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Community Service - Why Volunteer?

Why do we volunteer? People volunteer for a multitude of reasons, such as a desire to learn new skills, have fun or make a difference. Some are completely devoted to the cause, while others simply wish to do their bit where they can.

There is a long tradition of seeing volunteering as a form of charity, based on altruism and selflessness. Volunteering does involve the desire to serve others, but this does not exclude other motivations, as well. Instead of considering volunteering as something you do for people who are not as fortunate as yourself, begin to think of it as an exchange.

Most people find themselves in need at some point in their lives. Today you may be the volunteer with the ability to help, but tomorrow you may be the recipient of someone else's volunteer effort. Even now you might be on both sides of the service cycle.

Think about how much you receive when you give and consider why you want to volunteer. You may have several different reasons. Here are some of the many possible motivations encountered by other volunteers:

- Feel needed
- Feeling of self-worth

and importance

- Share or learn a skill
- Make new friendships and community contacts
- Demonstrate commitment to a cause/belief
- Gain leadership skills
- Fulfill your civic duty
- Donate your professional skills
- Help a friend or relative
- Explore a career
- Because it is FUN

- To be part of a team
- To build your resume

You will probably have your own justifications for volunteering. Remember

what may initially motivate you to volunteer, may not be the reasons why you continue to volunteer for an organization. You will continue to serve as long as you feel that your efforts are accomplishing something, your talents are appreciated, and that you make a difference. If you also like the people with whom you work, so much the better!

In fact, it tends to strengthen your commitment to volunteering when you can see the benefits to both the recipient of your efforts and to yourself.

~ Amy Bettis



SAFETY AWARENESS NEWS

NATIONAL SAFETY OBSERVANCES

March 12-16

Flood Safety Awareness Week

Sponsored by the National Safety Council. Research important tips how to be prepared for a flood emergency.
www.nsc.org/safety_home/EmergencyPreparedness/Pages/Floods.aspx

April 23-27

National Workzone Awareness Week

Sponsored by the National Safety Council promoting traffic and worker safety on our nation's highways
www.workzonesafety.org/news_events/awareness_week/2012php

May 14-18

National Bike to work Week

The League of American Bicyclists is the national sponsor of Bike Month.
www.bikeleague.org/programs/bikemonth

June 1-30

National Safety Month

Sponsored by the National Safety Council
 Week 1 Employee Wellness
 Week 2 Ergonomics
 Week 3 Fall Prevention
 Week 4 Driving Safely
www.nsc.org/nsc_events/Nat_Safe_Month/Pages/home.aspx

Safety Committee Taking a Pro-Active Approach

THINK SAFETY FIRST

You May Not Get a 2nd Chance to Be Safe!

Employees will soon become more familiar with the members of the Empire Safety Committee. The committee will be taking a pro-active approach in regards to employee safety. Beginning April 2012 the members of the committee will be conducting regular safety walk-throughs. Each month a random department or area at Empire will be chosen for a brief 10-15 minute inspection. The purpose is to promote a culture of safety and accident prevention. The committee will be looking at the following:

General Conditions: are areas clean and walkways clear, with no obvious hazards?

Building Evacuation and Life Safety: are emergency numbers clearly posted, exits and fire extinguishers accessible? Are regular emergency drills conducted?

Fire Prevention: are there any potential hazards? Flammable materials properly handled and stored.

Proper Use of Personal Protective Equipment: are employees consistently and correctly utilizing their PPE.

Empire Policy Handbook: verify employees are adhering to standards outlined in policy handbook.

Site-Specific and Miscellaneous Concerns: the committee will address safety issues directly relayed by an employee or supervisor.

Workplace safety is about preventing injury and illness to employees in the workplace. Therefore, it's about protecting Empire's most valuable asset: its workers. By protecting the employees' well-being, Empire reduces the amount of money paid out in health insurance benefits, workers' compensation benefits and the cost of wages for temporary help.

Russ Kuehn Making a Fashion Statement?

Most guys really don't pay attention to shoe fashions these days. Apparently Pete Fauske does, he snapped this current fashion trend modeled by Russ Kuehn. Russ, did you get dressed in the dark that morning? We bet you have another pair just like it at home!



Earn **FREE** Mary Kay® products!

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Charlene Muller
 Independent Beauty Consultant
www.marykay.com/cmuller2
 Cell: 608-385-7873

MARY KAY

Safety Coordinator:
 Keith Cook R & D
Committee Members:
 Lee Vieth Plant Manager
 John Johnson Operations Coord.
 Autum Brush Vice President

Roger Henderson Insurance Agent
 Dori Muetz Personnel
 Amy Bettis Art Department
 Steve Nelson Die Making
 Brian Searle Maintenance
 Debbie Wolfe Level 3

safety committee

Local Boy Scouts Learn About Graphic Arts

On February 4, 2012 the Gateway Area Council sponsored their annual Merit Badge Day Camp. Local Boy Scouts from Wisconsin and Minnesota took part in the all day event. Merit badge classes were hosted at Camp Decorah, Western Technical College and several other locations throughout the Coulee Region.



