

# above &

Summer 2011

## Featured Articles

### RECOGNITION OF EXCELLENCE

3M Choice Converter Award  
25 Year SGIA Member Award

### CORPORATE SPOTLIGHT

New Kammann Press

### LEAN UPDATES

Super Cell Kaizen

### SAFETY AWARENESS NEWS

Empire Severe Weather Policy  
Employee Safety Reward Program  
National Safety Observances

### MILITARY SPOTLIGHT

Don Olson  
REFORGER '86

### COMMUNITY CORNER

Gundersen Lutheran and  
CMN Telethon  
Empire Team for  
Steppin' Out in Pink

### CALENDAR ACTIVITIES & EVENTS

EMPLOYEE  
ANNIVERSARIES

NEW EMPLOYEES

EMPLOYEE  
ANNOUNCEMENTS  
2012 Empire Calendar Theme

# below Empire

THE ART OF PRINTING



## First Hand Look at Kammann Press

In mid June John Freismuth, Jeff Meyer, Doug Billings and myself were sent to Germany to have a firsthand look at the Kammann press that will be arriving at Empire later this summer. The trip to the Kammann Company was successful and a good time. Kammann, the Eco Press and the people were impressive. We learned a lot from each other.

The Eco Press is straightforward in design and was very quiet and smooth. It came equipped with a few unique and cool features, such as, the drying system, which was very effective.

Each day we were escorted to a smorgasbord for lunch at the plant,

prepared by this awesome chef. The remainder of the trip involved plenty of travel, a couple of sleepless nights, and lots of waiting in the Schiphol airport for shuttles, and Kammann company representatives.

After spending the day learning about the Kammann Eco Press, we made the most of our limited time in Germany. We toured the cities of Koblenz and Amsterdam. Also visited the Rhine River, which is the longest river in Germany. Driving on the Autobahn at 180 km/h (112 mph), was an experience! Seeing the sights and sounds of Germany made the whole trip worthwhile.

~Kevin Mason



# SAFETY AWARENESS NEWS

## NATIONAL SAFETY OBSERVANCES

**July 1-31**

**UV Safety Month**

Sponsored by the American Academy of Ophthalmology  
 eyemd@aao.org  
 www.aao.org/aaosite/eyemd/uv.cfm



**August 1-31**

**National Immunization Awareness Month**

Sponsored National Center for Immunization & Respiratory Diseases  
 Ctrs. for Disease Control & Prevention  
 www.cdc.gov/vaccines/events/niam/default



**September 1-30**

**National Cholesterol Education Month**

Sponsored by the National Heart, Lung, and Blood Institute Health Information Center  
 nhlbiinfo@nhlbi.nih.gov  
 hp2010.nhlbihin.net/cholmonth/

## Empire Severe Weather Policy

Due to the recent tornados in the area the Safety Committee would like to refresh everyone on where to go and what to do, in case of a severe weather emergency.

**Tornado Watch:** Conditions are favorable for tornado activity, be alert.

**Tornado Warning:** Notification that a tornado has been seen or picked up by radar. Seek appropriate shelter.

**Setting off the alarm:** This system is located on the phone system and should

be set off if there is a tornado warning for the area. (Follow alarm instructions that are posted near each phone.)

**Where to go:** The plant is split in half. All employees south/east of the Machine Shop are to go to the Ink Department. All employees north/west of the Machine Shop are to go to the basement in Shipping. Report to your supervisors, so they can establish a head count and ensure everyone is safe.

~Keith Cook



### 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

## Empire Safety Rewards Program

For the past 3 months our employees have been rebuilding the Safety Record. Our past record was over 3 years without any lost time accidents. We are closing in on the first hurdle of 122 days, which if you can remember, was the beginning of that 3-year record. That first milestone is what started the Safety Reward Program. Jim Brush put the following program in place. When Empire employees reach the following milestones, these rewards are triggered:

- 122 days Meal Only
- 244 days Meal with 10-\$20 drawings
- 365 days Meal with 20-\$20 drawings

Every 100 days thereafter, there will be a meal and 50-\$20 drawings. Once Empire reaches 765 days, there will be a meal and 100-\$20 drawings. The 100 day formula applies to any milestone after 765...865, 965, etc...

In a few weeks our company will reach the 122 day milestone in mid July. Let us make that the start of another testament to the caliber of employees we have at Empire.

