

# above & beyond

Spring 2013  
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for Salvation Army

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## ~ Amy Bettis **Employees Reach Out to Help Hannah**

On February 15, 2013 Mark Klinski, head of Empire's Maintenance department received earth shattering news. His youngest daughter Hannah a 17 year old Junior at Caledonia High School was critically injured in a car accident. Mark, his wife Tammy and oldest daughter Tara learned that Hannah's injuries were so severe that she would never walk again, because Hannah was paralyzed from the hips down.

After the accident Hannah underwent lengthy surgeries to stabilize her spine and attend to her other injuries. Hannah will require lengthy hospitalization, therapy and rehab.

After almost six weeks of hospitalization, Hannah has made amazing progress. She can sit up for 4-5 hours at a time before the pain becomes too much. Hannah is allowed to leave to hospital for short visits. Doctors commented that Hannah is a couple of weeks ahead of her recovery schedule.

Mark is getting ramps built on the family home so she can come home for a short visit on Easter. By mid-April the Klinski's are anticipating Hannah's release from hospital.

Mark attributes her powers of recovery to her faith and mental



*Hannah got sprung for a brief visit to the mall, by her sister Tara (R), Hannah Buttell (L) and her dog Chumly.*

attitude. The biggest help has come from a UW-L student who was also injured in a car accident, and is in a wheelchair. She is mentoring Hannah and her family on how to adapt to the daily living challenges they face after the accident.

Fellow employees were shocked and saddened by the news of Mark's daughter. Instinctively they began to rally together for Mark and his family. What could we do to ease the burden? A collection was taken at Empire, and co-workers donated their own personal vacation time to Mark, but more needed to be done.

Kevin Steele (Maintenance) is one of many behind organizing a benefit for Hannah Klinski on Saturday, June 29, 2013. (See pg. 8)



**Empire Safety Committee  
Newest Member, Jay Yehle**



**Empire  
HVAC  
Specialist**  
Dec. 2005  
to present

**JOB DESCRIPTION**

Design, install & maintain Empire's HVAC systems. Manage indoor air quality & E.P.A. required reports & records. Sustainability Committee & Safety Committee Member

**EDUCATION & EXPERIENCE**

- A.A.S. Degree in Heating/AC & Refrigeration Technology
- Four year union apprenticeship training Local #10
- Founded Coulee Region Heating & AC in 2005
- O. S. H. A. approved safety training in fall protection, confined spaces, & carbon monoxide
- Ongoing training at Energy Center of WI 2007 to present

**CERTIFICATIONS & LICENSES**

- MN & WI Class A HVAC Contractor's License
- E.P.A. Certified Universal HVAC Technician
- WI Boiler Operator's/Engineers License
- Class II Electrician's License

**CONTINUING EDUCATION**

- Recently passed the National Fundamentals of Engineering exam
- Currently working towards Leadership in Energy & Environmental Design (LEED) Approved Provider certification
- In final stages of earning WI Certified Mechanical Engineer certification after successful completion of the National Principals & Practice exam

**SAFETY AWARENESS NEWS**

*~ Amy Bettis* **Safety Culture; What You Permit, You Promote**

Workplace safety culture is defined as the individual/group values, attitudes, skills and patterns of behavior that determine their commitment to an organization's health and safety programs. **In other words workplace safety culture is how the organization behaves when no one is watching.** As an Empire employee how committed are you to safety, when no one is watching?

Safety policies and procedures depend upon the actions of individuals and groups for successful implementation. Effective execution of safety procedures requires the actions of properly trained workers, who understand the importance and intent of the procedure and accept responsibility for the task at hand. They recognize that taking unsafe shortcuts is simply wrong, no matter how much time, labor and money they may save, because it takes only one time for an accident to obliterate any of those so called savings.

Just like when we were growing up as kids and throughout our adult lives, the values of the group help shape the beliefs and attitudes of the person. In the workplace the group (i.e. corporation, plant shift, team) plays a significant role in determining individual behaviors. A weak safety culture can be and most likely will be evident in the actions or inactions of personnel at all levels of an organization. The responsibility for fostering a sound safety culture cascades down through the organization. Everyone in the

company has a role to play.

There are several key attributes of a sound safety culture.

