

above & beyond

Fall 2011

Featured Articles

RECOGNITION OF EXCELLENCE

Kammann Press Arrives at Empire
Empire, Nazdar, Phoseon
and Kammann become
Technology Partners

Letters of Recognition

U.S. Senator Ron Johnson
U.S. Senator Herb Kohl
U.S. Congressman Ron Kind

SAFETY AWARENESS NEWS

Working with Safety in Mind
Space Heater Safety
National Safety and
Health Observances

COMMUNITY CORNER

Steppin' Out in Pink
CMN Christmas Card

ON THE ROAD

GraphExpo 2011 • G7 Summit

EMPLOYEE SPOTLIGHT

Mike Smith & Mitch Bjorkman

CALENDAR

ACTIVITIES & EVENTS

EMPLOYEE
ANNIVERSARIES

NEW EMPLOYEES

EMPLOYEE
ANNOUNCEMENTS

Mitch gets the rush of his life!



above & beyond



A New Era at Empire

The Kammann Eco Press made its way to Empire on a boat from Germany and arrived on July 20, 2011.

It was a tight fit navigating the forklift through the plant from the loading dock. However, we managed to get all of the components to their new home on the Empire production floor. The process had to be repeated eight times for all of the Kammann components.

Many thanks go to Mark Klinski, Jeff Meyer, Jeff Gierok, Dale Westaby, Kevin Steele, Kevin Mason, the Kammann technicians and the forklift crew from Cary Services, all of whom were essential in establishing the press at Empire.

The addition of this million dollar Kammann press to Empire's manufacturing capabilities is the culmination of three years of research and development. (see UV LED Curing article pg. 4).

For the first 2 weeks of August



Kammann technicians worked with Empire, training operators. This new press will be under the supervision of Mike Smith and the lead operator will Kevin Mason.

The biggest advantage to this new press, is the fact that it has zero emissions and requires no added ventilation to operate. It also utilizes 40-50% less energy. It is a greener, safer alternative to traditional screen printing presses.

~Amy Bettis

Mike Smith & Mitch Bjorkman • Free Falling

On July 9, 2011, Mitch Bjorkman, 3rd Shift Ink Tech and myself went to Tri-State Skydivers (www.tri-stateskydivers.com) in Lancaster, WI for the ultimate thrill, a tandem jump, free fall skydive.

It all started with 6 pages of paperwork, to make sure if something goes wrong (*like death*), that the skydiving club isn't held responsible.

Prior to the jump we had 30 min. of training to learn how to sit in the plane, exit the plane, and body position during free fall. The couple



That first step is a killer!

that runs the club are very friendly, and made you feel very comfortable, about what we were about to do.

After that, the pilot, yourself, and your new very best friend board the plane. We take off and climb to the desired height of 11,000 ft. (2.083 miles), which is about a 20 minute flight. The scenery above the Mississippi River and the surrounding area is AWESOME!!!

Now we are ready to exit the plane, Cont'd on



SAFETY AWARENESS NEWS

NATIONAL HEALTH & SAFETY OBSERVANCES

October 10, 2011

World Mental Health Day

Sponsored by the World Federation for Mental Health
wmhday@wfmh.com

October 16-22, 2011

National Teen Driver Safety Week

Raising awareness and seeking solutions to unnecessary teen deaths on the road. focusing our country's attention on this serious issue.
http://www.teendriversource.org

November 1-30

American Diabetes Month

American Diabetes Association
askada@diabetes.org
www.diabetes.org
Materials available
Contact: Local Chapters

November 25 - January 1, 2012

Tie One On For MADD

MADD asks holiday drivers to tie MADD red ribbons to visible locations on their vehicles. The red ribbons represent drivers' pledges to drive safe, sober and buckled up, reminding other drivers and passengers to do the same.
www.madd.org/feature-stories/november/tie-one-on-for-madd.html

December 1-31

Safe Toys and Gifts Month

info@preventblindness.org
www.preventblindness.org

December 1, 2011

World AIDS Day

World AIDS Campaign
info@worldaidscampaign.org
www.worldaidscampaign.org/en/

Working with Safety in Mind

It is important to remind everyone of the leading causes of workplace accidents. Consider this statistic: over 80 out of every 100 accidents are the fault of the person involved in the accident. Unsafe acts cause more than four (4) times as many accidents as unsafe conditions.