When people take the time to do things safely, that awareness carries over into other aspects of their job. Safety and quality workmanship go hand in hand.

~Amy Bettis





## Empire Organizing Team for Breast Cancer Walk

Within the last year Empire employees have made a more focused effort to become more involved in the community. We have actively raised awareness and funds for Place of Grace and for Wisconsin Special Olympics. Our next goal is to organize a team for Steppin' Out in Pink, Gundersen Lutheran's 6th annual walk for breast cancer research and awareness.



Photo courtesy of Gundersen Lutheran

You probably know someone touched by breast cancer - your mother, sister, wife, co-worker or maybe even you. On Sept. 10 you can make a difference by Steppin' Out in Pink and walking with family, friends, co-workers or on your own to honor breast cancer survivors and remember loved ones. Steppin' Out in Pink is a non-competitive fundraising walk for all ages and abilities. In 2010, a record 5,000 walkers stepped out with family and friends to support those whose lives have been changed by breast cancer. With volunteers and vendors, a total of 5,500 people participated, and \$330,000 was raised at Steppin' Out in Pink 2010.

Gundersen Lutheran's Norma J. Vinger Center for Breast Care is a national model

for breast cancer treatment and outcomes. In 2006, a generous gift from Donald and Norma J. Vinger and the families of Norman L. Gillette, Jr., established the Norman L. Gillette, Jr. Cancer Research Fellowship. This Fellowship is supported through

proceeds from Steppin' Out in Pink—having raised an astonishing \$1.3 million in five years! Our goal is to reach \$2 million to fully fund

the endowment. Our efforts so far have enabled us to hire the first Gillette Research Associate. The research being done at Gundersen Lutheran will change the way breast cancer is treated locally and nationally.

In addition to supporting the Norman L. Gillette Jr. Cancer Research Fellowship, a portion of the money raised will be dedicated to providing free mammograms to the uninsured and under insured.

We are taking steps to raise awareness and money to help find a cure for breast cancer so future generations don't have to.

If interested in joining the walk contact the Empire Marketing Team: Jen Schloesser X2398 or Amy Bettis x2371 ~Amy Bettis

## ACTIVITIES & EVENTS



**Wed. Evenings in July**  
**Concerts in the Park**  
**Riverside Park**  
 7:00 pm  
[www.lacrosseconcertband.org](http://www.lacrosseconcertband.org)

❖  
**July 8-10, 2011**  
**Catfish Days**  
 Trempealeau, WI  
 Food, concerts, bike tour,  
 fishing tournament  
[www.trempealeau.net](http://www.trempealeau.net)

❖  
**August 19-21, 2011**  
**Sand on the Riverfront**  
 Experience sand sculpting  
 at its finest in Riverside Park  
 La Crosse, WI  
[www.riverfront.org](http://www.riverfront.org)

❖  
**August 19-21, 2011**  
**Holmen Kornfest**  
 Family fun & food, especially  
 delicious corn-on-the-cob  
 Holmen, WI, Village Park  
[www.holmenwi.com](http://www.holmenwi.com)

❖  
**September 1 -5, 2011**  
**Bicycle Festival**  
 Celebrate biking in WI  
[www.bicyclelacrosse.org](http://www.bicyclelacrosse.org)

**For more events and activities, visit**  
[www.explorelacrosse.com](http://www.explorelacrosse.com)

## Community Corner

### CMN Hospitals® Celebration Shines



*Chad Ellickson and Doug Billings, proudly represented Empire during the telethon.*

On Sunday, June 5, the Rasmus Center on the La Crosse Campus was the new home to the 2011 Celebration for Children's Miracle Network Hospitals. This marked the 26th anniversary of local support to area children and their families. (*Empire has been supporting CMN since 1987.*)

A new name, new logo and new celebration

venue gave new vitality to this year's event. During the 10-hour broadcast, families, staff and volunteers were touched with an abundance of gracious hearts in our community. Thanks to extraordinary children and their families who shared their stories; dedicated staff and volunteers who gave up part (or all!) of their Sunday; and countless donations, Children's Miracle Network Hospitals at Gundersen Lutheran raised more than \$793,359 to benefit children throughout the Tri-state Region. "Our communities' generosity leaves us speechless every year," says Heather Gilles, Children's Miracle Network Hospitals specialist who once again helped orchestrate a great event. "We

want to thank all area businesses and national sponsors who continue giving each year. In the 26 years since Children's Miracle Network Hospitals began, more than \$12 million has been raised.