- Safety is a core value from the top down.
- Enforce high standards of performance
- Empower individuals to successfully fulfill their safety responsibilities
- Promote and maintain proper use of personal protective equipment (PPE)
- Ensure effective communication at all levels
- Establish a questioning/learning environment
- Utilize available expertise and resources both in and outside of the organization
- Provide timely response to safety issues
- Provide continuous monitoring of performance

Our safety record is on the upward climb once more. We have surpassed the first company milestone and are steadily moving towards the second. Everyone can work together towards maintaining a good safety record, with no lost time accidents. Keep in mind what you permit, you promote. If you permit lax observance of safety measures for yourself and others, you are promoting unsafe behaviors that endanger yourself and others. Don't allow yourself or others to be careless with safety.

**Safety Coordinator:**

Keith Cook..... R & D

**Committee Members:**

Lee Vieth..... Plant Manager  
John Johnson..... Operations Coord.  
Autum Brush..... Vice President  
Roger Henderson..... Insurance Agent

Dawn Adamson..... Accounting  
Diane Fitzpatrick..... Accounting  
Amy Bettis..... Art Department  
Dale Westaby..... Maintenance  
Debbie Wolfe..... Large Value Stream  
Alice Clark..... Screen Making  
Jay Yehle..... Heating/Cooling





# Digital Department Safety Inspection

~Amy Bettis & Tom Donaldson



Before

After



Before

After



Before

After



Before

After

The Digital Department was the focus of the latest Safety Committee walk through. The purpose is to promote a culture of safety and accident prevention. The committee looked at the following, cleanliness, general safety, fire prevention, proper use of personal protective equipment (PPE), observing company policies, and addressing employee safety concerns.

First item of note, electrical access areas needed to be kept clear, and marked off on the floor with red tape. If tape is in poor shape, areas need to be re-taped. Floor tape in walkways also needed to be replaced, to avoid a trip hazard.

Secondly, the wash up area should have signs posted that eye protection must be used at the station. Area should be organized and clear of obstacles.

Third, a Spill hazard with an open container of lubricating oil. Item should be properly stored on maintenance cart or in a spill

proof container.

Lastly, a solution needs to be addressed for the large material rolls. There is a tipping/crush hazard, plus some rolls are very heavy and injury from lifting is likely.

Tom Donaldson and his team addressed most of the areas pointed out at the safety walkthrough. They did a great job and did so in a timely manner. All electrical access areas and walkways have been properly taped off and are free of impediments.

The wash up station is clean, free of obstacles, PPE signage posted, PPE is easily accessible, and spill hazards have been removed. The only item left to complete is addressing the material rolls as a injury hazard due to tipping, crushing or lifting. Tom is working with the machine shop to develop a safe delivery and storage system for the material rolls.



Developing a solution on how to handle large material rolls.

# Safety Dinner 2013

~Amy Bettis

Wednesday, February 20, 2013 Empire employees reached the first milestone on the Safety Reward Program of 122 days. The following Wednesday employees enjoyed a picnic lunch courtesy of Empire. Lee Vieth commended all employees on their dedication to safety in the workplace and encouraged everyone meet the next incentive level.

He also wanted to recognize Deb Wolfe in her commitment to her fellow employees. Deb was in charge of preparing the hot dogs for the picnic lunch. Deb went the extra mile and decided to grill all the hot dogs for 300+ people at Empire the night before the luncheon. She stood outside on a cold February evening and grilled 550 hot dogs. According to her it took just over 3 hours and 4 beers to finish the job!

Upper management wanted to recognize her extra efforts. Deb Wolfe is the first and most likely the last employee who will ever receive the 'Golden Hot Dog Grilling Award' at Empire. Thanks Deb, those dogs were delicious.



Lee Vieth encourages employees to reach the next safety incentive of 244 days



Deb proudly displays her badge of honor.



## Captain Kangaroo Retires from the Ink Department ~ Diane Simonsen

Terry joined Empire in August of 2002. He worked 2nd shift for 4 years before coming to 1st shift. During the hard times, he went to 3rd shift for a year. Then he came back to 1st and spent the remainder of his time working with the wonderful women of the ink dept. and putting up with Keith in R&D.

Prior to Empire, he worked 28 years for the competition where he worked in screening, ink lab, and with finished parts testing weathering and fading.

Terry was in the army from '68 to '69, survived the 60's and 70's, and is ready to take life easy. When asked what he plans to do, he said, maybe do some fishing, hunting, and get back into camping, spend time with family, maybe chase women.

We celebrated his time at Empire with a potluck on Feb 28., and on March 2nd at Kromes in West Salem. His six siblings and his mother joined us for food and spirits. A good time was had by all.

His favorite hangout is Silverados in West Salem on Friday and Saturday nights. Ladies, he's usually there between 10 and closing.