Although employers are required by law to provide a safe and healthful workplace, it is up to you to be aware of your work environment and follow safe work practices. By avoiding unsafe acts and practicing common sense, your work will go smoother, with less chance for accidents.

Statistically, most accidents are caused by unsafe acts, including:

Being In A Hurry - Sometimes there is more concern for completing a job quickly instead of safely. Take time to do a good job and a safe job.

Taking Chances - Daring behavior or blatant disregard for safe work practices can put the whole work team at risk. Follow all company safety rules and watch out for your fellow employees. Horseplay is never appropriate on the job and can lead to disciplinary action.

Being Preoccupied - Daydreaming, drifting off at work, thinking about the weekend and not paying attention to your work can get you seriously hurt or even killed.

Focus on the work you are paid to do. If your mind is troubled or distracted, you're at risk for an accident.

Failure to Comply with PPE - You work safe. You're careful. You don't make mistakes. Do you really need your PPE? The answer is YES, and for good reason. No matter how careful you are, the unexpected sometimes happens—or somebody else could make a mistake. PPE is designed by experts to protect

~ Article Courtesy of www.statefundca.com

you against specific hazards by forming a barrier between you and the hazard, when those hazards cannot be eliminated by any other means.

Dress Accordingly - Dress appropriately for work in clothing that is neither too long or too loose. Avoid wearing loose and dangling jewelry. Tie back long hair and tuck braids and ponytails behind you. Wear appropriate, well-fitting gloves for your job. Loose fitting clothing, long hair or jewelry can be easily pulled into machinery. Don't forget, proper footwear should be worn at all times to protect your feet. Save the flip flops for the beach.

Having A Negative Attitude - Being angry or in a bad mood can lead to severe accidents because anger nearly always rules over caution. Flying off the handle at work is potentially dangerous. Keep your bad moods in check, or more than one person may be hurt. Remember to stay cool and in charge of your emotions.

Failure to See Hidden Hazards - At many job sites, work conditions are constantly changing. Sometimes new, unexpected hazards develop. Always be alert for changes in the environment. Hidden hazards include spilled liquids that could cause slips and falls; out-of-place objects that can be tripped over; unmarked floor openings one could step into; low overhead pipes that could mean a head injury; and other workers who don't see you enter their hazardous work area. Remember to stay alert for hazards, so you won't become one more statistic.

You can do a quality job without rushing. Maintain a positive attitude and keep your mind on your work. This is just common sense, something smart workers use!

Safety Coordinator:

Randy Hoff Plant Engineer

Committee Members:

Lee Vieth Plant Manager

John Johnson Operations Coord.

Roger Henderson Insurance Agent

Amy Bettis Art Department

Keith Cook R & D

Steve Nelson Die Making

Brian Searle Maintenance

Debbie Wolfe Level 3

Safety Committee

Empire Steppin' Out In Pink 2011

Gorgeous weather, enthusiastic supporters... Steppin' Out in Pink 2011 was phenomenal!

Over five thousand walkers turned this town upside down and \$385,000 was raised for local breast cancer research. We are so grateful for our community embracing this effort.

Two hundred and seventy-eight (278) breast cancer survivors took the 4.5 mile journey. Moms, dads, kids, friends and neighbors walking side by side...it was a sea of pink! Money raised this year is going towards the Norman L. Gillette, Jr. Cancer Research Fellowship plus a portion has been designated to help pay for mammograms for those who are uninsured or under insured

Our motto is pink, proud and passionate...that truly encompasses the feelings of Steppin' Out in Pink. Our mission will always stay the same, we continue to walk with our survivors and remember those we've lost. Our hope is that if we walk today we have hope for a future without breast cancer. Thank you for sharing our passion and joining the fight against breast cancer.

Sincerely,

Debbie Kroner

Steppin' Out in Pink Chair

Gundersen Lutheran Medical Foundation

P.S. Mark your calendars for next year's date, Sept. 8, 2012!



LtoR: Jenny Ledman, Lindsey Bonnar, Amanda Kuehl, & Amy Bettis



Amy Bettis' daughter Abbey signs Memory Beam.



Beautiful morning for a walk!