News anchor Amy DuPont and sports director Scott Emerich were once again on hand to emcee the broadcast, talk with families and motivate viewers to pledge their support for this worthy cause.

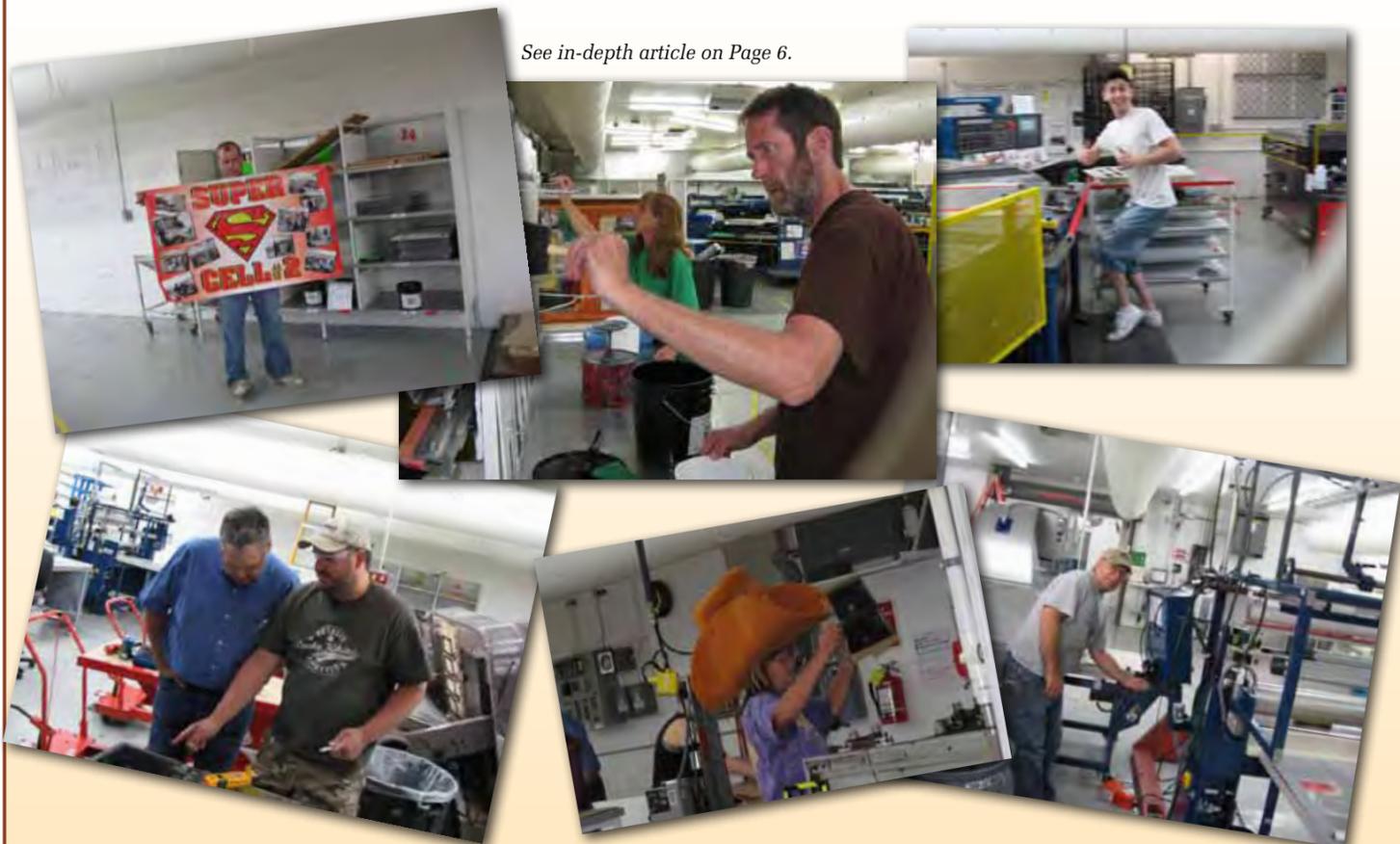
If you are interested in making a donation at any level, please call Children's Miracle Network Hospitals office at ext. 54424 or go online to [www.gundluth.org/cmnhospitals](http://www.gundluth.org/cmnhospitals) and click on the "Make a Gift" box.