Terry will be missed by all, but he won't miss the Captain Kangaroo jokes. For those of us who grew up with the Captain, you have to admit, he could be his twin. Yes, people have asked him if he was Bob Keeshan.

Best wishes to Terry from all of us at Empire. May you enjoy all that retirement has to offer!



Bob Keshan or Terry McClintock...



...You decide!!!



Terry McClintock wearing his custom made Captain Kangaroo Ink Department smock, courtesy of Kathy Inglett.



The Captain Kangaroo Fan Club, back row (L to R): Carina Olson, Terry McClintock, Diane Simonsen, Keith Cook front row (L to R) Macy Moua and Lisa Massoth

## CMN Emerald Ball

~Jennifer Schloesser



Winning bid dessert auction for the Rumchata Trifle Amy Bettis & Doug Billings



We raised \$350 for CMN with a little help from our tablemates at Brennan Marine & La Crosse Loggers Amanda Kuehl & Jennifer Schloesser

CMN, Charter and the La Crosse Radio Group held their 5th Annual Emerald Ball fundraiser on April 5th. All funds raised stay locally to help children and families in need. This year, Doug Billings, Jennifer Schloesser, Amy Bettis and Amanda Kuehl were invited, as Empire representatives. Empire was recognized and thanked for their efforts printing the annual CMN Christmas cards and the new CMN Heroes' greeting cards.

Five children with various health issues ranging from cancer to premature birth were honored at the ball. These 'Heroes' were selected to represent CMN for the 2012-13 calendar year.

The Heroes' original artwork, was auctioned off at the ball. Jonas Kugler's painting, The "Really Fast Ninja" sold for \$600.00. Along with the Heroes' paintings, there was a silent auction and a dessert auction. Several thousand dollars were raised for CMN in one evening.

### Library NOW OPEN!

~Amanda Kuehl

Empire's Employee Lending Library is now open. The bookshelf is located outside the Art Dept., by the Empire awards table.



Books are accessible to all employees on any shift.

## Green Certification Stakeholder Meeting 2013 ~ Amy Bettis

Empire has been working towards earning its Green Tier I Certification from the State of Wisconsin. Part of the certification process involves bringing in outside and internal stakeholders twice a year to monitor progress. On April 16, 2013 Empire's Green Certification Committee will host an informational presentation about our Environmental Management System (EMS) and Green Tier I Certification.

Led by Jennifer Schloesser, the Green Team members include Amy Bettis, Cathy Buttell, Keith Cook, Nate Monhaut, Dale Westaby and Jay Yehle. Each team member will be focusing on different portion of the presentation. Topics include an overview of Empire's sustainability policy objectives and future goals, the history of Empire as a company, documentation and

company awareness of the EMS, research and development of new technologies, sustainability from the sales perspective, company-wide recycling program, waste stream management, water quality, LEED development (Leadership in Energy and Environmental Design) air emissions and energy usage.

Internal stakeholders include all members of the committee and upper management. Our external stakeholders are as follows; Tom Thompson, Sustainability Coordinator at Gunderson Lutheran, Randy Nedrelo, Special Waste Manager and Deputy Director of La Crosse County Solid Waste Department and Dean Nugent Owner/Broker of Dynamic Recycling in Onalaska. With their input and influence Empire will be taking sustainability to the next level.



## Take Advantage of Your Wellness Benefits!

Health Tradition Health Plan provides a strong wellness' foundation with education, support and resources for employees and their family members.

The following plan options are included at no extra charge with Health Tradition Health Plan.

- **Be proactive!** Preventive screenings are covered at 100% <http://www.healthtradition.com/wp-content/uploads/2013/03/PreventiveCareServices.pdf>
- **Learn more!** Access to the award-winning [Mayo Clinic Embody Health Web Portal](https://www.healthtradition.com/EmbodyHealth/) <https://www.healthtradition.com/EmbodyHealth/>
- **Know your health status!** [Mayo Clinic Health Assessment](#) – available on the Web Portal
- **Become tobacco-free!** Programs for [quitting tobacco](#) - 4 times as effective as the norm <http://www.healthtradition.com/members/prevenitve-care-and-wellness-services/tobacco-cessation>
- **Be rewarded!** [Eat Well Move More Rebate](#) <http://www.healthtradition.com/members/prevenitve-care-and-wellness-services/eat-well-move-more>
- **Talk with the experts!** 24/7 [Nurse Line](#) <http://www.healthtradition.com/members/prevenitve-care-and-wellness-services/247-nurse-line>
- **Empower yourself!** Free educational videos to help you save money and become a wiser consumer of health care - [Health Savvy and Wealth Savvy](#) <https://www.healthtradition.com/health-savvy> & <https://www.healthtradition.com/Wealth-Savvy/>







