our Heroes witnessed the magic of their holiday cards coming to life. Empire Screen Printing, known for its high-quality printing and being a staple in the community, welcome the CMN Heroes into their facility, where they watched in awe as their vibrant holiday designs rolled off the press.

In addition to seeing their holiday cards come to life, Empire Screen Printing made it extra special by giving the Heroes a tour of the entire facility and even printing off pictures and stickers of their favorite things. Each Hero went home with so many memories.

Children's Miracle Network would like to give a special thanks to Empire Screen Printing of Onalaska, WI, who generously donates their time and materials to bring these designs to life, allowing 100% of card sales to help fund miracles for local kids.



Photos provided
by CMN



Abby Ryan
with her 1994
Holiday card

FULL CIRCLE

This year, we had the pleasure of meeting **Abby Ryan, CMN Hospitals Specialist**. During the visit, we discovered that her holiday card design was chosen back in 1994, when she was a CMN hero herself. Taking the tour with the new Heroes gave her a different perspective.

"Seeing their creative work transformed into holiday cards was an exciting moment for each Hero. From snowmen, candy canes, and wreaths, to Christmas trees and the solar system, each Hero's design reflected their unique creativity that makes them so special."

COMPANY PICNIC [CATHY BUTTELL]

On August 17th, Empire hosted a company picnic at Veterans Memorial Park in West Salem, WI. Employees and their families enjoyed food catered by Tacomeindo Food Truck, and the "Pick It to Win It" board (created by Creative Director Jennifer Schloesser) made a 2nd annual appearance, with employees winning a variety of prizes. In addition, there was a trivia contest, corn hole games, Spikeball, face painting, and bags filled with goodies (butterfly net, binoculars, magnifying glass, etc.) that kids could use to explore nature around the park.

It was a nice, relaxing day for everyone who attended.



EMPIRE NEWS



HALLOWEEN AT EMPIRE [JENNIFER SCHLOESSER]

Halloween at Empire is always a spooky event. This year, we brought back the pumpkin carving/decorating contest, which had some amazing results. Employees did an excellent job and made it difficult to judge. Along with the pumpkin contest, we had our candy guessing game and costume contest.

CANDY GUESSING GAME (they win the jar and the candy)

JAR #1 (119 pieces).....**Angie Pierce** (guessed 112)

JAR #2 (75 pieces)**Cass Rehffuss & Sharon Ronnie**
(exact amount!) *Cass graciously let Sharon take the jar.*

JAR #3 (93 pieces)**Lakota Standing Bear** (guessed 88)



PUMPKIN CARVING/DECORATING CONTEST



Britney Henkel & Becca Bridges



Brian Subjek



Cass Rehffuss



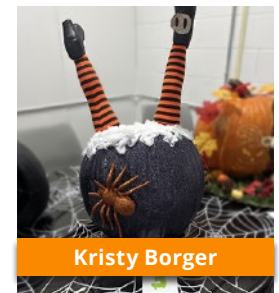
Rachel Busch



Raven Erickson



Rhonda Peterson



Kristy Borger



Emily Syring



Curtis Johnson



Angie Severson



Alexia Sanderson



Petra Vogel



Amie Miller



Jenny Ledman

Winners in the pumpkin contest received:

1st place: \$50 for both

2nd place: \$40

3rd place: \$30

HALLOWEEN AT EMPIRE COSTUME CONTEST



JEDI
Tom
Donaldson



VEGAN
OPTION?
Raven
Erickson



HORNY
DEVIL
Cass Rehfluss



FURBY
Becca Bridges



SLEEPING BEAUTY



PIONEER WOMAN



CAUGHT IN THE WEB



OLD HIPPIE



PIRATE



TRICK OR TREAT



MOTHER THERESA

EMPIRE NEWS

Winners in the costume contest won \$50.00 in each of the 4 categories.



HOLIDAY PARTY [JENNIFER SCHLOESSER]

This year's company holiday party was held for the first time on Friday the 13th, in December at Stoney Creek Inn.

We built the theme around the movie, *The Nightmare Before Christmas*, with a spooky Jack Skellington ornament, designed by **Becca Bridges (digital)** and a thrilling left/right game, using a Nightmare mug containing different hot chocolate spoons and candy canes. The winner at each table got to take home the mug and goodies.

Lots of great prizes, food, games, and fun were had by all who attended. Music was a hit with Junk FM.



HOLIDAY PARTY



EMPIRE NEWS



Jack Skellington mug
(Left-Right Game)



HOLIDAY PARTY PRIZE WINNERS SPIN TO WIN!

