

above  
&  
beyond

Fall 2010

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National Print Recognition  
2010 Gold Ink Awards  
2010 SGIA Golden Image Award

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Stock Cutting 5S

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## Empire Celebrates 50 Years with Gold by Amy Bettis

Tradition dictates 50 years of any partnership should be celebrated with gold. Empire and its employees are not only celebrating with gold, but silver, bronze, and pewter, as the proud recipients of several national print awards.

The NAPCO (North American Publishing Company) Gold Ink Awards and the SGIA (Specialty Graphic & Imaging Association) Golden Image Awards are two of the printing industry's most prestigious competitions. As award winners, with 50 years of experience and knowledge, Empire has proven we can compete on a national stage. Our employees should be very proud of this achievement. We were competing head to head with printers with national and international recognition, such as, Xerox Corporation.

As award recipients, Empire receives national recognition from the Gold Ink and the SGIA award committees. We are currently featured on both web sites. Golden Ink winners are featured in a YouTube video and in the September issue of the trade journal *Printing Impressions*.

The four entries sent in July to the 2010 Gold Ink competition were Empire's Flexo Brochure and Water Bottle Kit, the Portfolio Case with Color Management Kit, our 2010 Corporate Calendar, and the Empire Doming Brochure.

The Gold Ink award committee has four levels of recognition, Gold, Silver, Bronze and Pewter. We earned a Bronze Award for the Empire Portfolio Case and Color

Management Kit, and Pewter Award for our 2010 Corporate Calendar.

At the beginning of October four different entries were sent to the 2010 SGIA Golden Image competition. Those entries featured two different Car Tattoo Decals, and the Empire Tool Kit. The fourth and final entry, the Empire Chrome Car, was designed by Amanda Kuehl, specifically for the SGIA show. The chrome car highlights the best Empire has to offer in graphic design, printing expertise and specialty applications.

All entries for the SGIA show in Las Vegas, captured awards. Car Tattoo's earned both a Gold and a Silver Image Award. The Empire Tool Kit and the Empire Chrome car earned Gold awards in their respective categories.

All entries submitted showcase all of Empire's major print processes, screen printing, flexo, and digital, as well as specialty applications such as doming, thixotropic inks, glitter ink and cold foil embossing.

The final award tally was three gold, one silver, a bronze and a pewter. Congratulations to all employees who participated in any of these projects, from the initial concept, final design, printing, finishing and distribution of the end products. Without all of your hard work these awards would not have been possible.

Check out the photos of all our entries to the NAPCO Golden Ink Awards and the SGIA Golden Image Awards on page seven,





**No Lost Time  
Congratulations  
Empire Employees!**



From L to R: Jim Schwinefus, Dan Kapanke, Mike Huebsch, Roger Henderson, Jim Brush, Cindy Brush, Dave Young, Barbara Hamill, and John Freismuth

## NATIONAL SAFETY OBSERVANCES

### OCTOBER

#### National Crime Prevention Month

Sponsored by the National Crime Prevention Council  
(www.ncpc.org)



### NOVEMBER

#### National Teens Don't Text & Drive Week

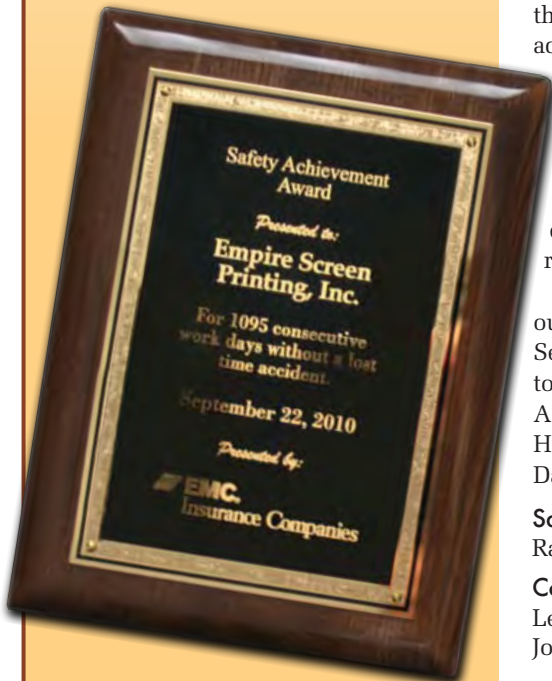
Sponsored by Etiquette & Leadership Institute  
(www.etiquetteleadership.com)