Super volunteer Bill Feyen w/ Jenny Ledman.



Hitting the finish, although not in record time!



Feeling good, helping win the fight against cancer.



Deb Turnipseed and daughter Jade - You go girls!



Autum Jacobs enjoying the shade under the Big Top

COMMUNITY Community Corner.

Space Heater Safety

Sadly several people die each year in fires. Some of those fires have been caused by improper use of space heaters, and could have been avoided. Sadly, these types of tragedies are a reminder to anyone who uses space heaters to keep the following **Safety Do's** and **Don'ts** in mind:

Safety DO's

- Use a space heater that has been tested to the latest safety standards and has been certified by a recognized testing laboratory.
- Place the heater on a level, hard, nonflammable surface, such as a ceramic tile floor.
- Keep the heater at least 3 feet away

from bedding, drapes, furniture, and other flammable items.

- Keep children and pets away from space heaters.
- Always turn the heater off when you leave the area.

Safety DON'TS

- Never leave a space heater on when you go to sleep.
- Don't place a space heater close to a person sleeping.
- NEVER use gasoline in a kerosene space heater. Even small amounts of gasoline mixed with kerosene can increase the risk of fire.

- Don't use portable propane space heaters indoors or in any confined spaces UNLESS they are specifically designed for indoor use.

Also, be sure to place smoke alarms on every level of your home, outside of sleeping areas and inside each bedroom. Guard against carbon monoxide (CO) poisonings, as well by installing CO alarms in your home. Check the batteries every Fall and Spring, ensuring the alarms are working properly.

~ Article Courtesy of www.cpsc.gov

caLendar

Oct. 26, 2011

Norskedalen Pumpkin Walk

Non-scary walk through the woods, enjoying over 400 carved pumpkins
www.norskedalen.org

Oct. 10 - Nov. 18, 2011

La Crosse Community Theater

Enjoy the play "Leaving Iowa"

Dec. 9 -18, 2011

La Crosse Community Theater

Enjoy the play

"The last Christmas Gift"

www.lacrossecommunitytheatre.org

**For more events and activities, visit
www.explorelacrosse.com**

revolutionary technology

UV LED Ink Curing for Screen Printing

On August 17, 2011 Empire Screen Printing officially announced that they are the first printer in the United States to successfully implement UV LED Ink Curing Technology for screen printing. Many printers had tried and failed, but Empire succeeded because of its technology partnerships.

Each company involved brought an integral piece of the puzzle to the table. Phoseon developed the LED light sources, needed to cure the ink. Nazdar formulated a brand new ink system that utilized the new UV LED units. Kammann built the in-line press with the UV Curing Units. Empire coordinated the research and provided the printing expertise.

These developments will make screen printing a more ecologically and economically sound method of printing, and position screen printing alongside other print methods utilizing UV LED technology. Plus, this advancement will allow Empire to print on thinner substrates than before. UV LED curing will also expand the market for roll labels requiring higher outdoor durability standards than traditional Flexo labels. Expanded capabilities and significant energy savings make this press a great acquisition for Empire, that will propel our company forward into the 21st century.

It was an exciting day for Empire and its employees. WXOW TV 19 reporter Lindsey Hayes was on site to cover the event. She conducted interviews with representatives from Empire, Nazdar, Phoseon and Kammann. Empire's respected guests include:

Steve Gilbertson	Kammann USA	Barney Hanrahan	Kammann USA
Michael Beck	Phoseon Technology	Chad Taggart	Phoseon Technology
Dan Jacobson	Nazdar Inks	Laura Maybaum	Nazdar Inks
Tom Rude	First Business	Dave Marten	WI Commerce Dept.
Roger Henderson	Greater Insurance Service		

Empire management, the marketing team, and other key employees at Empire, were on hand to help orchestrate the premiere of the UV LED Curing technology. Many thanks to those who pulled this event together. Their pride in this accomplishment was evident throughout the day.