Local Boy Scouts earn the Graphic Arts Merit Badge.

Hundreds of scouts had the opportunity to earn merit badges like Chemistry, Auto Maintenance, Radio, Fire Safety and several others. Scouts are required to earn merit badges to learn about different career opportunities and skills. Many merit badges have been the impetus for a scout to choose a career path.

As an active scouter, I had the privilege of teaching the Graphic Arts Merit Badge. As a graphic artist for the last 25 years I was excited to share my chosen profession with the boys. I had forty scouts participate in the Graphic Art Merit Badge.

During the day, I informed the scouts about what I do at Empire Screen Printing. They learned the definition of graphic arts, the history of print and basic terminology. As part of their hands on training scouts worked in small teams of 5-6 boys. They had to implement design theories learned

in class, and how to take an idea from concept to production.

We discussed the education and training needed for a career in Graphic Arts, and what type of job opportunities are available. Scouts acquired the basic knowledge of what is necessary for a job involving print or digital media.

Volunteering my skills and knowledge is a great way to give back to my community. Who knows, my merit badge may inspire a scout to follow the graphic art as a career path.

If you have a special hobby or skill, and would like to share that experience with others, why not



Merit Badge Counselor, Amy Bettis helps scouts fine tune their design

share it with the Boy Scouts? The Gateway Area Council in La Crosse is always looking for new merit badges to offer. You don't even have to be a scouter to teach a badge. If interested contact our local scout office:

Gateway Area Council Office
2600 Quarry Road
La Crosse, WI 54601
(608) 784-4040
<http://gacbsa.org>

~Amy Bettis

Community Corner

First Annual Avery's Wish, La Crescent, MN

Avery Valentine was an amazing young man who loved to help others. Avery passed away unexpectedly January 14th, 2011 due to health complications. Family and friends miss him immensely. In honor of Avery's love to help others, his family and friends are hosting a fundraiser to help children who have been diagnosed with diabetes, which is one of the many health conditions that Avery endured. Proceeds from the event will be given to the Children's Miracle Network locally.

CMN assisted Avery in many ways including funding equipment that helped him to live his life in full. Come join the fun... Sunday, April 22, 2012 Avery's

Wish 5k Run Walk Roll 11am - 5pm, in La Crescent, MN at Old Hickory Park. Winding through the scenic bluffs of Old Hickory Park will be the kickoff for a day of fun. Head North on Johnathan Lane, La Crescent, MN. Registration at 10am.

Following the race there will be:

- Chicken Q by Premier Catering
- Silent Auction
- Live Music TUGG & Just This Once
- Fun children activities
- Bounce house & dunk tank

Pre-registration by April 8th is \$20 per person, and includes a T-shirt. Registration is \$25 per person after April 8th. Race starts at noon.

ACTIVITIES & EVENTS

caLENDAR

April 28, 2012

2012 Neighbor's Day

8:00am - Noon

LOCATION IN 2012 – Black River Beach Community Center

Coordinated by Jaycees, volunteer groups are assigned several yards to clean up. After the yards are complete, the groups return to Black River Beach Community Center for a meal.

To register, and for more info go to:
<http://www.cityoflacrosse.org/index.aspx?NID=928>



May 19, 2012

Mississippi River Clean Up Day

8:00am - Noon

All volunteers must pre-register at www.mississippirivercleanup.com

If you have a boat, bring it! Dress appropriately, and be ready to get dirty!

Appreciation lunch immediately following at Copeland Park Shelter



June 2-3, 2012

FREE Fishing Weekend in WI

Every year, the first consecutive Saturday and Sunday in June are designated as Free Fishing Weekend, anyone can fish without a license throughout the state of Wisconsin. For more information go to:

<http://dnr.wi.gov/fish/kidsparents/FishingClinics.html>

Article Courtesy of www.averyswish.com



Maintenance Flips the Old Art Department

~ Amy Bettis

Empire's Information Technology Department (i.e. Sam & Co.) is flipping the old Art Department which was vacated at the end of 2009. When film output was discontinued in October of 2011, the Art Department no longer utilized any of the area. Discussions began on how to handle the space.

Management decided to revitalize part of the space for a larger IT Department. Mark Klinski and his team set to work. Demolition has begun and new drywall is going up. Shelving and storage is being installed, so Sam, Curt, and Mike can access the needed parts quickly to maintain Empire's network and other computer technology.

