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## Empire 2012 National Sales Meeting

July 19th-20th 2012 will find Empire a very busy location. Many people will be traveling to Empire from all across the United States to attend our National Sales Meeting. Attendees will be looking to be inspired, explore new industry trends, materials, products, build relationships with suppliers and with Empire employees. This year we will be holding the event in two locations, Stoney Creek Inn, Northwoods Conference Center and Empire Screen Printing, Inc.

Why have a sales meeting? That is a great question to which I have the answer. This sales meeting is important, as it helps to showcase our new equipment and changes to our plant. Think of how different the plant looks today compared to two years ago.

This year we will feature an expanded vendor fair showcasing over 30 suppliers and partners of Empire. The vendor fair will be an important element for educating our sales force, employees and customers. Exposure to new materials and methods will help increase our product offerings to our customers, and attract new ones.

Empire's NSM 2012, will feature national keynote speaker, Dan Black, from WeSkill. His message should prove to be educational, inspiring and motivational, as he covers many different sales topics. Dan will also lead breakout sessions with targeted selling techniques.

Dan Black has lead seminars for companies, such as Dupont, Metlife, and Hewlett-Packard throughout the United States. His knowledge and

experience will give our sales force the edge they need to compete at the highest level.



**Dan Black, VP Strategic Alliances**  
Improver of Human Capital

"My role is to partner with organizations to maximize their ROI in human capital and minimize financial risk while ultimately enhancing sales effectiveness, customer service, leadership and personal development."

Lastly, it is important for the sales force to see the hard work our employees put into an order. Without hard work, Empire would not be successful.

I am excited to welcome to our team, many new sales people working across the United States, as this will be their first chance to experience all we have to offer. Empire's NSM 2012 will be a memorable experience for all involved.

I am extremely proud of what all of you have accomplished since our last meeting was held in 2010. The changes you are helping to make in 2012 will only make us that much better by the time we hold the 2014 sales meeting.

~Doug Billings



## SAFETY AWARENESS NEWS

### A.E.D. Chain of Survival

#### Step 1. ~ Early Access

The resuscitation chain is initiated when a medical emergency is recognized and the emergency medical system is activated. **Don't hesitate, CALL 9-1-1!**



#### Step 2. ~ Early CPR

Basic CPR should be started immediately after cardiac arrest is recognized and continued until help arrives. **Remember ABC Airway, Breathing, & Circulation.**



#### Step 3. ~ Early Defibrillation

Employ the AED to reestablish a normal spontaneous rhythm in the heart. AED's are simple to use, hit START button and follow audible instructions. **An AED won't deliver a shock unless necessary.**



#### Step 4. ~ Early Advanced Care

In many instances CPR and defibrillation alone does not achieve or sustain resuscitation. Access to highly trained emergency personnel and transport is required to respond to the patient's medical needs and **save their life!**

### Empire Employees Acquire Lifesaving A.E.D.

~Amy Bettis

Each year, more than 250,000 Americans die from sudden cardiac arrest. According to medical experts, the key to survival is timely initiation of a "chain of survival", including CPR (cardiopulmonary resuscitation). Because of recent technological advances a portable lifesaving device, called an "automated external defibrillator" or "AED" has recently become an important medical tool.

Empire's safety committee has been actively working toward the goal of an AED purchase for the last year. Many hours were spent on researching types of AED units and grant applications. This spring the unit was purchased with the aid of a grant. An employee raffle, donations and fundraisers were implemented to further defray the cost of the unit and vest the employees in the purchase of the AED.

We hope we never have an occasion to use the AED at Empire, but it does provide a great peace of mind for the safety of all employees.

**Non-medical personnel can use an AED to treat a person in cardiac arrest. The AED device "Guides the user through the process by audible or visual prompts without requiring any discretion or judgment."**

The American Heart Association notes that at least 20,000 lives could be saved annually by prompt use of AEDs. Ultimately, with broad deployment of AEDs among trained responders, as many as 50,000 deaths due to sudden cardiac arrest could be prevented each year.



## safety committee

#### Safety Coordinator:

Keith Cook.....R & D

#### Committee Members:

Lee Vieth..... Plant Manager

John Johnson..... Operations Coord.