~Amy Bettis



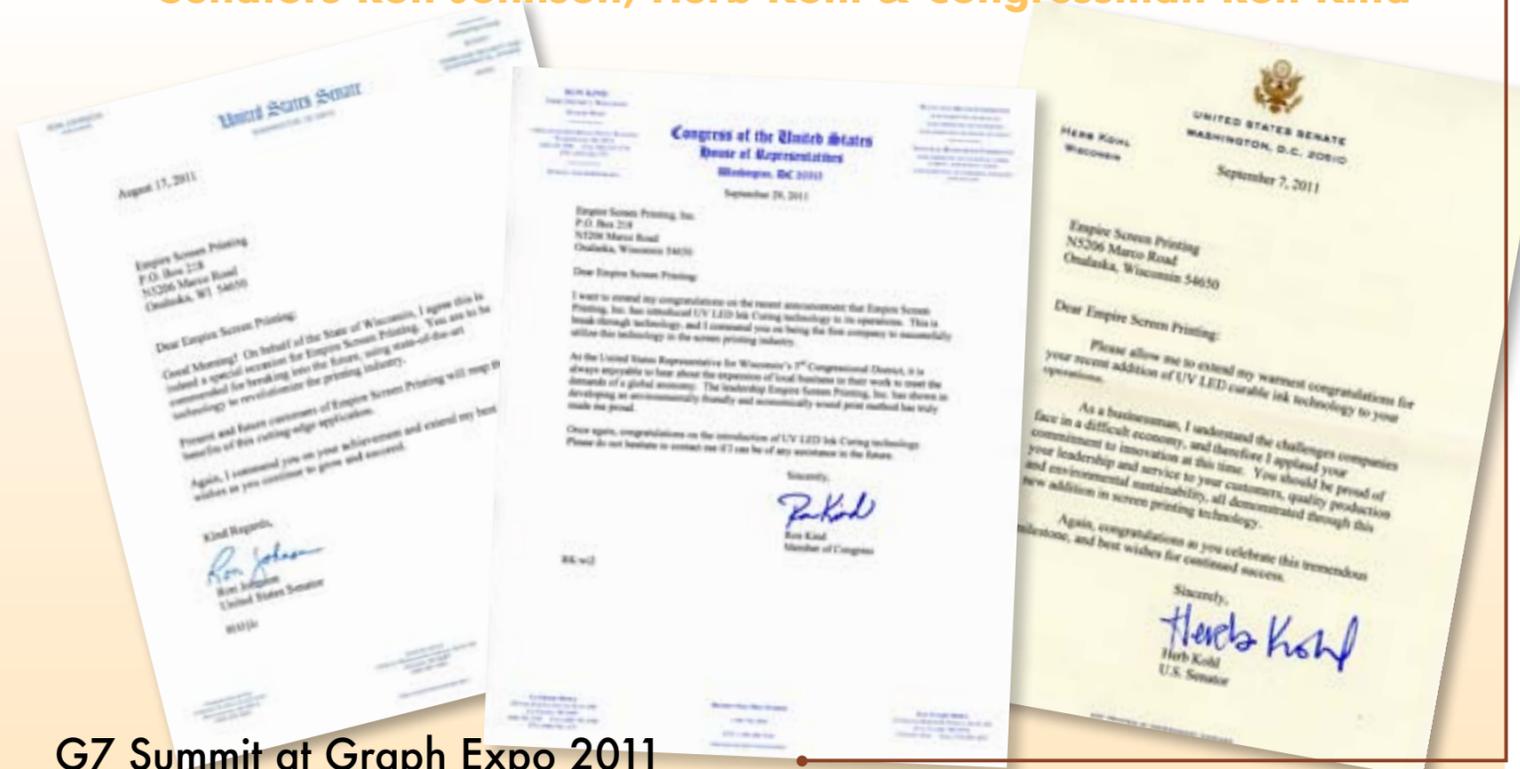
Kammann Eco Press installed August 2011



Lee Veith discusses Kammann with John Freismuth & Tom Rude (1st Business)

recognition of excellence

Senators Ron Johnson, Herb Kohl & Congressman Ron Kind



G7 Summit at Graph Expo 2011

The annual Graph Expo took place Sept. 11-14th in Chicago. The Graph Expo highlights the latest innovations in equipment, software and services within the printing industry.

This year was slightly different for me, as I was asked to speak on a panel regarding G7 printing. The panel was sponsored by IDEAlliance® G7 Summit, which held seminars throughout the 4 day exhibition. Mike Ruff, of Nazdar Consulting Services contacted Empire to invite us to join him on his panel, which dealt with the ROI (Return of Investment) for the implementation of G7 Color Management.