LG 75UR80 75" TV	Gabe O'Haver
Vizio 50" Quantum QLED TV	Jeff Gierok
Vizio 50" Quantum QLED TV	Ryan Sjuggerud
Vizio 50" Quantum QLED TV	Amy Bauer
Vizio 50" Quantum QLED TV	Danielle Helke
Vizio 50" Quantum QLED TV	Mark Klinski
iPad 9th Gen 64GB	Jordan Witt
iPad 9th Gen 64GB	Marcia McFarlane
Nintendo Switch LITE Hyrule Edition	Dawn Bentzen
Nintendo Switch LITE Hyrule Edition	Terri Sullivan
Nintendo Switch LITE Gray	Anthony McDowell
JBL FLIP Essential2 bluetooth spkr	Brian Subjek
JBL FLIP Essential2 bluetooth spkr	Dan Poff
JBL FLIP Essential2 bluetooth spkr	Sarah Erickson
JBL FLIP Essential2 bluetooth spkr	Ethan Schubert
Apple AirPods w/charging case	Julie Minneker
Apple AirPods w/charging case	Shane Palen
FUJIFILM instax mini SE camera	Sharon Ronnie
FUJIFILM instax mini SE camera	Cass Rehfuuss
WORX 40volt cordless blower	Chrystal Claude
ionvac Smart Clean robo vac 2000	Britney Henkel
ionvac Smart Clean robo vac 2000	Patty Wells
NINJA Professional Blender 1000	Ben Bakken
XBOX Series S w/512GB SSD Drive	Deb Gilbertson
BOSCH Drill & Impact Wrench Kit	Jared Ball
WORX 40volt cordless grass trimmer	Steve Johnson
HOTSHOT Portable Gas Pizza Oven	Mike Rowlands
KEURIG K-Supreme coffee maker	Lisa Massoth
KitchenAid 4.5 Qt stand mixer	Chris Rogowski
NINJA Airfryer	Diana Kurtz
Breville NESPRESSO Virtuo Next	Tim Kurtz
\$200. Gift Card	Blake Sabine
\$200. Gift Card	Curtis Johnson
PTO (or \$100 PT)	Kristy Borger
PTO (or \$100 PT)	Rachel Busch

Jack
Skellington
ornament



\$100 CASH ENVELOPES (Spin Game)

Theresa Anthony
Brenda Hansen
Sue Maule
Dan Metz
Megan Caacbay
Alexia Sanderson
Katrina Murphy

\$50 CASH ENVELOPES (Spin Game)

Cory Krajewski
Angie Pierce
Kathy Inglett
Sam Sokolik
Kathy Vaughan
Cathy Buttell
Joann Anderson
Aimie Miller
Troy Stockers
James Owsley
Steven Vinson
Petra Vogal

\$20 CASH ENVELOPES (Spin Game)

Lee Vieth
Remy Gomez
Becca Bridges
Jon Schubert
Steve Limpert
Rob Wellnitz
Katie Schaller
Ginger Anderson
Tom Donaldson
Nancy Gilbertson
Raven Erickson
Jennifer Schloesser
Jeffrey Meyer
Zack Johnson

DICE GAME
(names picked from RSVPs)
Joann Anderson: \$100.00
Julie Minneker: \$500.00
Gabriel O'Haver: \$600.00

\$100 Gift Cards (names picked from RSVPs)

Deb Gilbertson
Nancy Gilbertson
Rob Wellnitz
Emily Syring

\$60 Cash
(names picked from RSVPs)
Rhonda Peterson

\$40 Cash (names picked from RSVPs)

Brenda Hansen
Shane Palen
Brad Cook
Kristy Borger
Dan Metz
Anthony McDowell

Remaining employees
received \$20.00

A photograph of three people on a stage. A man in a plaid shirt and jeans is spinning a large, colorful wheel with various colored segments. A woman in a white top and a patterned skirt stands next to him, smiling. Another man in a grey shirt and dark pants stands to the left, also smiling. The stage has a wooden floor and blue lighting in the background.



Above & Beyond | Summer-Winter 2024-25 | www.empirescreen.com | 9



WSBC CONFERENCE [JEN SCHLOESSER]

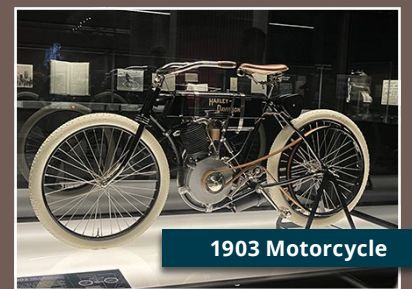
CHARTING A COURSE FOR POSITIVE IMPACT

The Wisconsin Sustainable Business Council (WSBC) holds an annual conference to bring together like-minded companies and people that want to build on their current company's environmental plan, as well as those who are looking to start. This year's conference was held on November 13th, 2024 at the Harley-Davidson Garage in Milwaukee. The following Empire employees attended: Jennifer Schloesser, Cathy Buttell, Steve Johnson, Steve Limpert and Mike Wakeen.