~Courtesy of Heather Gilles, Gundersen Lutheran

# Lean Manufacturing

## Continuous Improvement

See in-depth article on Page 6.



# Sort • Straighten • Shine • Standardize • Sustain



# Recognition of Excellence

## 25 Years of SGIA Membership

Since 1987 Empire Screen Printing has been a member of the Specialty Graphic Imaging Association (SGIA). Twenty-five years is an exceptional landmark and we will display this award with pride.

SGIA is the only international association for specialty imaging. Their mission is to provide imaging professionals with the tools and information needed to make the best possible business decisions.

As a member Empire has access to the SGIA Information Network, the most extensive online industry resource available. Through such portals as SGIA.org, ASSIST, SGIA News and the SGIA Journal, members

are provided with the latest news shaping the industry, such as emerging markets, government regulations, and technological developments.

Connecting to a global community, members help each other and the industry, sharing ideas, insights, and innovations. Through workshops and seminars our members network and learn. Via conferences and symposiums they develop relationships that build better business.

May we continue to enjoy the benefits as an SGIA member for many years to come.

~Amy Bettis



## Empire Earns 3M Authorized Converter Certification

3M Company its Choice Converter (i.e. Empire). The purpose of the 3M Choice Converter Agreement is to establish mutually beneficial business alliances to utilize our collective strength, technology and process capabilities at the end user, resulting in sustaining profitable growth. 3M appoints Converter as a non exclusive Converter of certain 3M products identified in the 3M Industrial Market Center 2011 Choice Converter Program.

3M will reward Converter's focused efforts to promote the sale of the products that result in Converter's growth for the agreement period

in the form of a Growth Rebate. The growth rebate is calculated on growth dollars greater than 15% growth from the previous year.

In addition 3M will provide priority training, which includes training in skill sets, products, markets, and applications. Converter reps from 3M will provide assistance in developing and implementing mutual business plans. The plans will include targeted markets, end users and applications developed with 3M solutions. As they come available, 3M will also supply electronic commerce tools to enhance the partnership.

~Lori Taube



Empire has earned the 3M choice converter certification for both 2010 and 2011. This Agreement defines the relationship between



## Lean Manufacturing Updates Super Cell Kaizen, Trailblazing New Ground in Overlays

In January 2011, Jim Schweinfus assigned team members to project, to create a production cell which can create polycarbonate overlays from start to finish. In the past, producing overlays with batch production methods resulted in a high reject factor and lost dollars, due to problems with windows, texture flaws, dirt, registration and poor handling. Team members were ready to begin solving these issues.

Supercell 2 Kaizen Team Members include team leader, Sylvester Kendrick, Laura Arentz, Jim Brom, Nate Smith, Cheryl Boyd, Mike Stenberg, Mike Parker, Penny Nordstrom, and Jim Schweinfus (champion).

The most important issue facing the team was how to print windows with consistent quality on the 25 x 38 Carousel. When running in batch mode operators experienced poor lay down or fisheyes.

The team began testing with various squeegees, mesh, and ink formulations. Reformatting the ink system finally gave the desired results and we were able to print quality windows successfully on the 25 x 38.

The next item on their agenda was to address texture flaws. This was solved by installing an L.E.D. curing unit. Since less energy is used, there is noticeably less chalking on the overlay surface, when compared to UV ink curing.

Another improvement was the addition of the new heating unit, which evaporates the excess water found in the removable adhesive, thus reducing wait times between operations. An operator can apply a generic liner immediately, split if needed, die cut, and pack for shipment.

Everyone in the cell is responsible for inspection. By

working together, hidden problems, like dirt, registration, and texture flaws will be recognized sooner and resolved quicker with one piece flow. Lost dollars are greatly reduced when it is 2 or 3 bad parts instead of an entire batch of parts.