I was excited and nervous to get the opportunity to share our experiences with attendees and fellow panelists. The panel consisted of: Dan Eggers, Prepress Manager for Intracolor; Ralph Rhine, Production Manager for DuraColor; Elaine Scrima, Director of Production for GSP Marketing Technologies, Inc. and Eric Storhy, Product Integrity Engineer for Hallmark Cards, Inc.

I discussed our innovations with UV LED curable inks, highlighting our new Kammann press. I also spoke of the challenges encountered with G7 and that it wasn't easy to implement. It required dedicated people to evaluate their processes

and procedures, and repeat the process daily with consistent results.

Our goal of color management was to match the proof, to have consistent color throughout our printing process, no matter if the product is screen printed or digitally printed. I discussed the cost of software, equipment, material, time and labor. Some



Jennifer participated in the G7 Summit at the invitation of Mike Ruff from Nazdar

benefits include, switching a job that would normally take 12 hours on the SAK, and completing it within 3-4 hours on the carousel presses. That alone is a huge cost savings, not to mention the job can be signed off within the first 20 sheets knowing that you have a good product.

Other key benefits to color management,

are setting standards and procedures, less downtime, the ability to measure our results and stand by our product and finally, acquiring new business.

It was interesting to hear what the other panelists had to say about their experiences with G7 color management. One of the members had spent several long hours and probably over \$300,000 to implement G7, another discussed how they will only deal with printers that are G7 certified. Some of the audience wanted to know exact cost to implementing G7. This however varies depending on the size of the operation. Another member was interested in how the proof related to printing on various materials.

In all, the experience was a great opportunity for me to get Empire's name out there and I was honored to have participated. Without the hard work and dedication of our employees and the results of our work, I would not have had this opportunity. This is a credit to everyone here and the work that each of you provide on a regular basis. I believe that Empire has the people, the resources, and the knowledge to continue improving our process, so we can achieve this recognition and build our business for the future.

~Jen Schloesser, Creative Director

empire • nazdar • phoseon • kammann



Steve Gilbertson analyzes advantages of the Kammann with Jim Schwinefus



TV19's Lindsey Hayes interviews Mike Beck from Phoseon



Kammann operator Kevin Mason put the press through its paces



Laura Maybaum (Nazdar) networks with Chad Taggart (Phoseon)



Dave Marten from WI Commerce Dept. learns about how UV LED technology will change screen printing



Dan Jacobson enlightens Lindsey on Nazdar's role in this technology breakthrough

Silver Anniversary of CMN Holiday Card

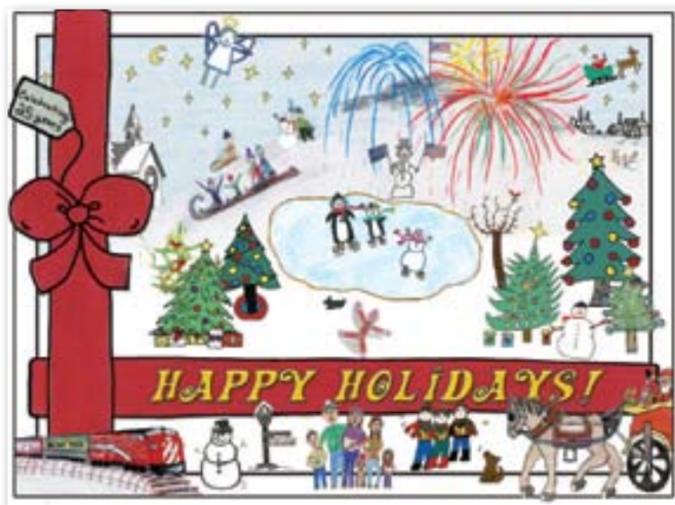
Celebrating 25 years of making miracles...

For 25 years, Children's Miracle Network Hospitals® at Gundersen Lutheran has offered a holiday card featuring the artwork of local children. Sales have raised more than \$250,000 to help local children facing challenges due to illness or injury, and to fund community programs.

This year's card pays tribute to the creativity of all the young artists who created the first 24 holiday cards. You'll find elements of artwork from past year's cards in the montage on the cover. Can you identify your favorites?