The conference included keynote speakers from companies such as Kohler, American Family Insurance, and Generac, discussing their journeys into sustainability within their businesses. Breakout sessions allowed us to listen to subjects that could benefit our advancement into sustainability, such as: Enhancing Supply Chain Sustainability, Driving Towards Net Zero, Building a Sustainability Strategy that Fits YOUR Firm, and Communicating Your Sustainability Journey.

"The speakers were all knowledgeable about their subjects and offered many good suggestions on how to implement at our company," said Mike Wakeen (Director of Manufacturing). "We have begun researching the use of solar power and are looking at a system that would manage our HVAC through AI. These ideas are directly from our going to the convention."

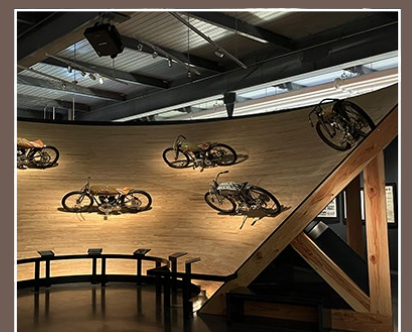
We went to Milwaukee a day before the conference to take advantage of touring the Harley-Davidson Garage. It was interesting, and gave us a positive reminder that a company can maintain its legacy while continuously evolving—just like Empire's success and approach to UV LED ink curing technology and cellular manufacturing.



1903 Motorcycle



2015 Electric Prototype



Conference photos
provided by WSBC

GREEN COMMITTEE



GREEN COMMITTEE COORDINATOR

Jennifer Schloesser ----- Creative Director

COMMITTEE MEMBERS

Cathy Buttell -----Project Manager

Keith Cook ----- R&D

Jeff Gierok -----Electrical Technician

WSBC CONFERENCE



SUSTAINABILITY • SAFETY



TOP PERFORMER

For a company with 100-500 employees in Manufacturing and Heavy Industry Category.

RECOGNITION

GREEN MASTER STATUS

Green Master was achieved by effectively managing all material sustainability issues and its performance related to those issues and its performance to actively lead the transformation for a more sustainable society.

TOP PERFORMER

In ethical governance and sustainable leadership, Manufacturing and Heavy Industrial Category.

SAFETY: NO-LOST TIME ACCIDENTS

As of February 6th, 2025, we have recorded 540 days of no lost-time accidents. This is a testament to our safety committee and employees for making sure safety measures are in place and department guidelines are being followed throughout the company.

On August 17th, 2023, there was an incident regarding an allergic reaction to ink being used on the press. Although this initially took our numbers back to zero, it was later determined that there was no lost time recorded, so we were able to re-instate no lost time accident numbers. To prevent potential ink reactions in the future, we updated the PPE requirements when handling inks.



SAFETY COMMITTEE COORDINATOR

Keith Cook ----- R&D

COMMITTEE MEMBERS

Lisa Anderson ----- HR
Theresa Antony ----- SVS Operator
Tom Donaldson ----- Digital Manager
Nancy Gilbertson ----- Customer Service
Brenda Hanson ----- Payables & Receivables

Curtis Johnson ----- I.T.
Egan Shanley ----- Janitor
Kathy Vaugh ----- HR
Mike Wakeen ----- Director of Manufacturing
Patty Wells ----- Receptionist

SAFETY COMMITTEE





KEVIN GERSTENBERGER RETIREMENT PARTY



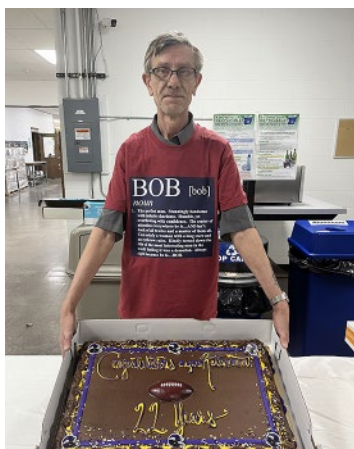
Kevin Gerstenberger has been Empire's Indigo operator for 25 years. Thank you for your invaluable service. Congratulations on your retirement!



BOB FISCHER RETIREMENT PARTY



Bob has been at Empire for 22 years, using his expertise in LVS, MVS and digital. Thank you for being a part of the Empire family! Enjoy your retirement!



EMPLOYEE NEWS

CONGRATULATIONS

Chuck Hills

Thank you for your
18 years of service!
Best wishes for a
happy retirement!



Cake will be available during
normal scheduled breaktimes.
OLD LUNCHROOM
Wednesday, Feb. 26th



OPENING DOORS TO EDUCATION

Empire is proud to bring in local students for tours, giving them firsthand exposure to career paths that can be incredibly valuable in shaping their future decisions. Being able to see companies and employees in action can help bridge the gap between education and the professional world.