### DECEMBER

#### National Safe Toys & Gifts Month

Sponsored by National Safe Kids Campaign  
(www.safekids.org)



## SAFETY AWARENESS NEWS

### Emergency 24•7 - New Fire Alarm System by Keith Cook

Recently, Empire installed a new fire alarm system. This new system is tied in with a central alert station, that is manned 24 hours a day. This will result in much faster emergency response times. Our new fire alarm system specifically alerts emergency personnel which zone or area at Empire a fire may be located.

When the fire alarm is pulled, an alarm sounds throughout Empire. If someone generates a false alarm, the alarm needs to

be cancelled within 60 seconds. Contact numbers to cancel an alarm are located by your supervisors desks and phones. Employees will learn what the alarm sounds like and proper emergency exit protocol during scheduled fire drills.

Since this new alarm system has been installed, Empire has benefited with better insurance coverage at lower cost, making Empire a safer, better place to work.

### EMC Honors Empire with Safety Award by Amy Bettis

On September 17th Empire Screen printing reached and surpassed its safety goal of 3 years without a lost time accident. Wednesday, September 22nd Empire and its employees were honored with a safety award from Employers Mutual Casualty Co. The award was presented by EMC's spokespeople Barbara Hamill and Dave Young. Barbara commented, "It was impressive when I was here last year at this time presenting the award for 2 years without a lost time accident, it is nothing short of remarkable that I am here to present an award for 3 years without a lost time accident, super job!" Dave Young also expressed his views, "Empire has created a safety culture that many companies have yet to duplicate, especially in the printing industry. It is remarkable! Keep it up."

In addition to the presenters from EMC, our insurance rep from Greater Insurance Service, Roger Henderson was in attendance to acknowledge the achievement. State Assembly Speaker of the House Mike Huebsch (R) and congressional candidate Dan Kapanke (R) were also on hand to

congratulate Empire and its employees on this significant milestone. They both relayed messages from gubernatorial candidate, Scott Walker and Senate hopeful, Ron Johnson, expressing their well wishes. It is private enterprise such as Empire that keep Wisconsin's economy moving and growing. The fact that they can do so in this rough economy, and maintain an outstanding safety record is amazing.

As our banner portrayed, "Safety is No Accident". This is due to the efforts of our safety committee, their fellow employees, and management. All employees can take the initiative and lead by example when it comes to safe job practices. Proper employee and supervisor training is key to maintaining the safety culture at Empire. Physical improvements around the plant, such as the new fire alarm system, electrical improvements, and safety signage, demonstrate management's commitment to employee health and safety.

Following the award ceremony, employees and visiting dignitaries celebrated with a coffee and cake reception.

- Safety Coordinator:**  
Randy Hoff..... Plant Engineer
- Committee Members:**  
Lee Vieth..... Plant Manager  
John Johnson..... Operations Coordinator

- Roger Henderson..... Insurance Agent  
Amy Bettis..... Art Department  
Steve Nelson..... Die Making  
Keith Cook..... R&D  
Steve Nelson..... Die Making  
Brian Searle..... Maintenance  
Deb Wolfe..... Level 3

Results are in, the 24th Annual Children's Miracle Network Christmas Card has been chosen. Gundersen Lutheran and Empire employees voted the design submitted by Cara Masters, shall grace the front of the 2010 Children's Miracle Network Holiday Card.