Roger Henderson..... Insurance Agent

Amy Bettis..... Art Department

Steve Nelson..... Die Making

Brian Searle..... Maintenance

Debbie Wolfe..... Level 3

### Difference Between a Heart Attack and Cardiac Arrest?

Cardiac arrest or heart attack? Sudden cardiac arrest occurs when the heart fibrillates - a chaotic, abnormal electrical activity of the heart -- which causes the heart to quiver in an uncontrollable fashion. The person loses consciousness very quickly and unless the condition is reversed, death follows in a matter of minutes. Heart attack, on the other hand, occurs when the blood supply to part of the heart muscle itself is severely reduced or stopped because of an obstruction in an artery. A heart attack can trigger sudden cardiac arrest, but they are not the same things.

Mixing up the terms "heart attack" and "cardiac arrest" is quite common. In the media, reporters often misreport people dying from a "massive heart attack." Chances are, the reporter is actually referring to sudden cardiac arrest. Making the distinction is important because, while both heart attack and cardiac arrest are medical emergencies, a person suffering cardiac arrest literally has minutes to live and responding with an AED within those minutes will mean the difference between life and death for the victim.

~ Source: American Heart Association, 1999

#### Symptoms of Cardiac Arrest

- Sudden loss of consciousness
- Loss of responsiveness to voice and/or touch
- No normal breathing for 5 seconds

#### Symptoms of a Heart Attack

- Chest discomfort, pain, squeezing
- Discomfort in upper body, arms, jaw, neck or stomach
- Shortness of breath with or without discomfort
- Palpitations, irregular or too fast of a heartbeat
- Cold sweat, nausea, lightheaded

## Behind the 'Screens' of Going Green ~Nate Monhaut

Back in April Jennifer Schloesser was given the task to generate a team of individuals from various departments to implement a Green Committee. The team that she selected consists of Keith Cook, John Yehle, Dale Westaby, Nate Monhaut, Cathy Buttell, and Amy Bettis.

It's this team's objective to have Empire become green certified locally through the Wisconsin DNR and nationally through SGIA (Specialty Graphic Imaging Association). This objective will be achieved by using SGIA's Plan, Do, Check, Act, which is a 4-step sustainability action plan.

As the SGIA explains, in today's global marketplace it requires a business to stand out and differentiate themselves from the competition. Sustainability can be the ticket that sets them apart. Investing in sustainability is not only a sound business practice, but through implementing sustainable business practices, it can reduce overhead costs, reduce the environment footprint left behind, as well as create a much healthier and safer work environment for all employees at Empire.

After a couple of weeks researching and working side by side with one another the team has created a sustainability policy that Empire can now follow and incorporate into daily business activities. A sustainability policy is a formal, public statement declaring a company's internal practices to improve its sustainability performance as an organization. It is a commitment to the

environment, worker health/safety, and documents a way of thinking and a process that helps a company work toward becoming more sustainable overall. (A copy of this policy is found on page 7)

Currently the team is collecting data, to put in place an Environmental Management System (EMS). This is part of the certification process and documents that a company is meeting both state and federal regulations, as well as going above and beyond what is required of them. One of the steps we're working on is to reduce the amount of waste that is getting sent to our landfills. Our goal is to reduce our impact by 50%. Thus being step 2 of the 4-Step action plan, what can we DO to achieve this... One thing many employees may now be noticing is large recycling receptacles around the plant. These are to be used daily to help reduce the trash compactors weight and gain more recyclable products that can be re-used as another product in the future.

It is the Green Committee's duty to ensure Empire a more efficient and sustainable company environmentally. The team will continue to implement and establish more Eco-friendly ways to help save the planet. Remember to keep your eyes and ears open to see what the team is doing to meet the goals of becoming green certified!

If anyone has any questions please feel free to contact one of the team members.