Over these 25 years, a local company, Empire Screen Printing, has donated their time and materials to bring the designs to life allowing 100 percent of the sales to help fund "miracles" for local kids.

~ Article Courtesy Gundersen Lutheran



Past CMN Card Designs

Past winners from left to right in date order. Age listed was the age of child at the time of printing.

1987	Jennifer Amann, age 11	Fountain City, WI
1988	Joe Shawley, age 12	Sparta, WI
1989	Alecia Carlson, age 9	Tomah, WI
1990	John Wilhelmy, age 8	La Crosse, WI
1991	Nicki Nading, age 13	Elgin, IA
1992	Heidi Stortz, age 12	Decorah, IA
1993	John Hanson, age 13	Spring Valley, MN
1994	Abby Ryan, age 10	La Crosse, WI
1995	Wendy Taylor, age 8	Lanesboro, MN
1996	Megan Sacia, age 12	Holmen, WI
1997	Casey Sherwood, age 13	Winona, MN
1998	Casey Hanson, age 18	La Crosse, WI
1999	Amy Hillyer, age 12 (2 diff. designs printed)	La Crosse, WI
2000	Nicole Walski, age 7	Trempealeau, WI
2001	Mariah Wehrs, age 6	Bangor, WI
2002	Dylan Seidel, age 9	Onalaska, WI
2003	Devyn Doughty*, age 9	La Crosse, WI
2004	Amanda Hendricks, age 13	La Crosse, WI
2005	Sara Kerrigan*, age 17	La Crosse, WI
2006	Natalie Klemond, age 10	La Crosse, WI
2007	Monica Rohe, age 13	Onalaska, WI
2008	Haily Klink, age 16	Winona, MN
2009	Courtland Decker, age 15	La Crosse, WI
2010	Cara L. Masters, age 14	Kendall, WI
2011	Designed by Empire	Onalaska, WI



*Deceased, lost battle with cancer.



ID Theft Prevention Tips

- Do not give out personal information over the phone, through the mail, or over the Internet unless you have initiated the contact or know whom you're dealing with. Identity thieves will pose as bank representatives, Internet service providers, and even government officials to get you to reveal identifying information.

- Do not respond to electronic IRS forms that gather personal information and financial data. Note: The IRS *never* requests information by email.

- Shred all documents, including pre-approved credit applications received in your name, insurance forms, bank checks and statements you are discarding, and other financial information.

- Do not use your mother's maiden name, your birth date, the last four digits of your social security number, or a similar series of numbers as a password for anything.

- Minimize the identification information and the number of cards you carry. Take what you'll actually need. Don't carry your social security card, birth certificate, or passport, unless necessary.

- Do not put your social security number on your checks or your credit receipts.

- If a government agency requests your social security number, there must be a privacy notice accompanying the request.

- Do not put your telephone number or driver's license number on checks.

- Be careful using ATMs and phone cards. Someone may look over your shoulder and get your PIN numbers, thereby gaining access to your accounts.

Protect Yourself from Identity Theft

Few crimes have made people more anxious more quickly as the sudden onslaught of identity theft. It's in the newspapers every day and on the news every night. People are worried that someone's going to run up charges on their credit cards or raid their bank accounts. There is some reason to worry: All a thief has to do is steal something as basic as a Social Security number to become a real public enemy. While these crimes are relatively easy to commit, investigating and prosecuting them are complex and time-consuming matters. So it's up to all of us to be identity-smart and make sure we keep this crime from spreading. It's up to all of us to protect ourselves from identity theft.

According to the Federal Trade Commission, identity theft was the number one fraud complaint during calendar year 2008. Limiting your use of your personal computer may not help much: a study released by Javelin Strategy and Research reported that in 2009 most identity thefts were taking place offline, not online, just the opposite of what many folks might think. One other troubling finding: the study found that 43 percent of all identity thefts are committed by someone the victim knows.

In 2008, the Federal Trade Commission's (FTC) Consumer Sentinel Network Complaint Data reported:

- Credit card fraud was the most common form of identity theft.
- Government documents/benefits fraud was the second most common, followed by employment fraud.
- Electronic fund transfer-related identity theft continued to be the most frequently reported type of identity theft bank fraud.