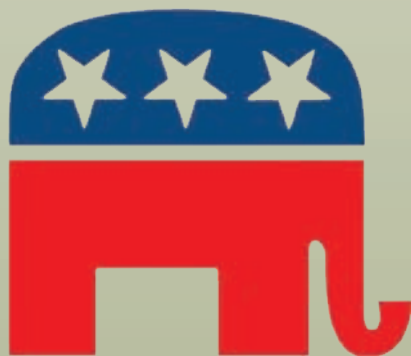
This remodel is a work-in-progress, so you will have to forgive the mess and possible network interruptions as computer equipment and cables are moved and reconnected. When complete the area should provide plenty of space and a secure area for everything Sam and his team will need.



Eric Hovde Senate Candidacy Announced at Empire

~ Nate Monhaut

Madison native and millionaire hedge fund manager Eric Hovde announced his candidacy for the U.S. Senate Friday March 9th here at Empire Screen Printing, joining an already crowded field of Republicans seeking to replace outgoing Democratic Senator Herb Kohl. At his campaign announcement, Hovde stressed that he was worried the country's debt level was rising at an unsustainable pace.



An astonishing fact that he tossed out there was, that forty cents of every single dollar in the U.S. is borrowed. With this in mind it is his ultimate goal to get the U.S. out of the Red and into the Blue debt wise. As he stated, "To be a successful leader in Washington you need to understand financial problems and have goals that are realistic and fiscally reasonable. All candidates now these days are more worried about getting re-elected than

actually helping the economy. Getting the U.S. out of this recession wont be easy, but anything worthwhile takes hard work to be successful."

For Mr. Hovde to be elected it will take courage, sacrifice, and ingenuity. With these three aspects in mind Hovde believes that he can become the next U.S. Senator and can greatly help bring the economy back around. "Over the last decade, and certainly since President Obama was elected, we have lost our way, and our identity is being threatened," Hovde said. "We have a president and a Congress that have left us with a European socialist economy, that history has proven will not last." Eric overall has his mind set on helping the economy not on just on being elected.



Jim & Cindy Brush & Empire Employees witness Eric Hovde's candiacy.



Hans Hanson, Pete Fauske, & Chad Ellickson discuss issues w/ Hovde.

2012 Coulee Region Polar Plunge

Live From La Crosse, It's Saturday Night!

On March 3rd 2012, six enthusiastic Empire employees plunged into the icy waters of the Mississippi River. We were participating in Team Empire's second annual Polar Plunge for Special Olympics. Our theme this year was Saturday Night Dive. We all picked our favorite Saturday Night Live character, dressed the part, and really got into character.

Jen Schloesser was unable to plunge, so she was honored with the title, Empire's Official Chicken, helping raise money along with the rest of the Empire plungers. Jennifer and several other employees, family and friends, provided great 'Plunge Support'.

The 2012 Polar Plunge was a huge success. The Coulee Region out did itself by raising over \$210,000. That is up from \$165,000 raised last year. Team Empire alone, raised \$670 contributing to the more than \$12 million raised statewide since the events conception in 1999. In other words... it was a "splashing" success.

The money raised helps to fund the over 10,000 athletes who compete in 18 different sports year round. Athletes with Cognitive Disabilities



compete with one another in Olympic type sports including basketball, track, and gymnastics... just to name a few. Thanks to the generosity of the plungers, chickens, and sponsors, the Special Olympics of Wisconsin can continue to give these special athletes something to get excited about.

~ Chad Ellickson

From left to right Empire's Polar Plunge Team:

The Falconer a.k.a. **Ryan Gilbertson**
Mary Katherine Gallagher a.k.a.

Amanda Kuehl

A Killer Bee a.k.a. **Amy Bettis**

Pat?!? a.k.a. **Lindsay Bonnar**

Hans & Franz a.k.a. **Nate 'Franz' Monhaut**

Chad 'Hans' Ellickson

Not Pictured (Because she is behind the camera)
Empire's Official Chicken a.k.a.

Jen Schloesser

Plant vs. Office Food Drive

The Marketing Staff would like to take the time to say what an awesome job everyone is doing for the Wafer Charity Food Drive.

After only a one short week of participation - we are seeing a record number of people pitching in for this great cause - and we couldn't be more pleased that you all were excited to help.

For those of you that are not aware of what the Wafer program is; Wafer helps the local La Crosse community by assisting over 1300+ households with general groceries, toiletries, and other household items. They also participate in healthy food programs for the Boys and Girls Clubs, assist with Meals on Wheels for Senior Care Centers and are widely affiliated with the United Way, the Salvation Army, and several church organizations within the three rivers area.

This is the time of season where the need for assistance is the highest, and you may have noticed many food drives popping up in the area to give their support. Empire has over 260 employees on staff and is a community in itself. We are proud to say that as a "team" Empire

is doing its part to make a difference. Our participation speaks volumes to those in need in our area.