Inventory Kaizen Team: (L to R) First Row: Justine Kruckow, Fawn Marsh Second Row: Brian Hundt, Alicia Gilbertson, Rhonda Peterson, Theresa Baird, Sheila Fox (Team Leader) Third Row: Amy Bettis, Lee Veith, Shane Hulburt

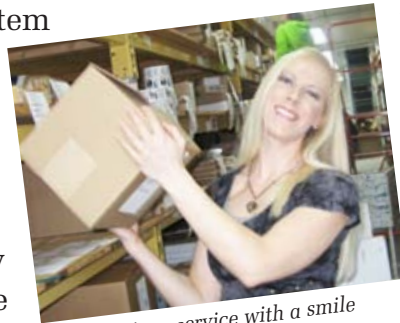
## Finished Goods Inventory Kaizen

~Justine Kruckow & Sheila Fox



New barcode label w/ Int. #

Our kaizen started off by going over the overstock system that was already in place. The system worked well, but it still needed some improvements to eliminate human error, improve efficiency of inputting overstock and create a more accurate inventory of the overstock itself.



Alicia, kaizen service with a smile

label with an internal number, revision level, and shelf number. This helped shipping with the accuracy of the data and improved efficiency by having all pertinent info on each package. The new barcode labels were also created for the plant to apply to parts being sent to overstock in shipping or doming. Scanning these barcodes reduced human error and eliminated the need to input overstock data manually.

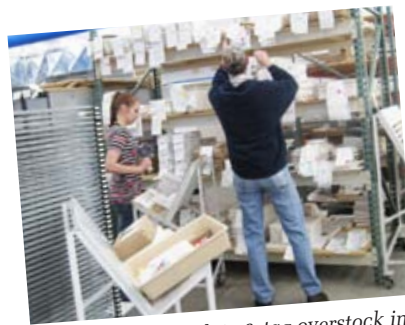


Lee & Sheila discuss 5S



Amy & Theresa updating inventory tags

Our team came from all different areas of the plant. This helped the kaizen greatly, by offering different points of view. You could see the dedication each employee brought to this kaizen and to Empire, and how we could improve the system that was in place.



Shane & Fawn update & tag overstock in doming

With the help of Sam Sokolik and Curt Johnson we made several improvements to the

current overstock program and system. Box labels were automated and updated to pull data from a new overstock barcode label and print an overstock



Justine & Rhonda test the newly written overstock software

rely on the data shown in the overstock program, eliminating tedious stock checks. A big shout out to all the team members and support staff that helped on the Inventory Control Kaizen, "Thank you for a job WELL DONE!"

By utilizing this improved program and labeling system, shipping and doming will be able to audit the overstock in an efficient and accurate manner. This will allow the plant and office to



Brian verifies that tag info & overstock match



## A Success'full' Event!!!

~ Amy Bettis

It was a very success'full' event. Bellies were groaning and belts loosened and on February 20, 2013 at the 4th Annual Empire Chili Cook-off and Bake Sale. With the company matching funds, employees raised \$950 plus a van load of food and clothing for the Salvation Army in La Crosse.

The judges included; Julie Nelson, Development Director for Salvation Army, Chris Roderique, Owner/Chef of Piggie's Restaurant, Lindsay Hayes and Scott Hackworth from Channel 19 News, Chris Callaway, 100.1FM/La Crosse Tribune and Kelly Wilde 100.1FM Program Director.

Judges had many interesting things to say about the 24 different chillies they sampled, such as, "Interesting flavor, grows on you...surprisingly sweet, great for Octoberfest, nice smoky flavor... ketchupy but good... nice heat, good spice...too many beans...not enough meat..." the list goes on.

Chili Winners for each category are:

### Mild/Medium

- 1st - Amanda Hanson, Mild Chili
- 2nd - Andy Kiedrowski, Guinness Chili
- 3rd - Kaara Freismuth, Mild Chili

### Specialty Chili

- 1st - Amy Bettis, Jalepeno Brat Chili
- 2nd - Amanda Kuehl, Pork & Bacon Chili
- 3rd - Rhonda Peterson, Bacon Chili

### Hot & Spicy

- 1st - Lisa Slonka, Adirondak Chili
- 2nd - Doug Billings, Creeping Death
- 3rd - Tina Karraffa, Hot Chili

**"THANK YOU, to all who made chili, sent baked items and helped with setup/ clean up. Everyone had fun and we will be looking forward to next year's event to be even better!"**



Ready to kick off the Bake Sale & Chili Cook-Off



(L to R) Julie Nelson, Lindsey Hayes & Scott Hackworth



These judges take their job seriously



Bring on the chili! (L to R) Chris Roderique, Chris Callaway, & Kelly Wilde



Diane Simonsen visits Rebecca Burg at the sweets table.