Here's a sample of the way identity thieves commit their crimes.

- Go "dumpster diving," by digging

through garbage cans or communal dumpsters in search of cancelled checks, credit card and bank statements, or "pre approved" credit card offers.

- Steal credit card payments and other outgoing mail from private, curbside mailboxes, and from unlocked, unguarded, "out boxes" at work.

- "Shoulder surf" by watching from a nearby location as he or she punches in a telephone calling card number or listens in on a conversation in which the victim provides a credit card number over the telephone in a public place.

- File a change of address form in your name to divert mail and gather personal and financial data.

- Lift driver's license numbers, S.S. #'s, phone numbers, or other identifiers from checks.

- Steal wallets and purses—and all the credit and identification cards inside them.

- Lifting names and Social Security numbers from such documents as drivers' licenses, employee badges, student ID cards, checks, and medical charts.

Sometimes, the thieves aren't after money. They may use your identity to commit crimes like these:

- They may threaten national security or commit acts of terrorism. The September 11 hijackers used fake IDs to board their planes.

- They steal insurance information in order to get medical procedures done or to obtain medications.

- They commit both minor crimes and felonies using your identity. Victims of identity theft have been arrested, even jailed, for crimes they didn't commit.

Learn how to protect yourself and your family members from identity theft go to: http://www.ncpc.org/cms/cms-upload/ncpc/files/idtheft_03.pdf

Article Courtesy of National Crime Prevention Council

Pumpkin Pancakes

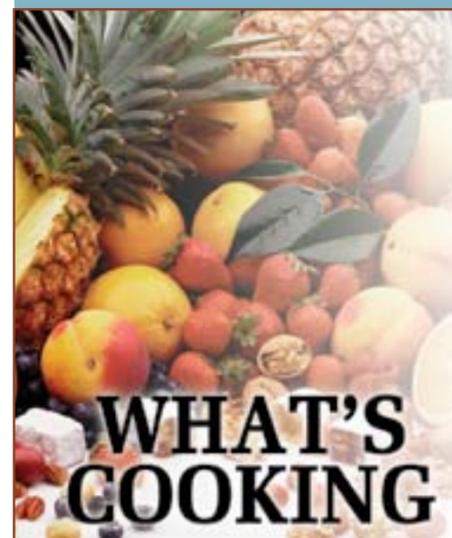
Recipe courtesy of AllRecipes.com

Ingredients

- 1 1/2 cups milk
- 1 cup pumpkin puree
- 1 egg
- 2 tablespoons vegetable oil
- 2 tablespoons vinegar
- 2 cups all-purpose flour
- 3 tablespoons brown sugar
- 2 teaspoons baking powder
- 1 teaspoon baking soda
- 1 teaspoon ground allspice
- 1 teaspoon ground cinnamon
- 1/2 teaspoon ground ginger
- 1/2 teaspoon salt

Directions

In a bowl, mix together the milk, pumpkin, egg, oil and vinegar. Combine the flour, brown sugar, baking powder, baking soda, allspice, cinnamon, ginger and salt in a separate bowl. Stir into the pumpkin mixture just enough to combine. Heat a lightly oiled griddle or frying pan over medium high heat. Pour or scoop the batter onto the griddle, using approximately 1/4 cup for each pancake. Brown on both sides and serve hot. Recipe serves six.



EMPLOYEE SPOTLIGHT

Cont. from Pg. 1 Free Falling

which is traveling at 80 mph. The outside air temperature is a cool 45°F. The instructor opens the door and we get a feel of the air, and get into position on ledge outside of the plane, which is about the size of a shoebox. We wait until he sees his mark.

We exit the plane and assume the free fall position, on your stomach, arms up, and legs curled up. We fell at speeds of 120-135 mph. The best part of



Mike's Free Fall

the dive, was the beautiful horizon and surrounding area.

When we get to the exit zone at 5000 ft. the chute opens and we drift down to Mother Earth. This took about 5-7 minutes, but it seemed a lot longer. The instructor gives you the controls and lets you steer for awhile. Words can not describe this feeling. We come to very smooth, soft landing. There was nothing that could have taken the smile off my face at that moment.