Within one short week employees have collected over 500 items company wide. The plant kicked off the week with a whopping 160 items overall, and is requesting a "bigger box" with a snub of the nose to the office daring them to match it! Late in the week the office responded to the plant's challenge with 300 items to the 200 items brought in by the plant. Jim Brush deciding not to play favorites divided up his donation between the plant and office. Each team received 30 items.

Great job to everyone and keep up the good work. The competition is on and running until March 30th - When fighting against hunger - Everybody wins! Go EMPIRE!

Lists are posted around Empire with the items of greatest need for WAFER. Donation boxes are in both lunchrooms, customer service and by Mary Lakey.

~ Scott Seago



There still is a lot more room in this box!



COMMUNITY INVOLVEMENT

Community Involvement



Let the sampling begin. (L-R) Shawn Brush, Autumn Jacobs & John Freismuth



Russ Kuehn is heading straight for the heat!



Decisions, decisions... Rhonda Peterson & Joann Anderson, where do we start?



Employees sample sixteen (16) different chilis.



Jeff Gierok & Don Olson load up on their favorites.



Lunchroom debate begins over which is the best chili.

COULEE REGION HUMANE SOCIETY

Received over \$1100.00 in cash and supplies



Judges (L-R): Phish & Brian Simpson from 95.7 FM the Rock, & Dan Breeden from TV19 WXOW



Judges: Heather Schmid (L) & Elizabeth Meil (R) from Coulee Region Humane Society



Judges: Kelley Wilde (L) & Jon Stevenson (R) from Classic Rock 100.1 FM



Empire collected an entire van full of donations!



Amy Bettis (L) & Jen Schloesser (R) at CRHS with donations.



Heather Schmid collects Empire donations for use.



"The greatness of a nation can be judged by the way its animals are treated."
~ Mahatma Gandhi



Live from La Crosse, it's Saturday Night!



Let the craziness begin!



Jen Schloesser snapping pics from the 'Chicken Coop'.



The Falconer takes a flying leap.



'Mary Katherine' you are a SUPERSTAR!



Franz is no 'Girlie Man'!



The 2012 Polar Plunge is the killer bees knees!



Ya, dis vater is good for de muscles.



Pat is freezin' his/her (??) \$%#& off!

employees raised \$760.00 Polar Plunge for Special Olympics



High fives for the Coulee Region Dive/Rescue Team.



The hot tub was much warmer than the Mississippi.



Ryan Gilbertson's Personal Plunge Support: Ryan Bradenburg (L) & Lindsey Brandenburg (R)



Hans & Franz are going to "Pump YOU up!"



Plunge Support (L-R): Jenny Ledman, Angie Meistad, & Jen Schloesser



Great job, now it's Miller Time!

~ Article Courtesy of Gundersen Lutheran

Gundersen Clinic Minutes in Motion Campaign 2012

Minutes in Motion is a FREE community physical activity challenge. Track and record your minutes of physical activity — at least 30 minutes of exercise a day or 210 minutes a week for six weeks. Report your activity daily, weekly or by the end of the challenge. When you meet the challenge, you will be entered into a drawing for great prizes. Register as an individual or create a team.

Prizes

Grand prize: \$500 gift card

Team captain prize: \$100 gift card

More drawings for \$25 and \$50 gift cards

Be one of the first 2000 to register and your name goes in a drawing for a chance to win another \$200 gift card.

*Prizes are reported as taxable income.

Do it your way! With Minutes in Motion you can pick any activity that works for you. It's about moving at your own ability and

moving enough to get your heart beating.

If you have not been active in some time, start with as little as 5 – 10 minutes, 3 times a day and add a few more minutes each week as you can.

If you are getting 30 minutes of activity already, try to do more. If weight loss is a goal, 40 to 60 minutes may be needed to see benefits. Try adding strength training to your routine.

If you're always active, try something new or step up the intensity. Help others learn to be successful.

Celebrate your success

Five Minutes in Motion celebration sites are available for you attend this year. Choose one close to you.

LaCrosse Myrick Hixon EcoPark, Wed, May 16

Gundersen Lutheran Clinics - Prairie du Chien and Sparta, WI, Decorah, IA and Houston, MN – dates to be announced

Tri-County Memorial Hospital – Whitehall, WI – dates to be announced

Join us for light refreshments and more door prizes. You do not need to be present to win the grand prize. Some prizes will be drawn only for those in attendance at these locations.

Team information

Your team can be any number of people.

Select a team name and register your team. *Please note - each team member needs to be registered individually.

Choose a team captain who will be responsible for collecting and reporting the minutes for the team. Team captains are entered into a special prize drawing.