## ACTIVITIES & EVENTS

# caLENDAR

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



**Sun. Afternoons June/Oct.**  
**Ultimate Frisbee Pick Up Games**  
 3:00pm to 5:00pm in Weigent Park  
 All ages & skill levels welcome.  
 Bring a white shirt & a dark shirt to make team division easier



**July 13-15, 2012**  
**Catfish Days**

Trempealeau, WI  
 Food, concerts, bike tour, fishing tournament  
[www.trempealeau.net](http://www.trempealeau.net)  
[couleultimate.blogspot.com](http://couleultimate.blogspot.com)



**July 28-29, 2012**  
**Art Fair on the Green**

UW-L Campus, La Crosse WI  
 Email: [pstaube@centurytel.net](mailto:pstaube@centurytel.net)  
 Phone: (608) 788-7439



**August 17-19, 2012**  
**Holmen Kornfest**

Family fun & food, especially delicious corn-on-the-cob  
 Holmen, WI, Village Park  
[www.holmenwi.com](http://www.holmenwi.com)

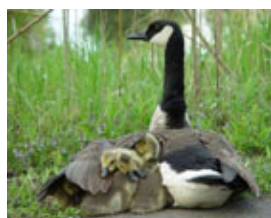
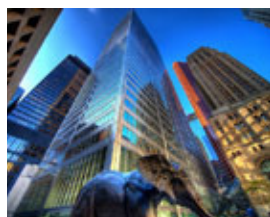


**For more events and activities, visit**  
[www.explorelacrosse.com](http://www.explorelacrosse.com)

# Community Corner

## Empire 2013 Calendar Theme - Anything Goes! ~Amanda Kuehl

This year the calendar competition is based on moments, moods and interest.



We are looking for great photography - of almost anything (except people)! Subject matter could include, but is not limited to: wildlife, landscapes, classic cars, chrome, great architecture - anything that catches your eye and makes you say - "that is cool!"

We are also trying something new this year! In addition to the main calendar photos we are looking for photos of everyday

objects, which will be magnified. We will be playing a 'can you guess what this photo is?' game. The magnified



versions of the photos will be used in the calendar. To see the full photo customers will be directed to Empire's website or facebook page.

Please see Amanda Kuehl, Amy Bettis, or Jennifer Schloesser in the art dept. if you have any questions.

# A call to duty **Ray Boland for Congress**



On April 3, 2012 Ray Boland, candidate for Congress, visited Empire Screen Printing. Mr. Boland is running against incumbent, Ron Kind of the 3rd Congressional District.

He would like to address: healthcare, the economy, and national defense.

Healthcare is the "long pole in the tent" that's needed to balance the federal budget. My biggest issue in this campaign is the serious state of our Healthcare System.

Tomah is home to a VA facility. What they did and how they accomplished it is something I think the entire healthcare industry needs to look at very carefully.

The economy can be addressed with a 3 prong approach, stop reckless spending, stop reckless borrowing, and eliminate wasteful spending in the federal government. Tough decisions need to be made, and candidate Ray Boland feels it is his 'Call to Duty' to help make those decisions. We are all in this together and every American needs to be a part of the solution.

It's everyone's mission, "The timeless legacy of solemn sacrifice by millions of men and women cries out to everyone living in our great country today to end the national economic and financial crisis that threatens the very way of life so many have fought and died for."

[www.bolandforcongress.com](http://www.bolandforcongress.com)

# recognition of excellence **Moving Wisconsin Forward**



# Healthcare • fiscal responsibility • reduce taxation • job creation

## A vision for the future

### **Bill Feehan for State Senate**

Empire plays host to many candidates running for office. On April 17, 2012 local businessman, and La Crosse County Board Member, Bill Feehan took time to meet Empire employees to discuss issues. Bill is challenging Jennifer Schilling of the 32nd Wisconsin State Senate District, in the 2012 election.

Bill says, "It's time to start healing our communities. Let's make this the last year of recall elections." As the leader in the Republican Party Bill argued against recalling Democrats. "Elections need to mean something, and we can't be recalling people because we don't like their party or the way they vote."

Bill feels that college professors, teachers and county workers shouldn't be blamed for our state's budget problems. We need to recognize they made a serious sacrifice by taking wage and benefit cuts to balance our state budget.

Years of irresponsible spending by both parties, created the \$3.6 billion deficit, leaving only a few unpleasant

options available to fix it: raise taxes, eliminate peoples' jobs or ask public employees to contribute more to their insurance and retirement.