Decisions, decisions...which do we try first?



First Place winners (L to R) Lisa Slonka-Hot Chili, Amy Bettis-Specialty Chili, & Amanda Hanson-Mild Chili



Salvation Army Development Director, Julie Nelson was all smiles after receiving Empire's donation.



## Jalapeno, Green Onion & Ale Corn Bread

### Ingredients

- 1 cup Cornmeal
- 1 cup All-Purpose Flour
- 1 tsp. Baking Powder
- 1 tsp. Baking Soda
- 1 tsp. Salt

- 1/2 cup Buttermilk or Soured Milk
- 1/2 cup Beer (Brown Ale or a Pilsner)
- 1/2 cup Melted Butter
- 2 Eggs, beaten

- 1/3 cup White Sugar
- 4 Green Onions, chopped
- 1 Fresh Jalapeno Pepper, seeded and chopped

### Directions:

1. Preheat oven to 400°F and prepare a greased loaf pan.
2. Whisk dry ingredients in one bowl, & combine wet ingredients in another bowl, set peppers and green onions off to the side
- 3 Slowly add wet ingredients to dry mixture and stir til blended.
4. Fold in jalapeno pepper and green onion, then pour into a loaf pan.
5. Bake for 30-35 minutes or until a knife inserted into center of loaf comes out clean.
6. Cool for 10 minutes, slice and serve.

***This is a great companion to chili, barbeque, or Mexican food.***

*Recipe Courtesy of allrecipes.com*

What's Cooking?



# EMPLOYEE SPOTLIGHT

## (cont.) Employees reach out to Help Hannah

Family and friends of the Klinski Family are pooling their resources to stage a silent auction, cash raffle and a classic car raffle for a 1969 Plymouth Roadrunner.

The Hannah benefit committee is looking for auction items, cash donations, themed gift baskets, gift cards, restaurant gift certificates, etc... The committee also needs people to work at the benefit. Individual departments at Empire are encouraged to assemble themed gift baskets to

be auctioned off at the benefit in June. For example, Lisa Massoth and the Ink Department have



compiled a wine and cheese basket and a bird lover's basket. The bird lover's basket includes bird feeder, bird seed, bird

book, and binoculars. If your department would like to donate a basket, please contact Kevin Steele.

“If it weren’t for the support we have received from family, friends and co-workers I don’t know how we would get through this...” Mark said, “...we are now having more good days than bad days, our cup seems half full instead of half empty.”

Let's fill that cup up for the Klinski family. Empire employees can still donate personal vacation time to Mark. Helping hands and auction items are needed for the benefit. Many thanks to all who are able to contribute.

### Employee Announcements

#### Hannah Klinski Benefit

Sat., June 29, 2013 1pm - ??

Silent Auction, Car & Cash Raffles

**\$100/Ticket** for a chance to win a classic 1969 Plymouth Roadrunner  
*(Only 500 tickets will be sold for car raffle)*

**\$10/Ticket** for a chance to win \$500 and other cash prizes

at **St. Mary's School**  
**308 East South Street**  
**Caledonia, MN 55921**

Proud Grandma, **Deb Gilbertson**  
Uncle, **Ryan Brandenburg**, Aunt **Alicia Gilbertson**, & Step-Grandpa **Lee Veith** would like to announce the birth of their grandson/nephew **Parker Eugene**

Born: December 14, 2012 to **Ryan Gilbertson & Lindsey Brandenburg**

Congratulations to **Amber Johnson** and **Roger Williams**, on the birth of their twins, a girl **Hailey** & a boy, **Ryley** Born: December 30, 2012