For more information or questions, call Gundersen Lutheran's Community & Preventive Care Services at (608) 775-4717 or e-mail wellness@gundluth.org.

Register Online: <http://www.gundluth.org/mim>

Minutes in Motion

6 Week Program Starts March 26, 2012

Walking Your Way to Better Health



Daily walking requires no special equipment or a gym membership!

Are your daily walks doing you as much good as if you were running and sweating? Yes, according to a study in the October, 2005 issue of "CHEST." Mild exercise such as walking briskly for a total of 12 miles a week, or a total of 2-3.5 hours a week, improved the aerobic

fitness and decreased risk of cardiovascular disease. You don't have to be gasping for breath to get good aerobic benefits from walking.

According to Mayo Clinic staff walking is a gentle, low-impact exercise that can ease you into a higher level of fitness and health. Walking is a form of exercise accessible to just about everybody. It's safe, simple and doesn't require practice. The health

benefits are many.

Benefits of Walking:

Walking, like other exercise, can help you achieve a number of important health benefits such as:

~ Article Courtesy of Mayo Clinic Health System

- Lower low-density lipoprotein (LDL) cholesterol, the "bad" cholesterol
- Raise high-density lipoprotein (HDL) cholesterol, the "good" cholesterol
- Lower your blood pressure
- Reduce your risk of, or manage Type II diabetes
- Manage your weight
- Improve your mood
- Stay strong and fit

All it takes to reap these benefits is a routine of brisk walking. It doesn't get much simpler than that. And you can forget the "no pain, no gain" talk. Research shows that regular, brisk walking can reduce the risk of heart attack by the same amount as more vigorous exercise, such as jogging.

Walking @ Empire

With the warmer weather many of us long to be outside. Several employees have been taking advantage of the nice weather by walking during their break.

If you wondered how far they have been walking, you need not wonder anymore. Maps of Empire will be posted with the route and distances.

There are three different loops plotted. All three loops begin and end at Door 'N' in the new lunchroom.

- 1/2 Mile Loop
- 3/4 Mile Loop
- 1 Mile Loop

Get out and get Moving!

Naming Contest for Newly Constructed Islands in Pool 8

The La Crosse District of the Upper Mississippi River National Wildlife and Fish Refuge is asking the public's help in naming seven newly constructed islands located in Lower Navigation Pool 8. These are the final seven islands constructed as part of the Pool 8 Islands Habitat Restoration and Enhancement Program.

The islands are located within a 3,000 acre backwater area between Brownsville, MN and Stoddard, WI. The project was funded through the Environmental Management Program. Partners include members of the public; the US Army Corps of Engineers, Saint Paul District; the U.S. Geological Survey; Wisconsin and Minnesota Departments of Natural Resources; the Minnesota Pollution

Control Agency; and the U.S. Fish and Wildlife Service.

The project, completed over six phases, created a total of 25 earthen islands; 13 seed islands; four mudflats; and three breakwaters. These areas are designed to restore habitat for migratory birds, reptiles, amphibians, fish, and mammals.

Contest Rules for naming the seven new islands: The contest is open to the public. Entries are due by 4 p.m. April 13, 2012. Suggested island names should reflect the Brownsville and Stoddard area in terms of: habitat, geology, geography, history of the river, wildlife and fauna. Proper names will not be considered. Each person is limited to one name submission per island; seven entries total.

Each submission needs to include a short narrative justifying why your island name should be selected. No prizes will be awarded. Certificates of appreciation will be given to each winner. The name of the individual(s) submitting the selected island name(s) will also be announced with their winning entries. Judging will be conducted by representatives from the U.S. Fish and Wildlife Service, U.S. Army Corps of Engineers, Minnesota and Wisconsin Departments of Natural Resources, and Mississippi River Wild.

Entries may be submitted by mail, email, and fax to the following:

**Upper Mississippi River
National Wildlife and Fish Refuge
"Island Naming Contest"**

555 Lester Ave

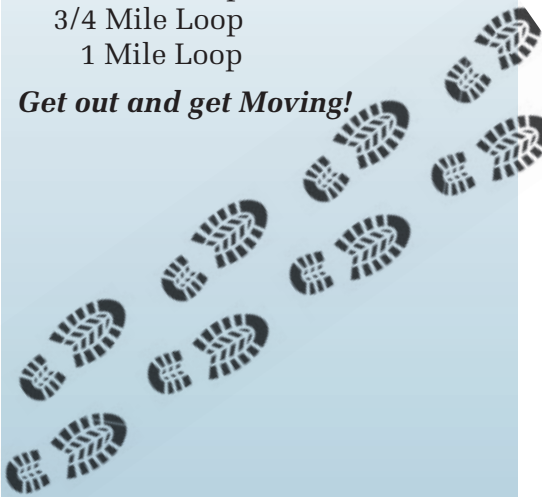
Onalaska, WI 54650

E-mail address:

Susan_Fletcher@fws.gov OR

Paula_Ogden-Muse@fws.gov

Fax: 608-783-8452



Article Courtesy of Mississippi River Wild
www.mississippiriverwild.com



Employee Incentive Program Updates

Incentive Program Shows Consistent Gains

~Jim Schwinefus

INCENTIVE PROGRAM COMPARISONS



2010-2011

Average Incentive Deposit \$5674 (Oct.-Feb.)