Asking public employees to make those contributions was the best option because it preserved jobs by avoiding mass layoffs and huge tax increases on employers.

Bill believes the most important thing now is to employ the lessons we learned, so we can prevent it from happening again. We can start by being more fiscally responsible. When our economy recovers and tax revenues increase, people will surely suggest many ways to spend it. Let's start by creating a rainy day fund so in the

future we have a cushion to fall back on when the economy goes into recession.

Recklessness by both parties has lost elected leaders the trust of many people in our district. Let's start shaking hands rather than our fists and pledge to work together again. Bill hopes we can restore it for the good of Western Wisconsin.

[www.feehanforsenate.com](http://www.feehanforsenate.com)



# Historic recall victory **Governor Scott Walker**

A few weeks before Wisconsin's historic recall election on June 5th, Governor Scott Walker visited Empire Screen Printing on May 8, 2012. Governor Walker was here to promote his vision for Wisconsin.

Empire employees had direct access to the governor. They could ask about issues and hear immediately what he thought about those issues.

Governor Scott Walker won Wisconsin's historic recall election June 5th, making him the first governor in United States history to survive a recall attempt.

"This is such a tremendous victory for Wisconsin taxpayers," said Ciara Matthews, Walker campaign communications director. "Today, Wisconsin voters have told the nation they stand with Governor

Walker because he stands with them." "Bringing our state together will take some time, but I hope to start right away," Governor Walker said. "It is time to put our differences aside and figure out ways that we can move Wisconsin forward."

Governor Walker also spoke about his immediate plans, saying he will meet with his cabinet tomorrow to discuss job creation measures and other actions he will take to bring Wisconsin together, encourage economic growth, and continue to address education reform.

Since taking office in January of 2011, Governor Walker's forward thinking conviction has paved the way towards success by eliminating the \$3.6 billion budget deficit, helping create thousands of private-sector jobs and putting the largest

influx of state funds into Medicaid in the history of Wisconsin.

His reforms have helped property owners of the median-valued home in Wisconsin see tax relief for the first time in more than a dozen years. His reforms have also helped put more than 35,000 people back to work.

The Governor's vision for the future of Wisconsin is simple, create an atmosphere where business can thrive and success will follow. We cannot afford to take a step back to the days of billion-dollar budget deficits, double-digit tax increases and record job loss.

The plan for fiscal success has been laid out in Wisconsin. Under Governor Walker's bold direction we are finally on the right track for our future.

[www.scottwalker.org](http://www.scottwalker.org)

# economy • historic recall • bipartisanship



## Empire Corporate Spotlight

### Maintaining Quality with ISO Certification ~Steve Johnson

Empire has received its 3rd Certification for ISO 9001:2008, on April 26, 2012. Empire was first certified on June 8, 2006 to ISO 9001:2004. Empire continues to make improvements to the Quality System and customer related processes. An ISO 9001 certificate is not a one time award, but a certification that must be renewed at regular intervals recommended by the certification body. There are no grades of competence within ISO 9001: either a company is certified or it is not.

The ISO 9000 family of standards are related to quality management systems and designed to help Empire ensure that they meet the needs of customers and its stakeholders. The standards are published by ISO, the International Organization for Standardization. ISO 9000 deals with the fundamentals of quality management systems, including

the 8 management principles on which the family of standards is based:

Customer focus, leadership, involving people, process approach, management approach, continuous improvement, factual approach to decision making, maintaining mutually beneficial supplier relationships.

The standard specifies that the organization shall issue and maintain the following 6 documented procedures:

- Control of Documents (4.2.3)
- Control of Records (4.2.4)
- Internal Audits (8.2.2)
- Control of Nonconforming Product / Service (8.3)
- Corrective Action (8.5.2)
- Preventive Action (8.5.3)

In addition to these procedures, ISO 9001:2008 requires the organization to document any other procedures required for its effective operation. The

standard also requires the organization to issue and communicate a documented Quality Policy, a Quality Manual and numerous records, as specified throughout the standard.

Third party auditors provide independent confirmation that organizations have met the requirements of ISO 9001. Over a million organizations worldwide are independently certified, making ISO 9001 one of the most widely used management tools in the world today.