#### 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

#### APRIL

- Glen Schossow ..... 28 yrs.
- Diane Simonson ..... 26 yrs.
- David Nordstrom ..... 25 yrs.
- Penny Nordstrom ... 24 yrs.
- Troy Stockers ..... 23 yrs.
- Randy Lemke ..... 21 yrs.
- Pete Fauske ..... 21 yrs.
- Kevin Mason ..... 21 yrs.
- Jenny Ledman ..... 20 yrs.
- Amy Bettis ..... 20 yrs.
- James Brom Jr. .... 19 yrs.
- Cathy Buttell\* ..... 18 yrs.
- Diane Borger ..... 16 yrs.
- Bill Feyen ..... 15 yrs.
- Cathy McMahon ..... 9 yrs.
- Laura Snodgrass ..... 8 yrs.
- Mark Klinski ..... 8 yrs.
- Keith Gaarder ..... 8 yrs.
- Jonathan Meyer ..... 8 yrs.
- Rhonda Peterson ..... 6 yrs.
- Helen Ziegler ..... 6 yrs.
- Justin Boone ..... 3 yrs.
- Tamara Stenberg ..... 3 yrs.
- Kyle Stoddard ..... 3 yrs.
- Rebecca McCutchen . 3 yrs.
- Robert Tweed ..... 3 yrs.
- Curtis Johnson ..... 3 yrs.
- Richard McDowell.... 3 yrs.
- Teri Herold ..... 3 yrs.

- Brennan Bonnar ..... 2 yrs.
- Nicole Barry\* ..... 2 yrs.
- Kristine Zwiefel\* ..... 2 yrs.
- Krista Gorniak\* ..... 2 yrs.
- Andrew Hagen ..... 1 yr.

#### MAY

- Lori Taube ..... 34 yrs.
- Lisa Massoth ..... 23 yrs.
- Travis Brush ..... 23 yrs.
- Sam Sokolik ..... 20 yrs.
- Chad Heyroth ..... 18 yrs.
- Dallas Lewis ..... 16 yrs.
- Tom Donaldson ..... 16 yrs.
- Debra Gilbertson ..... 16 yrs.
- Donald Olson ..... 13 yrs.
- Katie Schaller ..... 8 yrs.
- Ed Lee ..... 7 yrs.
- Mike Stenberg ..... 7 yrs.
- Dave Faas ..... 7 yrs.
- Greg Loomis ..... 7 yrs.
- Autum Jacobs ..... 5 yrs.
- Justine Kruckow ..... 4 yrs.
- Pao Yang ..... 3 yrs.
- Brian Hundt ..... 3 yrs.
- Chase Penkalski ..... 3 yrs.
- Rose Chamoun ..... 3 yrs.
- Megan Fortun\* ..... 3 yrs.
- Nathan Monhaut ..... 2 yrs.
- Fawn Marsh ..... 2 yrs.

- Crystal Butterfield\* .... 2 yrs.
- Brian Subjek ..... 1 yr.
- Ryan Brandenburg ..... 1 yr.

#### JUNE

- Dawn Gorniak ..... 29 yrs.
- Debbie Michel ..... 28 yrs.
- Sophie Cornforth ..... 25 yrs.
- Russell Kuehn ..... 18 yrs.
- Rebecca Stark ..... 17 yrs.
- Sheila Fox ..... 14 yrs.
- Robert Fischer ..... 11 yrs.
- Matt Vanderloop ..... 9 yrs.
- Rachael Gilkes ..... 7 yrs.
- Carina Olson ..... 7 yrs.
- Sarah Erickson ..... 6 yrs.
- Curt Blair ..... 6 yrs.
- Adam Luedtke ..... 5 yrs.
- Jamin Bishofsky ..... 4 yrs.
- George Yang ..... 3 yrs.
- Debbie Lawrence ..... 3 yrs.
- Wade Mikunda ..... 3 yrs.
- Nathan Monhaut ..... 2 yrs.
- Lauren Cunningham .. 2 yrs.
- Rebecca Burg ..... 2 yrs.
- Michael Herold ..... 1 yr.
- Codi Jacobs ..... 1 yr.
- Caitlyn McMahon\* ..... 1 yr.

\*Part-time employees

**Welcome New Employees!** Danny DeLao, Kelly Oliver, & Shawn Lemke

**Coordinators:**..... Doug Billings  
**Layout Design:** .....Cathy Buttell  
**Photographers:** .....Jennifer Schloesser  
..... Amanda Kuehl, Amy Bettis  
**Proofreaders:** ..... Clark Martin

**Contributors:** ..... Diane Simonsen  
..... Amanda Kuehl, Amy Bettis  
..... Tom Donaldson, Diane Fitzpatrick  
..... Kevin Steele, Jen Schloesser  
.....Sheila Fox, Justine Kruckow, Jay Yehle

**DEADLINE FOR NEXT NEWSLETTER: June 24, 2013**

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