This year, the Onalaska High School Career Readiness class toured our facility on October 10th, 2024. The students came prepared with great questions, as our employees and upper management engaged with them and provided real-world insights into career opportunities.

EMPIRE T-SHIRT DESIGN COMPETITION

Our next t-shirt design could be yours!

We will be having a competition for the design going on the back of the next Empire shirt, which will be produced in the Fall of 2025.

RULES & ADDITIONAL INFORMATION TO COME SOON!



*Color of shirt has not been determined.
This is for example only.*

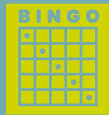


UPCOMING EVENTS



EMPIRE NEWS

FEB
17



BINGO

MAR 20
to **APR 07**



**MARCH
MADNESS**

APR
22



EARTH DAY CLEAN-UP
weather permitting

JUL
15-17



PIP EXPO

AUG
09



COMPANY PICNIC
Town of Holland

AUG
29



**CALENDAR PHOTO
SUBMISSIONS**

SEP
13



**STEPPIN' OUT
IN PINK**

OCT
30



HALLOWEEN

DEC
05



HOLIDAY PARTY
Stoney Creek Inn

ANNIVERSARIES & NEW EMPLOYEES

2024 JULY

Name	# of Years
Ralph Young	33
Laramie Schwier	30
Joann Anderson	27
Curtis Wier	25
Teresa Sullivan	25
Robert Kranski	20
Robert Wellnitz	14
Joshua Leisgang	12
Zachary Johnson	8
Ethan Walker	7
David Kubas	3
Noah Stebbins	1

AUGUST

Name	# of Years
Sue Maule	41
Angela Pierce	41
Michael Smith	37
Steven G Johnson	34
Lee Vieth	33
Jeff Meyers	33
Doug Kuehn	19
Casey Wilkins	4
Brittany Clements	4
Anita Johnson	3
Dalton Johnson	3
Katrina Murphy	2
Blake Sabine	2
Alexia Sanderson	1
Rachel Busch	1
Remy Gomez	1

SEPTEMBER

Name	# of Years
Nancy Gilbertson	27
Michael Rowlands	20
Ginger Anderson	7
Joe Piper	7

SEPTEMBER

Name	# of Years
Jordan Pochanayon	4
Danielle Helke	3
David Benzschawel	3
Joshua Parnow	3
Bradley Anderson	2
Julie Minneker	1
Philip Piskach	1

OCTOBER

Name	# of Years
Eileen Ustby	30
Cathy Buttell	29
Laurie Arentz	19
Charles Hills	18
Benjamin Bakken	14
Troy Hanson	9
Robert Bialecki	6
Shane Palen	3
Lisa Anderson	1

NOVEMBER

Name	# of Years
James Weber	39
Keith Cook	33
Roman Kamrowski	30
Dawn Mcgrath	30
Marcia Mcfarlane	27
Candy Amann	24
Theresa Antony	20
Jonathan Schubert	18
Christine Kendhammer	17
Richard Auterson	16
Bonita Anderson	15
Dustin Maule	12
Jason Koopman	10
Todd Lejeune	9
Dawn Bentzen	6
Michael Wakeen	5
Bronson Tamke	3
Jonathan Valley	3
Hunter Krajewski	1

DECEMBER

Name	# of Years
Kimberlee Radke	39
Kathryn Vaughan	36
David Collins	30
Steve Johnson	29
Steven Vinson	25
Eric Coleman	20
Kathy Inglett	19
Krystle Roller	1
Stephan Stenberg	1

2025 JANUARY

Name	# of Years
Randall Hoff	36
Christopher Mikunda	27
Jennifer Schloesser	25
Mai Khang	18
Eric Wienkes	17
Richard Burg	11
Steve Limpert	8
Carol Tollefson	7
Emily Syring	7
Phillip Treu	4
Sarah Haskins	3
Kristy Borger	1

FEBRUARY

Name	# of Years
John Freismuth	33
Guy Gregerson	29
Stacie Boisen	18
Daniel Poff	16
Lakota Standing Bear	4
Rita Howe	3
Peter Brenegen	1
Timothy Kurtz	1



NEW EMPLOYEES

Karl Schultz
Daniel Adams
Charles Koenig
Chrystal Claude
Wade Stokes
Ethan Schubert
Christopher Rogowski
William Lawrence
Derrick Mayer
Patricia Lastofka
Gabriel O'Haver
Amy Bauer
Joshua Bauer
Alexxis Howe
Kayka Nofsinger
Zach Mikkelsen
Joseph Amundsen
Paul Fanning
Roland Garcia
Zander Reynolds
Kathleen Arenz

**Deadline for the next
newsletter: 05/30/2025**



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