Cara Masters, who designed the 2010 Children's Miracle Network Holiday Card, loves singing Christmas carols. The Masters family lives in rural Kendall, WI, where caroling door-to-door isn't very practical. Cara imagined what it would look like to answer her front door and be serenaded by carolers on her porch. The cozy country scene became the winning entry in this annual contest to benefit the Children's Miracle Network.

Cara was "really happy" to learn her artwork will be delivering joyful greetings throughout this holiday season. A freshman at Royall High School in Elroy, Cara's favorite subjects (besides art) are math and biology. She's also active in sports, and it was during a routine sports physical that Jennifer Fiegel-Newlon, NP, a clinician at Gundersen Lutheran's Wonewoc Clinic, diagnosed Cara with scoliosis. Scoliosis is a curvature of the spine

that can begin in children between the ages of 8 to 12 and occurs in girls twice as often as it does in boys. Treatment for scoliosis is done early before a child finishes growing; Cara is seen regularly by Virginia Wintersteen, MD, a Gundersen Lutheran pediatric orthopedic specialist.

Since 1987 Empire Screen Printing in Onalaska has been a proud partner of the CMN Holiday Card Project, donating time and materials to produce each year's design. Proceeds from card sales help support services to children and their families who are coping with medical challenges due to illness or injury. Congratulations to the winners, and thanks to all who participated.

Cards may be purchased for \$7.00 for a package of 20. They are available at Onalaska Clinic Ins. Dept., Wonewoc Clinic, Gundersen Lutheran Gift Shop, Quillins, both Degen Berglund locations, Heart's Desire-Winona, Blue Cup Coffee House-Holmen, Tree House Gift & Home, Bramble Bookstore-Viroqua, Gundersen Lutheran C.U., Tomah C.U., Westby Co-Op C.U. and Firefighters C.U.



CMN Xmas Card winning design submitted by 14 year old Cara L. Masters

## ACTIVITIES & EVENTS CALENDAR

Oct. 30-31

**Myrick Hixon Eco Park**  
**Enchanted Forest 10am-2pm**  
 Family oriented Halloween fun.  
 Go to [www.mhecopark.org](http://www.mhecopark.org)



Nov. 12

**Downtown La Crosse**  
**Holiday Open House 5pm-9pm**  
 Food, fun, & door prizes at  
 downtown stores



Nov. 26 - Dec. 31

**Rotary Lights in Riverside Park**  
**5pm - 10pm Daily La Crosse, WI**  
 Walk or drive through  
 the festival of lights  
[www.rotarylights.org](http://www.rotarylights.org)

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

## Community Corner

### Empire, a Significant Stop on the Campaign Trail by Amy Bettis

You can tell it is an election year. Several state and local candidates have visited Empire multiple times. A company of our size gives the political hopefuls an accurate cross section of the political climate in Wisconsin and the nation. They spent time talking to employees, taking and answering questions. Employees had a chance to let the candidates know what issues they are most concerned about.

Whether you support the visiting candidates or not, these visits should get you thinking about issues and which candidate best expresses your views. Everyone likes to complain about government, but not everyone votes. Voter turnout for state and local elections is on average less than 25% of the voting population. If you don't vote, you forfeit your right to complain about the state of affairs.

This year make an effort to become an informed voter. Read the newspaper, listen to radio interviews, surf the net to learn about the candidates, don't just rely on 30 second TV/radio ads.

Both the state and national stage will be an interesting campaign, with no incumbent candidate for governor and the approval numbers for congress at an all time low, Wisconsin voters are ready to shake things up. Don't sit back and let others decide your fate, get off your butt and get out and vote!