An organization applying for ISO 9001 certification is based on, an extensive sample of its sites, functions, products, services and processes. If there are no major non conformities, the auditor will issue a certificate. If major non conformities are identified, the organization will present an improvement plan to the auditor.

*Continued on pg. 8*

~Jim Schwinefus

### Home Stretch for Empire Incentive Program



We are approaching the final quarter of the Empire Employee Incentive Program for 2011-2012. Our employees do a great job and I want them to earn as much as they can through the Incentive Program. Our employees incentive earning potential is based on the difference between a percentage of the profits and our lost dollars.

Many of the items attributed to lost dollars are avoidable, if we make the time to verify our work and properly train employees. Costly mistakes can be avoided or reduced if you aren't afraid to ask questions and speak up, through ALL steps of the production process. Don't assume the next person will catch an oversight or that the item in question has been asked. It never hurts to ask the same question more than once.

Take the time to study the mistake code reports that are published monthly. If you don't know what these are, please ask a supervisor. Use them as a tool for improvement to help prevent the same mistakes from repeating themselves.

Numbers are showing that this program works. Be vigilant and careful, and keep that money where it belongs - in employee's pockets.

## Recycling Company-Wide

~Dale Westaby

Empire Screen Printing is taking its first steps towards a greener future. A collaborative effort will be made to recycle everything that can be recycled. With the help of D&M Recycling, we are creating a simple program to be integrated into the everyday work routine.

D&M Recycling will be taking our main bulk of recyclable materials. We will be recycling #1 Plastics, #2 Plastics, Paper, and other materials to be determined by the Green Team. Master bids will be labeled on what type of recyclables the job may contain. The Green Certification Team is in the process of determining the best way to develop the recycling process and how to best to mark the master bid.

Every department will incorporate designated recycle bins for each type of recyclable material that is produced in their department. Each recycle bin will be labeled and listed with compatible materials. For example, #1 Plastics pertain to all plastic soda and other beverage bottles. The full recycle bins from each department will be emptied on a daily custodial routine into the main 4'X4' bins in the main walkway near Flexo Department. Once the main bins are full, they will be taken down to shipping to be picked up from D&M Recycling on a weekly basis for FREE.

All disposable plastics are labeled in the molding what number of recyclable plastic they are. Please check plastics before placing them in the appropriate bin. With the effort of everyone, our goal is to see zero recyclable plastics and all other recyclable materials in our trash, and cutting down our annual waste by 50%. Rome wasn't built in a day, and converting a large company to go green isn't achieved overnight. Everyone will have to make a conscious effort to make this goal achievable.



THE ART OF PRINTING

## EMPIRE SUSTAINABILITY POLICY

Empire's focus is providing our customers with products and services that produce sustainable results and business practices. Through our relentless pursuit of customer satisfaction we will grow Empire's customer base and strengthen our company. We will strive to improve our process by listening to our customers, collaborating with our business partners and developing our people through education and training. Our employees will be empowered to continually make improvements to the process, their work environment and themselves. We will develop production methods that implement sustainable environmental, health and safety (EHS) practices into all aspects of our operations. We are committed to doing this through the following principles:

- We commit to being compliant with all applicable EHS and labor regulations (Federal and State). We will continue to implement programs and procedures in accordance with these requirements.
- We pledge to look for new opportunities and innovations that will help enhance and improve our sustainability program beyond regulatory compliance. We will strive to incorporate activities and procedures that will reduce our impact on the environment as well as improving the quality of health and wellness of the employees. We will measure our progress through regular audits and annual reviews.
- Empire will implement procedures to target prevention of activities, services or products that may cause harm to human health, safety, or the environment. These procedures will be designed to affect Empire &/or the surrounding community.
  - » The health and safety of our Employees shall always be top priority.
  - » We will continue to implement sustainable print methods with equipment that uses UV LED curing technology. This will eliminate ozone emissions and lower energy consumption.
  - » We will monitor our equipment, our heating/cooling elements, water and air quality, and our facility through preventative maintenance. This will ensure that everything is running safely and efficiently.
  - » We will implement a recycling program to reduce our solid waste removal by 50%.
- We will communicate our sustainability commitment to our employees, vendors, customers and community through educational training and marketing. We will encourage their input on meeting our goals and improving our procedures.