12 Month Incentive Total \$88,906

Average Lost Dollars \$19,133 (Oct.-Feb.)

12 Month Lost Dollar Total \$221,860

2011-2012

Average Incentive Deposit \$12,565 (Oct.-Feb.)

Average Incentive Deposit increased 221% from previous year's totals

Projected 12 Month Incentive Total \$150,780

Previous year's incentive total will almost be DOUBLED if gains remain consistent

Average Lost Dollars \$13,054 (Oct.-Feb.)

Losses were reduced by 32% from previous year

Projected 12 Month Lost Dollar Total \$156,648

Projected gain of \$65,200+ if lost dollar average stays consistent

Troy Stockers - New Member of the U.S. Coast Guard Auxiliary



Troy Stockers was officially inducted into 8th Western Rivers U.S. Coast Guard Auxiliary on 02-04-12.

Congress established the Coast Guard Auxiliary in 1939 to assist the Coast Guard in any and all ways except with military operations and law enforcement. The 8th Western Rivers Coast Guard Auxiliary District is very large consisting of 16 states which include Arkansas, Colorado, Iowa, Kansas, Missouri, Nebraska, North Dakota,

Oklahoma, South Dakota and Wyoming, as well as major portions of Illinois, Louisiana, Minnesota, Mississippi, Tennessee and Wisconsin. We are an all volunteer organization. Our membership consists of 1,350 volunteers in 67 flotillas, 4 detachments within 12 divisions.

Members participate in a variety of missions ranging from public education and vessel safety checks to safety patrols by boat and air along with many other missions as authorized by the Commandant of the United States Coast Guard.

Membership is open to any citizen 17 years of age or older, who qualifies and the amount of participation is a member's decision. Background checks are required. Training is free and novice boat owners can develop good seamanship skills as a member of the Coast Guard Auxiliary. However, boat ownership is not a prerequisite for Auxiliary membership and

crew members, vessel examiners, public education instructors and other skills are needed. Many expenses associated with Auxiliary membership can be tax deductible.

Our mission as Coast Guard Auxiliarists comprises the following:

Help to create a safe, secure and enjoyable boating experience for the recreational boating public by providing programs that aid in the minimization of personal injury and property damage

Assist with marine safety, environmental and national security efforts as requested by the active duty Coast Guard

Recruit and train new Auxiliary members and energize all members to do the RIGHT THINGS RIGHT while serving with Integrity, Responsibility and Accountability.

See you on the river!

Troy Stockers

Heidi's Hope ~Jenny Ledman

CANCER, not a word anyone wants to hear, unless it's your zodiac sign.

I know many people at Empire have been affected by this devastating disease...

I just wanted to let you know that the money collected from the Heidi's Hope bracelets, \$1010 has been donated to Gundersen Lutheran Medical Foundation and will go into an endowment fund that; in conjunction with UW Carbone Cancer Center will help to fund one full time lung cancer researcher (that's how underfunded lung cancer research is, yet it takes more lives annually than breast, colon, ovarian and lymph cancer combined).

Thanks for helping to make a difference!

Because of research and clinical trials the chemo drug my sister Heidi is on has beat back her cancer to now shows no evidence of disease, 5 months after her stage 4 diagnosis.

So the old adages are true, every little bit helps and one person can make a difference.

Thanks Empire employees!



Jenny Ledman(R) and her sister Heidi(L)

Empire Chili Cook-off goes to the Dogs



2012 was the year that the Empire Charity Chili Cook-off went to the dogs,... cats, and other animals, who are rescued by the Coulee Region Humane Society each year. After the 2011 Chili Cook-off, Empire employees were surveyed which charity they would most like to support. Coulee Region Humane Society was at the top of the list.

Employees raised \$634.00 dollars in cash and gift cards, plus a van loaded with over \$500 worth of needed pet supplies, like dog food, kitty litter, cleaning supplies and blankets. These donations will help CRHS meet the needs of the community.

Sixteen different chilis were entered and divided among 3 different categories, mild/medium, hot/spicy, and specialty chili. Chili ingredients ranged from the common everyday ingredients to the unique such as Buffalo chicken or pineapple, and other secret ingredients. It was fun tasting chilis such as, Blood Mary Chili, Spicy Sweet Chili, or Three Bean Chocolate Chili.