Political Senate hopeful Ron Johnson (R) visits with Ralph Young and Jim Schwinefus



Scott Walker (R) gubernatorial candidate hosts a "Brown Bag" lunch with employees at Empire



State Assembly Speaker of the House Mike Huebsch (R) tours Empire production areas



Dan Kapanke (R) congressional candidate congratulates employees at the Safety Recognition Program

## Cell-A-Vision "The Misfits" by Todd Phillips

*How do we determine who participates in a kaizen? Todd P. gives us the inside scoop:*

Angie was chosen because she is knowledgeable in splitting, lamination and vacuum table jobs. Deb made the team, because she's worked in several departments and has the overall knowledge of the way things work from one department to the next. I chose Randy next, because he has been around the Screening Dept. for quite some time and knows how the 12x14 cell works. Morgan was included because he is knowledgeable in the Die Cutting and has been working in the cell. All these people have a certain expertise

but most of them have been around Empire for several years and have an abundance of knowledge in many areas.

Our goal, as you can see by the name we chose, was to get most of the misfit jobs into the cell. Our task was to get all the equipment needed and organized into a cell that would flow without having to take jobs out of the cell and go to another department to be finished. The cell was originally designed to run 1 to 3 color jobs that, at most, were laminated, split, die cut, and packed.

Our concerns were to get Thermal Dies, B-Dies, Two-Pass Die Cutting, Hand Applied Adhesive and Embossing into the cell. We decided to put off the #2 press and curing unit for textures to a later date as the machine shop is still working on getting the equipment needed to add those items to the cell. In the future with the # 2 press and drying unit we will add texture to the cell.

We started by completing a cause and effect matrix and brainstorming the best, most cost effective way to

set up a cell. Getting it to flow with the limited space was definitely an obstacle. We changed the plan 3 times after we thought we had it finalized. We showed the plan to the people working in the cell and got their input because they were going to be the ones to make this all happen. We did the 5S process organize the cell and implement a pull system so that jobs get to the press with everything ready to go. Stock Cutting, Screen Making and Die Making all have to be on the same page or the system doesn't work.

After we had all of the equipment in place we did a test run on a job that previously would not fit in the cell. On the last run the job took 372 minutes to produce. In the newly remodeled 12x14 cell it took us 54 minutes from start to finish.

We found that no matter what we changed, we can't make everyone 100% happy, but in the end everyone will realize Lean can work. We tested and proved that if the pull and flow system procedures are followed this can be a cost effective, high quality cell.

I thought this was a great experience for all of us. The five of us worked together and got the opinions of our co-workers to come up with the best way to run the cell. The kaizen was definitely a positive experience for me. Now, we all have to keep improving on what we have accomplished.



*The Cell-A-Vision Misfits': Todd Phillips-Team Leader, Angie Burnett 1st Shift, Deb Wolfe 1st Shift, Randy Stenberg-2nd Shift, and Morgan MacDonah 1st Shift*

# Lean Manufacturing

## Cell #2 "Kaizens Are Cool" by Penny Nordstrom

Our focus was to implement a Pull System for Cell #2

With old system the job folder was run around the plant; first to the Ink Dept., then to Medium Pre-press, next to Screen Making, onto Stock Cutting, back to Medium Pre-press. Seventeen miles later, when it came time to run the job it was a real hassle to make sure everything needed to run the job, screens, material, ink, die,... was gathered together. With a pull system all of that hassle goes away. It's wonderful.

First step was organization. We set up cubbies and assigned numbers for each department receiving the pull signal. Once a job is pulled with a shelf location, the ball starts to roll. Our cubbies have locations for material, inks, dies, and lamination. Everything comes to the press. All people involved have a visual cue that everything that is needed to run the job is there. We are good to go. Most of the time the pull system runs smoothly, however, we do hit a bump in the road once and awhile.

It is amazing how employees from different shifts and departments come together as a group. We planned out the focus of the kaizen, worked together and brainstormed for super ideas, became a team, and made things happen.

Knowing and feeling that the changes we were making made a difference. We are proud of it!

I would like to thank Ink Department, Stock Cutting, Die Making, Screen Making, Cell #2, and all members of the kaizen team

for helping make the pull system a success.

Remember, 5S is hard to maintain, without continuous improvement, and team work. Super job everyone!