John W. Freismuth, President

June 25, 2012



Box 218, N5206 Marco Road • Onalaska, WI 54650-0218 • phone: 608-783-3301 • fax: 608-783-3306 • [www.empirescreen.com](http://www.empirescreen.com)



## Strawberry Summer Salad

*Recipe courtesy of AllRecipes.com*

Ingredients (Serves 8)

- 1 cup mayonnaise
- 1/4 cup white sugar
- 1 tablespoon white vinegar
- 1 tablespoon poppy seeds
- 1 head iceberg lettuce, torn into bite-size pieces
- 1 bunch fresh spinach, washed, stems removed
- 1/2 cup diced red onion
- 1 (16 ounce) package fresh strawberries, hulled and sliced

Directions

Make a dressing by whisking together the mayonnaise, sugar, and vinegar in a small bowl. Stir in the poppy seeds; set aside. Toss together the lettuce, spinach, and onion in a large bowl. Drizzle the dressing over the salad and toss to coat. Add the strawberries and lightly toss again. Serve immediately.

Nutritional Information

Amount Per Serving Calories: 269 | Total Fat: 22.7g | Cholesterol: 10mg

# CORPORATE SPOTLIGHT

## ISO Re-Certification

(Continued from pg. 6) Once the auditor is satisfied that the organization has carried out corrective action, it will issue a certificate.

How well the ISO system focuses on improving the customer experience. The broadest definition of quality is "Whatever the customer perceives good quality to be." An ISO system should take into account all areas of the customer experience and the industry expectations, and seek to improve them on a continual basis. This means taking into account all processes that deal with the three stakeholders,

customers, suppliers, and organization. Only then will a company be able to sustain improvements in the customer's experience.

It is widely acknowledged that proper quality management improves business, often having a positive effect on investment, market share, sales growth, sales margins, competitive advantage, and avoidance of litigation. ISO 9000 guidelines provide a comprehensive model for quality management systems that can make any company 'competitive'. Implementing ISO often gives the following advantages:

- Meet or exceed the customer's quality requirements
- Meet applicable regulatory requirements
- More efficient, and effective operation
- Increase customer satisfaction and retention
- Reduce audits
- Enhance marketing
- Improve employee motivation, awareness, and morale
- Promote international trade
- Increase profit
- Reduce waste and increases productivity
- Common tool for standardization

*Thank you to ALL employees, on another certification of ISO, a job well done!*

*~ QA Manager, Steve Johnson*

### Employee Announcements

#### **Congratulations Greg Sparks!**

On your retirement from Empire. Thanks for your service.

#### **Congratulations Ralph Young!**

On winning the AED Raffle sponsored by the Empire Safety Committee

#### **Thank You Dale Westaby!**

For donating the profits of your cookie sale towards the AED purchase

#### **Congratulations Katie Kaiser Grandma, Kim Kaiser & Great-Grandpa, Jim Brush!**

on the birth of your son/grandson  
Brandon Scott

Born on March 23, 2012

Weight: 6lbs 7oz.

Length: 19 1/2 inches

#### **Congrats to Jay Yehle and his wife Laura!**

On the birth of your son  
Jayden William

Born on June 7, 2012

### Employee Anniversaries

#### JULY

Steve Remen ..... 40 yrs.  
 Connie Peterson..... 26 yrs.  
 Ralph Young ..... 21 yrs.  
 Chris Schultz ..... 20 yrs.  
 Tracy Kohls ..... 18 yrs.  
 Mary Arentz ..... 18 yrs.  
 Laramie Schwier..... 18 yrs.  
 Debra Gorniak..... 18 yrs.  
 Joann Anderson ..... 15 yrs.  
 Curt Wier ..... 13 yrs.  
 Sheldon True ..... 13 yrs.  
 Teresa Koski..... 13 yrs.  
 Jerry Fishbaugher ... 13 yrs.  
 Robert Kranski ..... 8 yrs.  
 Dee Norling..... 7 yrs.  
 Kevin Steele..... 7 yrs.  
 Robert Trudeau ..... 5 yrs.  
 Chris Daugherty..... 5 yrs.  
 Dale Westaby ..... 5 yrs.  
 Derek Remen..... 3 yrs.  
 Robert Wellnitz..... 2 yrs.  
 Ka Yang ..... 2 yrs.  
 Jakob Wilson ..... 1 yr.  
 John Larson..... 1 yr.  
 Morgan Meyer\* ..... 1 yr.