As team leader for the Supercell 2 Kaizen I would like to thank my fellow team members and the following people for their ideas and support for this project:

Todd Phillips, Steve Stenberg, Steve Nelson, Steve Johnson, Debbie Turnipseed, Terry Swenson, Angie Burnett, Laura Hofschild, Guy Gregerson, Mike Smith, and Rick Auterson. People can make a difference! ~Sylvester Kendrick

## Jim Scwhinefus Celebrates a Milestone

Many of us during the course of the year hear a familiar voice across the intercom with birthday wishes. Sometimes we laugh, many times we groan, but most of us are glad it wasn't our birthday! In the order of the universe, what goes around comes around. Jim received a little of his own brand of birthday wishes, as we all know, payback is a "@#\$\$%&"

Happy 105th Birthday Jim!!!

~Amy Bettis



Finally Jim is on the receiving end of the birthday wishes!

## New Lunch Option at Empire

Ron Vian (Machine Shop) has decided to take up a new part-time profession as a street vendor. He built a new mobile cart for servicing equipment at Empire. With the decorating help of his (now fewer) friends, the cart is ready for him to launch his new career. Ron has developed quite an extraordinary menu, that brings people running to him. Many varieties of hot dogs, brats, peanuts and ice cream are for sale.

### Among his top sellers are:

**Dog Butt** - Peanut Butter on a bun with cheese

**Gar (fish) Dog** with lutefisk smear

**Hog Jowl Dog w/ Side pork** 'Zero' Cholesterol! Served with Goat Cheese

**Super Slider** - waiting for FDA approval  
**Other favorites include:**

**Deep Fried Black Walnuts** - in the shell

**Sail Rabbit Stew** - served in a cup or pail

**Mystery Chili** - soon to be declassified and taste tested

**Deep Fried Buffalo Chips** in a green sauce(???)

Ron is currently working on expanding his menu to his many loyal customers.



## Computer Eye Strain • 10 Steps for Relief

With so many people using computers at work, eyestrain has become one of the leading office-related health complaints.

Experts estimate 50% to 90% of computer users experience some degree of eyestrain during their work day. Studies show eyestrain causes fatigue, decreased productivity and more work errors.

So what can you do about it? Here are steps you (and your employer) can take to reduce computer eye strain:

### 1. Get a computer eye exam.

Computer users should have a yearly eye exam. Be sure to tell your eye doctor how often you use a computer at work and at home.

### 2. Use proper lighting.

Computer eyestrain is often caused by excessively bright ambient lighting. Lighting for computer use, should be about half as bright as that found in most offices.

### 3. Minimize glare.

Glare on walls and finished surfaces as well as reflections on the computer screen can also cause computer eyestrain. If you wear glasses, have an anti-reflective (AR) coating applied to your lenses.

### 4. Upgrade your display.

If you've not already done so, replace your old CRT monitor with a flat-panel LCD monitor. LCD screens are easier on the eyes and usually have an anti-reflective surface.

### 5. Adjust the brightness and contrast of your computer screen.

For more comfortable viewing, adjust the display settings on your computer so the brightness of the screen is about the same as your work environment.

### 6. Blink more often.

Blinking is very important — it rewets your eyes to keep them moist, comfortable and clear. Most people blink only about 20% as frequently as they normally do away from the computer.

### 7. Exercise your eyes.

Another cause of computer eyestrain is focusing fatigue. It's harder for our eyes to maintain focus on computer-generated images than on printed images in a book or magazine.

### 8. Take frequent breaks.

Take frequent, short breaks from your computer work throughout the day. This will reduce your risk for computer vision syndrome and neck, back and shoulder pain.



### 9. Modify your workstation.

To improve comfort during computer tasks place the print material on a copy stand adjacent to your screen or monitor. Make sure your work station is ergonomically sound, and practice good posture while working. Improper posture when using a computer will cause eyestrain.

### 10. Consider computer eyewear.

For the greatest comfort at your computer, obtain a eyeglass prescription specifically intended for computer use. Computer glasses are a good choice if you normally wear eyeglasses with bifocal or progressive lenses. Though these lenses provide excellent vision for most tasks, they don't provide an adequate viewing zone for prolonged computer work. Keep in mind that computer glasses are a specific type of eyewear and typically should not be worn when driving.