*The 'Groove Crew': Penny Nordstrom-Team Leader, Steve Johnson-1st Shift, Steve Nelson-1st Shift, Mike Stenberg-2nd Shift, Rob Trudeau-3rd Shift, Sarah Erickson-1st Shift, Ronnie Laack-2nd Shift  
Not Pictured: Debbie Turnipseed-1st Shift, Diane Simonsen-1st Shift.*

# CONTINUOUS IMPROVEMENT

## Continuous Improvement

### Small Format 5S Kaizen by Kathy Vaughan

The goal of the small format Kaizen was to make improvements to 5S in screening and Cell-A-Vision and to implement pull in the flatbed screening area. The room incorporated 6 printing presses, die cutting presses, laminators, packing tables, several ink cabinets, numerous tables, shelves and carts. It was a big area with lots of people and work happening. Our week of 5S could not interrupt production so we did our best to give operators temporary tables and carts as we worked on updating.

Lee Vieth was the team leader of the Kaizen. The people chosen to help make it happen were Kathy Vaughan, small value stream manager; Rose Chamoun, 1st shift Flatbeds; Alice Clark, 1st shift screen making; Jamin Bishofsky, 2nd shift Cell-A-

Vision; Bob Fischer, 1st shift Cell-A-Vision; and Fred Baures, 1st shift Stock Cutting. Rose, Jamin, Bob and Fred were all new to the kaizen experience. People were chosen from various

departments and shifts. We also utilized input from operators of equipment in the area as well as machine shop and maintenance personnel.



**Small Format 5S Team:** Lee Vieth-Team Leader, Jamin Bishofsky-2nd Shift, Alice Clark-1st Shift, Bob Fischer-1st Shift, Fred Baures-1st Shift, Kathy Vaughan-1st Shift, and Rose Chamoun-1st Shift

Much of our time was spent sorting, cleaning, painting, and organizing. We were able to eliminate several cabinets and carts from the area. We began to "pull" jobs as we needed them and were able to decrease our inventory and supplies. We made the area more "visual" by labeling home locations, color coding workstations, and using green and red signals to indicate jobs ready to run.

The week went by quickly as we saw the room being transformed. The challenge before us now is the daily, weekly, monthly goals of sustaining the 5S to keep our area clean, organized and working more efficiently.

## Sort • Straighten • Shine • Standardize • Sustain

### Stock Cutting "Diamond Plate" Kaizen by Jim Weber



**Diamond Plate Team:** Jim Weber-Team Leader, Chuck Hills-1st Shift, Tom Donaldson-1st Shift, Lee Vieth-Plant Manager, Lu Ebersold-1st Shift, and Deb Wolfe-1st Shift.

The Stock Cutting Department was the focus of a 5S event, during the first week of August. The primary goals of 5S are:

- Sort
- Straighten
- Shine
- Standardize
- Sustain

In addition to 5S, this kaizen was also designed to initiate a "pull system" of production for Small Value Stream Jobs on the flatbed presses.

The "Diamond Plate" team consisted of Lee Vieth (Plant Manager), Deb Wolfe (Large Value Stream/Cell 3), Lu Ebersold (Cell 3), Chuck Hills (Die Cutting), Tom Donaldson (Digital), and myself, Jim Weber (Stock Cutting) as the team leader. Team members were selected based on experience, attitude, motivation, and skills. The team displayed a wide range of ideas and philosophies, with combined productions experience of 93 years.

During the week of the kaizen, Stock Cutting was thoroughly cleaned, painted, taped, and

re-organized. Personnel from Maintenance and Laser Cutting were incorporated to assist our team during the 5S event. Everything was sorted, and obsolete materials and equipment were eliminated.

Small Value Stream "pull" was instituted in coordination with Cell-a-Vision, the 25x38 and 38x50 presses. Some commonly used substrates were relocated nearer to production areas, which resulted in a 60% reduction in distance and travel time.