#### AUGUST

Sue Maule ..... 29 yrs.

Angie Burnett ..... 29 yrs.  
 Mike Smith ..... 25 yrs.  
 Deb Wolfe..... 25 yrs.  
 Steve Johnson ..... 22 yrs.  
 Sharon Ronnie ..... 22 yrs.  
 Lee Vieth ..... 21 yrs.  
 Jeff Meyer ..... 21 yrs.  
 Phillip Hartmann.... 16 yrs.  
 Randy Stenberg..... 16 yrs.  
 Julie Butterfield ..... 15 yrs.  
 Vicky Shelmidine... 15 yrs.  
 Patricia Lastofka .... 13 yrs.  
 Steve Lechnir..... 13 yrs.  
 Terry Mc Clintock... 10 yrs.  
 Doug Kuehn ..... 7 yrs.  
 Cheryl Boyd ..... 7 yrs.  
 Josh Leisgang\* ..... 7 yrs.  
 Levi Adank\* ..... 7 yrs.  
 Julie Kane\* ..... 6 yrs.  
 Raymond Wurzel..... 6 yrs.  
 Tanner Smith ..... 5 yrs.  
 Cory Vieth ..... 4 yrs.  
 Ronnie Laack ..... 3 yrs.  
 Dan Metz\* ..... 3 yrs.  
 Leslie Turner..... 2 yrs.  
 Mai Moua..... 2 yrs.  
 Cher Yang..... 2 yrs.  
 Lance Reichgelt ..... 2 yrs.  
 Gee Vue ..... 2 yrs.

Diane Johnson..... 2 yrs.  
 Ryan Gilbertson ..... 2 yrs.  
 Alicia Gilbertson ..... 2 yrs.  
 Robert Roraff..... 2 yrs.  
 Jacob Parr ..... 1 yr.  
 Kelly Ginther\* ..... 1 yr.  
 Chris Hundt\* ..... 1 yr.

#### SEPTEMBER

Steve Stenberg ..... 34 yrs.  
 Randy Smith ..... 21 yrs.  
 Nancy Gilbertson.... 15 yrs.  
 Carolyn Fishbaugher... 12 yrs.  
 Michael Rowlands.... 8 yrs.  
 Kaara Freismuth\* ..... 7 yrs.  
 Kim Page ..... 5 yrs.  
 Mark Arenz ..... 2 yrs.  
 Chris Johnson ..... 2 yrs.  
 Joseph Muller ..... 2 yrs.  
 Katie Boone..... 2 yrs.  
 Mitch Bjorkman..... 2 yrs.  
 Dori Muetz ..... 1 yr.  
 Jayda Schiffer..... 1 yr.  
 Scott Seago..... 1 yr.  
 Paula Anderson ..... 1 yr.  
 Chad Bartels..... 1 yr.  
 Mark Hoeth ..... 1 yr.

\*Part-time employees

### New Employees

Amber Johnson	Alyssa Yanske*	Suzanne Smith*	Nathan Wesley*
Andrew Hagen	Brian Subjek	Ryan Brandenburg	Shawn Brush Jr.*
Michael Herold	Caitlyn Brush*	Michael G. Smith*	

#### 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.



<b>Coordinators:</b> ..... Doug Billings	<b>Contributors:</b> ..... Doug Billings
..... Amy Bettis	..... Jim Schweinefus
<b>Layout Design:</b> .....Cathy Buttell	..... Nate Monhaut, Dale Westaby
<b>Photographers:</b> .....Jen Schloesser	..... Amy Bettis, Steve Johnson
..... Amy Bettis	..... Amanda Kuehl, Dori Muetz
<b>Proofreaders:</b> ..... Clark Martin	

**DEADLINE FOR NEXT NEWSLETTER: Sept. 24, 2012**

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