If any of you have talked about going, stop talking about and DO IT! You only go around once. I had talked about it

for 20 years, and after I did it, I wished I hadn't waited so long. It is the best adrenaline rush you can possibly imagine. It is not a question if I will go again, but how many more times I will go. I highly recommend it! If you are interested and want to check out the video of our jumps, feel free to ask Mitch, myself or go to the News Page on Empire's website.

~Mike Smith



Mike & Mitch post-jump - still smilin'

Employee Announcements

Congratulations **Mai Khang** and her husband Andrew on the birth of their son Ethen
Born: August 13, 2011



Congratulations to Adam Luedtke and his wife Amanda on the birth of their son Nolan
Born: Sept. 3, 2011



Our condolences to **Chris Kendhammer**. Our prayers and thoughts are with you on the loss of your father Edward John Kendhammer Jr.
Born: Oct. 8, 1938
Died: Aug. 20, 2011



Our condolences to **Kim Page**
Our prayers and thoughts are with you on the loss of your daughter Carrie L. Clemments
Born: Oct. 3, 1978
Died: Aug. 21, 2011



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

OCTOBER

- Lisa Slonka 26 yrs.
- Eileen Ustby..... 17 yrs.
- Alice Clark..... 7 yrs.
- Angela Gammons 6 yrs.
- Laurie Arentz..... 6 yrs.
- Charles Hills 5 yrs.
- Benjamin Bakken.....1 yr.
- Amanda Hanson1 yr.
- Joshua Xiong.....1 yr.
- Lindsay Bonnar1 yr.
- Jacey Stoddard.....1 yr.
- Avery Gerstenberger* .1 yr.

NOVEMBER

- Beth Lightfuss..... 28 yrs.
- Jim Weber..... 26 yrs.

- Keith Cook20 yrs.
- Roman Kamrowski .17 yrs.
- Dawn McGrath..... 17 yrs.
- Jill Schultz 14 yrs.
- Mary Lakey 12 yrs.
- Candy Amann.....11 yrs.
- Morgan McDonah..... 9 yrs.
- Theresa Baird.....7 yrs.
- Kevin Gerstenberger .5 yrs.
- Jon Schubert5 yrs.
- Chris Kendhammer ..4 yrs.
- Rick Auterson 3 yrs.
- Bonita Anderson.....2 yr.
- Lisa Collins1 yr.
- Janet Meyer1 yr.

DECEMBER

- Kim Kaiser 26 yrs.
- John Johnson..... 26 yrs.
- Kathy Vaughan 23 yrs.
- Dave Collins..... 17 yrs.
- Steve J. Johnson 16 yrs.
- Rita Howe 15 yrs.
- Robert Karaffa 12 yrs.
- Steve Vinson 12 yrs.
- Hans Hanson..... 11 yrs.
- Eric Coleman 7 yrs.
- Kathy Inglett 6 yrs.
- John Yehle..... 6 yrs.
- Marcia McFarlane..... 4 yrs.
- Nathan Smith..... 1 yr.

*Part-time employees

Welcome New Employees

- Paula Anderson
- Spencer Arttus
- Nicole Barry*
- Chad Bartels
- Brennan Bonnar
- Paige Brush*
- Crystal Butterfield*
- Lauren Cunningham
- Lindsay Drinkwine
- Marina Freismuth*

- Kelly Ginther*
- Krista Gorniak*
- Mark Hoeth
- Chris Hundt*
- Zachary Johnson*
- Edmund Klajda*
- Cody Krajewski*
- Britton Kuehn*
- John Larson
- Fawn Marsh

- Morgan Meyer*
- Dori Muetz
- Jacob Parr
- Courtney Reagles
- Jayda Schiffer
- Scott Seago
- Elias Stoehr*
- Jakob Wilson
- Nicholas Yanske*
- Kris Zwiefel*

- Coordinators:**..... Doug Billings
- Amy Bettis
- Layout Design:**Cathy Buttell
- Photographers:** Jen Schloesser
- Amy Bettis
- Abbey Bettis
- Jenny Ledman

- Proofreaders:**Chris Kendhammer
- Clark Martin
- Contributors:** Amy Bettis
- Mike Smith & Mitch Bjorkman
- Dori Muetz
- Jen Schloesser
- Deb Kroner

DEADLINE FOR NEXT NEWSLETTER: Dec. 26, 2011

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