Article Courtesy of Optical Fashions, La Crosse

## Easy Hawaiian Chicken Kabobs

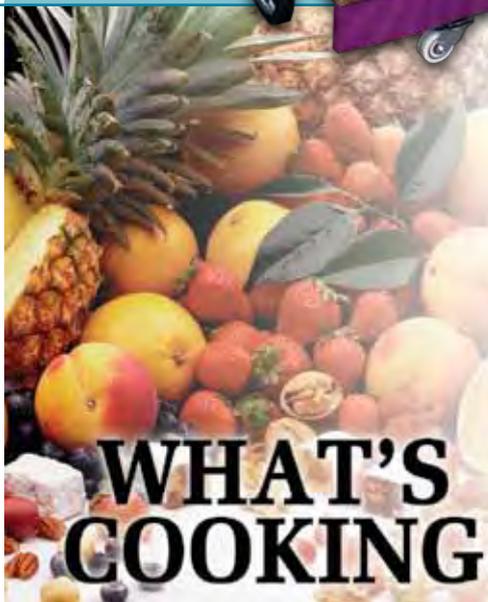
Recipe courtesy of AllRecipes.com

### Ingredients

- 3 tablespoons soy sauce
- 3 tablespoons brown sugar
- 2 tablespoons sherry
- 1 tablespoon sesame oil
- 1/4 teaspoon ground ginger
- 1/4 teaspoon garlic powder
- 8 skinless, boneless chicken breast halves - cut into 2 inch pieces
- 1 (20 ounce) can pineapple chunks, drained
- skewers

### Directions

In a shallow glass dish, mix the soy sauce, brown sugar, sherry, sesame oil, ginger, and garlic powder. Stir the chicken pieces and pineapple into the marinade until well coated. Cover, and marinate in the refrigerator at least 2 hours. Preheat grill to medium-high heat. Lightly oil the grill grate. Thread chicken and pineapple alternately onto skewers. Grill 15 to 20 minutes, turning occasionally, or until chicken juices run clear.



# WHAT'S COOKING

# MILITARY SPOTLIGHT

## Don Olson Remembers Reforger 1986

The U.S. made an agreement with the U.K. and the Federal Republic of Germany in 1967 to remove some of the forces from Western Europe. The Allies ratified this agreement with the understanding that America would return ground and air units to Germany for training in support of NATO. The exercise is called REFORGER which means RETURN FORCES to GERMANY, which tests and demonstrates the U.S. ability to quickly return to Europe. This is done so that friends and foes alike can see America's commitment to NATO.

In 1986 Don Olson was a SP4 in the National Guard, with the 32nd Engineer Company, participating in REFORGER '86. When he arrived in Germany Don's group was taken immediately to a corps training site. The entire German countryside was utilized for training.

Each soldier had the opportunity to get familiar with the terrain and bases he someday might have to defend.

During the winter of 1986 Don got to see the Berlin Wall. In the photos to the right you can see the expanse of the wall, as it runs along the border. Behind Don, you can see an East German Guard tower. The Berlin Wall, was a 28-mile barrier dividing Germany's capital. It was built in 1961 to prevent East Berliners on the Communist side from fleeing to the non-Communist West side.

Wisconsin's involvement in REFORGER '86 will go down in history as an experience that paved the way for closer cooperation between our nation's reserve forces and their active force counterparts, than ever thought possible during peacetime. Expanded reliance on the National Guard brings an increased level of dedication from soldiers, spouses and families.

The ideal is freedom, the goal is peace. Increased readiness has a price. Our thanks to Don and to all who have served or are currently serving for paying that price. The part time soldier is a full time patriot.



Observe the East German Guard Tower behind Don.



The Berlin Wall circa 1986

### Employee Announcements

#### ATTENTION Shutterbugs:

Keep snapping those photos. Empire 2012 calendar theme is Quirky Americana & Unusual Landmarks  
Photo Deadline Sept. 23, 2011