Before the kaizen, Stock Cutting's initial 5S score was 1.5 and it took 500 feet of travel distance to cut 3 jobs, on the most common stocks. After the kaizen, Stock Cutting's 5S score improved to 2.6 on a 5 point scale and those same 3 jobs used only a third of the original distance to complete, traveling only 150 feet!

The mission scope, while at first seemed a daunting and intimidating task, was quickly addressed by the Diamond Plate Team. They overcame obstacles and reached solutions with cohesiveness and confidence. This kaizen team was highly motivated to succeed.

Does this mean we are done with kaizen and continuous improvement? Not hardly, 5S is an ongoing improvement process, in which departmental sustainability is the key to success.



## ... on the Road with Empire

### 2010 SGIA Expo, Las Vegas by Doug Billings

This year marked a record setting attendance of almost 22,000 imaging professionals to the SGIA Expo in Las Vegas. Among those in attendance from Empire were John Friesmuth, Lee Vieth, and myself, Doug Billings.

The Expo showcases all of the diverse areas of the print industry. The convention center was jam-packed with a wide range of machinery, inks, materials, and unique applications for the print industry. Our attendance at the show, allows Empire to stay current with industry trends, and pull ahead of our competition in today's market.

The Expo also honors the best of the best in print. This year we proved we are a leading printer in the United States. Empire took gold in three categories this year, as well as, one silver. It must be said that the only reason we took silver in the one category, is because, we beat ourselves. Empire had already taken the gold in the same category.

#### Quick facts about the 2010 SGIA Expo:

- Total Registered: 21,956 (new SGIA record)
- Number of Exhibitors: 487 companies
- % First Time Attendees: 39.8%
- 2010 SGIA Expo Floor: 184,060 sq. ft. (That's an increase of 30,000 sq. feet from 2009)
- Registrants from top 5 US States:
  1. California - 27.78%
  2. Nevada - 8.28%
  3. Texas - 5.08%
  4. Illinois - 4.42%
  5. Arizona - 4.04%
- 82.5% Expo attendees were from the U.S.
- 5.3% Expo attendees were from Canada
- 17.5% were International attendees

*"Nothing builds self esteem and self confidence like accomplishment."*

~Thomas Carlyle, Historian

### 2010 Graph Expo, Chicago by Guy Gregerson

Tom Donaldson, Keith Cook, and myself attended the 2010 Graph Expo in Chicago. Tom was there to review the newest digital presses Mimaki and Gandi, as well the innovations Mimaki was offering with metallic ink capabilities. Keith was gathering information on Indigo coaters and 'green' materials. As for myself I was there to investigate direct to plate (DTP) options for Flexo and going film free in the Art Dept. Shrinking film markets, rising film costs, chemical costs, and equipment maintenance, resulted in management's focus on DTP upon our return from the Graph Expo.

Fuji and Screen put on an impressive demo in Chicago during the Graph Expo for the FX870. The machine seems reliable with good safety features and a simple user interface. I asked Robert Prah from Screen about the available tech support and he explained that Screen and Fuji provide technicians and replacement parts to ensure there is no downtime. The FX870 also recalibrates itself every 16 plates so it should stay pretty accurate. Digital plate quality is better than our current film method. Digital plates are able to hold a better dot and a thinner line.

The end result of our trip to Chicago was the purchase of FX870 and the beginning of Empire's efforts to become a film free company. DTP installation is scheduled for late 2010/early 2011. Robert Prah, Tom Calder and Curt Miller have been very helpful and nice to work with. In my opinion they are offering Empire a great deal on a very useful machine.

### Keeping Up with Consumer Trends in Chicago by Amanda Kuehl

Doug Kuehn, Jennifer Schloesser, Amy Bettis, and Amanda Kuehl attended the Shopper Marketing Expo in Chicago, Oct. 6 – Oct. 7. The Expo is a great place to make contact with suppliers, scope out the competition and look at current consumer values. Empire set out to find ways to expand our customer offerings while adding value.