CRHS, and the local radio and TV stations supplied celebrity judges. Voting was incredibly tight. The

margin of victory was slim, only fraction of a percent separated winners in any given category.

Our celebrity judges included: **Coulee Region Humane Society, Inc.**

Elizabeth Meil and Heather Schmid

95.7 FM The Rock

Phish and Brian Simpson

100.1 FM Classic Rock

Kelley Wilde and John Stevenson

WXOW TV 19

Dan Breedon

The winners of the 2012 Charity Chili Cook-off are as follows:

Mild / Medium Category:

1st - Deb Lawrence, Never the Same Chili

2nd - Chris Schultz

3rd - Shelly Kendhammer

Spicy / Hot Category:

1st - Brian Searle

2nd - Doug Billings, El Diego Chili

3rd - Doug Billings, Wife Made It

Specialty Category:

1st - Amanda Kuehl, Buffalo Chicken Chili

2nd - Amy Bettis, Hawaiian Chili

3rd - Laura Snodgrass, Fiesta Chili

For the record Brian Searle has declared that he is retiring from the chili cook-off. He has won 3 years running in the hot/spicy category. Who knows, 2013 could be your year to snag that title. You have a whole year to fine tune your recipes.

Many thanks goes to all those, helped with marketing, event coordination, set-up and clean up. We would especially like to thank those who made the effort and shouldered the expense of making the delicious chilis, **YOU ROCK!**

~Amy Bettis

3-2-1 Cake

Submitted by Jessica Kamrowski, Art Department

This is perfect for those of us with just one or two people in the house, and hate to make a huge cake. (Because you tend to eat the whole thing yourself!) With this method you can make 1, 2, 3 or as many as you need.

Ingredients:

1 Box Angel Food Cake Mix (This ingredient is constant, NO substitutions)

1 Box Cake Mix - ANY Flavor (Experiment with your favorite flavors)

2 Tbsp Water

Directions:

In a large ziploc bag, combine the 2 DRY cake mixes together, mix well. For each individual cake serving, take 3 tbsp. of the cake mix combo and mix it with 2 tbsp. of water, in a small micro-wave safe dish. Microwave on high for 1 minute and you have a warm delicious little cake to enjoy. Keep remaining mixture in the ziploc bag, and use whenever you feel the need for a treat. try topping your cake with a dollop of fat free whipped cream or fresh fruit, YUM!

This recipe is called 3,2,1 Cake because all you need to remember is, 3 Tbsp Mix, 2 Tbsp Water, and 1 Minute in the Microwave.



EMPLOYEE SPOTLIGHT

Grandmas Gone Wild - Deb Lawrence



2011 Grandmas Gone Wild Fundraiser, Deb Lawrence pictured, back row, far left

This is not your ordinary spring break crowd or activity. Since 2008, local grandmas have been going wild for charity. Empire employee, Deb Lawrence (Cell 3) has been a member of the group from the very beginning. To this date, Grandmas Gone Wild (GGW) has raised \$24,500 for numerous charities.

The theme for 2012 is *Neighbors Helping Neighbors*. GGW has chosen two volunteer run programs this year: Causeway Interfaith Volunteer Caregivers and La Crosse's newly opened Warming Center. Both organizations have one paid staff person and a volunteer base of over 250 community members.

Causeway's mission is to provide volunteer services to the elderly, disabled adults and adults diagnosed with cancer in La Crosse County. Since 1986, Causeway's volunteer services have been offered to individuals to assist them in staying independent, active and in their own homes.

The La Crosse Warming Center's mission is to work with the greater La Crosse community to better serve those experiencing

homelessness with dignity and respect by providing a safe and warm place to get out of the cold during the winter months. The doors are open from November 1 through March 31. The center is funded and operated by Catholic Charities and community volunteers.

Mark your calendars, on Saturday, March 31, 2012, grandmas will be going wild at their annual benefit fundraiser at the View Bar & Grill on Hwy. 16 in La Crosse. Rockin' Roman Kamrowski (Screening) will be the event DJ. Theresa Baird (Job Out) will be volunteering at the event plus, donating an Avon basket.

See Deb Lawrence for tickets and information. There will be auctions, cash drawings, food, music, and other event surprises! Admission is \$5, includes cash drawing chance. You need not be present to win cash prizes.

Employee Announcements

Congratulations Autum Jacobs and her husband Codi on the birth of their son, Boston James Jacobs
 Born: October 11, 2011
 Weight: 8 lbs. 11 oz.
 Length: 21 inches

Congratulations Matt Vanderloop and his wife Becky, on the birth of their baby girl Lydia
 Born: March 2, 2012
 Weight: 7lb 6oz
 Length: 21.25"

Grandmas Gone Wild 2012 Benefit Neighbors Helping Neighbors
 Date: Saturday, March 31, 2012
 Place: The View Bar & Grill
 Time: 4:00pm - 11:00pm
 Website: lacrosseggw.com

Steppin' Out In Pink
 Date: Saturday, September 8, 2012
 If there is any Empire employee, who like to help organize a team, contact Amy or Amanda in the Art dept.