#### Congratulations Jeff Gierok!

Upon earning your Master Electrician Certification

#### Congratulations Empire!

25 years of continuous SGIA Membership

#### Join Empire's Team for Steppin' Out in Pink September 10, 2011

For info see Amy Bettis in the Art Department, x 2371

#### Welcome New Employee!

Rebecca Burg  
Marketing/Web Design



#### 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 ..... 39 yrs.  
Connie Peterson..... 25 yrs.  
Ralph Young ..... 20 yrs.  
Chris Schultz ..... 19 yrs.  
Tracy Kohls..... 17 yrs.  
Mary Arentz..... 17 yrs.  
Laramie Schwier..... 17 yrs.  
Debra Turnipseed ... 17 yrs.  
Joann Anderson ..... 14 yrs.  
Curt Wier ..... 12 yrs.  
Sheldon True ..... 12 yrs.  
Teresa Koski..... 12 yrs.  
Jerry Fishbaugher ... 12 yrs.  
Robert Kranski ..... 7 yrs.  
Dee Norling..... 6 yrs.  
Kevin Steele..... 6 yrs.  
Robert Trudeau ..... 4 yrs.  
Chris Daugherty..... 4 yrs.  
Dale Westaby ..... 4 yrs.  
Derek Remen..... 2 yr.  
Robert Wellnitz..... 1 yr.  
Ka Yang ..... 1 yr.  
Jordan Vaughan\* ..... 1 yr.  
Paige Brush\* ..... 1 yr.

### AUGUST

Sue Maule ..... 28 yrs.  
Angie Burnett ..... 28 yrs.

Mike Smith ..... 24 yrs.  
Deb Wolfe..... 24 yrs.  
Steve Johnson ..... 21 yrs.  
Sharon Ronnie ..... 21 yrs.  
Lee Vieth ..... 20 yrs.  
Jeff Meyer ..... 20 yrs.  
Phillip Hartmann.... 15 yrs.  
Randy Stenberg..... 15 yrs.  
Julie Butterfield ..... 14 yrs.  
Vicky Shelmidine ... 14 yrs.  
Patricia Lastofka ..... 12 yrs.  
Steve Lechnir..... 12 yrs.  
Greg Sparks..... 12 yrs.  
Jody Low ..... 9 yrs.  
Terry Mc Clintock.... 9 yrs.  
Doug Kuehn ..... 6 yrs.  
Cheryl Boyd ..... 6 yrs.  
Josh Leisgang\* ..... 6 yrs.  
Levi Adank\* ..... 6 yrs.  
Julie Kane..... 5 yrs.  
Raymond Wurzel..... 5 yrs.  
Tanner Smith ..... 4 yrs.  
Jessica Harper ..... 4 yrs.  
Nathan Wesely\* ..... 4 yrs.  
Stephen Fisher\* ..... 4 yrs.  
Cory Vieth ..... 3 yrs.  
Ashley Wells\* ..... 3 yrs.  
Ronnie Laack ..... 2 yr.

Dan Metz\* ..... 2 yr.  
Leslie Shimota ..... 1 yr.  
Mai Moua..... 1 yr.  
Cher Yang ..... 1 yr.  
Lance Reichgelt ..... 1 yr.  
Gee Vue ..... 1 yr.  
Diane Johnson..... 1 yr.  
Ryan Gilbertson ..... 1 yr.  
Robert Roraff..... 1 yr.  
Alicia Gilbertson\* ..... 1 yr.

### SEPTEMBER

Steve Stenberg ..... 33 yrs.  
Randy Smith ..... 20 yrs.  
Nancy Gilbertson.... 14 yrs.  
Carolyn Fishbaugher... 11 yrs.  
Michael Rowlands... 7 yrs.  
Kaara Freismuth\* ..... 6 yrs.  
Kim Page ..... 4 yrs.  
Fawn Marsh\* ..... 3 yrs.  
Mark Arenz ..... 1 yr.  
Christopher Johnson... 1 yr.  
Joseph Muller ..... 1 yr.  
Katie Polesky ..... 1 yr.  
Mitch Bjorkman..... 1 yr.  
Kathy Brush\* ..... 1 yr.

\*Part-time employees

<b>Coordinators:</b> ..... Doug Billings	..... Clark Martin
..... Amy Bettis	<b>Contributors:</b> ..... Don Olson
<b>Layout Design:</b> ..... Cathy Buttell	..... Lori Taube, Keith Cook
<b>Photographers:</b> ..... Rick Auterson	..... Amy Bettis, Sylvester Kendrick
..... Doug Billings, Tom Donaldson	..... Kevin Mason, Kevin Steele
..... Jen Schloeser, Amy Bettis	..... Ellie Grotelueschen
<b>Proofreaders:</b> ..... Chris Kendhammer	..... Anonymous

**DEADLINE FOR NEXT NEWSLETTER: Sept. 26, 2011**

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