Customer values are ever-changing with trends. One trend has remained consistent: Green printing continues to gain popularity and suppliers are coming out with more materials than ever to meet demands. The most notable connection made at the expo was with paper supplier ConVerde. They produce the very first wide- and super wide-format paper product line to be FSC-certified. ConVerde had the distinction of printing the signage for the expo, so in addition to the printed pieces in their booth, we were able to see their products through out the show. We are currently waiting on a sample material pack from them.

Included within the Marketing Expo was the "Design of the Times" competition. The Design of the Times Awards Competition recognizes the best in-store merchandising campaigns, displays, packaging and promotions that show creativity and innovation. This was a great place for the marketing team to get ideas; displays made with a wide variety of materials, custom dies and moving parts occupied the tiny show room. We were unable to take pictures, instead team members sketched, hoping to use some of the great ideas in the future to market Empire's capabilities to potential and existing customers.

All in all, attending the Expo was a worth-while experience for Empire. We made some new contacts and the Marketing Team members were able to get some fresh inspiration. Staying current with consumer trends can be challenging, but Empire is taking the necessary steps to keep us ahead of the pack!

# Awards



# printing excellence



# CORPORATE SPOTLIGHT

## National Sales Meeting by Amy Bettis

After several months of planning by the marketing committee, Empire held its first National Sales meeting in July 2010. Attendees came from all over the United States. This meeting focused on our commitment to supporting our outside sales reps with educational materials and information about Empire and our suppliers.

First item on our agenda was a plant wide tour for all participants. Doug Billings and John Freismuth led the tours. Our outside reps had the opportunity to see Empire's capabilities first hand. John and Doug highlighted new equipment purchases, plant improvements, and explained the cell manufacturing concept.

Reps participated in several classroom sessions that focused on print buyer needs, color theory, color management, flexography.

They also had opportunities to meet with outside suppliers, such as, Flexcon, Water Ink Technologies, Sun Chemical, Tekra and TKO Graphix, to discuss industry trends and development of new materials.

*"Thanks so much for a successful sales meeting. All of you obviously put a tremendous amount of time and effort into this meeting, and it was much appreciated."*  
 ~Doug Christ, Art Specialty Corp.

The first day of the sales meeting was topped off by a backyard BBQ hosted by John Freismuth. Reps had a chance to network with each other and discuss the events of the day. Several Empire employees were on hand to answer further questions and learn more about our reps and their needs.

The final day of the seminar was wrapped up with an informal golf scramble, where both reps and Empire employees could let off a little steam and just enjoy themselves.



*NSM granted several opportunities for discussion and networking*

Before leaving, reps had a chance to provide input and comments on this year's meeting and future meetings. Reps would like to see more information concerning digital printing and flexo, plus more opportunities to interact with our material suppliers. Reps also wanted more time to spend with their account managers to answer questions, and build relationships.

Attendees left the seminar feeling energized about Empire. Many commented the great customer support at Empire, is one of our best assets.

## Employee Anniversaries

### OCTOBER

Lisa Slonka ..... 25 yrs.  
 Jenny Kuehn ..... 19 yrs.  
 Eileen Ustby..... 16 yrs.  
 Alice Clark..... 6 yrs.  
 Angela Gammons ..... 5 yrs.  
 Laurie Arentz..... 5 yrs.  
 Charles Hills ..... 4 yrs.  
 Josephine Ableman\* 3 yrs.

### NOVEMBER

Beth Lightfuss..... 27 yrs.  
 Jim Weber..... 25 yrs.  
 Keith Cook ..... 19 yrs.  
 Jane Sill..... 19 yrs.  
 Roman Kamrowski . 16 yrs.  
 Dawn McGrath..... 16 yrs.