Welcome New Employees!
 Benjamin Bettis*
 Joshua Parr

Empire
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 27 yrs.
- Diane Simonson 25 yrs.
- David Nordstrom 24 yrs.
- Penny Nordstrom ... 23 yrs.
- Troy Stockers 22 yrs.
- Randy Lemke 20 yrs.
- Pete Fauske 20 yrs.
- Kevin Mason 20 yrs.
- Jenny Ledman 19 yrs.
- Amy Bettis 19 yrs.
- James Brom Jr. 18 yrs.
- Cathy Buttell* 17 yrs.
- Diane Borger 15 yrs.
- Bill Feyen 14 yrs.
- Cathy McMahan 8 yrs.
- Laura Snodgrass 7 yrs.
- Mark Klinski 7 yrs.
- Keith Gaarder 7 yrs.
- Jonathan Meyer 7 yrs.
- Rhonda Peterson 5 yrs.
- Helen Ziegler 5 yrs.
- Justin Boone 2 yrs.
- Tamara Stenberg 2 yrs.
- Kyle Stoddard 2 yrs.
- Mark Kabat 2 yrs.
- Rebecca McCutchen . 2 yrs.
- Robert Tweed 2 yrs.
- Curtis Johnson 2 yrs.
- Richard McDowell ... 2 yrs.
- Krystle Roller 2 yrs.
- Teri Herold 2 yrs.
- Jesse Baardseth 2 yrs.
- Brennan Bonnar 1 yr.
- Nicole Barry 1 yr.
- Kristine Zwiefel* 1 yr.
- Krista Gorniak* 1 yr.

MAY

- Lori Taube 33 yrs.
- Ava Grimslid 27 yrs.
- Chris Bast 27 yrs.
- Lisa Massoth 22 yrs.
- Jeffrey Brey 20 yrs.
- Sam Sokolik 19 yrs.
- Chad Heyroth 17 yrs.
- Bonnie Williams 15 yrs.
- Dallas Lewis 15 yrs.
- Tom Donaldson 15 yrs.
- Debra Gilbertson 15 yrs.
- Brian Searle 13 yrs.
- Donald Olson 12 yrs.
- Mark Winchell 11 yrs.
- Nancy Sackmaster ... 8 yrs.
- Katie Schaller 7 yrs.
- Ed Lee 6 yrs.
- Mike Stenberg 6 yrs.
- Dave Faas 6 yrs.
- Greg Loomis 6 yrs.
- Charlene Muller 5 yrs.
- Jessica Simonson 5 yrs.
- Autum Jacobs 4 yrs.
- Justine Kruckow* 3 yrs.
- Pao Yang 2 yrs.
- Lisa Running 2 yrs.
- Brian Hundt 2 yrs.
- Chase Penkalski 2 yrs.
- Rose Chamoun 2 yrs.
- Megan Fortun* 2 yrs.
- Nathan Monhaut 1 yr.
- Fawn Marsh 1 yr.
- Courtney Reagles 1 yr.
- Crystal Butterfield* 1 yr.
- Elias Stoehr* 1 yr.

JUNE

- Dawn Gorniak 28 yrs.
- Debbie Michel 27 yrs.
- Sophie Cornforth 24 yrs.
- Russell Kuehn 17 yrs.
- Rebecca Stark 16 yrs.
- Sheila Fox 13 yrs.
- Robert Fischer 10 yrs.
- Suzanne Robinson 8 yrs.
- Matt Vanderloop 8 yrs.
- Rachael Gilkes 6 yrs.
- Carina Olson 6 yrs.
- Sarah Erickson 5 yrs.
- Curt Blair 5 yrs.
- Adam Luedtke 4 yrs.
- Mike Wolf* 4 yrs.
- Jamin Bishofsky 3 yrs.
- George Yang 2 yr.
- Steve Yang 2 yr.
- Debbie Lawrence 2 yr.
- Rose Ziegler 2 yr.
- Wade Mikunda 2 yr.
- Nathan Monhaut 1 yr.
- Matt Schwier* 2 yr.
- Lauren Cunningham... 1 yr.
- Austin Cooper 1 yr.
- Rebecca Burg 1 yr.
- Nicholas Yanske* 1 yr.
- Cody Krajewski* 1 yr.
- Zachary Johnson* 1 yr.
- Marina Freismuth* 1 yr.

*Part-time employees

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DEADLINE FOR NEXT NEWSLETTER: June 27, 2011

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