Jill Schultz ..... 13 yrs.  
 Mary Lakey ..... 11 yrs.  
 Candy Amann..... 10 yrs.  
 Morgan McDonah..... 8 yrs.  
 Jon Schubert ..... 8 yrs.  
 Theresa Baird..... 6 yrs.  
 Kevin Gerstenberger . 4 yrs.  
 Chris Kendhammer .. 3 yrs.  
 Rick Auterson ..... 2 yrs.  
 Tyler Evanson\* ..... 2 yrs.  
 Bonita Anderson..... 1 yr.

### DECEMBER

Kim Kaiser ..... 25 yrs.  
 John Johnson..... 25 yrs.  
 Kathy Vaughan ..... 22 yrs.  
 Dave Collins..... 16 yrs.

Steve J. Johnson ..... 15 yrs.  
 Rita Howe ..... 14 yrs.  
 Robert Karaffa ..... 11 yrs.  
 Steve Vinson ..... 11 yrs.  
 Hans Hanson..... 10 yrs.  
 Eric Coleman ..... 6 yrs.  
 Kathy Inglett ..... 5 yrs.  
 John Yehle..... 5 yrs.  
 Marcia McFarlane..... 3 yrs.  
 Daysha Gorniak\* ..... 3 yrs.

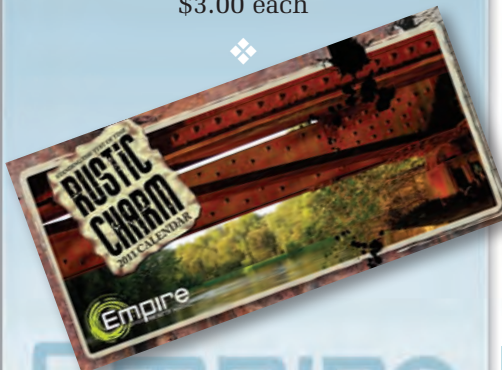
\*Part-time employees

## Employee Announcements

**Carina Skolos** (Ink Dept.) and Mark Olson were married Oct. 16 at the Norskedalen in Coon Valley.

◆  
 Congratulations to **Matt Vanderloop** (Art Dept.) and his wife Becky on the birth of their son, Jacob William  
 Born: October 29, 2010  
 Weight: 10 lbs. 2.6 oz.  
 Length: 21.3"

◆  
 Order your Empire 2011 Calendars  
 Call **Autum Jacobs** x2359  
 \$3.00 each



### 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 screenprinting industry, in the most efficient and professional manner possible.

## Welcome New Employees

Allison Piske  
 Robert Wellnitz  
 Jordan Vaughan\*  
 Ka Yang  
 Nicole Barry  
 Leslie Shimota

Mai Moua  
 Cher Yang  
 Lance Reichgelt  
 Gee Vue  
 Laura Hofschild  
 Robert Roraff

Mark Arenz  
 Joseph Muller  
 Katie Polesky  
 Kathy Brush  
 Mitch Bjorkman  
 Benjamin Bakken

Amanda Hanson  
 Joshua Xiong  
 Brock MacEwan  
 Lindsay Bonnar  
 Chad Ellickson\*

|  |                           |
|--|---------------------------|
| <b>Coordinators:</b> ..... Doug Billings       | ..... Keith Cook          |
| <b>Layout Design:</b> .....Cathy Buttell       | ..... Amanda Kuehl        |
| <b>Photographers:</b> .....Jennifer Schloesser | ..... Penny Nordstrom     |
| ..... Amy Bettis                               | ..... Todd Phillips       |
| <b>Proofreaders:</b> ..... Clark Martin        | ..... Jennifer Schloesser |
| ..... Laura Snodgrass                          | ..... Kathy Vaughan       |
| <b>Contributors:</b> ..... Amy Bettis          | ..... Guy Gregerson       |
| ..... Doug Billings                            | ..... Diane Simonsen      |
| ..... Jim Weber                                |                           |

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

• DEADLINE FOR NEXT NEWSLETTER: JANUARY 17, 2011 •